NEWCASTLE UNIVERSITY
COUNCIL
8 February 2016

Present: Mr Mark l’Anson (in the Chair), the Vice-Chancellor, Professor Tony Stevenson, (Deputy Vice-Chancellor), Mr Neil Braithwaite, Professor Paul Christensen, Mr Mike Davison, Mr Dominic Fearon (President, Students’ Union), Dr Jonathan Galloway, Mr Jonathan Glass, Mrs Teresa Graham, Mrs Jacqui Henderson, Mr Stephen Lightley, Mr Jeff McIntosh, Mrs Heidi Mottram, Ms Dianne Nelmes, Dr Ole Pedersen, Mr Simon Pleydell, Mr Matthew Price (Education Officer, Students’ Union), and Ms Vicky Wright.

In attendance: Professor Suzanne Cholerton, Professor Richard Davies, Professor Chris Day, Professor Julie Sanders, Professor Phillip Wright, (Pro-Vice-Chancellors), Mr Richard Dale (Executive Director of Finance), Dr John Hogan (Registrar), Ms Abi Kelly (Executive Director of Corporate Affairs), Mrs Louise Edwards-Holland (Acting Director of Human Resources) and Mrs Lizzie Taylor (Executive Officer (Governance)).

Apologies: Professor Tom Joyce, Professor Neill Marshall, Mr Paul Walker and Professor Nick Wright.

The Vice-Chancellor was not present for Minute 78.

MINUTES

57. DECLARATIONS OF INTEREST

No declarations of interest were received.

58. MINUTES

The minutes of the meeting of Council held on 14 December 2015 were approved as a correct record and signed.

59. HEALTH AND SAFETY

Received an oral report from Mrs Louise Edwards-Holland, Acting Director of Human Resources, on the current health and safety issues affecting the University.

Noted that the University was monitoring developments in relation to the Zika virus and was noting the advice issued by Public Health England.

60. CHAIR’S BUSINESS

Noted that the Chair had no items of business to report.

61. VICE-CHANCELLOR’S BUSINESS

Received the Vice-Chancellor’s report. Highlights of this report are discussed below.  
[Circulated with the agenda as Document B. Copy filed in the Minute Book.]

1. Deaths

Received a report on deaths recently announced by the University.
Council, 8 February 2016

Council was advised of the following additional death:


Resolved that Council record its deep regret and sympathy for the relatives concerned.

2. Smart Data Institute

The City Council had secured an agreement as part of the Devolution Deal that the Treasury would consider a business case for establishing a National Smart Data Institute in the North East. Should a bid be successful it was considered that Science Central would provide an ideal location for the Institute which could form part of an Innovation Hub.

3. Naming of the Student Residential Accommodation at Richardson Road

It was proposed that the student residences that were to be built on the Richardson Road site should be given the more general name of Park View Student Village.

Furthermore, it was proposed that each block should be ‘themed’ by being named after the following local well known National Trust residences or buildings that have significant local, historical or scientific interest:

- Cherryburn (birthplace of wood engraver and naturalist Thomas Bewick)
- Cragside (home of Lord and Lady Armstrong)
- Delaval (Seaton Delaval Hall)
- Gibside (formerly of the Bowes-Lyon family)
- Housesteads (Roman fort)
- Wallington (formerly of the Trevelyan family)

Resolved that the proposed naming strategy for the redeveloped accommodation at Richardson Road be approved.

4. Item submitted by a member of Council

Professor Paul Christensen had submitted a request for data from the recruitment campaigns for Heads of Schools, Deans and Pro-Vice-Chancellors in the Faculty of SAgE. The requested data was provided as an appendix to the Vice-Chancellor’s business.

Professor Paul Christensen commented that he had requested the data to determine whether internal applicants were applying for these senior positions since no internal applicants had been appointed to such posts in SAgE in the past 12 months.

