NEWCASTLE UNIVERSITY

COUNCIL

11 December 2017

Present: Mr Paul Walker (Chair of Council), Vice-Chancellor and President, Professor Caroline Austin, Mr Neil Braithwaite, Professor Paul Christensen, Professor Nicola Curtin, Mr Mike Davison, Ms Teresa Graham, Mr Stephen Lightley, Ms Adrienne McFarland, Mr Jeff McIntosh, Dr Sara Maioli, Ms Claire Morgan, Ms Dianne Nelmes, Sir Michael Rawlins, Mr Ronnie Reid (President, Students’ Union) and Mr Rowan South (Education Officer, Students’ Union).

In attendance: Professor David Burn, Professor Suzanne Cholerton, Professor Richard Davies, Professor Julie Sanders, Professor Brian Walker, Professor Nick Wright, (Pro-Vice-Chancellors), Mr Richard Dale (Executive Director of Finance), Dr John Hogan (Registrar), Ms Abi Kelly (Executive Director Corporate Affairs), Mrs Judith Whitaker (Executive Director of Human Resources), and Dr Simon Meacher (Executive Officer (Governance)).

Apologies: Dr Jonathan Galloway, Mr Jonathan Glass, Mrs Heidi Mottram, Professor Phillip Wright, and Ms Vicky Wright.

Mr Simon Gerry, Chief Executive, Newcastle University Students’ Union, attended for Minute x.

M I N U T E S

1. DECLARATIONS OF INTEREST

No declarations of interest were received.

2. MINUTES

The minutes of the meeting of Council held on 16 October 2017 were approved as a correct record, subject to the amendment of minute 26 resolved 2 to read ‘Council approved a working capital facility…’ and signed.

[Circulated with the agenda as Document A. Copy filed in the Minute Book.]

3. MATTERS ARISING FROM THE MINUTES

There were no matters arising or outstanding actions from the previous minutes.

4. HEALTH AND SAFETY

The Executive Director of Human Resources gave an oral report on current health and safety issues, including an update on the fire safety, affecting the University, including performance measures and actions taken.

Reported that a report concerning the hydrogen gas leak that occurred in the Bedson Building on 14 November, and a further report from Professor Paul Christensen had been circulated. In light of the divergent accounts in the two reports it was proposed that both should be withdrawn and that attempt should be made to understand, and, if possible, reconcile the differences

Agreed that Mr Neil Braithwaite, as the member of Council appointed by Council to serve on the University Health and Safety Committee, be appointed to review all the information available relating to an incident in the Bedson Building on 14 November 2017 and discuss the
different interpretations with the individuals concerned. A report from this review would be submitted to Council.

5. **CHAIR’S BUSINESS**

There was no Chair’s Business to report.

6. **VICE-CHANCELLOR AND PRESIDENT’S BUSINESS**

Received the Vice-Chancellor’s report. Highlights of this report are discussed below.

[Circulated with the agenda as Document C. Copy filed in the Minute Book.]

Noted that:

1. **Deaths**

   Received a report on deaths recently announced by the University.

   *Council recorded its deep regret and sympathy for the relatives concerned.*

2. The capital and project summary report highlighted a number of projects which had been added. The project summary was not the complete list that had been considered by Estate Capital Strategic Planning Committee.

3. **Newcastle Research and Innovation Institute (NewRIIS)**

   The Newcastle Research and Innovation Institute had opened in Jurong East, Singapore, on Thursday 2 November 2017. The institute would be a hub for research, collaboration and innovation, and had also been granted Private Education Institution status, meaning that NewRIIS could deliver Master’s programmes in Singapore. This was very positive news for the University and its international strategy.

4. **Pro-Vice-Chancellor Faculty of Humanities and Social Sciences**

   The Vice-Chancellor and President had proposed a joint selection committee for the appointment of the Pro-Vice-Chancellor Faculty of Humanities and Social Sciences. The proposed panel ensured that there were three members from the Faculty of Humanities and Social Sciences. Senate had approved the Senate-appointed members. The following members of Council were proposed as Council-appointed members:

   Ms Dianne Nelmes, lay member of Council
   Professor Julie Sanders, (Deputy Vice-Chancellor Elect)
   Dr Sara Maioli

   *Council approved the Council-appointed members to the selection committee.*

5. **North of Tyne Devolution**

   The University had hosted the announcement of the North of Tyne devolution deal at the Urban Sciences Building on 24 November 2017. The deal includes a focus on building on industry sectors of smart data, energy and health sciences, which are aligned with the University’s strengths.

