



## Minutes

### SEN25-M2

Minutes of the meeting held on 11 June 2025.

#### Attendance

Nick Jennings

Siân Adiseshiah  
Kerri Akiwowo  
Sura Al-Maiyah (ab)  
Rachael Alvey  
Julia Bahnmüller (ab)  
Mia Baig  
Lewis Bilby  
Karen Blay  
Roberta Bernabei  
Rebecca Cain  
Ash Casey  
Jinju Vicky Chen  
Steve Christie  
Paul Conway (ab)  
Malcolm Cook  
Chris Cushion  
Claudia Eberlein  
Jan Godsell

Sam Grogan  
Suzana Grubnic  
Sarah Hagele (ab)  
Simon Hogg  
Peter Hortor  
Michael Hoyler  
Ella-Mae Hubbard  
Kemafasu Ifie  
Will Johnson (ab)  
Gyuchan Thomas Jun  
Jamie Kenyon  
Allyson King  
Baihua Li (ab)  
Jo Maher  
Oonagh Markey  
Miguel Martinez Garcia (ab)  
Aidan McGarry  
Sarah Parker

Dan Parsons  
Giulia Piccolino  
Valerie Pinfield  
Chetna Prajapati  
Rahul Rahulamathavan  
Duncan Robertson  
Merve Sancak (ab)  
Lauren Sherar (ab)  
Vadim Silberschmidt  
James Simpson  
Rachel Thomson  
Emma Walton  
Justin Waring  
Darren Watts  
Eve Zhang  
Diwei Zhou

#### ***In attendance:***

Rachel Curtis, Chris Dunbobbin, Sam McGinty, Veronica Moore, Jennifer Nutkins, Alex Owen, Becca Schofield, Richard Taylor.

#### ***Apologies received from:***

Sura Al-Maiyah, Julia Bahnmüller, Paul Conway, Sarah Hagele, Will Johnson, Baihua Li, Miguel Martinez Garcia, Duncan Robertson, Merve Sancak, Lauren Sherar.

#### 25/35 Minutes

Senate confirmed the minutes of the meeting held on 12 March 2025 (**SEN25-M1**).

#### 25/36 University Strategy

##### **SEN25-P39**

##### 36.1 Update on the Higher Education External Environment

Senate considered an update on the Higher Education external environment.

Funding across the HE sector was under significant pressure due to several well-documented factors including a continuing decline in the real-terms value of tuition fee income from UK undergraduates, and an over-reliance on fee income from international students combined with geo-political factors and a decline in markets. In the last year several universities had announced significant cost-cutting schemes, including large redundancies, course and department closures and cuts to capital investment.

The University had actively engaged with, and helped to shape, a UUK transformation and efficiency taskforce, which had reported in June 2025, setting out seven opportunities for the sector. A piece of work would be undertaken to assess how Loughborough should respond to each of these opportunities, taking into account its specific strategic and operational context, and the output of this exercise would be presented to the Council Strategy Away Day in October 2025.

The paper also summarised two significant UK Government policy agendas (the industrial Strategy and the Skills White paper) which would present opportunities and risks for the University; and several global policy and geopolitical factors which would impact on the University's ability to recruit international students.

Overall, the University was aware of the significant challenges and constraints facing the sector, but was well-placed to take future opportunities.

## **SEN25-P40**

### **36.2     Strategy Review**

Senate considered the work underway to review the University Strategy's trajectory in response to the external environment, and endorsed the approach and timeline for progressing the review, including the re-working of the 5-year financial forecasts to be submitted for approval in the autumn to reflect the outcome of the review.

It was emphasised that the University remained committed to the six strategic ambitions set out in the strategy and the core plans. However, the funding assumptions (primarily the growth in international student population) underpinning the realisation of the strategy had not materialised as anticipated. It was therefore necessary to be realistic about delivery timescales and to adjust some core plans to deliver their KPIs over a longer period, prioritising financial sustainability and a smaller number of initiatives while preserving the University's distinctive strengths in the short to medium term. Emerging priorities had been identified and a proposed three-five year underpinning plan to achieve these would be presented at the Council Strategy Away Day in October, and to Senate thereafter. The approach being taken and potential related investment was discussed, noting that two groups, led by the Provost and Chief Operating Officer respectively, had been established to identify the additional academic and infrastructural support required. It was emphasised that great care would be taken to ensure there was no deterioration of the student experience.

