

**Council Minutes**  
**(Open)**

**23 June 2022**

Held via Teams from 3pm.

**Present:** Irene Adeyinka, Ronke Akerele, Monica Barnes, Anna Carlile, Frances Corner, Susan Dilly, Kiran Grewal, Elisabeth Hill, Andrew Laurence, Ben Morton-Wright, David Oswell, Lynn Percy (Acting Chair), Aaron Porter, Pam Raynor, David Reddaway, Philip Stoltzfus and Naomi Thompson

**In attendance:** Jilly Court (Secretary), Imran Chughtai, Matthew Cragoe, Henrike Donner (observing open items), Susan Edwards, Stephen Graham, Ed Nedjari (observing) Michael Vincent (for item 12 only) and Tyler Harris.

Starring indicates those matters on which discussion was expected.

**OPEN BUSINESS**

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**1 Apologies**

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**Received:**

- 1.1 The Chair, the President of the SU and the SU Student Assembly Chair were unable to attend.
  - 1.2 It was noted that an observer from the department of Anthropology would be in attendance for Council's open business.
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**2 Identification of items for discussion\***

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**Noted:**

- 2.1 Expressions of Concern for Council June 2022 which was circulated just before the start of the meeting to be discussed under 'AOB'.
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**3 Chair's action**

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**Received:**

- 3.1 Chair's action in relation to the awarding of Honorary Fellowships/Doctorates on the recommendation of the Honorary Degrees and Fellowships Committee.
- 3.2 Chair's action in relation to the appointment of an appropriate person in accordance with Statute 16.

- 3.3 Chair's action in relation to the approval of entering into a lease and an Agreement for Lease in respect of Melfield Gardens (intergenerational living scheme).

**Resolved:**

- 3.4 The Chair's action in relation to the awarding of Honorary Fellowships/Doctorates on the recommendation of the Honorary Degrees and Fellowships Committee was approved.
- 3.5 The Chair's action in relation to the appointment of an appropriate person in accordance with Statute 16 was approved.
- 3.6 The Chair's action in relation to the approval of entering into a lease and an Agreement for Lease in respect of Melfield Gardens (intergenerational living scheme) was approved.
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**4 Minutes\***

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**Received:**

- 4.1 Full minutes (Open, Closed and Reserved) of the Council meeting on 08 April 2022 (CNCL139).

**Resolved:**

- 4.2 Council approved the full minutes of the meeting of 08 April 2022 (CNCL139).
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**5 Matters Arising\***

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**Received:**

- 5.1 Oral update on strike pay declarations.

**Noted:**

- 5.2 It was noted that the number of staff who are self-declaring strike action are fewer than the numbers of staff who voted in favour of strike action. However, conclusions are not able to be drawn from this although it does highlight the disparity between those voting in favour of strike and those self-declaring.
- 5.3 Council noted that this could mean that the College is not clawing back as much of a deduction from pay to be able to pass towards student welfare as it should be.
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**6 Actions\***

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**Received:**

- 6.1 The action tracker.

**Noted:**

- 6.2 The progress of the Council action tracker is up-to-date and progress of ongoing work was noted.
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**7 Chair's Report\***

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**Noted:**

- 7.1 The Chair was unable to attend the meeting and therefore a Chair's report was not provided.
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**8 Business Continuity Arrangements for Committees\***

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**Received:**

- 8.1 The Business Continuity Arrangements for Council and Council Committees as commended by the Nominations and Governance Committee (NGC).

**Noted:**

- 8.2 Council was assured that there is no intention to regularly have meetings externally and that this will be the case only as and when the need arises.
- 8.3 Members questioned whether these arrangements would apply to academic committees and it was confirmed that they would apply to all formal committees of Council, and that, of course, includes Academic Board, the committees of Council, the committees of Academic Board and indeed any joint committees where they might apply.

**Resolved:**

- 8.4 Council approved the Business Continuity Arrangements for Council and Council Committees as commended by NGC.
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**9 Revised Code of Conduct for Council & Council Committees\***

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**Received:**

- 9.1 The revised Code of Conduct for Council and Council Committees.

