

**GOLDSMITHS
University of London
COUNCIL**

30 June 2016

OPEN BUSINESS

Present: Rt. Hon Estelle Morris (in the Chair), Mr Nick Barron, Professor Sean Cubitt, Ms Marl'ene Edwin, Mr James Grierson, Professor Elisabeth Hill, Mr Gerald Lidstone, Mr Patrick Loughrey, Ms Jackie Morgan, Mr Daniel Nasr, Professor Richard Noble, Professor Jane Powell, Dr Barry Quirk, Sir David Reddaway , Ms Cathy Runciman, Mr David Richards, Ms Vanessa Sharp, Dr Derval Tubridy, Mr John Wadsworth, Mr Laith Whitwham, Mr Tom Wilson, Mr Phillip Wright and Ms Theodora Zemek.

Apologies: Professor Mark d'Inverno and Ms Jessica Wanamaker.

In attendance: Registrar and Secretary, Director of Finance, Director of Executive and Governance Services, Head of Secretariat and Legal Services and Executive and Governance Officer.

Observers: Mr Tom Henri (UCU), Althea Efunshile, Tara Mariwany (GSU Equality and Diversity Officer.)

1. APOLOGIES FOR ABSENCE

Noted:
apologies received as shown above.

2. IDENTIFICATION OF ITEMS FOR DISCUSSION

Noted:
that no additional items had been starred for discussion.

3. CHAIR'S ACTION

Noted:
That the following actions had been taken by the Chair since the last meeting.

- (i) The appointment of Sir David Reddaway as Chair of the Health and Safety Committee; and
- (ii) the authorisation of the sale of 70 St Donatt's Road.

4. MINUTES

Resolved:

that the Minutes of the meeting held on 14 April 2016 (Paper A) were approved.

5. MATTERS ARISING FROM THE MINUTES

Noted:

that there were none.

6. EQUALITY AND DIVERSITY

Received:

a paper inviting members of the committee to consider the business of the meeting through the prism of Equality and Diversity (15-780R).

Noted:

- (i) that all committees of Council had reviewed the business that the committee had to consider with a view to further embedding equality and diversity.

7. WARDEN'S REPORT

The Warden gave a report on matters of interest to Council.

Noted:

- (i) that retention remained a key issue for Goldsmiths;
- (ii) that there was no consistent view as to whether the EU referendum outcome would impact on the White Paper;
- (iii) that one of the biggest issues from the recommendations in the White Paper was the widening of the HE market to new providers;
- (iv) that recruitment had become more challenging as the sector became increasingly competitive;
- (v) that Goldsmiths continued to outperform sector benchmarks in relation to diversity of applicants;
- (vi) that new programmes in Law, Economics and Philosophy were being considered within the context of the Goldsmiths value system;
- (vii) that recent media coverage had demonstrated Goldsmiths commitment to identifying examples of bullying and harassment, and to ensuring that they were handled in a sensitive and transparent way;
- (viii) that new appointments to the leadership team included Professor Simon McVeigh (Research), Professor Alan Pickering (Graduate School), Dr. Marco Gillies and Dr. Deborah Custance on distance learning and TaLIC;
- (ix) that Liz Bromley, Registrar and Secretary, would be leaving Goldsmiths to become the Deputy Vice-Chancellor at the University of Central Lancashire, and that it was an unusual and significant achievement for a Registrar; and
- (x) that Professional Services had been reshaped and totally modernised under her leadership and that she left a strong senior management

team and robust interim arrangements whilst the post was recruited to on a permanent basis.

Resolved:

that a pre-Council session be arranged to enable members to have further insight into the systems and processes that supported the organisation.

8. EQUALITY AND DIVERSITY IMPACT ASSESSMENT OF THE IMPACT OF THE WHITE PAPER

Received:

a report on the Equality and Diversity impact of the recent White paper from the Equality and Diversity Officer (Paper D: 15-799).

9. STRATEGIC RISK REGISTER

Received:

(i) the Strategic Risk Register (Paper E: 15-800).

Noted:

- (i) in relation to SRR 7 (the UK resigns its membership of the European Union):
The outcome of the referendum had impacted on a large number of high rated risks and that the Register would be reviewed by SMT at the earliest opportunity; and
- (ii) that the risk relating to NSS performance needed to be further updated to reflect the impact that poor outcomes would have on the TEF.

Resolved:

- (i) that SRR 62 (continued reporting of historical events involving the Students' Union and student societies had a detrimental effect on our wider reputation and how this could impact recruitment) would be discussed at the next meeting as SRR 7 (the UK resigns its membership of the European Union) had been prioritised at this meeting.

10. *KEY PERFORMANCE INDICATORS (INCORPORATING FEEDBACK FROM THE STRATEGIC AWAY DAY)

Received:

the process for refreshing Goldsmiths' Strategic Plan (Paper F: 15-801) and the Institutional key performance indicators (Paper G: 15-802).

