

**UNIVERSITY OF WARWICK
COUNCIL**

PUBLIC MINUTES OF THE MEETINGS HELD

**17:00 TUESDAY 21 NOVEMBER 2023 IN SCARMAN CONFERENCE CENTRE, SPACE 41; AND
9:00 WEDNESDAY 22 NOVEMBER 2023 IN THE SLATE**

Present	David Normington	Chair of Council (Chair)
	Louise Ainsworth	Independent member (for items 036 - 039)
	Yewande Akinola	Independent member (from item 040)
	Bal Claire	Independent member (up to and including item 050)
	Sophie Clark	SU Vice President of Democracy and Development (all items except 054 and 055a-c)
	Professor Stuart Croft	Vice-Chancellor
	Professor David Davies	Academic member (Chair of the Academic Freedom Review Committee (AFRC))
	Professor Emma Flynn	Provost (all items except item 049)
	James Furse	Independent member
	Richard Hyde	Independent member
	Professor Nina-Anne Lawrence	Academic member
	Professor Andrew Lockett	Academic member and Dean of Warwick Business School (all items except 055a-c)
	Professor Mark Newton	Professional Services Member
	Jayne Nickalls	Vice-Chair of Council and Chair of the Audit and Risk Committee (A&RC)
	Maya Prabhu	Independent member
	Adrian Penfold	Independent member and Chair of the University Estate and Environment Committee (UEEC)
	Neil Sachdev	Treasurer and Chair of the Finance and General Purposes Committee (FGPC)
Anna Taylor	SU President	
Attending	Dr Arun Advani	Associate Professor, Economics (for item 039)
	Dr Navdeep Bains	Director of Research and Impact Services (for items 039 and 050)
	Nikki Constant	Finance Director (for item 047)
	Rosie Drinkwater	Group Finance Director (GFD) (up to and including item 048 and from 053 onwards)
	Professor Lorenzo Frigerio	Pro-Vice-Chancellor (Education)
	Elizabeth Gillick-Daniels	Assistant Registrar (Governance) (Assistant Secretary)
	Katharine Gray	Head of Governance
	Susie Hills	Joint CEO at the Halpin Partnership (observing from item 040)
	Chris Hunt	Commercial Director
	Raja Javaid	Chief Information and Transformation Officer (CITO)
	Professor Kerry Kirwan	Professor, Deputy Pro-Vice-Chancellor, Research (for item 050)
	Professor David Leadley	Professor, Deputy Pro-Vice-Chancellor, Research (for item 050)
	Professor Julie MacPherson	Professor, Chemistry (for item 039)
	Professor Caroline Meyer	Pro-Vice-Chancellor (Research)
	Professor Fabienne Peter	Professor, Academic Director, Research (for item 050)
	Dr James Poskett	Associate Professor, History (for item 039)
	Rachel Sandby-Thomas	Registrar
	Andrew Smith	Deputy Finance Director (for item 047)
	Saleema Tai	Administrator (Governance) (for items 036 - 039)
	Ajay Teli	Chief Communications and Marketing Officer (CCMO)
Dr Chris Twine	Secretary to Council	

Tuesday 21 November 2023

Ref	Item
<i>Please note: some items are noted as "Exempt information not included" as they contain information that would be withheld and released to the public because an exemption under the Freedom of Information Act 2000 applies.</i>	
036	<p>Chair's Welcome and Introduction</p> <p>The Chair welcomed Council members and attendees to the strategic session.</p>
037	<p>Apologies for Absence</p> <p>Apologies were received from Yewande Akinola, Junaid Bajwa, and Professor Michael Scott.</p>
038	<p>Declarations of Interest</p> <p>No new declarations of interest were made.</p>
Strategic Topic	
039	<p>Research Showcase</p> <p>The Pro-Vice-Chancellor, Research introduced three research colleagues: Dr James Poskett, Dr Arun Advani and Professor Julie MacPherson, who shared examples of their recent research, its applications and impact.</p> <p>The Council welcomed the presentations and discussed the opportunities and barriers to research and the need to demonstrate impact. Warwick's strengths in interdisciplinary working and partnership building were particularly recognised as was the importance of communicating and increasing the visibility of Warwick's research.</p>