6. **Brexit**
The University had received a letter from Chris Heaton-Harris, MP for Daventry, who had written to all Vice-Chancellors to ask for information relating to staff teaching on European affairs. The Vice-Chancellor and President did not respond to the request.

The Vice-Chancellor and President provided an update on Brexit Phase 1 negotiations, which had concluded on 7 December 2017, offering some positive news. The UK-EU joint report on the negotiations indicated that universities would continue to have full access following Brexit to Horizon 20/20 funding and Erasmus + for their duration, and also that there would be no retrospective change of status for EU citizens in the UK nor UK citizens in the EU.

7. **HEFCE Catalyst Funding**

The University had been successful in obtaining £35k HEFCE Catalyst Funding for the project ‘NU Culture: Respect without Barriers’. This would fund the employment of a project co-ordinator to pull together three existing campaigns and projects as part of an overall coherent strategic response to Changing the Culture. The campaigns are implementation of the policy developed by the Task and Finish Group, the Students' Union “It happens here” initiative and the School of Geography, Politics and Sociology’s participation in an ESRC-funded research project “Improving capacity and understanding about Islamophobia and anti-Muslim acts”.

8. **Industrial Strategy**

The government had published the Industrial Strategy white paper on 27 November 2017. This confirmed that the government would undertake a major review of funding across tertiary education, and announced plans for the development of local industrial strategies, encouraging collaboration with the Newcastle City Council and North East Local Enterprise Partnership. The strategy also proposed a number of grand challenges relevant to the University’s areas of strength.

9. **Gertrude Bell Archive**

The University had successfully applied to have its prestigious Gertrude Bell Archive inscribed onto UNESCO’s International Memory of the World Register as a collection of global significance. This is the only University-held collection to be thus inscribed outside of Oxford and Cambridge.

10. **Fellow of the Academy of Social Sciences**

   Professor Jackie Leach Scully, School of Geography, Politics and Sociology, had been awarded Fellow of the Academy of Social Sciences.

11. **Chair of The Newcastle upon Tyne Hospitals NHS Foundation Trust**

   Professor Sir John Burn had been confirmed as the new Chair of The Newcastle upon Tyne Hospitals NHS Foundation Trust, and had taken up the role on 1 December 2017.

12. **Martin Luther King – Freedom City**

   As part of the Freedom City celebrations the University had been one of the locations used to tell stories related to the global struggle for civil rights. A bronze sculpture of Martin Luther King had been unveiled on 13 November 2017 to mark the 50th anniversary of his visit to the University to accept an honorary degree.

13. **Late News**
The Home Office has invited the University to participate in the Tier 4 visa pilot for the 2018/19 student intake. Newcastle has been invited by virtue of being one of the universities that consistently has the lowest visa refusal rate for their region or nation. The pilot, which is in its second year with the Universities of Oxford, Cambridge, Bath and Imperial College London, simplifies the visa application process for international students applying for a Masters’ course, in the UK, of 13 months or less.

StuBrew won the prestigious Reimagine Education overall enterprise award, beating competition from higher education institutions around the world. The sustainable microbrewery, run by students for students, also picked up silver in the sustainability category. This year’s awards ceremony took place at a global conference in Philadelphia, USA.

Noted that:

1. The Islamic Society continued to voice their concerns around changes to the access to the Prayer Room in the King George VI Building, and especially around a desire for a separate entrance into the building for females. All requested changes had been considered by the Faith Space Task and Finish Group, which was chaired by the Executive Director of Human Resources, and it had been agreed to extend prayer room opening times to meet demand. The University was not in a position to commit to a separate entrance, as this would have entailed making changes to what was a fire exit in a Grade II listed building.

2. That the University’s Faith Space Policy had been altered to reflect the new management of the space, and the University had appointed a full-time Faith and Spiritualities Facilities Manager. Council agreed that the Policy should be amended to clarify arrangements for monitoring compliance.

