

GOLDSMITHS
University of London

COUNCIL

MINUTES OF COUNCIL MEETING NO.109 HELD 28 JUNE 2017

Present: Rt. Hon Estelle Morris (in the Chair), Mr Nick Barron, Mr Ian Borman, Ms Eva Crossan-Jory, Professor Sean Cubitt, Dr Kate Devlin, Professor Mark d’Inverno, Dr Marl’ene Edwin, Professor Elisabeth Hill, Mr Gerald Lidstone, Mr Patrick Loughrey, Professor David Oswell, and Mr Philip Wright.

Apologies: Ms Althea Efunshile, Ms Jackie Morgan, Professor Richard Noble, Ms Vanessa Sharp, Mr Barry Quirk, Ms Jessica Wannamaker, Mr Joe Williams, and Ms Theodora Zemek.

In attendance: Ms Helen Watson, Registrar and Secretary; Mr Tom Morgan, Interim Director of Communications; Mr Ian Pleave, Director of Finance; Ms Alison Woolley, Director of Development and Alumni; Mr Matthew Brooks, Head of Governance and Legal Services; Ms Giorgia Cowan, Executive and Governance Officer; and Ms Tara Mariwany, Welfare and Diversity Officer of the Students’ Union.

OPEN BUSINESS

1. WELCOME AND APOLOGIES FOR ABSENCE

Noted:

- (i) The Chair expressed Council’s thanks for the contributions of members who had left this term.
- (ii) Eva Crossan-Jory was welcomed to Council as the President of the Students’ Union.
- (iii) Tara Mariwany attended standing in for Joe Williams.
- (iv) There were a number of absences in addition to the apologies received and member attendance was poor.

2. IDENTIFICATION OF ITEMS FOR DISCUSSION

None to note.

3. CHAIR’S ACTION

Noted:

following completion of the approved tendering process and on the recommendation of the Audit and Risk Committee, the Chair had taken action on behalf of Council to appoint KPMG as the internal auditors for the college from 1 August 2017 for a five year period, such appointment to be reviewed by Council at the spring meeting of each year.

4. MINUTES

Noted:

That the Minutes of the Council meeting held on 5 April 2017 were approved.

5. MATTERS ARISING FROM THE MINUTES

Noted:

That HEFCE had approved Goldsmiths' Prevent arrangements and asked for an update on training in a year.

MATTERS FOR REPORT

6. *WARDEN'S REPORT

Received:

An updating report from the Warden (Paper B: 16-476).

Noted:

LEO and DELHE:

- (i) Longitudinal Education Outcomes surveys looked at graduate salary and career progression. The surveys use very small data sets and demonstrated some strengths and some weaknesses for Goldsmiths.
- (ii) Goldsmiths students are shown to be entrepreneurial, as within six months of graduating 15% of alumni are self-employed or running their own business. This is four times the national average.
- (iii) Five years after graduating Goldsmiths students earn 25% more than the median wage in the UK for the same age group.
- (iv) However some sets show higher numbers of students not in further study or sustained employment, and this needed to be addressed.

QS RANKINGS:

- (v) Goldsmiths had risen significantly in a number of league tables, including the QS (Quacquarelli Symonds) rankings, following substantial work from staff.
- (vi) Goldsmiths is now placed in the world's top 400 universities, and has achieved a 5-star ranking from QS.

POST-ELECTION AND BREXIT HE UPDATE:

- (vii) A campaign had been run Between Goldsmiths' and the Students' Union to encourage students to vote.
- (viii) The uncertain political climate in relation to Brexit had impeded the capacity to employ new staff. Goldsmiths had been giving advice and support to staff and students wherever possible, and would continue to do so.

FIRE SAFETY:

- (ix) A review of any cladding on Goldsmiths buildings was being undertaken following the tragedy at Grenfell Tower. The Estates Department had provided reassurance that this cladding was vastly different to the type used at Grenfell.
- (x) Goldsmiths had robust systems and procedures in place to protect staff and students, and worked closely with the London Fire Brigade to ensure all buildings comply with regulations and exceed requirements.
- (xi) Information had been provided to staff and students on fire safety to provide reassurance and remind them of the important role they play.

ESTATES MOVES:

- (xii) Around 350 staff would start moving into new offices in the coming months. This included moving into the new office building on Batavia Road.
- (xiii) The spaces being vacated on the main campus would provide student-facing provisions.

DEGREE SHOWS:

- (xiv) Student degree shows had been held by several departments including Art, Design, and Media and Communications over the summer term. These had been a great success, attracting a significant number of visitors to campus. Student work had also been featured in a number of national newspapers.

STAFF CHANGES:

- (xv) Following an externally advertised interview process, three Directors of key professional service departments had been appointed, including: Ben Wilson as the Director of Communications and Public Affairs, Kieron Broadhead as the Director of Student Experience and Academic Registrar, and Andy Lamb as the Director of Human Resources.

Agreed:

- (i) That the survey results from the TEF, DELHE, and LEO would be presented to Council on an annual basis.
- (ii) That the task forces assigned to specific areas of development in relation to the TEF would report into Council midway through the year.

