



Senate

Paper Title	Executive summaries of Council meetings held on 31 March and 19 May 2022
Outcome requested	Senate is asked to note the executive summaries of the Council meetings held on 31 March and 19 May 2022
Points for Senate members to note and further information	N/A
Questions for Senate to consider	N/A
Regulatory/statutory reference points	N/A
Strategy and risk	N/A
Reporting/consideration route for the paper	Senate 16 June 2022
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Sponsor	Jonathan Morgan, Chief Governance Officer and University Secretary

COUNCIL

EXECUTIVE SUMMARY

Non-confidential confirmed minutes and papers of Council are available at:
<https://arcs.qmul.ac.uk/governance/council/council-meeting-papers/>.
Alternatively, contact the Assistant Secretary to Council: Dr Nadine Lewycky,
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Summary of meetings held on 31 March and 19 May 2022

1. Industrial action

In relation to industrial action by the UCU, Council **discussed**:

- the issues raised by the UCU in relation to the USS pension scheme, the Four Fights and the University's policy on pay deductions, including a letter from the Chair of the local UCU Branch Committee;
- communications to and from students and staff;
- employee relations and engagement between the University and local UCU representatives;
- the University's regulatory obligations as defined by the Office for Students, including obligations to protect students' education, maintain academic standards and the value of awards, and comply with consumer protection law;
- the potential implications of increases to pay and pension contributions for the financial sustainability of the University;
- the approach adopted by the University to make up for lost teaching and mitigate the effects of the marking and assessment boycott, including the University's pay deductions policy;
- the potential impact of the dispute on the University's reputation.

2. Access and Participation Plan

Council **considered** a presentation on the University's Access and Participation Plan. The presentation showed progress against our targets in reducing the non-continuation gap between disabled and non-disabled students, and between black students and the student population as a whole. Council heard that Queen Mary won the Ernst and Young student project of the year for its work in helping to reduce the progression gap into highly skilled employment for Bangladeshi students. Council discussed the measures being used by the sector to define deprivation.

3. Compliance with Ordinance B – staffing matters

Council **considered** a report on the operation of employment procedures delegated by Council to the executive through Ordinance B. This included consideration of arrangements to protect academic freedom for staff.

4. Budget 2022–23 and financial forecasts

Council **considered** the budget for 2022–23 and five-year financial forecasts. Given the challenging external context, Council agreed that the assumptions and contingencies in the budget should be kept under review, with an update returning in July.

- 5. Recommendation to appoint the internal auditors**
Council **approved** a recommendation from Audit and Risk Committee to re-appoint KPMG as the internal auditors following a tender process.
- 6. Research Excellence Framework**
Council **noted** that Queen Mary had been ranked 7th in the country for the quality of our research outputs, 92% of which had been assessed as world-leading or internationally excellent. As we had submitted 100% of our staff, this was an improvement on 2014 when we selected only 74%. Council discussed how increased multi-disciplinary collaboration between the health disciplines and other faculties would support improved performance in Medicine and Dentistry.
- 7. Barts and The London School of Medicine and Dentistry**
Council requested clarification on the process and timing of proposals to change the name of the School of Medicine and Dentistry after concerns were raised by students, alumni and other stakeholders. Engagement with stakeholders will commence in the next academic year, with proposals being put to Senate and Council following the conclusion of the Barts 900th anniversary celebrations
- 8. EDI annual report and Gender and Ethnicity pay gap report**
Council **discussed** the EDI annual report for 2020–21. Council noted that the changes made in EDI governance had improved oversight of activity and reporting lines. Council congratulated those Schools that had successfully achieved their Athena SWAN awards. Council **discussed** the work that was underway to address gender and ethnicity pay gaps. The median and mean gender pay gaps had reduced. The gender bonus gap was adversely affected by the NHS Clinical Excellence Awards (CEAs). When CEAs are excluded the gender bonus pay gap is reduced to nil for 2022. The ethnicity pay gap had reduced but continued because of the under-representation of ethnic minorities in higher-graded and senior managerial roles. Excluding CEAs, the mean and median ethnicity bonus pay gap would reduce to nil for 2022.
- 9. Annual environmental sustainability report**
Council **discussed** the annual environmental sustainability report for 2020–21 which summarised progress against objectives and commitments. Council discussed the biggest challenges for achieving our carbon reduction targets and action plan.
- 10. Council / Senior Executive Team strategy away day**
The annual Council / Senior Executive Team strategy away day was held on Friday May 20th. The day provided an opportunity for Council, co-opted members of the Committees, and senior leaders to discuss key elements of the 2030 Strategy, and for Council to hear from the broader Queen Mary community. The themes at this year's event were the Research Excellence Framework 2021; international reputation and partnerships; and leadership and workforce development.