Wednesday 22 November 2023

Ref	Item
040	<p>Chair's Welcome and Introduction</p> <p>The Chair welcomed members and attendees to the formal meeting of the Council including the Joint CEO at the Halpin Partnership and Project Director of the Effectiveness Review of Council who was observing the meeting as part of the Effectiveness Review of Council.</p> <p>The Chair informed the Council of the plans for its February 2024 Away Day.</p> <p>Yewande Akinola was congratulated for featuring as a named station on the Engineering Icons Tube Map recently released by Transport for London.</p> <p>Warwick Business School was congratulated for achieving Athena Swan gold status. The hard work of the departmental team behind the award was noted.</p>
041	<p>Apologies for Absence</p> <p>Apologies were received from Louise Ainsworth, Junaid Bajwa, and Professor Michael Scott.</p>
042	<p>Declarations of Interest</p> <p>No new declarations of interest were made.</p>
043	<p>Minutes of the Council meetings held on 10 and 11 October 2023</p> <p>The minutes of the meetings held on 10 and 11 October 2023 (043-C221123, Protected) were approved.</p>
044	<p>Matters arising from the Council meetings held on 10 and 11 October 2023</p> <p>There were no matters arising not covered elsewhere on the agenda.</p>
045	<p>Chair's business and actions</p> <p>a) STEM Sub-Group meeting</p> <p>The Chair provided a verbal update on the STEM sub-group meeting held the previous day and recommended Council members to liaise with the STEM GC Director if they wished to view the virtual 'fly through' of the proposed development.</p>

	<p>b) Reinforced Aerated Autoclaved Concrete (RAAC) update</p> <p>The Group Finance Director provided a verbal update on RAAC. Three public-facing University buildings with RAAC continued to be regularly inspected. The roof replacement required for Butterworth Hall would require a specialist solution; contractors had been engaged to explore potential options.</p> <p>c) Update from the Nominations Committee</p> <p>The Chair provided a verbal update on developments since the last meeting of Council and from an extraordinary meeting of the Nominations Committee held on 16 November 2023. A vacancy for an external member on the Audit & Risk Committee was noted.</p> <p>DECISIONS:</p> <ol style="list-style-type: none"> 1) The Council approved the appointment of Kate Holden and Wayne Snow as members of Council from 1 January 2024 to 31 December 2026. 2) The Council approved the appointment of Sam Parr as the Professional Services member of Council from 1 January 2024 to 31 July 2026. 3) The Council approved the temporary increase in the number of independent members on Council from twelve to thirteen through to 31 July 2025. 4) The Council approved the appointment of Maya Prabhu to the Nominations Committee with immediate effect. 5) The Council approved the appointment of Claire Harvey to the Social Inclusion Committee with immediate effect.
046	<p>Vice-Chancellor's business</p> <p>a) Warwick's response to the Israel-Gaza conflict</p> <p>The Vice-Chancellor provided an update on Warwick's response to the Israel-Gaza conflict, highlighting the following:</p> <ul style="list-style-type: none"> • Warwick had followed an approach based on three principles: <ol style="list-style-type: none"> 1. Seeking to keep a calm and supportive approach for students most affected by the conflict. 2. Approaching the demonstrations and other activities as learning processes. 3. Working with the Students' Union (SU) on a collaborative and partnership-based approach. • Warwick had been referenced in media and social media pieces, as had many other HE institutions. There had been particular coverage of an incident regarding an open WhatsApp group set up by the Jewish Society that had received racist and antisemitic messages. The abuse was reported to West Midlands Police by the University and there was no evidence that the offensive posts originated from any part of the Warwick community. • There had been activities on campus including marches, vigils, a sit-in and a limited number of formal complaints of antisemitism and xenophobia. • There had been two all-student votes (ASV) which had passed and would be presented to the next SU Board of Trustees meeting for ratification (motions of "Warwick SU to support Muslim, Arab and Palestinian students in the face of Islamophobic and racist attacks" and "Warwick against genocide in Gaza"). <p>The SU President provided assurance on the ASV process, including the consultation processes that had been undertaken as part of the new SU governance structures. Opportunities to further improve the motion proposal and ASV processes had also been identified. The SU President and Officers were in regular contact with relevant student societies, the Chaplaincy and the Wellbeing and Community Safety teams to seek to ensure all students felt supported in terms of welfare and safety.</p>

