

**GOLDSMITHS**  
**University of London**

**COUNCIL**

**Minutes of the meeting held on 5 April 2017 at 3pm in Room PSH 3.26**

**Present:** Rt. Hon Estelle Morris (in the Chair), Mr Nick Barron, Mr Ian Borman, Professor Sean Cubitt, Dr Kate Devlin, Dr Marl'ene Edwin, Ms Althea Efunshile, Mr Gerald Lidstone, Mr Patrick Loughrey, Ms Jackie Morgan, Professor Richard Noble, Professor David Oswell, Dr Barry Quirk, Ms Sue Reece, Ms Vanessa Sharp, Mr Phillip Wright and Ms Theodora Zemek.

**Apologies:** Sir David Reddaway, Ms Jessica Wanamaker, Mr Tom Wilson and Ms Grace See Wen-Ying.

**In attendance:** Registrar and Secretary, Interim Director of Communications, Head of Secretariat and Legal Services and Governance Officer.

*Secretary's note: In advance of the meeting, Council received presentations concerning the Higher Education and Research Bill from the Registrar and Secretary and the Research Excellence Framework from the Pro-Warden for Research and Enterprise and had discussions in relation to the same. **It was agreed that Council should receive a briefing on its new obligations under the auspices of the aforementioned Bill at the first meeting of the next academic year.***

**OPEN BUSINESS**

**1. APOLOGIES FOR ABSENCE**

**Noted:**  
apologies received as shown above.

**2. IDENTIFICATION OF ITEMS FOR DISCUSSION**

**Noted:**  
no further items were identified as requiring discussion.

**3. APPROVAL OF ITEMS FOR FORMAL DECISION**

**Noted:**

the items for formal decisions were approved.

#### **4. MINUTES**

##### **Resolved:**

the Minutes of the meeting held on 30 November 2016 (Paper A) are approved.

#### **5. MATTERS ARISING FROM THE MINUTES**

##### **Noted:**

following submission of the Annual Report on 1 December 2016, HEFCE has requested further information and clarification concerning the training activities undertaken and to be undertaken pursuant to the College's Prevent Action Plan. This has been provided and the College will be notified of the outcome of HEFCE's deliberations in May. Council will be informed of the same on 28 June 2017.

#### **6. WARDEN'S REPORT**

##### **Received:**

a report from the Warden (Paper B: 16-346).

##### **Noted:**

- (i) **MANAGEMENT TEAM** – following a number of critical appointments, a management team is now in place which is ready to meet the challenges faced and take advantage of the opportunities available;
- (ii) **HIGHER EDUCATION AND RESEARCH BILL** – the draft legislation has received three readings before the House of Lords. A record number of amendments have been made by the upper chamber, the most significant of which is that international students be removed from net migration targets. The Bill will now return to the House of Commons. Through its own efforts and also by partnership with other HEIs through Universities UK, Goldsmiths is working to promote MP engagement with the germane issues;
- (iii) **BREXIT** – Article 50 triggered, the path towards the UK's departure from the EU has commenced. This gives rise to much uncertainty, for the institution but critically for many of its staff and students. Goldsmiths is so proud of its international community: 300 staff and 1,400 students from EU countries. Within the parameters of the known-knowns, action has been taken to provide reassurance to this community. Fees have been frozen for EU students – up to and including 2018, starters EU nationals will pay the same as home students for the duration of their course. A pledge has been made to back Erasmus+ schemes for students and staff. The Immigration team has stepped up support for students and staff. The College is working with Universities UK and London Higher on lobbying efforts. Networks are being formed with employers across Lewisham to respond collectively to Brexit;
- (iv) **NATIONAL STUDENT SURVEY** – the College considers that the Survey assists it work to improve the student experience. Although the Survey

has been boycotted by the Students' Union, it is still anticipated that enough responses will be received by 30 April for Goldsmiths to meet the 50% threshold;