3. There some students had been unaware as to why the issues regarding access to the Prayer Room had arisen. The University and the Students’ Union had released a number of statements on these matters but it difficult to ensure the reasons would be known to all.

Resolved that the Executive Director of Human Resources would make the requested amendment to the Policy.

7. RISK MANAGEMENT

Received the full strategic risk register and summary report from Dr John Hogan, Registrar, on behalf of Executive Board.

[Circulated with the agenda as Document D. Copy filed in the Minute Book.]

Noted that:

1. The risk register is considered regularly by Executive Board. The full risk register had been presented to Audit, Risk and Assurance Committee at its meeting on 22 November 2017.

2. The scores relating to Pensions, Brexit and cyber security remained high due to the external nature of the risks

3. Executive Board was also considering the institutional approach to Newcastle University London. A report on this matter would be considered in due course by Council after it had been considered by Audit, Risk and Assurance Committee.

Council confirmed that it had received sufficient assurance that the risks facing the University were being managed appropriately.
8. **SUMMARY REPORT FROM MEETING OF SENATE, 21 NOVEMBER 2017**

   Received a summary report from the meeting of Senate that took place on 21 November 2017.  
   [Circulated with the agenda as Document E. Copy filed in the Minute Book.]

9. **UNIVERSITY VISION AND STRATEGY**

   Received the draft Vision and Strategy from the Vice-Chancellor and President on behalf of Executive Board.  
   [Circulated with the agenda as Document F. Copy filed in the Minute Book.]

   Noted that:

   1. The Vision and Strategy had been developed following a significant number of engagement events for staff, students and external partners, separate events at each of the University’s global campuses, and discussions at Senate, Council, Convocation and Court.

   2. Initial ideas discussed at a joint meeting of Senate and Council in April 2017 had evolved throughout the process and had been refined in response to the considered input from the wider University community. A feedback event for all staff was held on 19 September 2017, and was used to present and discuss the emerging objectives. A similar event was held for external partners. Following these events, the draft objectives were presented to a second joint meeting of Senate and Council on 16 October 2017.

   3. Senate had discussed the draft Vision and Strategy on 21 November 2017. Senate proposed a number of changes which had been incorporated into the current draft, including more emphasis on academic freedom, work on global challenges, issues of social justice, and a greater aspiration to develop and grow talent.

   4. Senate had also wished to see a more explicit commitment to work on issues of equality, diversity and inclusion. There had also been a proposal to be more explicit about transformative initiatives that could be undertaken in the early years of the new Vision and Strategy. These changes would be incorporated together with feedback received from members of Council.

   5. There would be two versions of the final document: the first would be high-level and aimed at an external audience; and the second would include the underpinning detail. Development of the second, detailed ‘Delivery’ document would be undertaken by working groups which would be led by the relevant Pro-Vice-Chancellors. The documents would be supported through online and social media campaigns targeted at different audiences, internal and external, and include examples of the University’s current strengths.

   6. Council was highly complimentary about the draft Strategy, and considered it to be strongly aspirational.

   7. There was a perception that not enough had been done to take the views of members of Senate into account. The key example given to illustrate this point was academic freedom, which some members of Council felt could be embedded more thoroughly throughout the document. It was suggested that one way of addressing this could be to begin the Newcastle Values section with academic freedom.

   8. Some members of Council believed the University should do more to emphasise its substantial financial contribution to the UK economy.
9. Where appropriate, the strategy should link the University’s areas of strength to the government’s Industrial Strategy ‘Grand Challenges’ which include, data, clean energy, ageing society and future mobility and where the grand challenges identified within it were relevant to the.

10. A final version of the University Vision and Strategy would be presented to the meeting of Council on 16 April 2018.

10. **TURING INSTITUTE**

Received a report from Professor Brian Walker, Pro-Vice-Chancellor Research Strategy and Resources.

[Circulated with the agenda as Document G. Copy filed in the Minute Book.]

**Noted that:**

1. The Alan Turing Institute is the UK’s national institute for data science, headquartered at the British Library. Due to the University’s reputation in data science, it was one of a small number of universities invited to submit an expression of interest to become a University partner of the institute. In November 2017 it was announced that Newcastle had been selected as a preferred partner.

2. Executive Board had taken the view that membership of national research institutes was an important strategic goal to ensure that the University would benefit from direct funding, brand and kudos of membership, and influence and lobbying power.