	<p>The SU President reported that there had been positive collaboration between the SU and the University. The Chair acknowledged the assurances provided, the importance of the SU supporting and representing all students, and continued dialogue between the SU and the University.</p> <p>The Council noted the update and the report (046-C221123, Protected).</p>
Substantive Items I	
047	<p>University Financial Statements 2022/23</p> <p>The Finance Director presented the Financial Statements 2022/23 (047-C221123, Protected) and provided a presentation, highlighting the following:</p> <ul style="list-style-type: none"> • The 2022/23 [Exempt information not included] showed [Exempt information not included] from budget, resulting from [Exempt information not included] on budget and [Exempt information not included] to the budget. • [Exempt information not included]. • [Exempt information not included]. • After taking account of USS adjustments, the University was reporting a surplus of £105.0m (compared to a deficit of £93.2m in 2021/22). This year’s results had been favourably impacted by deficit contributions paid in accordance with the USS 2020 scheme valuation and higher discount rates on the liability calculation. The USS 2023 scheme valuation was showing a greatly improved position that would be reflected in next year’s statements. • Cash and short-term deposit balances at year-end were [Exempt information not included] ([Exempt information not included] in 2021/22), noting that the University was also holding a [Exempt information not included] with a mark-to-market value of [Exempt information not included] as at the year-end. • Borrowings had [Exempt information not included] last year to [Exempt information not included], reflecting the agreed repayment schedule of existing loan facilities. • Council could be assured that the University had adequate resources to continue in operational existence for the foreseeable future and could continue to adopt the going concern basis in preparing the financial statements. • Work had been undertaken this year to redesign the financial statements giving a new look and feel, aligned with the University brand refresh. • The Annual Financial Return (AFR) (standard reporting template from the Office for Students (OfS)) included key data from the approved financial plan and the 2022/23 year-end audited results. The AFR would include updates to the 2023/24 financial plan figures to take account of [Exempt information not included] carried forward as spend to 2023/24. • The financial statements and AFR were subject to final updates to student number data (resulting from a known sector-wide issue with the simultaneous deadline for the OfS/JISC Data Futures). <p>The Council congratulated the financial performance and welcomed the new format of the financial statements. Members discussed the challenges and benefits of accurate forecasting, noting that the University had in recent years consistently outperformed its forecasts. It was acknowledged that most of the variances were difficult to predict and risky to assume, and that while efforts would be made to improve forecasting, the [Exempt information not included] figures being discussed were small in the context of overall income.</p> <p>Research income was also discussed, notably the challenges in the size and diversity of research funding available, the cost and time required for writing large grant proposals and changes to funding cycles and application processes for research funding bodies.</p> <p>DECISION 1: The Council approved the 2022/23 University financial statements (noting that they remained subject to final review of student number data via the separate Office for Students Data Futures submission) and the letter of representation.</p>