It was noted that in June 2014 a revised process had been introduced which set out the expectation that the majority of Headship appointments advertised both internally and externally when previously these positions would be advertised internally only. This change was introduced to address certain anomalies that it existed in the process. Professor Christensen considered that this had led to the perception amongst existing staff that they were inferior and not valued by the University management and messages from the current Raising the Bar communications had served to reinforce this perception.
It was noted that data for all three faculties (attached in full as an Appendix and summarised below) created a more balanced picture for senior appointments across the University as a whole:

**Science, Agriculture & Engineering – 5 vacancies**
All 5 vacancies advertised internally and externally
9/69 applications from internal applicants
0 internal applicants appointed

**Humanities and Social Sciences – 5 vacancies**
All 5 vacancies advertised internally and externally
9/81 applications from internal applicants
2 internal applicants appointed and 1 internal applicant appointed as Acting Head of School

**Medical Sciences – 5 vacancies**
4 vacancies advertised internally and 1 advertised internally and externally
8/15 applications from internal applicants
4 internal applicants appointed

Overall 7/15 vacancies were filled by internal applicants (including one acting Head of School).

It was confirmed that Council regarded the University’s staff and its students as its key resource and this message should be conveyed across the University. The University sought to recruit the best staff with no bias towards either internal or external applicants. It was considered, however, that it was the responsibility of Senate rather than Council to maintain oversight of the recruitment and selection process for senior academic staff.

The data suggested that the number of applications received by the University for its senior positions was low and consideration should be given to the actions that could be taken to increase the number of applicants from both internal and external sources.

5. **Raising the Bar**

The Vice-Chancellor had met recently with a number of Professors who had written to him to express their concerns about the Raising the Bar initiative. As a consequence of this meeting it was proposed to establish a forum in which members of the professoriate could engage in discussion on important matters. Meetings would take place twice a year with the first to be held before the summer break.

A further outcome from the meeting was that a series of workshops would be arranged to consider specific issues that relate to the Raising the Bar initiative.

The PDR process and the research expectations would be discussed at the next Heads of Academic Unit meeting.

6. **Loan from the European Investment Bank**

Council were informed that the formal signing ceremony of the loan from the European Investment Bank (EIB) would take place on Thursday 11 February and would be attended by Mr Jonathan Taylor, Vice-President of the EIB.

7. **Higher Education Academy**

The funding that the Higher Education Academy (HEA) received from UK funding councils would come to an end at the end of the current academic year. Partly as a result, the HEA
had proposed the doubling of subscriptions to be charged to higher education institutions. Universities UK had objected to this proposal on behalf of the sector and a further review of the funding arrangements for the HEA was to take place.

8. **Etherington Review of Fundraising Regulation**

In the summer of 2015 Sir Stuart Etherington had led a review into the self-regulation of charity fundraising. The review was instigated by highly publicised aggressive fundraising tactics being applied within parts of the charitable sector.

The review took evidence from stakeholders in order to identify what changes were required to rebuild public trust in fundraising by charities. However, higher education institutions and many of the large arts and cultural institutions who actively fundraise were not consulted as part of the review and many of the facts and figures reported had subsequently been found to be inaccurate or inappropriate for universities. The focus of the review was on the ‘mass marketing’ / cold calling fundraising activities of mainstream charities, rather than on strategic relationship building and fundraising from companies and grant-making organisations. While recognising that fundraising practices should be fair and auditable Universities UK and the Council for the Advancement and Support of Education (CASE) are therefore seeking that universities be exempt from the implementation of the recommendations, and in particular the application of a Fundraising Preference Service that would inhibit universities from communicating with graduates about fundraising activities.

Council expressed some concern at universities claiming exemption from what could be viewed as reasonable requirements, particularly since the outcomes from the Etherington Review had received strong support from government. It was considered that the government was unlikely to readily agree to exceptions. It was important for IT systems to be able to run on an ‘opt in’ only basis and the University should prepare itself to operate in the future environment. The University should make clear that its fundraising activities should not be classed as ‘cold-calling’ as a previous relationship existed. However, the systems used by the University should be sufficiently sophisticated to enable the preferences of alumni to be recorded.

9. **International Postgraduate Recruitment**

The current academic year had seen a significant downturn in the numbers of international postgraduate students registering at the University, with an 18.2% shortfall against target. This presented significant challenges for the budget.