- (v) **QS RANKINGS** – Goldsmiths has performed extremely well in this high profile and influential international league table. Media and Communications at Goldsmiths is ranked 8th in world. A remarkable achievement. Also hugely impressive is a top 50 ranking for Anthropology, Art & Design, Performing Arts (covering Music and Theatre & Performance) and Sociology. This places the College in the top 1% of all universities who participated in the rankings for these subjects. Goldsmiths has moved up the rankings for English Language & Literature and Politics and International Studies, and is ranked for the first time for Computing, History, and Psychology. For the first time the university has also been ranked as a top 100 institution for Arts and Humanities – rising to 78 from 153 in the 2016 rankings;
- (vi) **TEACHING EXCELLENCE FRAMEWORK** – The College lodged its narrative submission in January. I am very proud of this document which tells of a flourishing ecosystem of creativity, innovation and achievement and records how we are a community drawn from all backgrounds, generating an inclusive and welcoming environment where everyone can feel at home. The Chair of the TEF Panel has indicated that significant weight will be attached to the narrative submission. The result will be announced in June.
- (vii) **SEXUAL HARASSMENT** – The Guardian has recently carried out an investigation into the issue within the Higher Education sector. The College was referred to within the paper's coverage. This related to historical cases about a range of student experience issues as well as recently made disclosures concerning alleged events in the late 80's and early 90s. The former resulted in settlements being made in the form of fee waivers, accommodation cost reimbursement etc. The latter will be investigated by somebody independent with the requisite experience.

The College has and will continue to address the issues raised within the aforementioned coverage. The *10-point Plan* is galvanising substantial action. Later this month Vicki Baars joins us from Queen Mary as the Strategy and Review Manager – Sexual Harassment. HEFCE Catalyst funding of almost £50, 000 has been secured to support work being done to address the issue and the College has pledged to match this. The Centre for Feminist Research has won a Levershulme award to fund examination of the issue of consent and abuse of power. That work is being carried out by Dr Tiffany Page who is a founder member of The 1752 lobby group;

- (viii) **MARK FISHER** – Mark was a treasured member of the community. He loved Goldsmiths and its students. He had found a home here. The sadness felt by his loss is profound. Tribute must be paid to those who have worked so hard and with enormous sensitivity to support Marks' family, staff and students during these hardest of times;

- (ix) WELLBEING – the wellbeing of the College’s staff and students is of paramount importance. Demands on mental health services has increased enormously. At this particular time of the academic year, there is pressure on many. It is critical that this right support services are in place. The College has made significant investment into these services and believes that the necessary resources are in place. However, there is no complacency and these matters continue to monitored and reviewed.

In response to questions by Members, details of the services available was provide. There was discussion about the underlying causes of the rise in demand for mental health services;

- (x) STRATEGIC PLAN – there are a number of profound challenges facing the sector and Goldsmiths: demographic changes; BREXIT; TEF; employability; and financial sustainability. The Plan must help the College meet these challenges. There has been extremely encouraging engagement across the community with the refresh exercise and many ideas have been generated. These are being filtered by the Senior Management Team. The upcoming Council Strategy Day is a very important event; and
- (xi) STUDENT RECRUITMENT – this looks extremely positive at this time. Goldsmiths appears to be outperforming those of its competitor group.

**Resolved:**

**that consideration will be given to the Health and Safety Committee assuming responsibility for having oversight of mental health issues on behalf of Council.**

## **7. STRATEGIC RISK REGISTER**

**Received:**

the Strategic Risk Register (Paper C: 16-347).

**Noted:**

- (i) further to the recommendation of the Audit and Risk Committee in November 2016, a number of the risks scheduled on the Register have been redrafted to provide greater definition and clarity;
- (ii) the financial risk will be subject to a review in advance of the next meeting of Council; and
- (iii) Members recommended that SRR51 and SRR18 required amendment in order to provide additional clarity and ensure accuracy.

**Resolved:**

- (i) **that the recommendation additions, deletions and variations are approved; and**
- (ii) **that the Register is approved subject to the amendments suggested by Members being made.**

## **8. KEY PERFORMANCE INDICATORS**

**Received:**

the Institutional Key Performance Indicators from the Registrar and Secretary (Paper D: 16-348).

**Noted:**

- (i) refined set of KPIs, as agreed by Council last year;
- (ii) whilst student number growth and the improvement of the staff to student ratio is positive, the trend of surplus decline, NSS student satisfaction stagnation and diminishing research income is challenging. The challenges are a matter of priority;
- (iii) it was agreed that it is necessary to have benchmarking data to see how the College's performance on these measures is at variance to competitors; and
- (iv) a refreshed Strategic Plan will result in a review of the KPIs. Once new KPIs have been approved by Council, operational indicators will be developed.