7. *GOLD PAPER

Council considered the following matters, which had been identified as priorities by the authors of the Gold Paper.

- (i) Mental Health;
- (ii) Housing; and
- (iii) Governance.

Noted:

- (i) That Council had been especially keen to make progress on concerns around mental health and housing, and significant attention had been given to these areas by the relevant committees.
 - (ii) The Finance and Resources Committee had continued to look at the possible impact of university decisions on mental health, both internally and to students across the country. The Committee had been keen to receive data from the Students' Union on the potential impact of financial decisions on students, but this information had not been forthcoming.
 - (iii) In terms of accommodation provision, the Committee would continue to look at benchmarking rates and challenge Goldsmiths leadership in terms of budget and sustainability.
 - (iv) A student accommodation working group had been established to take into account annual rent reviews and make sure guarantees are upheld.
 - (v) Over the past year the Human Resources and Equalities Committee had overseen the staff assistance programme, occupational health support, the opening of the Wellbeing Centre, and a range of activities rolled out across campus to support staff mental health and wellbeing.
 - (vi) A Supporting Staff to Support Students booklet had been prepared and released to help staff direct students to the appropriate support facilities. Work was being undertaken to make sure communications were in place and people knew how to access the necessary materials.
 - (vii) Significant resources had been put into student support, including the counselling service and wellbeing initiatives around exam times. It was felt that a broader programme of support should also be developed for deployment throughout the year, alongside gathering further data and benchmarking so that appropriate interventions could be developed where necessary.
 - (viii) It was felt that it was important to consider both the causes of wellbeing issues as well as the solutions for staff and students.
- In terms of governance, it was noted that:
- (ix) The constitution of Council is set out in the College's Statutes and is compliant with the Committee of University Chairs (CUC) code of Governance. The Higher Education Funding Council for England (HEFCE) requires that our governance structure is in line with this.
 - (x) The composition of Council includes a majority of external members to ensure the university is governed in an impartial and objective manner. The composition also includes five key management staff, and seven elected members, two of which are student representatives.
 - (xi) Goldsmiths had been the first university in the country to have a student representative on its Remuneration Committee, and students are represented across the governance structure.

8. TEACHING EXCELLENCE FRAMEWORK

Received:

An oral update from the Warden on the Outcome of the Teaching Excellence Framework.

Noted:

- (i) Goldsmiths had received an overall Bronze rating in the first year of the Teaching Excellence Framework assessment.
- (ii) An open meeting attended by several hundred staff had been held to discuss the TEF outcomes and development plans.
- (iii) Three work streams had been launched to improve specific areas: Assessment and Feedback, Graduate Outcomes, and Organisation and Management. Volunteers from across the college had come forward to participate.
- (iv) The news had also been shared with students who were considered crucial to progress. Significant focus was being placed on ensuring students have the best experience possible while here.

9. *ALUMNI AND DEVELOPMENT UPDATE

Received:

An oral update and presentation from the Director of Alumni and Development on the recent work undertaken by the department.

Noted:

- (i) That Goldsmiths was considered to be in the 'emerging' category in terms of fundraising, and this reflected the relatively low income currently raised through philanthropic donations.
- (ii) The Goldsmiths Centre for Contemporary Art had been a key priority for fundraising efforts, and the art auction supported by Christies had been a major part of moving towards target figures.
- (iii) Systems and processes needed to be established to facilitate increased fundraising efforts.

10. STRATEGY REFRESH UPDATE

Received:

An updating report on the refresh of the Strategic Plan (Paper C: 16-477).

Noted:

- (i) Members of Council were thanked for their recent engagement with the strategy refresh process.
- (ii) An updated draft of the Strategic Plan would be received at the first meeting of the academic year.

11. *STRATEGIC RISK REGISTER

Received:

The Strategic Risk Register (Paper D: 16-478).

Noted:

- (i) That there had been very few changes since the last meeting; and
- (ii) Changes included the addition of the General Data Protection Regulation, as this was a large and complex area of compliance. A working group had been established to manage the workload and progress would be reported back to Council.

12. *REPORT FROM THE AUDIT AND RISK COMMITTEE

Received:

- (i) The Minutes of the meeting of the Audit and Risk Committee held on 16 May 2017 (Paper E: 16-479).
- (ii) An oral report from the Chair of the Committee on the work undertaken during the past 12 months.

Noted:

- (i) The impact of FRS102 had been discussed at length.
- (ii) The committee had also looked at the progress made in reducing outstanding audit recommendations.
- (iii) There was now a good flow through of internal audit recommendations raised and cleared.
- (iv) Following a tender process, KPMG had been selected as the internal auditors out of 3 bids received, for both the quality and value for money they offered.
- (v) The Committee had given the Strategic Risk Register significant attention and focused on examining key issues.
- (vi) The annual Prevent statement of compliance had been recommended to Council for approval, and the College's engagement level was now considered acceptable.
- (vii) The Students' Union representatives felt that the narrative used in describing Prevent and the subsequent NUS boycott did not reflect the unions' perception of the legislation, and that they remain strongly opposed to Prevent.
- (viii) It was clarified that 'acceptable' was a HEFCE categorisation as referenced by the internal auditors at the time, and that the College's perspective remained on the duty of care owed to students.