10. **Approach from Newcastle Falcons**

The Vice-Chancellor reported that he had received an approach from the Managing Director of Newcastle Falcons, to request a meeting with their owner Semore Kurdi and himself to discuss how a partnership could evolve around the sharing of professional expertise, facilities and networks.

11. **Principles for the transfer of staff from Teaching and Research (T&R) to Teaching and Scholarship (T&S) contracts.**

The principles for the transfer of staff from T&R to T&S contracts were welcomed but it was noted that the first staff to transfer contracts should demonstrate excellence in teaching in order to set clear standards for the future.

62. **RISK MANAGEMENT**

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

1. Audit Committee had requested that Executive Board review how the impact of the Vice-Chancellor’s departure and the appointment of his successor should be reflected in the risk register. This was under consideration.

2. Executive Board was advised to consider the potential consequences of Britain leaving the European Union in the event that this was the outcome of the forthcoming referendum. This was reflected in the risk ‘Disruption caused by political decisions’ and the University’s Internal Audit team was due to complete an audit of this risk in the near future.

63. INSTITUTIONAL KPI REPORT

Received the summary KPI report from Professor Tony Stevenson, Deputy Vice-Chancellor, on behalf of Executive Board.

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

Noted that there had been no change to the overall KPI ratings since they were last reported to Council in December 2015.

64. STUDENT RECRUITMENT STRATEGIC PROGRESS REPORT

Received the progress report on the Student Recruitment Strategy from Professor Suzanne Cholerton, Pro-Vice-Chancellor Learning and Teaching, on behalf of Executive Board.

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

Noted that:

1. The proportion of undergraduate students entering the University with grades of ABB+ or equivalent had increased by 3.2% in 2015 when compared with 2014 entry. This reflected significant efforts to improve the proportion of high quality students. Widening Participation students entering in 2015 had also achieved higher entry grades, which was to be welcomed.

2. International postgraduate taught new entrants had declined by 12.9% when compared with the previous year. This represented an 18.2% shortfall against target and would have consequences for the 2015-16 budget. The most significant decline had been witnessed in humanities and social sciences subjects. Significant efforts would be made to improve conversion rates during the current recruitment cycle and good practice would be shared across the three faculties. A review of postgraduate provision was also underway to ensure the programmes that the University offered remained attractive to potential applicants. It was acknowledged, however, that there were only limited actions that the University could take to address the external factors that were affecting recruitment across the sector.

3. Work was underway to obtain intelligence from the sector about international postgraduate recruitment rates. It was considered that falling out of the Times Higher top 200 institutions had been a factor as a university’s reputation was a particular consideration for international students.

4. Steady progress was being made towards the achievement of targets for the percentage of young UK undergraduates from Low Participation Neighbourhoods (LPN). The University continued to meet the regional targets but remained short of the national target of reaching 8.8% by 2016. The result for 2014 entry was 8.6%.
5. It was confirmed that, whilst the University did not operate a separate strategy for the University’s London campus, a more tactical approach to the recruitment at this site was required. As with the main campus, the quality of applicants was the underpinning factor.

6. It was considered that there was an opportunity for the University to make a significant contribution to raising the aspirations amongst young people in the region. There was a need for innovative thinking and a collaborative approach involving the other regional universities. The University should consider how it could establish itself as a leader in this area.

7. The University should consider the enhanced support that it could offer to students entering with BTEC qualifications to enable them to achieve their potential.

8. Details of the pre-emptive action that could be taken in light of the anticipated downturn in international postgraduate student numbers were requested. It was noted that some of the reduction could be offset by increases in undergraduate students but it was noted that many schools were already operating at capacity. The need to maintain quality was key.

9. It was noted that whilst the numbers of students with ABB+ scores had increased the proportion with AAB+ scores had declined which implied that the University was losing out on the very top students to other institutions. It was suggested that this should be monitored.

65. INTERNATIONALISATION STRATEGY CONSULTATION

Received:

(a) The draft of the Internationalisation Strategy presented for consultation by Professor Richard Davies, Pro-Vice-Chancellor Internationalisation and Engagement, on behalf of Executive Board.

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

(b) A PowerPoint presentation on the Internationalisation Strategy and Engagement Strategy consultation process.

[Copy of the slides filed in the Minute Book.]