	<p>DECISION 2: The Council approved the OfS Annual Financial Return (AFR) (noting that this remained subject to final review of student number data).</p> <p>DECISION 3: The Council approved, in conjunction with approving the AFR, the [Exempt information not included] to the 2023/24 Plan budget [Exempt information not included] (excluding USS adjustments) to [Exempt information not included], to reflect the previously reported carry forward of non-capital project spend from 2022/23 to 2023/24.</p> <p>DECISION 4: The Council approved the delegation of authority via Chair’s Action to the Chair of Council and Vice-Chancellor to approve the final versions of the Financial Statements and AFR once final student number data was confirmed.</p>
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048	<p>Capital Plan Update</p> <p>The Group Finance Director, presented the update (048-C221123, Protected), highlighting the following:</p> <ul style="list-style-type: none"> • The Social Sciences Grand Challenge (SSGC) RIBA Stage 1 had now reached completion and the cost envelope was expected to be [Exempt information not included], an [Exempt information not included] from the Capital Plan approved at Council in July 2023. The ambition for the project had been reframed, with a clearer understanding of the space requirements. The impact of construction industry inflation and the cost of building regulation compliance has also put upwards pressure on the project budget. • Since the Capital Plan approval in July 2023, it had been established that new teaching space, an Oculus 2, would be required to ensure that the campus had high quality teaching accommodation to replace old facilities, including those being decommissioned because of RAAC. • [Exempt information not included]. <p>The Vice-Provost and Chair of Faculty of Social Sciences, Head of Department of Economics and the Provost provided a presentation, highlighting the following:</p> <ul style="list-style-type: none"> • The increased ambition of the SSGC would take an inclusive approach to ensure that every Social Science department would be upgraded which would transform the student experience for all. • There were significant opportunities for growth for the Department of Economics, including the provision of joint degrees with other departments. • An opportunity within the SSGC to leverage teaching, research and impact to create an interdisciplinary Warwick Institute of Public Policy. Competitor analysis had been undertaken in this regard. • The SSGC and Social Sciences (through cross-subsidy) were central to the University’s future academic strategy. <p>Several Council members expressed concern at the increase in SSGC costs since it approved the Capital Plan in July 2023 and queried the reasons and expected additional value. There would also be opportunity costs to investing the additional funds available in this programme of work.</p> <p>The Council recognised the strategic and financial importance of investing in the social sciences and the totality of this approach to develop a Social Sciences Quarter, including relocating departments currently located on Westwood. While the level of ambition was broadly supported, members reinforced that it would be critical to identify “project off-ramps” and to undertake scenario planning around the various assumptions.</p> <p>Members discussed that the [Exempt information not included] represented a cost envelope, rather than a final budget given the ongoing work through the RIBA Stages. In looking at the space requirements in RIBA Stage 2, members urged the SSGC team to consider office space requirements in light of future ways of working.</p> <p>Lessons learned from the STEM GC and from the SSGC RIBA Stage 1 were discussed, as was the need for the Council to incorporate oversight of the SSGC through the Council Sub-Group.</p> <p>DECISION: The Council approved the proposed amendments to the Capital Plan, funded through use of forecast USS employer contributions savings.</p> <p>ACTIONS:</p>
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	<p>1) An updated business case for the Social Sciences Grand Challenge to be brought to Council in May 2024.</p> <p>2) Remit of the Council STEM Sub-Group to be amended to include oversight of the Social Sciences Grand Challenge (in addition to STEM Grand Challenge).</p>
049	<p>Report from the Finance and General Purposes Committee</p> <p>The report from the FGPC (049-C221123, Protected) was taken as read; the Council noted the report.</p>
Strategic Items	
050	<p>Research Strategy</p> <p>The Pro-Vice-Chancellor, Research and Director of Research & Impact Services provided a presentation, highlighting the following:</p> <ul style="list-style-type: none"> • The national context for research and the emerging opportunities for universities to contribute. There was an increased focus on trusted research and security which was adding complexity to the landscape. • In September 2023, a deal was agreed on our Association to Horizon Europe from 1 January 2024. Warwick had secured [Exempt information not included] under the UKRI guarantee scheme. • Differentials in the rate of growth of budgets between research councils and trends in Warwick’s research income. • The importance and process of the Research Excellence Framework (REF), which Warwick would be assessed against in 2028. Consultations were ongoing on the assessment process, weightings, and metrics. • The governance structure supporting the research agenda and delivery at Warwick. • Planned activities in anticipation of REF 2028 to align to Warwick’s core business: <ul style="list-style-type: none"> ○ [Exempt information not included]. ○ [Exempt information not included]. ○ [Exempt information not included]. <p>The current shape and funding of Warwick’s PGR cohort and their recruitment was discussed, acknowledging the large differences between disciplines and departments which would need to be mapped out. Members encouraged diversity and inclusion to be part of the PGR ambition and discussed the challenges of recruiting home PGR students, continuity to academic careers at Warwick and the need to ensure PGRs formed part of departmental communities. The Council was assured that Equality, Diversity & Inclusion (EDI) was high on the research agenda.</p> <p>Members queried what metrics Warwick would be measured against in REF; Research England were currently consulting on the REF metrics and would be meeting with Warwick representatives in December 2023.</p>
Substantive Items II	
051	<p>Strategic Risk Register update</p> <p>The Strategic Risk Register update (051-C221123, Protected) was taken as read.</p> <p>DECISION: The Council approved the proposed changes to the Strategic Risk Register.</p>
052	<p>Strategic Key Performance Indicators</p> <p>The Strategic KPIs report (052-C221123, Protected) was taken as read. A full update report would be brought to the next meeting of Council in February 2024.</p> <p>DECISION: The Council approved the update to the Strategic KPIs, including the RAG ratings, summary sheet, supplementary metrics and narratives.</p>
053	<p>Report and Support - Annual Report 2022/23</p>

