



## MINUTES OF A COUNCIL MEETING

Held on 12<sup>th</sup> September 2024

ITEM	DISCUSSION	ACTION	WHO
1.	<p><b><u>Apologies &amp; Absences</u></b></p> <p>For a record of attendance, apologies and absences, see attached list.</p> <p>The Chair welcomed Chrystelle Egger, new Senate member of Council from the Faculty of Natural Sciences and Senior Lecturer in Chemistry &amp; Forensic Science to her first meeting.</p>		
2.	<p><b><u>Declarations of Interest</u></b></p> <p>All the staff members of Council and all the staff attendees declared that they were members of the Universities Superannuation Scheme (USS). Lesley Thompson declared that her husband was also a member of USS.</p> <p>Abbie Roberts declared an interest in the proposed School restructure as a member of Biomedical Engineering staff.</p>		
3.	<p><b><u>Minutes and Actions</u></b></p> <p>(i) <u>Minutes</u> Council approved the minutes of the meeting held on 4<sup>th</sup> July 2024.</p> <p>(ii) <u>Actions</u> Council noted the actions list.</p>		
4.	<p><b><u>Matters Arising</u></b></p> <p>None.</p>		
<b>PART A – STRATEGY &amp; APPROVALS</b>			
5A.	<p><b><u>Chair's Session: Setting the Scene for 2024-2025</u></b></p> <p><i>Item confidential</i></p>		
6A.	<b><u>Vice-Chancellor's Report</u></b>		

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	<p>Members received an update on the following:</p> <ul style="list-style-type: none"> <li>▪ It was noted that whilst the new Labour government had not made any significant HE policy announcements, it was clear they were more supportive of the role of universities, the HE sector and international students than experienced under the previous government.</li> <li>▪ <i>Item commercial in confidence</i></li> <li>▪ <i>Item commercial in confidence</i></li> <li>▪ <i>Item commercial in confidence</i></li> <li>▪ <i>Item commercial in confidence</i></li> <li>▪ A new Student Services Hub had been created in the Claus Moser Building to bring together all our student-facing services. It would undoubtedly have a positive impact on the student experience and was the first stage of the capital redevelopment plan.</li> <li>▪ <i>Item commercial in confidence</i></li> <li>▪ <i>Item commercial in confidence</i></li> <li>▪ <i>Item commercial in confidence</i></li> <li>▪ The University had submitted its Race Equality Charter silver submission in July 2024 and further details would be provided at the Joint Senate and Council meeting following this meeting.</li> <li>▪ Over the summer the University had made a submission to the Student Mental Health Charter. Its aim was to support and encourage universities to achieve a whole-organisation approach to mental health and wellbeing.</li> <li>▪ <i>Item commercial in confidence</i></li> <li>▪ The annual visit from Moody's Credit Rating took place on 7<sup>th</sup> August 2024 and the rating remained unchanged from last year at A1 stable.</li> <li>▪ The OfS had announced on 1<sup>st</sup> August 2024 that a new condition of registration on Harassment and Sexual Misconduct would come into force on 1<sup>st</sup> September 2025, with a requirement from 1<sup>st</sup> September 2024 for the use of non-disclosure agreements (NDAs) to be banned where they covered allegations of harassment or sexual misconduct. Council was assured that Keele was already compliant with this requirement.</li> <li>▪ A further new condition of registration from the OfS was anticipated regarding Freedom of Speech following the royal assent of the HE Freedom of Speech Act but the new government had announced its decision to stop implementation of the remaining provisions in</li> </ul>		