Noted that:

1. Consultation on the revised Internationalisation Strategy was underway across the University. Responses varied depending on the academic unit. Many staff welcomed the increased opportunities for international staff exchanges, others commented that their workload was such that they had limited opportunity to further their research in an international context. A further comment was that bureaucracy could get in the way of progress.

2. A key aspect of the revised strategy was to support and maintain the activity of 2400 academic staff across the University and to make the information they needed in order to develop their international collaborations easily accessible.

3. It was considered that the strategy could be more explicit about the institution to institution partnerships that were in place.

4. It was confirmed that steps would be taken to cross-reference the University’s various strategies to ensure that any conflicting objectives or responsibilities were addressed.
66. **ENGAGEMENT STRATEGY CONSULTATION**

Received the draft of the Engagement Strategy presented for consultation by Professor Richard Davies, Pro-Vice-Chancellor Internationalisation and Engagement, on behalf of Executive Board.

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

Noted that:

1. The clarity that the revised strategy provided around the reasons for undertaking engagement activities was welcomed.

2. It was proposed that the University should prepare a strategy for interacting with bodies that represent businesses such as the CBI and the Chamber of Commerce and also third sector organisations.

3. A previous presentation by Professor Roy Sandbach to the CBI had set out the areas of speciality and expertise of the region’s universities and this had been well received. It was proposed that the University should consider repeating this exercise as part of the implementation of the Engagement Strategy.

4. It was noted that a separate strategy for Business Engagement had been prepared that could be presented to Council at a future meeting.

5. It was suggested that a review should be undertaken to determine whether the three Societal Challenge Themes as currently presented were optimal or whether they could be presented in different ways. It was confirmed that regular meetings took place with the Societal Challenge Theme leaders to coordinate activity in this area and to ensure a consistent approach was adopted.

6. As part of the consultation process academic staff were being advised that engagement should be a natural consequence of their research rather than being regarded as a separate activity.

67. **PUBLIC RELATIONS STRATEGIC PROGRESS REPORT**

Received a progress report on the Public Relations Strategy presented by Ms Abi Kelly, Director of Corporate Affairs, on behalf of Executive Board.

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

Noted that:

1. The University’s message of ‘Excellence with a Purpose’ would continue to be emphasised. However, the term ‘Civic University’, was not consistently understood, particularly in an international context, but was well-received by politicians. For this reason it would continue to be promoted through the University’s attendance at party conferences.

2. The government’s plan to develop a Northern Powerhouse had already delivered some benefits for the University and work was underway to identify other ways in which it could contribute to this key government initiative.

3. Activities had been planned to increase the University’s visibility at the times when the QS and the Times Higher reputation surveys were conducted. South East Asia was a key target since this was a part of the world where the University secured few votes in these surveys. The University was sponsoring a series of televised debates on Channel News Asia and a digital media campaign was also to be undertaken.
4. Increasing the number of ‘mobile-enabled’ websites was a key priority. The majority of high traffic websites had already been converted and a target of the end of the year had been set for the conversion of all remaining sites.

5. It was proposed that Strategic Objective 2 – to increase awareness and advocacy of Newcastle University among a range of target audiences – should include reference to increasing the PR activity aimed at businesses.

68. COMMERCIALISATION OF INTELLECTUAL PROPERTY

Reserved minute – Commercial in Confidence

69. SCIENCE CENTRAL UPDATE

Reserved minute – Commercial in Confidence

70. LEARNING AND TEACHING CENTRE

Considered a report from Dr John Hogan, Registrar, on behalf of Executive Board.

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

Noted that:

1. At its meeting on 14 December, Council had considered three options for a Conference and Learning Centre to be located on the Science Central site. Council had resolved that further work should be undertaken to determine the academic case for the additional facilities that would be provided by an enhanced conference and exhibition space and whether this would be worth the additional cost of £13.7m (based on the original budget of £34.3m approved by Council on 2 March 2015). In addition, the Estates Capital Strategic Planning Committee (ECSPC) was asked to consider the three options and to present a recommendation to Council.