It was noted in discussion that significant work had been undertaken on strategic considerations around the setting of tuition fees, scholarships and bursaries for 2026 entry, and that work in this area was ongoing. An update was also provided on arrangements for monitoring the progress of the International Foundation programme. It was noted finally that English language entry requirements were monitored regularly, and that there were no current plans for any changes.

## **SEN25-P41**

### **36.3     KPI Review**

Senate recommended to Council for approval revised (interim) trajectories for the three KPIs relating to research awards, research student population and international student population, noting that the annual milestones were aligned to the existing assumptions in the 2025-26 and 5-year financial forecast, and that further revisions to these, or other KPI trajectories, might come forward for approval in autumn 2025.

## **25/37     Freedom of Speech**

### **SEN25-P42**

Senate noted the implications of the recent Office for Students findings in relation to the University of Sussex and the next steps for implementation of the Higher Education (Freedom of Speech) Act 2023,

and recommended to Council for approval an amendment to the Freedom of Expression Code of Practice to reflect the provisions of the Act which would be implemented.

The Act would be brought into effect, in part, on 1 August 2025, but in the intervening period, the OfS had fined the University of Sussex a significant amount in relation to failures, including failing to protect freedom of speech and governance issues. The implications of the OfS findings against Sussex and the elements of the Act which would be implemented had been reviewed and actions identified to secure compliance. The University was broadly compliant, albeit that a further review would be required upon the publication of the detailed OfS guidance.

It was noted in discussion that Senate and Council had recently approved a Policy on Public Statements, which sought to provide a framework for balancing responsibilities towards freedom of expression, equalities duties, and pastoral responsibilities to the wellbeing of staff and students. It was noted further that the issues were complex and remained open to different interpretations, not least in relation to balancing the right to lawful speech with the University's Harassment and Bullying Policy and wider expectations of professional behaviour. Developments would continue to be monitored closely and any further changes to policies submitted to Senate and Council.

#### **25/38 Loughborough Students' Union Constitution Review**

##### **SEN25-P43**

Senate noted progress in relation to the review of the LSU Constitution Review. In June 2024 Council had approved changes to the LSU Articles of Association and approved a Working Group to undertake a further review in accordance with the requirements of the 1994 Education Act (to review and approve the LSU Constitution every 5 years). The Working Group was expected to make final recommendations to Council in July to the effect that Council could be assured LSU had robust governance procedures fulfilling the requirements of the 1994 Act. It was noted in discussion that although the Freedom of Speech Act did not now apply to students' unions, if the University were to amend its Code of Practice in Freedom of Expression, in view of anticipated OfS guidance, LSU would need to consider whether to amend its own, separate policy to maintain the existing alignment.

#### **25/39 Discontinuation of Infrastructure Committee and Establishment of Two New Committees**

##### **SEN25-P44**

On the recommendation of Governance and Nominations Committee, Senate recommended to Council for approval the discontinuation of Infrastructure Committee, and the establishment of a new Information Technology and Governance Committee and an Estates Management and Sustainability Committee, with effect from 2025/26. It was noted in discussion that there were some elements of the sustainability portfolio, for example relating to technical environmental compliance, which fit best within the remit of Health, Safety and Environment Committee, albeit that most of the overall sustainability portfolio would fall under the new Estates Management and Sustainability Committee. Further work was ongoing to clearly define the boundaries.

#### **25/40 Health, Safety and Environment Committee**

##### **SEN25-P45**

40.1 Senate received minutes of the meetings of Health, Safety and Environment Committee on 5 February and 14 May 2025.

##### **SEN25-P46**

40.2 Senate considered Health and Safety Bulletins for March, April and May 2025.

#### **25/41 Matters for Report by the Pro Vice-Chancellor (Education and Student Experience)**

##### **SEN25-P47**

41.1 Senate considered matters for report by the Pro Vice-Chancellor for Education and Student Experience.

## **SEN25-P48**

41.2 On the recommendation of Education and Student Experience Committee, Senate agreed:

- i) That the length of the Semester 1 assessment period should remain as 13 days in 2025/26, before being reduced to 10 days in 2026/27 once further progress had been made on reducing the number of examinations.
- ii) That the length of the Loughborough Employability Festival (LEF) should remain unchanged to span the full five days of Week 15 of Semester 1 in 2025/26. This would result in some overlap with examinations, but it was felt that this could be managed appropriately.

