

**GOLDSMITHS  
University of London**

**COUNCIL**

**12 April 2018**

**OPEN MINUTES OF COUNCIL MEETING NO.111  
HELD 23 NOVEMBER 2017**

**Present:** Rt. Hon Estelle Morris (in the Chair), Mr Nick Barron, Mr Ian Borman, Prof. Andrew Bremner, Ms Eva Crossan-Jory, Dr. Kate Devlin, Dr Marl'ene Edwin, Mr Conrad Heyns, Prof. Elisabeth Hill, Mr Patrick Loughrey, Ms Jackie Morgan, Prof. David Oswell, Ms Sue Reece, Sir David Reddaway, Ms Carol Rue, Ms Lynn Percy, Mr Barry Quirk, Ms Vanessa Sharp, Mr Joseph Williams, Mr Tom Wilson and Ms Theodora Zemek.

**Apologies:** Prof. Mark d'Inverno, Ms Althea Efunshile, Mr Gerald Lidstone, and Ms Helen MacNamara.

**In attendance:** Ms Helen Watson, Registrar and Secretary; Mr Ben Wilson, Director of Communications; Mr Ian Pleace, Director of Finance; Mr Matthew Brooks, Head of Governance and Legal Services; and Ms Giorgia Cowan, Executive and Governance Officer (as Secretary).

**Observers:** Ms Gwendolin Barnard, Mr Gholam Khiabany, and Mr Dave Lewis.

**OPEN BUSINESS**

***PRE-SESSIONAL DISCUSSION: STUDENTS' UNION PRESENTATION***

**Secretary's note:** *This meeting began with a pre-sessional presentation and discussion on the Students' Union's priorities for 2017-18, led by the SU President and the Welfare & Diversity Officer.*

**1. WELCOME AND APOLOGIES FOR ABSENCE**

Conrad Heynes, Director of the English Language Centre and a member of the Academic Board elected to Council, was welcomed to his first meeting of Council.

**2. IDENTIFICATION OF ITEMS FOR DISCUSSION**

No additional items had been raised for discussion.

**3. CHAIR'S ACTION**

None to note.

#### **4. MINUTES**

##### **Resolved:**

To approve the Open Minutes of the Council meeting held on 19 September 2017 (Paper A).

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

##### **Noted:**

Strategic challenges facing the College would be considered at the annual Council Supper in January and at the following meeting.

### **MATTERS FOR DISCUSSION**

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

##### **Received:**

An oral update from the Warden (Paper B: 17-194).

##### **Noted:**

- (i) The Department for Education was in consultation on the implementation of the Higher Education and Research Act and the Office for Students. An institutional response had been drafted and provided in the papers;
- (ii) Student enrollments had increased on last year, with total undergraduate numbers now around 4% larger, and post-graduate numbers, which had declined in recent years, around 8% larger than the previous year;
- (iii) Working groups established to enhance the student experience had begun project planning work;
- (iv) Leaving the European Union was felt to be a potential area of risk exposure for Goldsmiths. As such, significant work had been undertaken to nurture relationships with international partners and support international students and staff;
- (v) HEFCE had held a consultation regarding changes to the Research Excellence Framework following the Stern Review, and preparations were underway at Goldsmiths for the upcoming submission;
- (vi) Goldsmiths had launched a knowledge exchange programme with local small and medium sized enterprises (SMEs), working alongside London Southbank University and Lewisham Borough Council;
- (vii) Staff were expected to move into the Caroline Graveson Building in December;
- (viii) Goldsmiths' bid for the Ladywell Playtower had not been successful;
- (ix) The opening of the Goldsmiths Centre for Contemporary Art had

- been formally announced for September 2018; and
- (x) Concerns were raised regarding Goldsmiths' risk exposure to fee differentiation being enforced by a subject level TEF.

## **7. INSTITUTIONAL STRATEGY**

### **Received:**

The Institutional Strategy and Delivery Plan for 2018-2023 (Paper C: 17-195).

### **Noted:**

- (i) Feedback on the Draft Institutional Strategy from staff and students had indicated three key areas of development: increased focus on research, student input on decision making, and the use of technology in teaching and learning. Each area had been addressed during the revision process;
- (ii) It was felt that consideration should be given to how Goldsmiths is positioned in relation to STEM subjects going forwards;
- (iii) An audit of space use across campus was to be considered by the Estates and Infrastructure Committee;
- (iv) The BAME attainment gap at Goldsmiths and across the sector was felt to be a complex issue of vital importance. A detailed internal approach was being developed separate to the broader Institutional Strategy in order to address the issue effectively; and
- (v) Key Performance Indicators and annual targets were felt to be Council's primary measure of the success of the Strategy going forwards.