2. Following further consideration, ECSPC and Executive Board had both agreed that the original £34.3m proposal approved by Council on 2 March 2015 was the preferred option. Given that this option did not include conferencing facilities it was proposed that the title of the Centre be changed to provide consistency with other Learning and Teaching nomenclature.

Resolved that Council reaffirm its original decision from 2 March 2015 to approve the construction of a Learning and Teaching Centre on the Science Central site at an estimated cost of £34.27m.

71. RESEARCH INVESTMENT FUND

Received:

(a) A report from Professor Nick Wright, Pro-Vice-Chancellor Research & Innovation, on behalf of Executive Board, on the operation of the Research Investment Fund.

(b) A cross-faculty application for £2.1m for Council approval: Spatial Analytics and Modelling at Newcastle University.

[Circulated with the agenda as Documents M & N. Copies filed in the Minute Book.]

Resolved that Council approve the award of £2.1m over three years from the Research Investment Fund for the Spatial Analytics and Modelling business case.
72. **SPORTS FACILITIES PROJECT UPDATE**

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

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

Noted that:

1. At its meeting on 8 December 2014, Council approved a number of recommendations in relation to the Sports Facilities Project. A Sports Facilities Steering Group had been established to oversee this project and the Group had submitted a report to a recent meeting of the Estate Capital Strategic Planning Committee (ECSPC) to provide an update on progress.

2. Costed plans for the redevelopment of Richardson Road sports facilities would be considered by ECSPC before being submitted to Council at its meeting on 11 July 2016. Costed plans for the development of two artificial turf sports pitches and associated facilities at Henderson Hall/Cochrane Park would also be prepared and presented to Council at its meeting on 11 April 2016.

3. ECSPC had agreed that further examination of potential locations for a ‘Fitness East’ facility should take place. It had also been agreed that the demolition of redundant facilities at Henderson Hall should proceed without impacting on funds from the Sports Project envelope.

4. There was significant demand for gym facilities from students and the need to progress the provision of additional facilities was acknowledged.

73. **NEWCASTLE UNIVERSITY APPROACH TO THE COUNTER TERRORISM AND SECURITY ACT 2015: UNIVERSITY POLICIES**

Received:

(a) A report from Dr John Hogan, Registrar, on behalf of Executive Board.
(b) Newcastle University’s Policy for External Speakers (new)
(c) Code of Practice for Freedom of Speech (revised)

[Circulated with the agenda as Documents P-R. Copies filed in the Minute Book.]

Noted that:

1. The policies would be promoted to staff and students but it was necessary to maintain the principle of Freedom of Speech. The University welcomed many external academic speakers and, for this cohort, it was important to introduce a light-touch approach. However, the issue of compliance would remain a challenge.

2. It was important for the University to have a clear process in place that it could be followed in the event that an external speaker with potentially controversial views was invited to speak on University premises. Providing that the process was followed and the judgement documented, this would provide some reassurance in the event of adverse publicity following an event.

3. The Counter Terrorism and Security Act 2015 did not define ‘an event’ however, HEFCE had advised that routine teaching engagements would not fall under the Prevent guidance. It was suggested that the University should make clear that HEFCE, the Prevent regulator for the Higher Education sector, had given this advice. Where the
University had further questions regarding the interpretation of the Prevent legislation, these should also be put to HEFCE and the advice received recorded.

74. **REPORT FROM UNIVERSITY/STUDENTS’ UNION PARTNERSHIP COMMITTEE**

Received a report from the meeting of University/Students’ Union Partnership Committee held on 10 December 2015.

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

75. **REPORT FROM AUDIT COMMITTEE**

Received a report from the meeting of Audit Committee held on 20 January 2016.

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

76. **CHAIR’S CIRCULAR**

The Chair’s circular of routine business was sent to members on 19 January 2016.

**Approved business:**

- Student Death Procedure

**Items for information:**

(i) Vice-Chancellorship
(ii) TRAC Results 2014-15
(iii) INTO Annual Report
(iv) Reported Business

77. **APPOINTMENT OF A SECOND VICE-CHAIR OF COUNCIL**

Received an oral report from the Chair of Nominations Committee regarding the appointment of a second Vice-Chair of Council.