3. It was likely that the Institute will be commissioned by the government to be the national institute not only for data science but also for artificial intelligence, and therefore benefit from sector deals that were confirmed in the Industrial Strategy White Paper. Against this background, it was anticipated that income to the University from the Institute would exceed the cost of subscription by at least 50% by 2019. Council was assured that additional income generated by partnership in the Institute would be monitored.

4. The governance of the Turing Institute was being reviewed. If approved, the University would be one of 9 full partners in the Institute, with equal voices in making decisions on the distribution of scientific funding. Council was assured that the governance structure would allow for fair decision-making.

**Resolved that:**

i) **Council approve the University becoming a partner in the Alan Turing Institute at an estimated annual contribution to running costs of £1m per annum for five years.**

ii) **Council authorise the PVC Research Strategy and Resources, in conjunction with the Executive Director of Finance and (if necessary) the Treasurer acting on behalf of Finance Committee, to approve and executive any agreements required to become a partner.**

11. **INSTITUTE OF CODING**

Received a report from Professor Phillip Wright, Pro-Vice-Chancellor Science, Agriculture and Engineering, on behalf of Executive Board.

[Circulated with the agenda as Document H. Copy filed in the Minute Book.]

**Noted that:**
1. The Institute of Coding is a £40m overall investment (£20m HEFCE plus £20m matching funds) to serve as a national focus for improving digital skills provision at Levels 6 and 7 (undergraduate and Master’s levels). HEFCE has allocated up to £20m of programme funding to one successful bid.

2. Newcastle is one of 17 universities in a consortium being coordinated by Bath University. The aim is to establish a broad, inclusive national institute that brings together higher education institutions, large corporates, small and medium sized enterprises and established industry and professional bodies to develop and deliver innovative, industry-focused educational provision in computing. The consortium has been successful in its initial bid.

3. A full business case for the University’s participation in the consortium, including a contribution of up to £1m match funding, is being prepared by the School of Computing and the Faculty of Science, Agriculture and Engineering. The full case will clarify the programmes to be offered, student numbers and income, updated resources and running costs. Support for the business case will be sought from Faculty Executive Board, Financial Monitoring and Budget Scrutiny Group and University Executive Board. The latter has already taken the view that the potential gains from the project are worth the investment.

4. The University believes that HEFCE’s financial commitment will be honoured by its successor body, the Office for Students, but confirmation of this needs to be obtained.

Resolved that, subject to confirmation of the financial commitment by the Office for Students, Council approve the assigning of delegated authority to sign off the business case to the Chair of Council.

12. IMPLEMENTATION OF TECHNOLOGY ENHANCED LEARNING ROADMAP

Received a report from Professor Suzanne Cholerton, Pro-Vice-Chancellor Learning and Teaching, on behalf of Executive Board.

[Circulated with the agenda as Document J. Copy filed in the Minute Book.]

Noted that:

1. In February and June 2017, University Learning, Teaching and Student Experience Committee and Executive Board considered a proposed Technology Enhanced Learning Roadmap, setting out a proposal for the further development of the University’s provision in this area. Executive Board endorsed a proposal that £3.25m should be allocated to implement the Roadmap over a five-year period.

2. The importance of the University building on its success in developing its Technology Enhanced Learning provision was such that this was one of the four key elements in the Education element of the draft Vision and Strategy. It is also one of the four key themes in the draft Education Strategy linked to the Vision.

3. Approval in principle for this investment was now being sought from Council. If granted, there would be an opportunity for Senate to consider the detail of the Roadmap before a specific detailed business case for each strand or project was brought forward. Each business case would set out the costs for that objective over a five-year period, as well as the benefits for the University of delivering the objective, and proposals for sustaining the activity.

4. The results of student surveys indicate that students attach significant value to the use of technology in their learning. The proposal also stated that competitor institutions were catching up with Newcastle in terms of the level of Technology Enhanced Learning
provision, and Newcastle risks falling behind advances elsewhere in the sector if the Roadmap is not supported and implemented.

Resolved that Council approve in principle the Technology Enhanced Learning Roadmap.

13. LEARNING AND TEACHING INVESTMENT PROGRAMME

Received a report from the Vice-Chancellor and President, on behalf of Executive Board.  
[Circulated with the agenda as Document K. Copy filed in the Minute Book.]

