A meeting of the Council was held in Room 201, Carrington Building on Monday 13 July 2015 at 2.15pm.

The President
The Vice-President (Mr R. Dwyer)
The Vice-President (Ms S. M. Woodman)
The Vice-Chancellor
The Pro-Vice-Chancellor (Professor G. Brooks)
The Pro-Vice-Chancellor (Professor R. Van de Noort)
The Pro-Vice-Chancellor (Mr V. Raimo)

Mr T. Beardmore-Gray
Lord Crisp
Professor B. Cosh
Professor R.H. Ellis
Mr R.E.R Evans
Dame Moira Gibb
Ms N. Hager
Mr S. Hawker

Mrs M. Martin
Dr P.R. Preston
Mr S.C.C. Pryce
Mr O. Ratcliffe
Sir John Sunderland
Professor G.H. Tucker
Mrs S.L. Webber

The University Secretary

In attendance:
The Provost, University of Reading Malaysia (for Minutes 15/30-15/38)
The Chief Operating Officer
The Director of Finance and Corporate Services
The Director of Quality Support and Development

Apologies were received from The Deputy Vice-Chancellor, Mr T. Bartlam, Professor J. Board, Dr P.E. Erskine, Dr O.B. Kennedy, Mr H.W.A Palmer, Mr S.P. Sherman and Professor S. Walker.

The President welcomed Mr Oli Ratcliffe, President of the Students’ Union, and Ms Nina Hager, Welfare Officer of the Students’ Union, to their first meeting of the Council.
The President reported the deaths of:

**Dr David Gervais**, who was appointed Lecturer in the Department of English in 1971. He retired in 1991.

**Katie Henderson**, who worked in the Admissions Office from 2013 until her death in June 2015.

**Emeritus Professor George “Harry” Parkinson**, who joined the University as Assistant Lecturer in Philosophy in 1949. He was awarded the personal title of Professor of Philosophy in 1974, and was Head of the Department of Philosophy and Chair of Philosophy from 1983 until his retirement in 1989.

**Sharon Renew**, who joined the Charlie Waller Institute in 2011 as a temporary administrator and was then Programme Administrator for the PGDip in Evidence-Based Psychological Treatment HI Intensity programme until her death in June 2015.

15/31 The minutes (15/16-15/29) of the meeting held on 23 March 2015 were confirmed and signed.

15/32 **Birthday Honours 2015** (Item 2(a))

It was reported that the following appointments had been made in the Birthday Honours List:

CBE – Professor James Noel Adams, Emeritus Fellow at the University of Oxford and former Professor in the Department of Classics of this University, for services to Latin scholarship.

OBE – Professor Averill MacDonald, Professor Emerita of this University, for services to women in science and public engagement with science.

MBE – Katherine Arnold-Foster, Head of Museums and special Collections and Director of the Museum of English Rural Life at this University, for services to university museums.

MBE – Professor Patricia Leopold, Sessional Lecturer and Advocate of Pro Bono Activities at this University, for services to higher education.

BEM – Trevor Pitman, Technical Manager in the School of Biological Sciences at this University, for services to higher education.

15/33 **Membership of the Council: Class 7** (Item 2(b))

It was reported that, consequent upon the Students’ Union elections, the following will be members of the Council and alternates in the Session 2015-16:

Members:

Mr Oli Ratcliffe President
Ms Nina Hager  Welfare Officer.

Alternates:

Mr Niall Hamilton  Education Officer
Mr James Hart  Engagement and Communication Officer.

15/34 Report of the Strategy and Finance Committee (Item 2(c))

The Council received the Report of the meeting of the Strategy and Finance Committee held on 15 June 2015 relating to items for report, together with an addition to the Report concerning the Estate Strategy: University Library and URS Building. The Council noted the Strategy and Finance’s Committee approval in principle for these two projects, at an estimated cost of REDACTED S.43.

15/35 List of Meetings for 2015-16 (Item 2(d))

The Council received the final version of the List of Meetings for 2015-16 enclosed for the information of members.

As noted therein, meetings of the Council next Session were to take place as follows:

Friday 20 November 2015 at 10.00am
Friday 22 January 2016 at 2.15pm
Monday 21 March 2016 at 2.15pm preceded by a meeting of the Court in the morning
Monday 11 July 2016 at 2.15pm

Resolved:

“That the following reports, now submitted, be received:

(1) Report of the Strategy and Finance Committee held on 15 June 2015 relating to items for report;

(2) List of Meetings for 2015-16.”

