



Matters arising

Outcome requested:	Council is asked to note the matters arising from the minutes of the meeting held on 19 May 2022.
Executive Summary:	N/A
QMUL Strategy:	Effective governance supports the achievement of all strategic aims.
Internal/External reference points:	N/A
Strategic Risks:	N/A
Equality Impact Assessment:	N/A
Subject to prior and onward consideration by:	By Council only.
Confidential paper under FOIA/DPA:	No
Timing:	N/A
Author:	Nadine Lewycky, Assistant Registrar (Governance)
Date:	1 July 2022
Senior Management/External Sponsor:	Lord Clement-Jones, Chair of Council

Actions from the meeting held on 19 May 2022			
Minute no.	Action	Person responsible	Progress
2021.059[a]	<p>Matters arising (QM2021/53) Widening participation A review of data on minority groups would be considered as part of the updated Access and Participation Plan returning to Council in July.</p>	Director of External Relations	The OfS has clarified that variations to Access and Participation Plans required for 2022–23 do not require governing body approval. The next update will therefore come to Council in March.
2021.059[e]	<p>Matters arising (QM2021/53) QMI report Proof of principal was being supported by a mix of Higher Education and Innovation Fund (HEIF) and internal funding. The £1.5m fund could only support a limited number of spin outs. The Chair said that on a recent visit to Cambridge he encountered many spin out companies from Queen Mary that had been financed elsewhere. A presentation on spin outs would be delivered to Council at a future meeting.</p>	University Secretary	This topic has been included in the list of potential deep dives for 2022–23 (see item 13).
2021.065[b]	<p>Environmental sustainability report (QM2021/58) Challenges in moving towards net zero remained in relation to the age of our campus infrastructure and the nature of core university business. We were nearing completion of projects funded by the £2.46m energy efficiency loan and had secured further funding to develop our heat decarbonisation strategy. Our sustainability work was showcased on the website and the link would be circulated to Council following the meeting.</p>	Assistant Registrar (Governance)	Information about sustainability at Queen Mary can be found at: https://www.qmul.ac.uk/about/sustainability/ .
2021.066[a]	<p>Governance Committee report (QM2021/59) We were planning to engage Green Park, an executive search firm specialising in diversity, to</p>	University Secretary	The presentation of the governance effectiveness review report to Council has been postponed to

	support our next round of recruitment. Council would receive the final report from Advance HE's governance effectiveness review in July.		October to allow more time for feedback on the report to be provided and considered by the review team.
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Matters arising outside of the meeting:

Council Update on the Staff Survey – 8th July 2022

The University ran its first full staff survey since 2019 from 27 April to 27 May. We extended the timeline by one week to encourage more colleagues to respond. Well over 3000 staff responded. The full results and detailed analysis will be shared with members of the Senior Executive Team by Culture Amp, our survey provider, for the first time on 11 July. The next phase of our work will involve sharing the results across the University and translating these into local action plans. We wish to engage colleagues fully in our journey of change, so that everyone can play a direct role in shaping and delivering initiatives based on the analysis of the outcomes.

In terms of practical outputs, there will be a University action plan highlighting priorities at an institutional level. In parallel, Faculties, Schools, Institutes and PS Directorates will all be actively involved in developing local level plans which identify their top priorities for action. A standard template has been developed to support the process and ensure consistency of approach across the University. All colleagues will be invited to participate in University focus groups and local action planning sessions to explore the top priorities for their areas and identify the initiatives that will contribute to delivering positive changes locally and University-wide. In order to ensure staff have confidence that concrete actions will follow, we have designed a simple reporting process to communicate our progress and share good practice across the University. This dynamic feedback loop reflects that implementing initiatives in response to the staff survey is a dynamic process in which greater benefits will be derived by working together as a community to implement changes. Council will be updated on progress through regular reports and presentations if appropriate, to provide assurance that the University is undertaking appropriate actions to enhance staff engagement as one of our key performance indicators.