Noted that:

1. The Financial Monitoring and Budget Scrutiny Group had approved the proposed Learning and Teaching Investment Programme on 23rd November 2017. There were 48 teaching spaces in need of being refurbished. The total budget for the works was £5.4m and this had been accounted for in the University’s investment list. The refurbishments would be completed predominantly over the summer vacation periods 2018-2020.

2. That the refurbishments were part of a long-term review of learning and teaching spaces that members of Council agreed was well-planned and logical.

Resolved that Council approve the Learning and Teaching Investment Programme for 2018/19 to 2020/21.

14. SAP ROADMAP

Received an overview of the University’s proposed roadmap for the use of SAP.  
[Circulated with the agenda as Document L. Copy filed in the Minute Book.]

Noted that:

1. The purpose of the paper was firstly, to provide Council with an overview of the University’s proposed SAP roadmap, and secondly, to seek the endorsement of Council for the principle of the University retaining an Enterprise Resource Planning system for the creation, storage and management of core financial, HR and student data, consistent with University IT strategic principles, for SAP remaining the University’s chosen system, and for a five-year programme of technical change to migrate the existing SAP estate to SAP’s next generation business suite.

2. There were three factors that had dictated a review of the University’s use of SAP. These were that the SAP Business Suite was undergoing a full refresh and conversion; that SAP is not always used by the University to support appropriate processes, and at the same time is used to support processes when it is not appropriate to do this; and that current business intelligence and management reporting are not fit for purpose.

3. A large volume of core data and process, notably but not exclusively in the HR domain, continues to be managed in non-SAP systems or manually. This creates issues of data consistency, is inefficient and creates huge user dissatisfaction.

4. The total cost of the proposed approach could not be estimated with certainty at this stage, but the current best view of the cost to complete was £8m to £10m over a five year period. This was considerably lower cost than many of the alternative options available, which included procuring a new Enterprise Resource Planning system and a complete reimplementation of SAP. The proposed approach was a phased and pragmatic one,
which was within the University’s capability to deliver and would ensure optimal use of external resource to support delivery.

5. Although there were concerns relating to the University’s capacity, particularly with regard to project management, to support the proposed approach, the University maintained that the five-year Roadmap recognised the constraints of capacity and resource and could be properly managed whilst bringing significant business benefit.

6. The programme of change was not without significant risk. If the programme were to be endorsed, regular updates on progress and mitigation of risk would be provided to Executive Board and Council via Audit, Risk and Assurance Committee.

7. The University would be one of the first higher education institutions to migrate to SAP’s successor products, but other early adopters had so far not reported any issues with data migration.

8. Research grant costing was outwith the scope of the SAP Roadmap. The University’s approach to providing IT support for grant costing was to procure a ‘best of breed’ separate system.

*Resolved that Council endorse the University’s SAP Roadmap.*

15. **REVIEW OF STUDENT RENTS**

Received a proposal for an increase in student rents and for the introduction of 40 week contracts on University undergraduate sites.

[Circulated with the agenda as Document M. Copy filed in the Minute Book.]

Noted that:

1. Council was asked to approve an increase in student rents of 3.5% on all rooms with the exception of St Mary’s College which will remain at the 2017/18 level, and a move to 40 weeks contracts on University undergraduate sites. Castle Leazes will remain at 38 weeks to support summer schools and other conference business.

2. The proposals had been discussed with the Newcastle University Students’ Union who had recognised that the proposed increase was necessary to continue the investment in accommodation to meet student expectations.

3. Rents and contract length have been benchmarked against other comparable universities and Newcastle city rents; this analysis revealed that the University continues to remain in the bottom quartile.

4. In setting the rents a 10% increase in electricity costs and a 12.5% increase in gas costs had been taken into account. The Committee suggested that energy prices and their bearing on student rents needed to be re-examined on an annual basis.

*Resolved that Council approve the increase in student rents and move to 40 week contracts.*

16. **ACCOMMODATION SERVICES STRATEGIC PLAN**

Received the Accommodation Services Strategic Plan from Dr John Hogan, Registrar, on behalf of Executive Board.