It was noted in discussion that a broader consideration of several issues in the Education and Student Experience context, including assessment; the impact of AI; and the transition of students from schools and colleges to University was ongoing as part of committee discussions and project work.

### **25/42 Matters for Report by the Pro Vice-Chancellor (Research and Innovation)**

#### **SEN25-P49**

Senate considered matters for report by the Pro Vice-Chancellor (Research and Innovation) including: Progress of key initiatives aligned with the delivery of the R&I Core Plan including REF2029 preparation, Research Academy, Flagship Institutes; the 1500 DRs initiative; Reimagining RIO; School annual performance reviews on R&I; Research income; Commercialisation and innovation; QS World Rankings; and Sustainability. It was requested that staff leading academic workload planning activities in Schools were kept informed of REF developments for their School.

### **25/43 Matters for Report by the Pro Vice-Chancellor (Sport)**

#### **SEN25-P50**

Senate considered matters for report by the Pro Vice-Chancellor (Sport) including: Ministerial direction in relation to improving insurance products in women's sport for the sector; Events and successes including Loughborough being named Educational Institute of the Year at the FEVO Sports Industry Awards 2025; and the commencement of plans to develop a 15 year semi-permanent sports hall and new hybrid pitch (externally funded).

### **25/44 Matters for Report relating to Equity, Diversity and Inclusion**

#### **SEN25-P51**

Senate considered a report by the Chief Operating Officer and Executive Director for EDI on the current RrAgG rating and progress in relation to the EDI Core Plan KPI's; and actions in response to recent EDI developments with implications for the Higher Education Sector.

Since the Supreme Court had determined that under the Equality Act (2010) "sex" meant biological sex (and as such, workplaces needed to provide single-sex toilet/washroom facilities), the European Human Rights Commission had provided interim guidance that organisations should continue to ensure protection under the Act for all protected characteristics, including trans and non-binary people, and where possible organisations should provide gender neutral toilet facilities in addition to sufficient single-sex facilities. The University was adhering to this interim guidance pending further guidance anticipated in June 2025, and had issued updates around toilet provision. Opportunities were being created for the University to engage with members of the community who were most impacted by the ruling, taking a trans-inclusive approach whilst also seeking the views of other groups. The University's aim was to take a balanced, reasoned approach which was inclusive as possible while complying with the law.

### **25/45 Matters for Report by the Provost and Deputy Vice-Chancellor**

#### **SEN25-P52**

Senate considered a report by the Provost and Deputy Vice-Chancellor on key issues discussed at University Executive Board, University Leadership Group and Strategic Portfolio and Resources Committee, including:

- i) Work to focus the strategic project portfolio, noting details of live projects available on the University website;
- ii) The approval of projects to enhance the University's Hydrogen research infrastructure, and the external leveraging of investment in sport facilities on campus;
- iii) Financial Sustainability Project Management Board. The identification of cost-savings of up to £15M in the University's day to day operations had largely been achieved and thanks were offered to all colleagues involved. The Board would continue to meet monthly with a focus on identifying additional savings and/or new revenue opportunities.
- iv) The University's academic recruitment campaign was live, with the strapline: 'Join our team, Bring your team, Build your team'. Senate members were encouraged to highlight the campaign within their academic networks.
- v) Infrastructure/Refurbishment Projects. A number of smaller projects were being undertaken across campus to enhance academic facilities.
- vi) Student recruitment. Postgraduate taught recruitment remained challenging, particularly in relation to international students despite additional marketing and recruitment activity during the year. In response, a decision had been made to increase the UK undergraduate recruitment target. It was noted in this context that there was a residual risk around the availability of accommodation for all students should intake targets be inadvertently exceeded. However, significant work was ongoing on modelling to avoid and mitigate this risk. The importance of effective hall affiliation arrangements for new students not in hall was noted in this context.

## **25/46 Honorary Degrees and University Medals**

### **SEN25-P53**

Pursuant to Statute XVIII and with the advice of the University Honours Committee, Senate made a recommendation to Council regarding persons to be invited to receive Honorary Degrees and University Medals at future Degree Congregations. It was agreed that a list of Honorary Degrees and University medals to be awarded at degree ceremonies in 2025 would be circulated to members. It was noted additionally that further work could be undertaken to ensure opportunities for activities around the presence of honorary graduates on campus were maximised.