**Noted:**

- 9.2 Certain members noted that they felt this was an excellent and extremely necessary document and appreciated the work that went into it.

**Resolved:**

- 9.3 Council approved the revised Code of Conduct for Council and Council Committees.

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## **10 Warden's Report \***

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### **Received:**

10.1 An update on the College's situation and work from the Warden.

### **Noted:**

10.2 It was noted that new Heads of Schools for the School for Culture and Society and for Arts and Humanities have been confirmed.

10.3 The College's student projects that took place as part of the British Academy sustainability projects were successful and they all got a further lump sum from the British Academy to implement their ideas.

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## **11 Racial Justice Strategic Framework\***

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### **Received:**

11.1 The Racial Justice Strategic Framework (RJSF).

### **Noted:**

11.2 Council noted that the specific targets are due to be finalised by September and that it would be interested in seeing what those targets are in detail once they have been finalised.

11.3 Members expressed concern that there needs to be careful attention given to who are disproportionately being affected by the restructuring process and how that maps onto the College's racial justice strategy.

11.4 It was noted that many of the existing gaps which have been identified in the paper are measurable and so not only are the metrics around that important to see, but the need to continuously monitor and have realistic targets in order to track significant changes in that respect is as well.

### **Resolved:**

11.5 Council endorsed the RJSF.

11.6 Council endorsed the overarching objectives and key actions.

11.7 Council noted that progress measures will be assigned to actions and KPIs will be developed by September 2022.

11.8 Council considered what support members would find helpful in their roles.

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## **19 Adoption of definitions to address racial harassment\***

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**Received:**

- 19.1 Paper on the IHRA definition of antisemitism and the APPG definition of Islamophobia and the College's approach; and
- 19.2 The independent inquiry into matters pertaining to anti-Semitism at Goldsmiths.

**Noted:**

- 19.3 Academic Board has made its recommendations through to Council with regard of adopting the IHRA definition of anti-Semitism after having also considered the adoption of the All Party Parliamentary Group definition of Islamophobia which was added into the debate and discussion in the interests of parity and to ensure that the College is addressing all issues of hate crime.
- 19.4 It was noted that Council is required to seek the advice of Academic Board, but it is Council's final decision whether the College should adopt these definitions.
- 19.5 Clarification was requested whether the recommendation from Academic Board considered the case studies and the ability to criticise states as per the Durham University statement and therefore was included in its recommendations.
- 19.6 Certain members expressed that there was lot of the discussion at Academic Board and from the various consultations that the Student Union conducted and that there wasn't great support for this. Concerns were expressed about how the College meets its obligations under various pieces of anti-racism legislation and equalities legislation and addresses the very serious problems of discrimination against any group.
- 19.7 It was noted that the inclusion of the islamophobia definition was with a clear view to the broader work on discrimination, harassment and bullying. Academic Board approved the recommendations being presented to Council having gone through a range of stages and Academic Board recognises the risk of responsibility that both Academic Board and Council, particularly Council, has in relation to this area.
- 19.8 Certain members queried whether there is precedent that the Secretary of State has written to universities and asked them to adopt a particular definition of something of this nature.
- 19.9 By framing the matter about one or two examples of racial discrimination and highlighting them in this way, it was questioned if this was in order to avoid government sanctions otherwise it was suggested that the College should treat it in exactly the same way as set out in the Racial Justice Strategic Framework.