[Circulated with the agenda as Document N. Copy filed in the Minutes Book.]
Noted that:

1. The Strategic Plan covers the period 2017-2021 and its aim is to provide an appropriate mix of residential stock to meet student preferences and forecasted numbers through a new build, refurbishment and disposal programme that is financially prudent and affordable.

2. An independent report compiled by Cushman and Wakefield had informed but not determined the content of the plan.

3. The main aspects of the plan are to maintain the number of bed spaces directly owned and managed by the University around the 4,500 level and focused in three student villages centred on Castle Leazes, Park View and central campus; redevelopment of Castle Leazes, Marris House and Jesmond Road; and disposal of a further five sites.

4. The University had set a target of between 70% and 80% of study bedrooms being ensuite in order to meet an increased desire from students for this kind of accommodation.

5. The future plan for the redevelopment of Castle Leazes would require approval from Council.

6. The location of study bedrooms in proximity to the city campus had not offset demand for study spaces in the Library and elsewhere.

Resolved that Council endorse the Accommodation Services Strategic Plan.

17. REPORT FROM AUDIT, RISK AND ASSURANCE COMMITTEE

Received a report from the meeting of Audit, Risk and Assurance Committee held on 22 November 2017.

[Circulated with the agenda as Document O. Copy filed in the Minute Book.]

Noted that:

1. The Committee had been provided with an update on the progress being made by the University to prepare for new General Data Protection Regulations, and that the University’s revised Data Protection Policy would need to be approved by Council.

2. The Internal Audit of Student Attendance Monitoring had raised concerns around the number of events monitored and the inconsistency between academic units. It was also felt those students with health and wellbeing issues could not be routinely monitored if the total number of sessions monitored is low. A number of recommendations identified by the report had now been put into place and a review of the implementation of the SAM system would be undertaken in June 2018.

Resolved that Council should receive a presentation on the revised Data Protection Policy.

18. REPORT FROM FINANCE COMMITTEE

Received a report from the meeting of Finance Committee held on 4 December 2017.

[Circulated with the agenda as Document P. Copy filed in the Minute Book.]

Noted that:
1. Home/EU undergraduate applications had fallen (-15.2% for UK applications; -6.5% for EU applications; and -13.2% for international applications as of 11 December 2017). University Admissions Committee would be discussing corrective actions. The Committee suggested that the University could be doing more to enhance students’ digital experience.

2. The government had launched a consultation on proposals for two-year accelerated degrees. University Learning, Teaching and Student Experience Committee, and then Senate, would be considering the institutional response to the consultation.

3. The draft TRAC return for 2016/17 would be considered by Audit, Risk and Assurance Committee at its meeting in January 2018, prior to final approval by the Vice-Chancellor and President.

4. Finance Committee, acting on authority delegated by Council in July 2017, had responded to Universities UK on behalf of the University regarding the Universities UK consultation on the Universities Superannuation Scheme 2017 valuation. The University has a preference for a well-funded defined contribution scheme rather than vestige defined benefit provision.

5. Concern was expressed by some members of the Committee regarding the lack of information provided about the University’s position on the changes to the pension scheme, and failure to provide Council with an opportunity to debate the various options. It was agreed that Council should take a more prominent role in the future when there other sensitive issues that warranted discussion, but it was helpful for Finance Committee to take the lead on pension matters given the potential conflicts of interest.

Resolved that:

(i) Council approve the authorisation of NewRIIS to issue up to SGD3.9m of shares to NUIS to support NewRIIS in retaining Private Education Institution status.

(ii) Council approve the authorisation of NUMed to issue up to MYR5.0m of shares to the University to help fund the construction of a new primary care centre to support medical education activity.

(iii) Council approve the revised Terms of Reference for Finance Committee.

(iv) Council approve the revised University Financial Regulations.

19. REPORT FROM NOMINATIONS COMMITTEE

Received a report from the meeting of Nominations Committee held on 20 November 2017.

[Circulated with the agenda as Document Q. Copy filed in the Minute Book.]

Resolved that Council approve the re-appointment of Mr Neil Braithwaite as a lay member of Finance Committee until 31 July 2019.

20. REPORT FROM REMUNERATION COMMITTEE

Received a report from the meeting of Remuneration Committee held on 20 November 2017.

[Circulated with the agenda as Document R. Copy filed in the Minute Book.]