## **25/47 Matters for report by the Vice-Chancellor**

The Vice-Chancellor reported on the following matters:

- i) Senior Appointments.
  - a. Louise Gear, Head of Development at the Football Association, would be joining Loughborough as Director of Sport.
  - b. The processes for appointing new Deans of the Wolfson School and AACME had been completed, and the successful candidates would shortly be announced. The interviews for new Deans of SSEHS and SDCA were scheduled for the end of July.
  - c. Liz Monk had been appointed as the new Chief Executive Officer of LSU.
  - d. Associate Deans for EDI had been appointed for all Schools, and EDI Principals appointed for almost all Professional Services clusters (*minute 25/53 refers*).
- ii) "Where History Begins", a new book about the history of Loughborough Sport, authored by retired Head of Higher Education at the former Loughborough College, Eric Macintyre MBE, had been published. (*More details, including how to obtain a copy are [here](#)*).
- iii) Nominations for the 2025 Vice-Chancellor's Awards had closed. 385 nominations had been received, with every School and Professional Service represented.
- iv) Thanks were offered to retiring members.

## **25/48 Appointment of Associate Pro-Vice-Chancellors**

Senate approved the following appointments, both for 4 years from 1 August 2025 until 31 July 2029, covering the REF submission window:

#### **25/49 Appointment of Chair of Prizes Committee**

##### **SEN25-P54**

On the recommendation of the Vice-Chancellor, Senate approved the appointment of a new Chair of Prizes Committee.

#### **25/50 Education and Student Experience Committee**

##### **SEN25-P55**

50.1 Senate received minutes of the meeting of Education and Student Experience Committee on 28 February and 10 April 2025.

##### **SEN25-P56**

50.2 Amendments to Regulation IX (Registration, Attendance, Leave of Absence, Withdrawal and Transfer) and Regulation XVI (Tuition Fees and Payments for Other University Services)  
Senate approved amendments to Regulations IX and XVI.

##### **SEN25-P57**

50.3 Amendments to Regulation XIX (Hall Committees)  
Senate approved amendments to Regulation XIX.

##### **SEN25-P58**

50.4 Amendments to Regulations (Programme Board Viva-voces, Review Boards, Carrying Forward Marks, MArch and Pass Lists)  
Senate approved amendments to Regulations VII, XIV, XVII, XX, XXI, XXII, XXV and XXVIII.

#### **25/51 Human Resources Committee**

##### **SEN25-P59**

51.1 Senate received minutes of the meeting of Human Resources Committee on 21 May 2025.

##### **SEN25-P60**

51.2 Senate recommended to Council for approval amendments to Ordinance XXXV (Staff Disciplinary Policy and Procedure)

#### **25/52 Student Discipline Committee**

##### **SEN25-P61**

52.1 Senate received minutes of the meeting of Student Discipline Committee on 13 May 2025.

##### **SEN25-P62**

52.2 Senate approved minor updates to the Alcohol, Drug and Substance Misuse Policy for Students.

##### **SEN25-P63**

52.3 Senate recommended to Council for approval amendments to Ordinance XVII (Conduct and Discipline of Students).

#### **25/53 Appointment of Associate Deans and EDI Principals**

Senate noted the following appointments/reappointments (all from 1 August 2025 to 31 July 2028, except where otherwise stated):

i) Associate Deans (Equity, Diversity and Inclusion):

- 53.1 Rebecca Higginson as Associate Dean (Equity, Diversity and Inclusion) for the School of AACME.
- 53.2 Karen Blay as Associate Dean (Equity, Diversity and Inclusion) for the School of ABCE.
- 53.3 Lorraine Young as Associate Dean (Equity, Diversity and Inclusion) for the School of DCA.
- 53.4 Sarah Barnard as Associate Dean (Equity, Diversity and Inclusion) for Loughborough Business.
- 53.5 Burce Celik as Associate Dean (Equity, Diversity and Inclusion) for Loughborough London.
- 53.6 Atish Vadher as Associate Dean (Equity, Diversity and Inclusion) for the School of Science.
- 53.7 Daniel Rhind as Associate Dean (Equity, Diversity and Inclusion) for the School of SEHS.
- 53.8 Abigail Davis as Associate Dean (Equity, Diversity and Inclusion) for the School of SSH.
- 53.9 Laura Justham as Associate Dean (Equity, Diversity and Inclusion) for the Wolfson School.