	<p>The Registrar presented the report (053-C221123, Protected) and a supporting presentation on behalf of the Director of Student Discipline and Resolution, and highlighted the following:</p> <ul style="list-style-type: none"> • There had been a 22% increase in the total number of disclosures in 2022/23 compared to 2021/22. Staff disclosures had increased by 20% and PG student disclosures by 85%. Targeted interventions had been undertaken in the last year to collaborate with PGT students and Personal Tutors. • For student disclosures, the number of bullying and harassment disclosures had superseded sexual misconduct as the highest reported category for the first time. • Data suggested that students with disabilities may be being disproportionately affected by harassment which was a concern. • A culture of continuous improvement existed; the University had been awarded a Trauma-Informed Educator Silver Kite Mark and had shared good practice with other HE institutions. • An update from the OfS consultation on the Statement of Expectations for preventing and addressing harassment and sexual misconduct was expected in due course. <p>The Chair praised the transparency of reporting and congratulated the Student Discipline and Resolution team for their hard work.</p> <p>The SU President reported positive experiences of working closely with Report & Support and positive feedback from students. It was felt that there was greater awareness and understanding of the service among the student population which reflected the work undertaken by the team on student engagement.</p> <p>The Council discussed the challenges of whether disclosure data was a true indicator of misconduct rather than levels of awareness of the service.</p> <p>DECISION: The Council approved the publication of the Report and Support Annual Report 2022/23.</p>
Governance I	
054	<p>Council Effectiveness Review</p> <p>The Head of Governance provided a verbal update on the Council Effectiveness Review process. A short survey had been sent to all members and attendees to complete. Findings from survey responses would inform 1:1 interviews with members and a focus group with attendees in the coming weeks. A draft report was expected by the end of February 2024.</p> <p>ACTION: Council members and attendees to complete survey sent out via email on 16 November 2023.</p>
Committee Reports I	
055	<p>Report from the Audit and Risk Committee (A&RC)</p> <p>The Chair of A&RC presented key points from the report (055-C221123, Protected) as follows:</p> <ul style="list-style-type: none"> • The Annual Report on Compliance with Financial Procedures showed no serious breaches during the last year but there had been several breaches which fell below the 'Material Adverse Effect' threshold. The root causes had been established. • This was the first time the A&RC Committee had approved the Transparent Approach to Costing (TRAC) process on behalf of Council. • The IDG Update and Cyber Security Update had been helpful; further updates would be encouraged. <p>The Council noted the report.</p> <p>a) Audit and Risk Committee Annual Report 2022/23</p> <p>The Council noted the A&RC Annual Report for 2022/23. The Chair thanked the Chair of A&RC for their hard work over the year.</p> <p>b) Internal Audit Annual Report 2022/23</p> <p>DECISION: The Council approved the Internal Auditor's Annual Report 2022/23.</p>