15/36 Documents sealed and to be sealed (Item 2(e))

The Council received a list of documents sealed and to be sealed.

Resolved:

"That the Council approve the action taken by the Officers and Members in affixing the University Seal to documents sealed since the last Ordinary Meeting of the Council and authorise the Seal of the University to be affixed to the documents to be sealed as now reported."
The Council received from the Vice-Chancellor a presentation on the key performance indicators (KPIs) associated with the University Strategy.

The Vice-Chancellor noted the major changes to the higher education environment in the UK since the University Strategy had been agreed in 2013, and confirmed that the Strategy enabled the University to address the changing circumstance constructively and with a clear understanding of its long-term goals. The KPIs sought to measure progress in those areas of prime importance to the University and were based on external data, which allowed performance to be benchmarked against the rest of the sector. The Vice-Chancellor reported that the Strategy was increasingly embedded in thinking and planning across the University, was fostering a greater sense of ambition, and was having a positive impact on the University’s adaptability and performance. He also outlined the challenges presented by the increasingly competitive environment, the volume and pace of change, and a number of conflicting imperatives which had yet to be resolved.

In response to questions from Lord Crisp, the Vice-Chancellor explained that the University was currently developing a revised set of graduate attributes which would inform the curriculum in each discipline, and that the University benefited from a wide range of partnerships with external organisations in relation to both teaching.

In response to a question from Sir John Sunderland in relation to students’ expectations and the measurement of added value, the Vice-Chancellor noted that the government was in the process of establishing a Teaching Excellence Framework which would provide some measures of teaching excellence and, in principle, allow greater transparency for students and other stakeholders in relation to added value, and value for money. REDACTED S.43.

In response to a question for Dame Moira Gibb, the Vice-Chancellor indicated that a measure for staff engagement had not yet been identified. In previous years, an internal survey of staff had been conducted; however, a KPI based on an internal survey would have limited use since the outcomes could not be benchmarked against other institutions. KPIs in relation to diversity and inclusion had been agreed, and further work on staff satisfaction was progressing.

Resolved:

“That the Report of the Vice-Chancellor, now submitted, be approved.”

The Provost and CEO of the University of Reading Malaysia (UoRM), made a presentation to the Council on the progress of the UoRM (copy inserted in Minute Book).
The Provost reminded the Council of the University’s ambitions in establishing a campus in Malaysia, which were *inter alia* to become a hub for higher education in Asia, to offer transformative teaching and learning which produced high quality graduates, and to contribute to research and development in the region. In the course of the past year, the UoRM had made good progress despite challenging circumstances. The completion of the UoRM building had not been without its difficulties, but would be ready to receive students at the beginning of the academic year in September. The building offered an outstanding environment for students and staff, and had attracted favourable attention from both the public and other HEIs operating in EduCity. The required accreditations and approvals from the Malaysian Qualifications Agency (MQA) and the Malaysian Ministry of Education had now been granted for a total of seven foundation and Bachelor’s programmes, which enabled the UoRM actively to recruit to the full range of its current portfolio. Accreditation was being sought for further programmes, including undergraduate programmes in Pharmacy and Law and postgraduate programmes, including the MBA and PhD.

The UoRM had a total of 81 students enrolled in 2014-15, which fell below the target of about 100, and the target for admission in 2015-16 was 400 over the four entry points in the year. Student performance and progression had been relatively strong, but a number of students had failed to achieve the required level of English language. Additional support for English language skills was planned.

The UoRM had made reasonable progress against its business plan, but had fallen some REDACTED S.43 short of forecast, largely due to increased expenditure on marketing, which had not been fully compensated by savings in other areas. The UoRM would begin to return a surplus once student enrolments reached about REDACTED S.43.

There were concerns, shared by the UoRM and other universities in EduCity, that the existing hostel-style student accommodation was not sufficiently attractive to prospective students. In consequence, RUMAL was considering the possibility of building student accommodation on a plot adjacent to the current building, but there would be significant costs associated with this option.

The formal opening of the campus, attended by the Malaysian Minister of Education and the British High Commissioner in Malaysia, would take place on 25 February 2016.

The President reported that he had recently visited the Malaysian campus, had been very impressed by the building, and had great confidence in its potential for success.