### **Resolved:**

- (i) Refreshed Key Performance Indicators would be provided at the next meeting of Council;
- (ii) The proposed approach to closing the BAME attainment gap would be brought to the next meeting of Council; and
- (iii) To approve the Institutional Strategy and Delivery Plan.

## **8. REGULATORY AND QUALITY FRAMEWORK CONSULTATION**

### **Received:**

A briefing report from the Registrar and Secretary on the approach to be adopted for responding to consultations (Paper D: 17-196).

### **Noted:**

- (i) Discussion was had on the consultation process and the details of Goldsmiths' response; and
- (ii) In order to meet the December deadline Council was invited to delegate approval of the final OfS consultation response, and fees consultation response, to the Academic Board and Senior Management Team.

**Resolved:**

To delegate approval of the final consultation response to the Senior Management Team and Academic Board.

**9. SEXUAL HARASSMENT, VIOLENCE AND MISCONDUCT**

**Received:**

- (i) An updating report on work undertaken by the Strategy and Review Manager for Sexual Harassment (Paper E: 17-197); and
- (ii) A policy on Sexual Violence, Sexual Harassment and Sexual Misconduct for Staff, Students and Visitors (Paper F: 17-198).

**Noted:**

- (i) Universities UK now recommended a proactive approach to encouraging the reporting of incidents of sexual harassment, violence and misconduct, and indicated that universities should investigate reports so long as this does not interfere with legal proceedings;
- (ii) Reporting software had been acquired following a full procurement process, which aimed to provide a supportive platform for staff, students and visitors at Goldsmiths to report incidents. Goldsmiths would be the second institution to use the software;
- (iii) The security, data management, and user experience of the software was discussed; and
- (iv) Issues around anonymous reporting, the subjectivity involved in defining inappropriate behavior, the duty of care to both the reporter and the accused, storing sensitive data, and the potential for more accessible reporting appearing to indicate an increased number of incidents were interrogated at length. Particular attention was given to whether those subject to reports must always be notified and provided details of the accusation.

**Resolved:**

- (i) Members determined that those accused of sexual harassment, violence or misconduct must be notified of the same;
- (ii) Independent Members of Council Sue Reece, Nick Barron, and Tom Wilson would liaise with the Sexual Harassment Advisory Board to resolve concerns before the launch of the reporting tool in December; and
- (iii) To approve the Policy on Sexual Violence, Sexual Harassment and Sexual Misconduct for Staff, Students and Visitors, subject to the above Independent Members confirming that they were satisfied with the changes.

**MATTERS FOR APPROVAL**

**10. INTERNAL AUDIT OPERATIONAL PLAN**

**Resolved:**

To approve the Internal Audit Operational Plan for 2017-18 (Paper G: 17-042).

**11. DESIGNATION OF THE DATA PROTECTION OFFICER AND SENIOR INFORMATION RISK OFFICER**

**Resolved:**

To designate Matthew Ramsey, Information Governance and Records Manager, as the Data Protection Officer, and Helen Watson, Registrar and Secretary, as the Senior Information Risk Owner (Paper H: 17-199).

**12. ANTI-SLAVERY STATEMENT**

**Resolved:**

To approve Goldsmiths' Anti-Slavery Statement (Paper I: 17-200).

**13. POLICIES AND STATEMENTS**

**Resolved:**

To approve the following policy (Paper J: 17-201): Foster to Adopt, Adoption & Surrogacy Leave and Pay Policy as commended to Council by the Human Resources and Equalities Committee on 7 November 2017.

**MATTERS FOR REPORT**

**14. OPEN MINUTES OF COMMITTEES OF COUNCIL**

**Received:**

The open minutes of the meetings of Academic Board and Committees of Council (Paper K: 17-202):

- (i) Finance and Resources Committee meeting held on 22 May 2017;
- (ii) Estates and Infrastructure Committee meeting held on 10 May 2017;
- (iii) External Relations Committee meeting held on 26th May 2017;
- (iv) Human Resources and Equalities Committee meeting; 30 May 2017;
- (v) Joint Negotiation and Consultation Committee meeting held on 25 May 2017; and
- (vi) Meeting of the Academic Board held on 13 September 2017.

**15. STRATEGIC RISK REGISTER**

**Received:**

The Strategic Risk Register (Paper L: 17-203).

**16. REPORT FROM THE AUDIT AND RISK COMMITTEE**

**Received:**

The open minutes of the meetings of Audit and Risk Committee held on 13 October 2017 and 9 November 2017 (Paper M: 17-204).

**17. ANY OTHER BUSINESS (OPEN)**

None to note.

**18. FORTHCOMING MEETINGS**

To note the dates of forthcoming meetings in 2017-18:  
15:00-18:00 on 12 April 2018; and  
15:00-18:00 on 28 June 2018.