13. ACADEMIC BOARD MINUTES AND ANNUAL REPORT

Received:

- (i) The open minutes from the meeting of the 8 March 2017 (Paper F: 16-480).
- (ii) The annual report from the Academic Board (Paper G: 16-481).

14. *ANNUAL PROVIDER REVIEW OUTCOME

Received:

The outcome of the Annual Provider Review (Paper H: 16-412).

Noted:

- (i) In respect of 'financial sustainability, good management and governance matters' the College is not at higher risk and no action is required.
- (ii) In respect of 'quality and standards matters' the College meets requirements and no action is required.

15. *SEXUAL HARASSMENT, VIOLENCE AND MISCONDUCT

Received:

A report from Deputy Warden and the Strategy and Review Manager for Sexual Harassment, detailing the progress that had been made (Paper I: 16-482).

Noted:

- (i) Since the last meeting the Strategy and Review Manager for Sexual Harassment, had taken up the post.
- (ii) There had been a large event on 12 June 2017 to seek input from across the college, resulting in a significant amount of engagement with both academic and professional services staff, as well as the staff unions and Students' Union.

Agreed:

That Council would receive periodic reports on the work undertaken and its outcomes.

16. *APPOINTMENT OF CHAIR OF COUNCIL

Received:

An oral report from the Chair of the Search Committee concerning progress made in the process to appoint a successor to Baroness Morris of Yardley, when she concludes her term of office on 31 August 2018.

Noted:

- (i) The Search Committee had been established and met on 15 June 2017. The committee had decided the College should be assisted in identifying a pool of qualified and diverse candidates through a consultant. Minerva had been appointed for this purpose.
- (ii) The committee had decided not to remunerate the position of Council Chair, as it was currently felt this would not improve the quality of the candidate, but this would be kept under review in the future.
- (iii) Receiving a diverse range of candidates was considered important.
- (iv) The committee would be meeting in September 2017, and hoped to make an appointment by November.
- (v) The Search Committee was open to receiving the views of other members of Council in the recruitment process.

- (vi) It was felt important to press upon the recruitment consultant the importance of good candidate care. Candidates who are not appointed should not be neglected.

MATTERS FOR APPROVAL

17. UNIVERSITY OF LONDON BILL

Received:

A report on the University of London Bill (Paper J: 16-483).

Approved:

- (i) Subject to the passing of the University of London Bill 2017 and its receiving Royal Assent, the Council of Goldsmiths' College would seek the legal status of university, and as such an application for university title would be submitted to HEFCE as the first step in this process.
- (ii) The Chair of Council would be authorised to dispatch a letter of intent to HEFCE on Council's behalf.

18. POLICIES AND STATEMENTS

Approved:

The following policies and institutional statements (Paper K: 16-484):

- (i) Guidance on Occasional Homeworking;
- (ii) Gift Acceptance Policy and code of Ethical Fundraising Practice;
- (iii) Annual Statement of Research Integrity; and
- (iv) A proposal to adopt UKRIO's Code of Practice for Research, as recommended by the Research and Enterprise Committee.

19. ORDINANCES

Approved:

The Ordinances with effect from 1 September 2017 (<http://www.gold.ac.uk/governance/15-16/>).

20. REGULATIONS

Approved:

The General Regulations with effect from 1 September 2017 (<http://www.gold.ac.uk/governance/generalregulations/>).

21. COMMITTEE TIMETABLE

Approved:

The committee timetable for the academic year of 2017-18

MATTERS TO NOTE

22. OPEN MINUTES OF THE COMMITTEES OF COUNCIL

Received:

The following open minutes of meetings of Committees of Council (Paper L: 16-485):

- (i) Finance and Resources Committee on 22 May 2017;
- (ii) Estates and Infrastructure Committee on 3 March 2017;
- (iii) Joint Negotiation and Consultation Committee on 6 March 2017;
- (iv) External Relations on 8 February 2017;
- (v) Human Resources and Equalities Committee on 14 March 2017;
and
- (vi) Health and Safety Committee on 23 January 2017.

23. THE SEAL

Received:

A register of those occasions the College Seal has been used (Paper M: 16-486).

24. FORTHCOMING MEETINGS

Noted:

The following dates of forthcoming meetings in 2017-18:

19 September 2017: 15:00-18:00, PSH 326
23 November 2017: 15:00-18:00, PSH 326
12 April 2018: 15:00-18:00, PSH 326
28 June 2018: 15:00-18:00, PSH 326

25. ANY OTHER BUSINESS (OPEN)

Noted:

Following the tragedy at Grenfell Tower a request for assurance concerning fire safety in student accommodation had been raised by a member of Council.

Received:

A tabled paper was provided on such matters as fire safety precautions, checks, procedures, student communications, and maintenance.