

BOARD OF TRUSTEES

Tuesday, 22 March 2022, at 4.00 pm
in the Court Room, Senate House

MINUTES

PRESENT

Jane Andrewartha
Colin Bailey
Stella Beaumont
Abdul Bhanji
Philip Clark
Frances Corner (attended via

Minutes of Previous Meetings

Minutes of the meeting on 26 January 2022

5683 The Board of Trustees confirmed the minutes of the meeting held on 26 January 2022 with one amendment to BTM 5628 as follows: that the wording 'As he had had no material engagement with PwC...' would be amended to 'As he was now independent of PwC...'.

Minutes of the Extraordinary Meeting held on 15 March 2022

5684 The Board confirmed the minutes of the extraordinary meeting held on 15 March 2022.

Matters Arising

5685 The Board noted the Matters Arising report (BT1641) which provided an update on the Annual Financial Return 2021 and reported that the Vice-Chancellor had signed the Financial Return Workbook on 8 March 2022.

Vice-Chancellor's Report

5686 Members noted the Vice-Chancellor's Report (BT1642, Confidential), including a list of the Vice-Chancellor's main activities and meetings since 26 January 2022 (Appendix BT1642A).

5687 Members noted the information in the report relating to the conflict in Ukraine and that a report on Recognised Teaching Centres (RTCs) in Russia had been provided separately (see BTMM 5691-93 below).

5688 The Vice-Chancellor highlighted the Office for Students' (OfS) publication of the third phase of its consultation on quality and standards. The University was considering the implications of the proposals and the options for managing the transition to the new standards. Two working groups had been established in connection with this work: a Student Outcomes Working Group to consider proposals for raising student outcomes on distance learning programmes; and a working group established by Collegiate Council to clarify and address the implications of the OfS proposals, with respect to Member Institutions granting University of London awards.

BTM 5689 is considered exempt from disclosure in accordance with Part II of the Freedom of Information Act 2000.

5690 The Pro Vice-Chancellor (Research and Engagement) reported on funding received by the School of Advanced Study (SAS) from Research England and the Arts and Humanities Research Council (AHRC) to create a digital and interactive map of humanities research infrastructure in the UK. Members noted the importance and benefits of the project and its alignment with the University's strategic objectives in relation to increased research collaboration and its ambitions for establishing

RTCs in Russia

5691 The Vice-Chancellor presented a report in relation to RTCs in Russia (BT1659, Confidential). Information on the following was appended to the report:

(i)

Board of Trustees Minutes

Treasury Management Policy (TMP)

5706 The Board considered a report on the proposed amendment of the TMP (BT1648) including 'clean' and 'tracked' versions of the updated TMP (Appendices BT1648A and BT1648B, both Confidential). Members noted that the Finance Committee had been content with the amended version and had recommended it to the Board for approval.

5707 AGREED

The Board approved the updated TMP.

Report from the Finance Committee

5708 The Board noted a report on the key issues discussed by the Finance Committee at its meeting on 7 March 2022 (BT1649, Confidential). The Chair of the Finance Committee, ~~and~~ ~~0~~ ~~0~~ ~~0~~ ~~0~~ 0.55 0

Confidential). An update on lease agreements was appended to the report (Appendix BT1651A, Confidential).

- 5712 The Chair of the Committee, Phil Clark, highlighted that the draft Estate Strategy for 2022-27 was being developed, together with accompanying funding options and proposals, with a view to its presentation to the Board of Trustees later in 2022. He also highlighted a thorough debate on the options for Lillian Penson Hall which had occurred at the Estates Committee meeting on 7 March 2022; details had been provided in the report (see also BTMM 5724-5726 below).
- 5713 The Pro Vice-Chancellor (Finance and Operations) drew attention to the update on the report and presentation that had been received by the Committee on designs produced by BDP for Senate House, Stewart House and their immediate surrounding area. The proposals, which had an overall theme of 'Massive Small Changes', included both short term and/or temporary

5720 AGREED

The Board approved the Full Business Case and the appointment of the preferred main contractor and consultant team to carry out the proposed works, as detailed in the report and Full Business Case.

5721 The Senior Project Manager, Strategic Asset Management, left the meeting following the item.

Dilke House

Information at BTM 5722 is considered exempt from disclosure in accordance with Part II of the Freedom of Information Act 2000.

5722 The Board co(f)2 (ol)6 (<</MCID78f)2 (ol)0se

appetite. The Board noted the information provided on the areas that had been assessed as falling outside risk appetite.

BTMM 5728-29 are considered exempt from disclosure in accordance with Part II of the Freedom of Information Act 2000.

HUMAN RESOURCES

HR Update

5730 The Board noted the HR Update (BT1656, Confidential), including the People Dashboard (Appendix BT1656A, Confidential) and the Annual Status Report on the Exercise of Staffing Functions (Appendix BT1656B).

5731 The Director of HR reported that the Universities and Colleges Employers Association (UCEA) had recently circulated a consultation document in relation to the forthcoming national pay negotiations. This covered a range of areas including: seeking the University's intended response to current and anticipated financial challenges; expected changes in costs and staffing; basic increases to the pay spine; and related issues such as the impact of the National and Living Wage at the lower end of the pay scale. The University was cognisant of cost pressures faced by staff and in agreement with UCEA regarding the need for a base pay uplift that recognised the challenges that staff were likely to face with rising costs and energy bills.

5732 Further to a query relating to the University's work on race equality, the Director of HR highlighted work towards an application for a Race Equality Charter (Bronze) award and an associated action plan that would be drawn up to align with the Equality and Inclusion Strategy.

Gender Pay Gap

5733 The Director of HR presented the Gender Pay Gap report for 2021, including:

- (i) Gender Pay Gap Report 2021 (Appendix BT1657A Confidential)
- (ii) Gender Pay Gap Analysis 2021 (Appendix BT1657B Confidential)

5734 Members were pleased to note that the gender pay gap as of 31 March 2021 had reduced significantly compared with the previous year. The Director of HR reported that this reflected a number of female appointments at senior levels and a larger proportion of male staff in lower paid roles. While the University was pleased at the progress made, it was not complacent and would continue its work to reduce the Gender Pay Gap.

5735 Members noted that the figures were reported in accordance with the requirements of The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and the timings required for publication of data in line with those requirements. The Director of HR highlighted the intention to present the data for the Gender Pay Gap as at 31 March 2022 to the Board at an earlier stage.

Minutes of the Collegiate Council meeting on 10 December 2021

5736 The Board noted the Minutes of the Collegiate Council meeting held on 10 December 2021 (BT1658, Confidential).

Dates of Future Meetings

5737 The Board noted the dates of meetings for 2021-22 as follows (all meetings to commence at 4.00pm). Outlook invitations for meetings in 2022-23 and 2023-24 had also been circulated to members.

2021-22:

Wednesday, 18 May 2022

Wednesday, 6 July 2022

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