- 19.10 It was suggested that the College devise a comprehensive concept of what racial and religious discrimination means as this is the sort of topic that can cause significant division in the community and so should be expertly handled.
- 19.11 Concerns were voiced that a political conflict could arise that could result in reputational damage to the College. Additionally, in allowing this precedent to be set, it could be very hard to go back and unravel.
- 19.12 An approach of acknowledging rather than adopting was suggested as the College is only saying that in the event of complaints and disciplinary issues the College has to show regard to it.
- 19.13 It was confirmed that during the discussion at Academic Board it was agreed that it was the definition without the case studies, also the Jerusalem Declaration and that this would be reviewed in a year's time because Academic Board is aware that it is difficult. The Race Justice Strategy Board will be used as the way of looking at all of this and keeping an eye.
- 19.14 The SU requested that it be noted that the SU rejects the basis of the independent inquiry and will not participate in any part of its process.
- 19.15 9 members voted in favour; 1 member abstained; and 3 members voted not in favour.
- Resolved:**
- 19.16 Council resolved to adopt:
- 19.16.1 the IHRA definition of anti-Semitism without the case studies;
  - 19.16.2 the Jerusalem Declaration; and
  - 19.16.3 The APPG definition of Islamophobia.
- 19.17 That there be a review of the impact of adoption of the IHRA definition of anti-Semitism on the life of the College (rather than the merits or demerits of the definition itself) within 12 months.
- 19.18 Council approved an independent inquiry into matters pertaining to anti-Semitism at Goldsmiths and authorised the Warden to approve the terms of reference and to make the appointment.
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## **20 Deptford Town Hall Statues\***

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**Received:**

- 20.1 The report on the Deptford Town Hall statues.

**Noted:**

- 20.2 Council noted that this was an important piece of work that has allowed the College to really engage very comprehensively with a whole range of communities within Lewisham.

20.3 It was noted that one thing interesting about the use of QR codes is precisely that the College can carry on debates and allow for people to hear different aspects of the debate.

20.4 Council was assured that the College will look carefully at the plaques and bear in mind the points discussed as certain members expressed their view that further work was needed in this regard.

**Resolved:**

20.5 Council approved the recommendation to retain and explain the statues in the immediate term.

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## 21 Richard Hoggart Building (RHB)

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**Received:**

21.1 Summary of charitable trust (the Trust) restrictions imposed on the Richard Hoggart Building paper.

**Noted:**

21.2 Council noted that the Land known as the RHB is not the property of the College but rather of a separate charitable trust (the Trust), of which the College is the trustee.

21.3 Council noted that the Land Registry Title does not reflect the Trust's ownership of the Land.

21.4 Council noted that the College does not intend to seek either to use the Land for purposes other than educational ones or that the Land be held 'in-specie'.

21.5 It was noted that the College as trustee does not intend to change the charitable purpose for which the Land is used nor that the Land will be land for other than charitable purposes (it shall remain 'in-specie'); the College as trustee being cognisant that such changes would require the consent of the Goldsmiths Company.

**Resolved:**

21.6 Council approved as trustee for the Trust, the updating of the Land's Legal Title to make clear that the Land is held by the College on trust and that the title be updated to reflect the ownership of the Land and the restrictions that exist in relation to it.

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## 22 Research Excellence Framework (REF)

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**Received:**

22.1 The outcomes of REF.

**Noted:**

22.2 Council noted the outcomes of REF.

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**23 Audit and Risk Committee Report**

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**Received:**

23.1 The Audit and Risk Committee (16 May 2022) Report; and

23.2 The Audit and Risk Committee (8 June 2022) Report.

**Noted:**

23.3 Council noted the reports for this Council Committee.

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**24 External Relations Committee Report**

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**Received:**

24.1 The External Relations Committee Report.

**Noted:**

24.2 Council noted the report for this Council Committee.

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**25 Finance and Resources Committee Report**

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**Received:**

25.1 The Finance and Resources Committee Report.

**Noted:**

25.2 Council noted the report for this Council Committee.

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**26 Health and Safety Committee Report**

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**Received:**

26.1 The Health and Safety Committee Report.

**Noted:**

26.2 Council noted the report for this Council Committee.

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**27 Human Resources and Equalities Committee Report**

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**Received:**

27.1 The Human Resources and Equalities Committee Report.

**Noted:**

27.2 Council noted the report for this Council Committee.

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**28 Nominations and Governance Committee Report**

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**Received:**

28.1 The Nominations and Governance Committee Report.

**Noted:**

28.2 Council noted the report for this Council Committee.