In response to a question from Sir John Sunderland, the Provost explained that the same English language requirements applied at the UoRM as in the University generally. The UoRM’s Foundation programmes provided a supply of students who were well prepared for undergraduate programmes and generally had good proficiency in both spoken and written English. There were some concerns about a lower priority being accorded to English language in Malaysian schools, and the UoRM was considering how its students might be better supported in in English language.

In response to a question from Dame Moira Gibb, the Provost confirmed that there was a Students’ Association at the UoRM, which co-ordinated students’ clubs and societies and fulfilled a representative function.
Review of the School of Systems Engineering (Item 4)

The Council received the following reports in respect of the Review of the School of Systems Engineering:

- Report from the University Executive Board with Annex
- Report from the Strategy and Finance Committee
- Report from the Senate.

In addition, the Council received a copy of a letter to the President from Dr Anthony Bardos, who held a PhD in electronic engineering from the University.

The Vice-Chancellor explained that the review had been undertaken in response to the School’s disappointing performance in the Research Excellence Framework (REF) and other factors.

The Pro-Vice-Chancellor (Professor Van de Noort) addressed issues raised in Dr Bardos’s letter and a communication from Dr J. Anderson, Lecturer, Systems Engineering. The Pro-Vice-Chancellor indicated that the University would continue to offer the BSc programme in Computer Science and was considering introducing degrees in Bioengineering, and would thereby continue to contribute to the high tech economy in the region. The University would retain and strengthen research of the highest quality in those areas which aligned with the University’s research strategy. Concerns that the University had not drawn on external experts in systems engineering were unfounded since full account had been taken of the findings of the REF, which provided a broader base of expert opinion than could have been achieved through the University’s appointment of external advisors; moreover, the review had been informed by the School’s Industrial Advisory Board. The Pro-Vice-Chancellor emphasised that the proposed restructuring would strengthen activity in the areas of Computer Science, Bioengineering and Neuroscience, and offered them a sustainable future.

Professor Cosh, Dean of the Faculty of Science and a former Head of the School of Systems Engineering, endorsed the view that the combination of disciplines within the School had been an ‘unhappy marriage’. He noted that a similar review had been undertaken following the School’s disappointing performance in the Research Assessment Exercise 2008, and that little progress had been achieved since that time in establishing the coherence of the School.

Ms Hager expressed concern that the programmes which were being discontinued had consistently achieved high levels of student satisfaction, and that the student experience appeared not to have been sufficiently valued in determining which scenario should be pursued. The Pro-Vice-Chancellor noted that the programmes to be discontinued had difficulty in recruiting and therefore had very small cohorts, and that there was a strong association between small cohorts and high student satisfaction.

A number of lay members of Council asked whether the positive vision for the future of Computer Science, Bioengineering and Neuroscience might be given more prominence in communications on the restructuring in view of the potential reputational risk to the University. The Vice-Chancellor indicated that he had been concerned to be straightforward with staff who would be affected by
the restructuring and to be clear about the potential implications for their position, and that he had been cautious about projecting a vision of the future which was contingent on the Council’s decision. Following the decision of the Council, the University would communicate clearly that, having regard to its strengths and weaknesses and the external environment, it had decided to reinforce its strengths in Computer Science, Bioengineering and Neuroscience, to renew its investment in these areas, and to discontinue activity in areas of relative weakness.

In approving the resolution, the Council reiterated its strong support for Computer Science, Bioengineering and Neuroscience, and asked that, once the Restructuring Committee had made its final report to the Council in January 2016, the University Executive Board arrange for a fuller account of the positive academic future for these areas to be brought to the Council’s attention by the end of the Session 2015-16.

Resolved:

1. That the Report of the University Executive Board be approved, and that

(a) the activity of the School of Systems Engineering be reduced and distributed as follows:

(i) a Department of Computer Science be created in the School of Mathematics and Physical Sciences;
(ii) a selected group from Neuroscience centred around the Brain Embodiment Laboratory move to the School of Psychology and Clinical Language Science;
(iii) selected staff from Control, Energy and Robotics whose work is focussed on energy transfer to the School of Construction Management and Engineering;
(iv) selected staff from Computer Science with specialisms in data science/big data analytics transfer to Business Informatics, Systems and Accounting;
(v) a Department of Bio-Engineering be created in the School of Biological Sciences, which would include high-quality research and teaching staff specialised in healthcare engineering, cybernetics, robotics and other relevant aspects of engineering.