Noted that:

1. The Vice-Chancellor and Deputy Vice-Chancellor had been removed from the membership of Remuneration Committee, but would participate at the request of the Committee on an ad hoc basis.
2. Remuneration Committee had considered data relating to professorial and senior manager pay, the University’s relative position compared with other Russell Group universities, and the distribution of male and female professors within the three-band pay structure. Similar data relating to non-professorial grades would be considered in due course.

3. Analysis of the mean pay gap between male and female staff on non-clinical academic, support (non-academic) and clinical posts would be shared with trade unions and Council ahead of the statutory deadline for publication in April 2018.

Resolved that Council approve the revised Terms of Reference for Remuneration Committee.

21. REPORT FROM UNIVERSITY/STUDENTS’ UNION PARTNERSHIP COMMITTEE

Received a report from the meeting of the University/Students’ Union Partnership Committee held on 19 October 2017.

[Circulated with the agenda as Document S. Copy filed in the Minute Book.]

22. PREVENT DUTY ANNUAL REPORT

Received the Prevent Duty Annual Report 2016-17 prepared by Dr John Hogan, Registrar.

[Circulated with the agenda as Document T. Copy filed in the Minute Book.]

Noted that:

1. There was a perception that some students were not complying with University attendance monitoring requirements as a number of swipe card access points (1/6th) were positioned outside lecture theatres.

2. The access points are positioned outside some lecture theatres for reasons of health and safety, but this issue had not been considered as part of the Internal Audit of Student Attendance Monitoring, the report from which had been considered by Audit, Risk and Assurance Committee on 22 November 2017.

3. The University is compliant with UKVI attendance monitoring requirements.

Resolved that Council refer the matter of swipe card access point location to Audit, Risk and Assurance Committee.

23. STUDENTS’ UNION IMPACT REPORT 2016-17

Received the Students’ Union Impact Report and a presentation from Mr Ronnie Reid, President, Students’ Union, and Mr Simon Gerry, Chief Executive, Students’ Union.

Noted that:

1. It had been a positive but challenging year with an increased demand on activities and services. Links with the campuses in Singapore, Malaysia and London have been strengthened throughout the year.

2. The Newcastle University Students’ Union had received an endorsement for their new Leadership programme from the Institute of Leadership and Management and also gained Investors in Volunteering accreditation as part of the ‘Go Volunteer’ programme.
3. The Students' Union would be appointing a Director of Communications to help ensure that all students are aware of their activities and services.

4. Students who had extensive work commitments outside of their degree programme could struggle to find the chance to benefit from work placement opportunities, however, the Students’ Union did also offer ‘micro-volunteering’ opportunities for those students with less spare time. Work experience and volunteering should be regarded as equally beneficial for the acquisition of wider employability skills.

5. The Chair of Council wished to meet with Students' Union representatives in the Summer term 2018 for an interim update.

Resolved that Mr Ronnie Reid and Mr Simon Gerry be thanked for their succinct, clear and informative presentation.

24. OFFICE FOR STUDENTS REGULATORY FRAMEWORK

Received a report from Dr John Hogan, Registrar, on behalf of Executive Board.  [Circulated with the agenda as Document U. Copy filed in the Minute Book.]

25. ACCEPTANCE OF A DONATION

Received a report on a proposed donation from the The Elizabeth Creak Charitable Trust.  [Circulated with the agenda as Document V. Copy filed in the Minute Book.]

Resolved that Council approved the acceptance of the donation.

26. EFFECTIVENESS OF COUNCIL AND MEMBERS OF COUNCIL 2016-17

Received the annual effectiveness report prepared by Dr John Hogan, Registrar.  [Circulated with the agenda as Document W. Copy filed in the Minute Book.]

27. NU WOMEN REPORT

Received the NU Women Review of 2016-17 report.  [Circulated with the agenda as Document X. Copy filed in the Minute Book.]

28. REPORTED BUSINESS

Received a report of action taken in accordance with agreed procedures, approved where necessary by the Vice-Chancellor on behalf of Senate and/or the Chair of Council on behalf of Council, and by other University bodies and Chairs.  [Circulated with the agenda as Document Y. Copy filed in the Minute Book.]

29. CHAIR'S CIRCULAR

There was no Chair's Circular issued in advance of the meeting.