**Resolved:**

- (i) that benchmarking data from a relevant group of HEIs is to prepared; and**
- (ii) that the period for which data is generated is to be extended.**

## **9 UNIVERSITY OF LONDON BILL**

**Received:**

a report from the Registrar and Secretary concerning the University of London Bill (Paper E: 16-349).

**Noted:**

- (i) if enacted, the legislation will give opportunity to Colleges of the Federation to apply for university title and, concurrently, change their legal title;
- (ii) in preparation for the legislation, the University of London needs to amend its Statutes to enable College to depart the Federation without the approval of the Collegiate Council;
- (iii) Colleges of the Federation have an opportunity to amend their statutory instruments without the need to follow the usual burdensome procedures; and
- (iv) it is considered that it would be beneficial to Goldsmiths to obtain university title, but not change its legal title, and should review its statutory instruments to identify any substantive changes it would be advantageous to make at this time.

**Resolved:**

- (i) that the proposed revisions to the University's Statutes are approved;**
- ii) that the College shall apply for university title;**
- iii) that, subject to market research to be conducted prior to June 2017, no change to the College's name is sought; and**
- iv) that a report will be made to Council concerning the revision of the College's governing documents in September 2017, following a process of consultation during summer 2017.**

## **10. ANNUAL PROVIDER REVIEW PRELIMINARY ASSESSMENT**

### **Received and noted:**

the Annual Provider Review preliminary assessment (Paper F: 16-277R).

## **11. SEXUAL HARASSMENT REPORT**

*Secretary's note: the report received was redacted, pursuant with the Data Protection Act 1998.*

### **Received:**

an update on the work being done at the College in this field and a schedule of those reports of sexual harassment made by and against members of the College in the current academic year (Paper G: 16-350).

### **Noted:**

- (i) Goldsmiths has a 10 Point Plan for addressing the issue of sexual harassment, developed in consultation with a wide spectrum of stakeholders. Members were interested to know what recommendations had been made by stakeholders which were not included within the Plan;
- (ii) a Strategy and Review Manager – Sexual Harassment, Vicki Baars, will lead the College's work in this area. Vicki will attend the next meeting of Council to report on progress against the Plan;
- (ii) there was discussion about the importance of tackling any culture of harassment which may exist. It was agreed that thought needs to be given as to how you measure culture and what indicators might be used to demonstrate change in culture; and
- (iii) a determination to lead the sector in this field is commended and should be publicised.

## **12. APPOINTMENT OF CHAIR OF COUNCIL – SEPTEMBER 2018**

### **Received:**

a report concerning the process for the appointment of Chair of Council, effective 1 September 2018 (Paper H: 16-351).

### **Noted:**

- (i) Baroness Morris of Yardley will conclude her second and final term as the Chair of Council on 31 August 2018; and
- (ii) Members were invited to volunteer to be part of the Search Committee responsible for leading on the appointment of a successor to Baroness Morris of Yardley.

### **Resolved:**

**that the process and timetable for appointing a successor to Baroness Morris of Yardley is approved as set out within Paper H.**

## **13. OPEN MINUTES OF COMMITTEES OF COUNCIL**

### **Received and noted:**

Minutes from recent meetings of the following Committees of Council (Paper I: 16-352):

- (i) Human Resources and Equalities meeting No.30 on 14 March 2017;
- (ii) Finance and Resources Meeting No.46 on 9 March 2017;
- (iii) Nominations Committee Meeting No.11 on 23 March 2017;
- (iv) Estates and Infrastructure Meeting No.35 on 3 March 2017; and
- (v) Academic Board Meeting No.59 on 12 December 2016.

#### **14. TRAC RETURN**

**Received and noted:**

the TRAC Return submitted to HEFCE on or about 1 February 2017 and associated report (Paper J: 16-335R).

#### **15. COMMITTEE TIMETABLE 2017-18**

**Received and noted:**

the provisional Committee Timetable.

#### **16. EQUALITY OBJECTIVES**

**Resolved:**

that the Equality Objectives for 2017-2021 are approved (Paper L: 354).

#### **17. REGULATORY FRAMEWORK REVIEW**

**Resolved:**

that the changes to the overarching structure and format of the Regulations are approved for implementation in 2017-18 as recommended within Paper M.

#### **18. POLICIES**

**Resolved:**

that the Safeguarding Policy is approved.

#### **19. ANY OTHER BUSINESS**

**Noted:**

none.