(b) having regard to the reduction of activity, the University proceed on the basis that it is desirable that there be a reduction in Academic Staff;

(c) a Restructuring Committee be established in accordance with Statute XXXIII and with the University’s Review and Restructuring Policy to conduct consultation with all staff affected;

(d) the Restructuring Committee oversee the redistribution of the activity of the School of Systems Engineering as set out above and the redistribution or cessation of residual activity, and otherwise implement the closure of the School of Systems Engineering as a stand-alone School;
15/40 Reports of the Strategy and Finance Committee (Item 6)

The Council received reports of the meeting of the Strategy and Finance Committee held on 15 June 2015 relating to items for discussion and decision. A supplementary paper, comprising tables in support of the Financial Forecasts, was also received.

In regard to item 4(a), the Financial Report: April 2015, the Council noted the forecast operating surplus for the Academic Group for the year ending 31 July 2015 remained at REDACTED S.43 and that the forecast outturn for the overall University Group was REDACTED S.43, which was approximately REDACTED S.43 than the budget. The difference between budget and forecast in the Financial Report was due to the inclusion of UoRM’s revised business plan, an adjustment to the University’s share of an associated company’s results REDACTED S.43, and the costs associated with the efficiency and effectiveness Programme. The Director of Finance and Corporate Services added that since the forecasts had been prepared, BIS had been required to make cuts of £450m, and HEFCE anticipated that it would be required to make cuts of £150m. HEFCE had informed the sector that the cuts would be made in both 2014-15 and 2015-16, but had not yet informed the University of the size of cut in each year.

In regard to item 4(c), the Financial Forecasts 2015-16 to 2019-20, the Chief Operating Officer explained the assumptions which underpinned the Forecasts, including the continuation of the £9k cap on UK and EU undergraduate fees and 2.5% growth in other fees, growth in research income in the region of 3% per annum, and a 3% increase in salary costs. The Chief Operating Officer advised the Council that the interplay between planned student numbers and the planning assumptions resulted in an increase in income of REDACTED S.43 and an increase in expenditure of REDACTED S.43 at the end of the planning period. REDACTED S.43

In response to questions, the Chief Operating Officer indicated that, in the light of the government’s recent Budget, some of the assumptions underpinning the Forecasts might, in the short-term, be too cautious. He confirmed that any positive variance arising from these assumptions should not mitigate the need to achieve savings. The Chief Operating Officer agreed that the assumptions would be reviewed and a paper submitted to the Strategy and Finance Committee in the Autumn for onward transmission to the Council in January.

The Council was concerned that, notwithstanding the Efficiency and Effectiveness Programme, the cost base continued to increase and to exceed revenue. The Vice-Chancellor confirmed that the University Executive Board would exercise stringent financial controls and remove costs. He noted that the introduction of the new resource planning model would make the financial position of Schools more transparent and drive further financial discipline. However, the University was operating in a highly competitive environment and failure to sustain or improve its ranking at this critical juncture could have a severely detrimental effect on the University’s long-term position.
In regard to item 4(b), the **University Budget 2015-16**, the Director of Finance and Corporate Services reported that the Academic Group Budget resulted in a **REDACTED S.43**. The Vice-Chancellor reiterated that HEFCE was being required to achieve an in-year saving of £150m, and that it was not yet clear how the savings would be distributed across the sector. In consequence, it was probable that the University would be subject to a cut in funding which had not been factored into the budget.

In regard to item 4(e), the **University Strategy Efficiency and Effectiveness Programme**, the Chief Operating Officer reported that progress had been mixed, with significant success in the areas of Information Technology Services and Data and Management Information and slower progress in other areas, including the student and alumni phases of the Student Journey. Cost savings would be achieved in 2015-16 broadly as planned, but it was anticipated that those in 2016-17 might not be achieved in full or in the areas originally identified. The Chief Operating Officer indicated that conversations with PwC were continuing with a view to achieving completion of relevant projects without further cost to the University. Mr Hawker commended the presentation of the report which allowed a clear view of the current position, and, having expressed concern that some targets had not been met, enquired about the University’s capability to manage the range of large projects which were in train or in prospect. The Vice-Chancellor undertook to provide Council at its November meeting with a comprehensive account of large projects, including their timelines and budgets. The President noted that much had been achieved across a range of projects and that progress would continue to be closely monitored.