Noted:

- (i) that the proposed key performance indicators (KPIs) were at a high level and the overview of more detailed operational KPIs would be given more detailed review at the relevant committees / sub committees; and
- (ii) that members of Council had the authority to request detail on the operational KPIs related to items on the agenda.

Resolved:

that Council approved the process for refreshing Goldsmiths' Strategic Plan and the Institutional KPIs for 2016-2017.

11. *ALUMNI AND ADVANCEMENT UPDATE

Received:

an oral update from the Director of Alumni and Advancement.

Noted:

- (i) that the ambition was to build a culture of philanthropy at Goldsmiths; and
- (ii) that it was important to have clarity about the different funding options on offer when talking to potential funders.

12. *FRS102

Received:

a report on recommended accounting choices approved by the Finance and Resources Committee and the Audit and Risk Committee in relation to the implementation of the new financial reporting standard from the Director of Finance (Paper H: 15-803).

Noted:

that this matter had received close attention at both committees.

Resolved:

- (i) that the accounting policies be approved;
- (ii) that the preliminary statement work be approved; and
- (iii) that a sub-group of Council members be convened to review the on-going work needed on the Lloyds' covenant renegotiation.

13. REPORT FROM AUDIT AND RISK COMMITTEE

Received:

the Minutes of the meeting of the Audit and Risk Committee held on 17 May 2015 (Paper I).

Noted:

- (i) that the Chair of the Audit and Risk committee extended his thanks on behalf of the committee to Cathy Runciman for her service on the committee over the last 6 years as the independent member;
- (ii) that Jackie Morgan had joined the committee this year
- (iii) that at the first and last meetings of the year, careful consideration had been given to the Strategic internal audit plan and the committee had satisfied itself that the right risks had been identified and that the plan met the audit needs of the College at this time;
- (iv) that the Committee had received a report from the executive at each meeting this year as to the progress being made to implement the recommendations of both the internal and external auditors;

- (v) that the Risk Register had been carefully scrutinised at each meeting and the Registrar and Secretary had provided full reports on the risks and the control measures being taken to manage these;
- (vi) that the Audit and Risk Committee was satisfied with the adequacy and the effectiveness of the mechanisms for managing risk at the institution; and
- (vii) that the future focus will be on the compliance obligations of Goldsmiths and the risks associated with a turbulent external environment.

14. *REPORT FROM THE STUDENTS UNION

Received:

an oral report from the President of the Students' Union.

Noted:

- (i) that the Chief Operating Officer had resigned in April and a replacement had now been appointed;
- (ii) that the Students' Union had won Student Union of the Year this year;
- (iii) that their response to the refugee crisis was now being used by the NUS as a template;
- (iv) that agreement had been reached on protecting Wednesday afternoons for clubs, societies and student activities; and
- (v) that the President of the Students' Union was a member of the international student committee.

Resolved:

that the external report into the Students' Union would be circulated to members of Council.

15. *PREVENT RESPONSE

Received:

the institutional response to HEFCE on the Prevent Duty from the Registrar and Secretary (Paper J: 15-712R).

Resolved:

that the revised Prevent response would come back to the next meeting of Council.

MATTERS TO NOTE

16. SUMMARY OF MAINTENANCE REQUESTS

Received:

a summary of maintenance requests in respect of the estate and their resolution as requested at the last meeting of Council. (Paper K: 15-804).

17. OPEN MINUTES OF THE COMMITTEES OF COUNCIL

Received:

the following open minutes of meetings of Committees of Council (Paper L: 15-805).

- (i) Human Resources and Equalities Committee
- (ii) Finance and Resources Committee
- (iii) Estates and Infrastructure Committee
- (iv) Joint Negotiation and Consultation Committee

MATTERS FOR APPROVAL

18. POLICIES

Received:

the following policies recommended for approval by the Human Resources and Equalities Committee (Paper M: 15-755R):

- (i) Whistleblowing
- (ii) Grievance Policy/Guidance
- (iii) Overpayments
- (iv) Guidance on Reasonable Adjustments
- (v) Term time working Policy
- (vi) Discrimination, Bullying and Harassment
- (vii) Disciplinary
- (viii) Intellectual Property.

Resolved:

that all the policies recommended for approval be approved.

19. ORDINANCES

Approved:

the Ordinances with effect from 1 September 2016 (Paper N: 15-806).

20. THE SEAL

Received:

a register of those occasions the College Seal has been used (Paper O: 15-807).

21. NOMINATIONS OF MEMBERS TO THE COMMITTEES OF COUNCIL

Approved:

the nomination of members to vacancies on the Committees of Council as proposed (Paper P: 15-808).

22. FORTHCOMING MEETINGS

Noted:

the following dates of forthcoming meetings in 2016-17:

- 4pm on 21 September 2016;
- 4pm on 30 November 2016;

4pm on 5 April 2017; and
4pm on 28 June 2017.

23. ANY OTHER BUSINESS (OPEN)

Noted:

None