

Council Minutes**(Open)****25 November 2021**

Held via Teams from 3pm.

Present: Irene Adeyinka, Ronke Akerele, Sara Bafo, Anna Carlile, Frances Corner, Susan Dilly, Anna Furse, Kiran Grewal, Elisabeth Hill, Andrew Laurence, Ravi Mahendra, Ben Morton-Wright, David Oswell, Lynn Percy (Acting Chair), Aaron Porter, Pam Raynor, David Reddaway, Philip Stoltzfus

In attendance: Helen Watson (Secretary), Imran Chughtai, Matthew Cragoe, Susan Edwards, Hafsa Haji (for item 16) John-Dickinson-Lilley, Stephen Graham, Fowsia Kadiye (for item 16), Simon Mattison, Niquella Simpson-West (for item 16), Holly Sorce, Elizabeth Williams, Kayley Darby-Philpotts and Tyler Harris.

Starring indicates those matters on which discussion was expected.

OPEN BUSINESS

1 Apologies

Received:

- 1.1 The Chair was absent from this meeting with the Deputy Chair acting as Chair accordingly.
 - 1.2 Professor Naomi Thompson and Monika Barnes were unable to attend.
 - 1.3 Thanks were given to John Dickinson-Lilley and Helen Watson for their contributions to Council as this was their last Council meeting.
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2 Chair's action

Resolved:

- 2.1 Council approved the Chair's action in relation to the resignation of the Registrar & Secretary;
 - 2.2 Council approved the Chair's action in relation to the increase in tuition fees for University of London Worldwide English programme; and
 - 2.3 Council approved the Chair's action in relation to amendments to the consultation timeline.
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3 Minutes*

Received:

3.1 Full Minutes (Open, Closed and Reserved) of the Council meeting on 07 October 2021 (CNCL137).

Noted:

3.2 Confirmation was provided that any individual member names referenced in the previously approved official Council Minutes of CNCL136 have been removed.

3.3 Clarification was provided that individual names are not to be included in official minutes of Council unless requested by a member.

3.4 It was requested that the potential impact on department administrators be noted in addition to point 11 in the Minutes of CNCL137. It was also confirmed that any relevant points made in the meeting chat via Microsoft Teams have been incorporated into the appropriate corresponding section of the minutes.

Resolved:

3.5 Council approved the full minutes of the meeting of 07 October 2021 (CNCL137).

4 Matters Arising*

Received:

4.1 Update with regards to the incorporation of the Student's Union.

Noted:

4.2 It was noted that the process of the incorporation of the SU has now been completed.

5 Actions*

Received:

5.1 The action tracker.

Noted:

5.2 The progress of the Council action tracker is up-to-date and progress of ongoing work was noted.

6 Chair's Report*

Received:

- 6.1 Update on work undertaken by the Chair since the last meeting of Council (CNCL137).

Noted:

- 6.2 The new Office for Students "OfS" strategy is currently out for consultation and it was highlighted that a data driven emphasis is being proposed looking at the interface between quality and standards and student outcomes.
- 6.3 Despite the strategy only being in consultation phase, the new proposed emphasis does not bode well with how the College will be looked at, ranked and monitored by the OfS going forward given the College's current statistics and survey reports.
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7 Warden's Report*

Received:

- 7.1 An update on College strategy;
- 7.2 An update on work relating to Racial Justice; and
- 7.3 An update regarding proposed industrial action.

Noted:

- 7.4 Having met with Universities UK there is a sense that fees are likely to be frozen for a number of years and it is anticipated that the emphasis will be on low quality courses which links closely with previous Ministerial communication about linking this with attainment.
- 7.5 It was noted that the figures on continuing students and overseas (taught post graduate) have been better than expected although recruitment of home undergrad students remains a challenge.
- 7.6 Additional information about student enrolment is available for members to consult in more detail via Share Point.
- 7.7 Work on the Recovery Plan continues with the consultation period having been extended following a large number of responses. The College is working through those responses to ensure that the Recovery Plan is in place and due consideration is given to all responses received.
- 7.8 It was noted that a period of industrial action has been agreed which includes 3 days of national action in support of pension pay claims.

- 7.9 A number of changes in relation to the appointment of several posts within the external regulatory regimes were reported, which could have an impact on the sector going forward.
- 7.10 It was noted that the OfS is now reverting back to their standard operational approach to reportable events following a temporary change to reportable events in light of COVID-19.
- 7.11 It was noted that the first meeting of the Strategy Development Council Sub-group will be held on the 12th January 2022.
- 7.12 The first racial justice meeting was held and progress continues with preparation in applying for the race equality charter. It was also noted that each of the College's three schools has appointed an equality, diversity and inclusion officer.
- 7.13 Some members requested that it be recorded in the official minutes that GUCU has taken the measures mentioned only as a last resort.
- 7.14 It was noted that union membership is quite large across the College and that Council needs to address the problem that the majority of the workforce is not on-board with what is happening on the ground. A clear strategy on how this is going to be addressed going forward is needed.
- 7.15 Some members requested that formal documentation is provided to members when making statements at Council (i.e. evidence as to why the unions are not able to attend mediation) and highlighted that it would be inappropriate to minute information that is not substantiated. This was of particular concern for external members of Council.