	<p>c) External Audit Management Letter 2022/23</p> <p>The Council noted the External Auditor’s Management Letter 2022/23.</p> <p>d) Prevent Duty Monitoring – Accountability and Data Return 2022-2023</p> <p>DECISION: The Council approved the Prevent Duty Monitoring report, in particular the assessment that the University has discharged its Duty under the Prevent legislation in 2022/2023.</p>
056	<p>Report from the Senate</p> <p>The report from the Senate (056-C221123, Protected) was taken as read; the Council noted the report.</p>
057	<p>Report from the Remuneration Committee</p> <p>a) Annual Report 2022/23 of the Remuneration Committee</p> <p><i>The Vice-Chancellor, other UEB members except the Secretary to Council (Provost; PVCs; Group Finance Director; Registrar; Commercial Director; CITO, CCMO) and the Dean of Warwick Business School left the room for items 057a and 057b.</i></p> <p>The Chair of RemCo presented the Annual Report (057a-C221123, Protected). Performance review and objectives had been set for the Vice-Chancellor taking into consideration feedback from members of Council and, as in previous years, the Vice-Chancellor had indicated that they would not accept a performance award. Benchmark remuneration data had been reviewed to ensure that the Vice-Chancellor’s remuneration remained in line with the sector. Future development areas for the Vice-Chancellor were also discussed. The Council noted the report.</p> <p>b) Remuneration Policy Framework 2023/24</p> <p>DECISION: The Council approved the Remuneration Policy Framework for 2023/24.</p> <p>c) Pay Gap Analysis and Pay Gap Action Plan 2023</p> <p>The Provost presented the analysis and action plan (057c-C221123, Protected), highlighting the following:</p> <ul style="list-style-type: none"> • The University was only required to calculate and report the gender pay gap but as part of our desire to be recognised as an inclusive employer the University voluntarily disclosed ethnicity, disability and LGBTQUIA+ pay gaps. • The only decrease in pay gaps had been seen in the disability mean and median figures. The increases in other pay gap data were understood and in some cases the result of good practice e.g. efforts to increase the diversity of Warwick’s workforce had been successful at lower grades but less so in higher grades. • There was further work to undertake on recruitment and promotions, with oversight from the People Committee. Provision of data for departments via dashboards for data driven decision-making would be important. <p>The Council noted the 31 March 2023 pay gap data for Gender, Ethnicity, Disability and Sexual Orientation and the Pay Gap Action Plan 2023.</p> <p>Members inquired whether there was good practice from other HE institutions that could be adopted at Warwick. The Provost confirmed that there were already pockets of good practice internally in different departments and that it would be vital to roll these out across the University and acknowledge and reward those already delivering positive initiatives and good practice.</p> <p>The Chair appreciated the focus on the action plan; succession planning and talent management would be key areas to progress.</p> <p>d) Revised Terms of Reference and Membership for Remuneration Committee</p> <p>DECISION: The Council approved the revised Terms of Reference and Membership for the Remuneration Committee.</p>
Items below this line were for receipt and/or approval, without discussion	

Committee Reports II	
058	<p>Annual Report from the Honorary Degrees Committee 2022/23</p> <p>The Council received and noted the report (058-C221123, Protected) without discussion.</p>
059	<p>Report from the Research Governance and Ethics Committee</p> <p>The Council received and noted the report (059-C221123, Protected) without discussion.</p> <p>DECISION: The Council approved the University's Trusted Research Action Plan for 2023-24.</p>
Governance II	
060	<p>Modern Slavery Act Annual Statement 2022/23</p> <p>The Council received the annual statement (060-C221123, Protected) without discussion.</p> <p>DECISION: The Council approved the Annual Statement on Modern Slavery for 2022/23 and that it be made available for public access, as required by the Modern Slavery Act.</p>
061	<p>Register of Members' Interests, including anonymised version</p> <p>The Council received the report (061-C221123, Protected) without discussion and noted the Register of Interests of Members of the University Council for 2023/24, that the Register of Interests would be updated as further amendments were received, and that the full Register of Interests would be posted to the Council members' information portal.</p> <p>DECISION: The Council approved that the anonymised version of the Register of Interests of Members of the University Council for 2023/24 would be made available on the public Council webpage.</p>
062	<p>University of Warwick (Branch Office Singapore) Financial Statements 2022/23</p> <p>The Council received the financial statements (062-C221123, Protected) without discussion and noted that the University of Warwick (Branch Office Singapore) accounts were included within the consolidated accounts for the University Group, that the financial statements were due to be filed by 29 February 2024 following signing, and the engagement for company secretarial, audit and tax services in Singapore.</p> <p>DECISION: The Council approved the University of Warwick (Branch Office Singapore) accounts.</p>
063	<p>Membership Updates</p> <p>The Council received the report (063-C221123, Public) without discussion.</p> <p>DECISION: The Council approved the committee membership updates.</p>
Other	
064	<p>Any other business</p> <p>There was no other business.</p>
Next meeting: Wednesday, 7 February 2024 at 9am in the Slate	

DECISIONS AND ACTIONS			
ITEM	DECISION/ACTION	LEAD AND DUE DATE	STATUS
2022-23			
15 November 2022			
048 – University Financial Statements 21/22	ACTION: Implement integrated reporting for next year's financial statements to ensure they are more user-friendly and visually appealing.	Rosie Drinkwater, Chief Communications Officer November 2023	Completed