In regard to item 4(e), the **Committee of University Chairs (CUC) HE Code of Practice**, Mr Dwyer, as a member of the group charged with considering the implementation of the CUC HE Code of Practice, highlighted the principal benefits of the Code, which related to the greater involvement of stakeholders (including students and external bodies), better understanding of diversity and inclusion issues, and greater engagement with academic strategy. The Council noted Code’s expectation that governing bodies should exercise more direct oversight of academic matters whereas currently the Council engaged with academic matters primarily through its oversight of financial and structural matters. The Vice-Chancellor reported that Senate had expressed a wish to reflect more deeply on its role in the light of the Code, but, in view of the introduction of the new academic structure, it did not wish to initiate such an exercise in the Session 2015-16.

In regard to item 4(f), the **Annual Report on Health and Safety Performance 2014-15**, Mr Dwyer, as the member of the Council with particular oversight of health and safety matters, commented that the University’s processes and the professionalism of its health and safety team were of a high standard. He noted that the Professional and Administrative Services Review had added to the workload of senior technical staff and staff in Health and Safety Services, and that the period of uncertainty had impeded forward-planning. It was expected that the review would strengthen health and safety management arrangements. The Vice-Chancellor reported that the University Executive Board had recently received a briefing from an external advisor on health and safety matters, which had proved valuable.

**Resolved:**
“That:

(a) the Financial Report for April 2015 now submitted, be received;
(b) the Financial Forecasts 2015-16 to 2019-20, now submitted, be approved;
(c) the University Budget 2015-16, now submitted, be approved;
(d) the paper on the University Strategy: Efficiency and Effectiveness Programme, now submitted, be received;
(e) the Report of the Group on the CUC Code of Practice, now submitted, be received;
(f) the Annual Report on Health and Safety Performance 2014-15, now submitted, be received.”

15/41 Report of the Senate (Item 7)

The Council received the Report of the meeting of the Senate held on 2 July 2015.

Resolved:

“1. That, with reference to item 1, under the provisions of Ordinance XXIV the title of Professor Emeritus/Emerita be conferred on each of the following with effect from the date indicated:

Professor Andrew Knapp (1 September 2015)
Professor Alan O’Neil (1 October 2015)
Professor Robert Gurney (1 October 2015)
Professor Shirley Williams (1 August 2015).

“2. That, with reference to item 2, each of the following be accorded the title of Honorary Fellow for a period of five years with effect from the date indicated:

Miss Anne Pallant (1 April 2015)
Mr Peter Osborne (1 April 2015)
Mr Charles Dawkins (1 May 2015)
Mr Bryan Parkes (1 May 2015)
Mr Alan Brand (1 May 2015)
Mrs Valerie Baker (21 September 2015)
Dr Alan Bell (1 October 2015).

“3. That, with reference to item 3, the following be accorded the title of Visiting Professor:

Professor Elizabeth Cooke (Law Commissioner), School of Law, for the period ending 30 June 2018;
Professor Andrew Clarke (Paris School of Economics), School of Politics, Economics and International Relations, for the period ending 31 July 2018;
Dr Paul Berryman (Berryman Food Science Ltd), School of Chemistry, Food and Pharmacy, for a further period ending 31 July 2018;
Dr Julian Cooper (British Sugar), School of Chemistry, Food and Pharmacy, for the period ending 31 July 2018;
Mr Tony Hines (Leatherhead Food Research), School of Chemistry, Food and Pharmacy, for a further period ending 31 July 2018;
Professor George Marston (University of Northumbria), School of Chemistry, Food and Pharmacy, for the period ending 31 July 2018;
Professor Jianguo Liu (Shanghai University for Science and Technology), Business Informatics, Systems and Accounting, for the period ending 31 July 2018;
Professor Runtong Zhang (Beijing Jiaotong University), Business Informatics, Systems and Accounting, for the period ending 31 July 2018;
Professor John Cantwell (Rutgers University), International Business and Strategy, for the period ending 31 July 2018;
Professor Simon Archer, ICMA, for a further period ending 31 July 2018;
Professor Rifaat Abdel Karim (International Islamic Liquidity Management Corporation), ICMA, for a further period ending 31 July 2018;
Ms Yvonne Taylor (Oxford Health NHS Foundation Trust), School of Psychology and Clinical Language Sciences, for a further period ending 31 July 2018;
Dr H.E. Roy (NERC Centre for Ecology and Hydrology), School of Biological Sciences, for the period ending 31 July 2018;
Professor Xiaoyu Yang (Chinese Academy of Sciences), Business Informatics, Systems and Accounting, for the period ending 31 July 2018;
Professor Alexander Bassen (University of Hamburg), ICMA, for the period ending 31 July 2018;
Professor Adrian Palmer (ESC Rennes Business School), Marketing & Reputation, for the period ending 31 July 2018;
Mr Jonathan Shalit (ROAR Global), Leadership, Organisations and Behaviour, for a further period ending 31 July 2018.