Secretary's note: items 8 and 9 were discussed as Reserved Business.

10 Annual Prevent Return

Received:

- 10.1 Accountability and Data Return (ADR) 2020 Prevent;
- 10.2 Appendix A – ADR for submission to OfS; and
- 10.3 Appendix B – updated risk assessment.

Resolved:

- 10.4 Council approved the Annual Prevent Return.
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11 Health and Safety Policies

Received:

- 11.1 Control of Contractors Policy;
- 11.2 Estates and Facilities Management Directorate Policy;
- 11.3 Electrical Appliance Policy;
- 11.4 Electrical Safety Policy;
- 11.5 PEEP Policy;
- 11.6 Legionella Policy;
- 11.7 Legionella Operational Management Guidance Notes;
- 11.8 Operational Management Water Safety Plan;
- 11.9 Bomb and Suspect Packages Policy and Procedure;
- 11.10 Security Policy;
- 11.11 Asbestos Policy; and
- 11.12 Face Covering Policy.

Resolved:

- 11.13 Council approved the Health and Safety policies.
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12 IDAP Validation Partnership

Resolved:

- 12.1 Council approved the proposed validation partnership with Algebra University College, as recommended to Council by Academic Board.

13 Modern Slavery Statement

Received:

- 13.1 The 2021 Modern Slavery Statement.

Resolved:

- 13.2 Council approved the 2021 Modern Slavery Statement.
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14 College Degree Outcomes Statement

Received:

- 14.1 The College's Degree Outcomes Statement.

Resolved:

- 14.2 Council approved the Degree Outcomes Statement.
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15 Amendments to Financial Awards for 2022 Entry

Resolved:

- 15.1 Council approved the merge of the *Black, Asian and Minority Ethnic Students Bursary* and *Goldsmiths Equity Award*.
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16 Student Union Report*

Received:

- 16.1 The Student Union Report deferred from the previous meeting of Council (CNCL137).

Noted:

- 16.2 It was noted that the SU consults with its constituents directly during the course of its campaigns and uses these consultations to inform the development of the SU manifesto.
- 16.3 The implementation of lecture recordings as standard going forward across the College is currently underway and the SU is working directly with the College to explore the possibility of implementing this as an invaluable tool that can assist students unable to attend campus for a number of reasons.
- 16.4 COVID-19 has allowed the opportunity for the SU to expand the type of support that is offered to students and adapt new ways of reaching all types of students and to accommodate their needs.

- 16.5 External consultation has taken place as part of the SU's governance and democracy review and the recommendations received from this consultation will be implemented with the appointment of the new Student Voice Officer going forward.
- 16.6 It was noted that certain students, such as PGCE and Social Work students, start at a different time than the majority of other students and so 'Welcome Week' occurs several weeks after they have started.
- 16.7 The SU noted that a 'Welcome Back' event is open to all students and looking forward they will continue to collaborate with students in addressing ways that a wider range of students can be included in SU supported events.
- Action:**
- 16.8 The Student Union is to report back on the progress of the governance and democracy review at a later date.
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17 Fire, Health and Safety Annual Report

Received:

- 17.1 The Fire, Health and Safety Annual Report as considered by the Health & Safety Committee and recommended to Council.

Noted:

- 17.2 Council noted the report for this Council Committee.
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18 Academic Board Report

Received:

- 18.1 The Academic Board Report.

Noted:

- 18.2 Council noted the report for this Council Committee.
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19 Audit and Risk Committee Report

Received:

- 19.1 ARC105 (18 October 2021) Report; and

- 19.2 ARC106 (18 November 2021) Report.

Noted:

- 19.3 Council noted the reports for this Council Committee.
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20 External Relations Committee Report

Received:

20.1 The External Relations Committee Report.

Noted:

20.2 Council noted the report for this Council Committee.

21 Finance and Resources Committee Report

Received:

21.1 The Finance and Resources Committee Report.

Noted:

21.2 Council noted the report for this Council Committee.

22 Health and Safety Committee Report

Received:

22.1 The Health and Safety Committee Report.

Noted:

22.2 Council noted the report for this Council Committee.

23 Research Ethics and Integrity Sub-Committee Report

Received:

23.1 The Research Ethics and Integrity Sub-Committee Report.

Noted:

23.2 Council noted the report for this Council Sub-Committee.

24 Data Quality Assurance Report

Received:

24.1 The Data Quality Assurance Report.

Noted:

24.2 Plans Council noted the Data Quality Assurance Report.

Secretary's note: item 25 was discussed as Reserved Business.

26 Any other business

Noted:

- 26.1 It was clarified that any monies deducted from staff salaries in relation to industrial action would not be sent to the College's Lenders as this was a misconception. Money deducted will be used for a number of purposes, including adding to the Student Hardship Fund and contributing towards any refunds that might be due under consumer protection legislation (if such refunds become due, which will not automatically be the case).