*Resolved that Mr Paul Walker be appointed as a second Vice-Chair of Council with immediate effect until 31 July 2018.*

78. **VICE-CHANCELLORSHIP**

Received an oral update on the process being followed to appoint a new Vice-Chancellor.

Noted that:

1. Perrett Laver had now completed the consultation process to identify the key issues for the next Vice-Chancellor and the sorts of characteristics that would be of the highest importance. Consultation sessions took place with staff from across the University and also with members of Council and Senate, concluding with the lay members’ lunch on 8 February.

2. A microsite had been established to support the appointment process: [https://internal.ncl.ac.uk/prd/recruitment/](https://internal.ncl.ac.uk/prd/recruitment/).

   Council members were advised that additional feedback could be submitted to Perrett Laver by emailing: feedback@ncl.ac.uk

3. The formal appointment committee had been established and its first meeting took place on 25 January 2016.
4. The Vice-Chancellor position would be advertised in early March. A joint meeting of Senate and Council would take place on 11 July 2016 to consider the selection committee report and make a recommendation to Council.
Pro-Vice-Chancellorship, Deanship and Headship
Recruitment Campaigns since 1 June 2014

Pro-Vice-Chancellor Engagement & Internationalisation

41 applications received (3 internal)
4 candidates interviewed (0 internal)

Professor Richard Davies appointed w.e.f. 11 August 2014

Faculty of Science, Agriculture and Engineering

Dean of Research & Innovation

20 applications received (1 internal)
4 candidates interviewed (0 internal)

Professor Werner Hofer appointed w.e.f. 1 June 2014

Head of School - Biology

12 applications received (2 internal)
4 candidates interviewed (0 internal)

Professor Hans-Peter Klenk appointed w.e.f. 1 November 2014

Head of School - Chemistry

7 applications received (0 internal)
3 candidates interviewed (0 internal)

Professor Ulrich Stimming appointed w.e.f. 1 September 2014

Head of School – Chemical Engineering & Advanced Materials

10 applications received (2 internal)
2 candidates interviewed (0 internal)

No appointment made
Professor Adam Harvey (internal) continues as Acting Head of School (since 1 December 2014)

Pro-Vice-Chancellor Science, Agriculture & Engineering

20 applications received (4 internal)
5 candidates interviewed (0 internal)

Professor Phillip Wright appointed w.e.f. 1 December 2015
Faculty of Humanities & Social Sciences

Head of School - History, Classics & Archaeology

14 applications received (1 internal)
4 candidates interviewed (1 internal)

Professor Sam Turner (internal) appointed w.e.f. 1 August 2014

Head of School - Modern Languages

18 applications received (2 internal)
4 candidates interviewed (1 internal)

Professor Nigel Harkness appointed w.e.f. 1 September 2014

Head of School - Education, Communication & Language Sciences

6 applications received (2 internal)
3 candidates interviewed (2 internal)

No appointment made
Mr Rene Koglbauer (internal) appointed as Acting Head of School w.e.f. 1 August 2015

Head of School - English Literature, Language & Linguistics

13 applications received (1 internal)
3 candidates interviewed (1 internal)

Professor James Annesley (internal) appointed w.e.f. 1 January 2015

Pro-Vice-Chancellor Humanities & Social Sciences

30 applications received (3 internal)
5 candidates interviewed (0 internal)

Professor Julie Sanders appointed w.e.f. 1 September 2015
Faculty of Medical Sciences

Head of School - Medical Education - internally advertised
1 application received
Professor Philip Bradley appointed w.e.f. 1 August 2014

Director of Institute of Neuroscience – internally advertised
2 applications received
Professor David Burn appointed w.e.f. 1 August 2014

Dean of Postgraduate Studies – internally advertised
3 applications received
Professor John Kirby appointed w.e.f. 1 August 2014

Head of School - Psychology
7 applications received (0 internal)
4 candidates interviewed (0 internal)
Professor Gwyneth Docherty-Sneddon appointed w.e.f. 1 January 2015

Head of School - Biomedical Sciences – internally advertised
2 applications received
Professor Debbie Bevitt appointed w.e.f. 1 August 2015

Mrs Pamela Toole
Human Resources Assistant
5 February 2016