“4. That, pursuant to the reform of the Instruments of Governance, the draft revised wording for staff contracts be approved.”

“5 That the Report of the meeting of the Senate held on 2 July 2015, now submitted, be approved.”

15/42 Report of the Student Experience Committee (Item 8)

The Council received the Report of the meeting of the Student Experience Committee held on 24 June 2015.

As Chairman, Mr Dwyer reported that the Committee had received a paper from the Students’ Union outlining concerns about the impact of the anticipated
growth in student numbers; the Committee would give further consideration to these issues in the Autumn Term and would seek to identify ‘quick wins’. He noted that the Council, at its next meeting, would be giving strategic consideration to growth in student numbers, and he encouraged members to consider closely the concerns identified in the Students’ Union paper.

The Council welcomed the proposed changes to the composition of the Committee, which would have the effect of establishing a lay majority on the Committee and augmenting student representation.

In response to a question from Mr Beardmore-Gray, Mr Ratcliffe and Ms Hager undertook to clarify the basis of the statistics relating to the engagement between students and personal tutors and to meet with the Pro-Vice-Chancellor (Professor Brooks) to discuss the matter.

**Resolved:**

“That the Report of the meeting of the Student Experience Committee held on 24 June 2015, now submitted, be approved.”

15/43 Report of the Remuneration Committee (Item 9)

The Council received the Report of the meeting of the Remuneration Committee held on 22 June 2015.

In relation to Senior Staff Salaries, the Chief Operating Officer clarified that ‘a managerially-led approach’ meant an approach which was pro-actively led and managed.

**Resolved:**

“1. That the terms of reference of the Remuneration Committee be amended to include:
   ‘(d) To report to the Council on matters relating to employment policy, including but not limited to employment policies as defined by Ordinance.’”

“2. That the Report of the meeting of the Remuneration Committee held on 22 June 2015, now submitted, be approved.”

15/44 Report of the Appointments Committee (Item 10)

The Council received the Report of the meeting of the Appointments Committee held on 22 June 2015.

**Resolved:**

“1. That Mr Robin Evans be appointed as Vice-President from 1 January 2016 and that his membership in Class 2 be extended to 31 July 2018;”

“2. That:
(a) Mr R. Dwyer be reappointed to the Appeals against the decisions of Personal Titles for a period from 1 August 2015 to 31 December 2015;

(b) Pro-Vice-Chancellor (Professor Brooks) be reappointed to the Appointments Committee for a period from 1 August 2015 to 31 July 2019;

(c) Professor B. Cosh be appointed to the Appointments Committee (vice Professor Tucker) for a period from 1 August 2015 to 31 July 2016;

(d) Mr R. Dwyer be reappointed to the Appointments Committee for a period from 1 August 2015 to 31 December 2015;

(e) Mr S.P. Sherman be reappointed to the Appointments Committee for a period from 1 August 2015 to 31 July 2016;

(f) Mr T. Beardmore-Gray be appointed as Chair of the Audit Committee (vice Mr S.P. Sherman) for a period from 1 January 2016 to 31 July 2017;

(g) Mrs K. Owen be appointed to the Audit Committee (vice Mr T. Beardmore-Gray) for a period from 1 January 2016 up to 31 July 2018;

(h) Mr R. Buller be reappointed to the Audit Committee for a period from 1 August 2015 up to 31 July 2016;

(i) Mr S. Hawker be appointed to the Audit Committee for a period from 1 January 2016 to 31 July 2018;

(j) Mr S.P. Sherman be appointed to the Audit Committee as one member of the Strategy and Finance Committee other than the President to be in attendance at meetings, for a period from 1 January 2016 to 31 July 2016;

(k) Mrs S. Webber be reappointed to the Standing Disciplinary Appeals Committee for a period from 1 August 2015 to 31 July 2018;