ii) Associate Deans (Education and Student Experience):

- 53.10 Nicola Jennings as Associate Dean (Education and Student Experience) for the School of Science.
- 53.11 Allan Watson as Associate Dean (Education and Student Experience) for the School of SSH.

ii) Associate Deans (Research and Innovation):

- 53.12 Crispin Coombs as Associate Dean (Research and Innovation) for Loughborough Business for a further year until 31 July 2026.

iii) EDI Principals:

- 53.13 Hayleigh Vasey as EDI Principal for the Registry/Student Services/Library/Doctoral College cluster.
- 53.14 Laura Crawford as EDI Principal for the VCO/OD/HR/Health and Safety cluster.
- 53.15 Stuart King as EDI Principal for the M7A/ RIO cluster.

## **25/54 Student Complaints Annual Report 2023-24**

### **SEN25-P64**

Senate noted the Student Complaints Annual Report for 2023-24.

## **25/55 Appointments to the Academic Staff**

### **SEN25-P65**

Senate noted appointments to the Academic Staff.

## **25/56 Programme Proposals**

Senate noted the action of the Pro-Vice-Chancellor (E&SE), on behalf of Senate, in approving the following:

(i) New programmes

*From Sept 2025*

MSc Electrical and Electronic Engineering (p/t version)

MSc Engineering Management (p/t version)

LLM Law

*From Sept 2026*

MSc Accounting and Finance – *LU London version*

MSc Computer Science – *LU London version*

MSc Design and User Experience – *LU London version*

LLB Law\*

\* *Subject to resolution of outstanding issues*

(ii) Major changes

*From Sept 2025*

*Current students and new entrants*

BEng/MEng Automotive Materials  
BEng/MEng Biomaterials Engineering  
BEng/MEng Materials Science and Engineering

*New entrants only*

MSc Clinical Exercise Physiology

MA Strategic Communication (title changed to MA Digital Media and Communication)

(iii) Suspension of programmes

MA Storytelling (online versions only) (Last intakes: F/T: none; P/T: Oct 2022; Next intake: Sept 2027)

MA Theatre (Last intakes: F/T: Oct 2023; P/T: Oct 2022; Next intake: Sept 2027)

*Part-time versions of the following programmes:*

MSc Civil Engineering

MSc Construction Management

MSc Construction Project Management

MSc Construction Project Management with Building Information Modelling

MSc Net Zero Building Services Engineering

(Last intake: Sept 2024; Next intake: Oct 2027)

(iv) Termination of programmes

MArch Architecture - *Practice Pathway* (Last intake: Sept 2024)

MArch Architecture – *Research Pathway* (Last intake: Sept 2024)

MSc Data Science (p/t only) (Last intake: Sept 2024)

MSc International Project Management (Last intake: September 2024)

MSc Information Systems and Digital Innovation (p/t only) (Last intake: October 2023)

## **25/57 Reports from Committees**

Senate received reports from the following Committees:

57.1 **SEN25-P66** Arts Committee on 20 May 2025

57.2 **SEN25-P67** EDI Committee on 26 February 2025

57.3 **SEN25-P68** Finance Committee on 14 March 2025

57.4 **SEN25-P69** Infrastructure Committee on 25 February 2025

57.5 **SEN25-P70** Research and Innovation Committee on 1 April 2025

57.6 **SEN25-P71** SPaRC Part B: Resources on 10 March, 7 April and 28 April 2025

## **25/58 Waiver of Regulations**

Senate noted that the Academic Registrar had approved waivers to Regulations in relation to individual students. (*Further details are available from the Secretary*).

## **25/59 Dates of Meetings in 2025-26**

Wednesday 24 September 2025 - 12:30pm – Strategic Away Afternoon, Convention Room, Burleigh Court, Loughborough Campus

Wednesday 5 November 2025 - 10:00am, University Stadium, Loughborough Campus

Wednesday, 21 January 2026 - 10:00am, University Stadium, Loughborough Campus (if required)

Wednesday, 11 March 2026 - 10:30am AM – LDN1.04, Loughborough University London

Wednesday, 10 June 2026 - 10:00am, University Stadium, Loughborough Campus



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