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	<p>order to consider the approach it wished to take. The University's Freedom of Expression Code of Practice remained in place and continued to be operated in both the University and the Students' Union.</p> <ul style="list-style-type: none"> <li>▪ The Graduation ceremonies in July 2024 had been a great success with well over 2,000 students graduating and the Vice-Chancellor thanked everyone who had attended and been involved.</li> <li>▪ In April 2024, Dr Laura Rhodes joined Keele as our new Head of Net Zero and Sustainability to drive performance, awareness and impact in this strategically important area for the University.</li> <li>▪ An update was also provided on various activities in the sector.</li> </ul>		
7A.	<p><b><u>Recruitment Update</u></b>  <i>Robbie Pickles (Director of Global Student Recruitment &amp; Admissions) joined the meeting for this item.</i></p> <p><i>Item commercial in confidence</i></p>		
7A.	<p><b><u>Financial Sustainability</u></b></p> <p>(i) <u>Draft P12 Management Accounts</u>  <i>Item commercial in confidence</i></p> <p>(ii) <u>Financial Sustainability Plan 2.0 – Progress on Action Delivery</u>  <i>Item commercial in confidence</i></p> <p>(iii) <u>Financial Update Paper</u>  <i>Item commercial in confidence</i></p>		
8A	<p><b><u>Voluntary Severance &amp; Redundancy Committee – highly confidential</u></b></p> <p><i>Item commercial in confidence</i></p>		
9A.	<p><b><u>Risk Management &amp; Key Performance Indicators</u></b></p> <p><i>Item commercial in confidence</i></p>		
10A.	<p><b><u>Secretary's Report</u></b>  Council received the Secretary's report and approved the following:</p> <ul style="list-style-type: none"> <li>▪ The Annual Report of Council to Senate.</li> <li>▪ That, on the recommendation of the Nominations &amp;</li> </ul>		

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	<p>Governance Committee, Richard Barnes be admitted to the College of Fellows.</p> <ul style="list-style-type: none"> <li>▪ The establishment of the Futures Sub-Group of Council and its terms of reference and that further consideration be given to its membership, particularly in relation to finance representation.</li> <li>▪ Amendments to Council's Standing Orders.</li> </ul> <p>Council also noted the Chancellor appointment process and progress to date in the search for a new Chancellor, the forthcoming Annual Reviews of Council members, the invitation to meet with the new Senior Independent Member, and details of the Chair's action taken since the last meeting.</p>		
<b>PART B – ANY OTHER BUSINESS</b>			
<b>11B.</b>	<p><b><u>Any Other Business</u></b></p> <p>None.</p>		
<b>12B.</b>	<p><b><u>Date of Next Meeting</u></b></p> <p>The date of the next meeting was 28<sup>th</sup> November 2024.</p>		

## ATTENDANCE LIST – 12<sup>th</sup> September 2024

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Mike Farrar	Pro-Chancellor
Sally Bucknell	Deputy Pro-Chancellor
Richard Callaway	Deputy Pro-Chancellor
Simon Greenhalgh	Deputy Pro-Chancellor
David Hall	Honorary Treasurer
Professor Trevor McMillan	Vice-Chancellor
Professor Mark Ormerod	Deputy Vice-Chancellor and Provost

### MEMBERS OF UNIVERSITY STAFF

Dr Abbie Rutter	Senate Member
Dr Chystelle Egger	Senate Member
Dr Shalini Sharma	Senate Member
Emma Colley	Appointed by the Professional Services Staff

### LAY MEMBERS APPOINTED BY THE COUNCIL

Ruth Bagley  
Jane Burns  
David Brown  
Tim Forman  
Hifsa Haroon-Iqbal  
Sherree Schaefer  
Dr Lesley Thompson

### STUDENT MEMBERS

A	Tom Robinson	Union Development & Democracy Officer, SU
	Anne George	President, Keele Postgraduate Association

### SECRETARY TO COUNCIL

Clare Stevenson	Secretary to Council
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### IN ATTENDANCE

Dr Mark Bacon	Chief Operating Officer
Frances Hewison	Chief People Officer
Pascale Vermassen	Chief Financial Officer

### SECRETARIAT

Fiona Dumbelton	Governance Manager
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Key A = Absent