(l) Mr R. Dwyer be reappointed to the Joint Standing Committee of the Council and the Senate on Honorary Degrees for a period from 1 August 2015 to 31 December 2015;

(m) Mr C.C. Fisher be reappointed to the Joint Standing Committee of the Council and the Senate on Honorary Degrees for a period from 1 August 2015 to 31 July 2016;

(n) Mr R. Dwyer be reappointed to the Professorial Advisory Group for a period from 1 August 2015 to 31 December 2015;

(o) Mr R. Dwyer be reappointed to the Senior Salaries Advisory Group for a period from 1 August 2015 to 31 December 2015;
Mr R. Dwyer be reappointed the University of Reading Employee’s Pension Fund for a period from 1 August 2015 to 31 December 2015 and appoint Mr S.P. Sherman for the period from 1 January 2016 to 31 July 2016;

Mr S.P. Sherman be appointed to the Strategy and Finance Committee for the period from 1 January 2016 to 31 July 2016;

Mrs S. Webber be reappointed to the Student Experience Committee for a period from 1 August 2015 to 31 July 2018;

Pro-Vice-Chancellor (Professor Brooks) be reappointed to the Student Experience Committee for a period from 1 August 2015 to 31 July 2019."

“3. That the terms of reference of the Appointments Committee be amended to include:

‘(a) (vii) Consideration of governance arrangements in the round, including but not limited to those encapsulated in the CUC Code of Practice for HE, or any successor Code, and matters of diversity and inclusion.’"

“4. That the Report of the meeting of the Appointments Committee held on 22 June 2015 be approved.”

15/45  Report of the Audit Committee (Item 11)

The Council received the report of the meeting of the Audit Committee held on 11 June 2015.

Resolved:

“1. That the draft Anti-Bribery and Corruption Policy and the draft Public Interest Disclosure (Whistleblowing) Policy and Procedures be approved.”

“2. That the terms of reference of the Audit Committee be updated to include the following:

• To approve for recommendation to the Council the University’s Whistleblowing Policy, and to monitor and report on statistics on whistleblowing
• To obtain assurances that policies and procedures as defined from time to time are applied consistently
• To obtain assurances that proportionate systems are in place in regard to the integrity of publications
• To review institutional practice in relevant areas compared to available benchmarks
• To review the Committee’s own activities, compliance and effectiveness.”

“3. That the Report of the meeting of the Audit Committee held on 11 June 2015, now submitted, be approved.”
15/47 Student attendance and reserved business at Senate and Council (Item 14)

The Council received a paper concerning student attendance and reserved business at the Senate and Council. The Council welcomed the revised protocols in respect of reserved business, whereby business which had hitherto been reserved would, by default, wherever possible, be transferred to the main part of the agenda. The revised protocols would allow greater transparency in the conduct of Council’s business and would recognise the Students’ Union officers’ full membership of the Council.

Resolved:

“That the paper concerning student attendance and reserved business at Senate and Council, now submitted, be approved.”

15/48 Vacation Powers

Resolved:

“That authority be given to the President, the Vice-Presidents and the Vice-Chancellor to act on behalf of the Council during the Long Vacation 2015 and that a report on the exercise on that authority be submitted to the next meeting.”

15/49 Council: Retirement and completion of periods of service

It was reported that the following would complete their periods of office before the next meeting of the Council:

Class 2: Sir John Sunderland

Class 3: Professor G.H. Tucker

The President thanked these members for their contributions to the work of the Council.

15/50 Council Dinner

The President advised that there would be a dinner for members of the Council held on the evening of Thursday 19 November 2015, prior to the meeting of the Council at 10.00am on Friday 20 November, at which a strategic discussion about the growth of the University would take place.

15/51 Report of the Joint Standing Committee of Council and Senate on Honorary Degrees (Item 12)
Sir John Sunderland withdrew from the meeting prior to the consideration of this item. The Council received the Report of the meeting of the Joint Standing Committee of Council and Senate on Honorary Degrees held on 22 June 2015.

The President reminded the Council that the information contained within this Report should be regarded as strictly confidential until such time as the proposed recipients had been contacted and had accepted the University’s invitation.

Resolved:

“That the Report of the meeting of the Joint Standing Committee of Council and Senate on Honorary Degrees held on 22 June 2015, now submitted, be approved.”