7 February 2023			
061 - Sustainability	ACTION 1: Consider whether the triple bottom line accounting framework can be adopted, particularly into the evaluation of business cases.	Chris Hunt, Rosie Drinkwater	On hold
8 February 2023			
076 – Pay Gap Report	ACTION: Amendment to be made to the text on equal pay for grade 9 staff for clarification.	Chris Ennew	In progress – wording to be checked in this year’s report
16/17 May 2023			
094 – University Strategy Refresh	ACTION 2: Strategy Refresh content to be designed into an interactive digital format and marketing and communications plan developed for launch at the start of academic year 2023/24.	Rachel Sandby-Thomas, Ajay Teli, September 2023	In progress
102 - STEM Grand Challenge Business Case	ACTION 2: Organise an informal session for Council members to meet with Heads of Departments (HODs) and academic staff to discuss the transformational change required (in terms of education, research, ways of working, innovation etc.) that is needed in preparation for and within the Science and Engineering Precinct.	Chris Twine, Council Secretariat, TBC	Completed
103 - Innovation Corridor	ACTION: Update on plans for the development of a regional University-led Innovation Corridor to be brought to Council in February 2024 for further discussion.	Stuart Croft, Martin Yardley, Simon Swain, February 2024	Scheduled for February 2024 Council
104a - Strategic Key Performance Indicators	ACTION 1: Proposed updates to: Strategic KPI metrics, granular data behind the top-level metrics and supporting narratives to be presented to Council in October 2023.	Raja Javaid, Fiona Parsons, October 2023	Scheduled for February 2024 Council
	ACTION 2: Relevant Strategic KPIs to be provided as part of substantive item updates when presented to Council.	Chris Twine (Governance team), Raja Javaid (SPA team), Implemented for start of 23/24	In progress
109 – Report from the Social Inclusion Committee	ACTION: Update on social inclusion (particularly in relation to Race Equality Charter Mark action plan and the Professional Services Transformation programme) to be brought back to Council for further discussion.	Ros Roke, Kulbir Shergill, TBC	To be scheduled in 2023/24
12/13 July			
120 - Financial Plan	ACTION: Update on the University’s debts and borrowing arrangements to be brought to a future Council meeting.	Rosie Drinkwater, Council Secretariat, date TBC	On hold - to be scheduled
131 - Report from Joint Working Group on the RCT	ACTION: Update report to Senate planned for June 2024 on the RCT performance against the agreed measures of success to be shared with the Council. This report should reference progress made on communicating the RCT and awareness rates of RCT support among student groups.	Nick Vaughan-Williams, Ben Pithouse, July 2024	Scheduled for July 2024 Council
138 - Report from the UEEC	ACTION 2: Update on Journey to Net Zero to be scheduled for late 2023/early 2024, with regular updates scheduled thereafter.	Rosie Drinkwater, Council Secretariat, timing TBC	Scheduled for February 2024 Council tbc
2023-24			
10/11 October			

006 - University of Warwick Strategy Refresh	ACTION: Final amends to Strategy Refresh 2030 to be approved by the Vice-Chancellor, with support and input from the UEB.	Stuart Croft, asap	In progress
016 - ITLR 2023: Summary Findings and Assurance	ACTION: Strategic session on Artificial Intelligence (AI) and the potential risks and opportunities it could bring for both staff and students to be scheduled.	Council Secretariat, tbc	To be scheduled
21/22 November 2023			
045c - Update from the Nominations Committee	DECISION 1: The Council approved the appointment of Kate Holden and Wayne Snow as members of Council from 1 January 2024 to 31 December 2026.		
	DECISION 2: The Council approved the appointment of Sam Parr as the Professional Services member of Council from 1 January 2024 to 31 July 2026.		
	DECISION 3: The Council approved the temporary increase in the number of independent members on Council from twelve to thirteen through to 31 July 2025.		
	DECISION 4: The Council approved the appointment of Maya Prabhu to the Nominations Committee with immediate effect.		
	DECISION 5: The Council approved the appointment of Claire Harvey to the Social Inclusion Committee with immediate effect.		
047 - University Financial Statements 2022/23, Letter of Representation and Annual Financial Return to OfS	DECISION 1: The Council approved the 2022/23 University financial statements (noting that they remained subject to final review of student number data via the separate Office for Students Data Futures submission) and the letter of representation.		
	DECISION 2: The Council approved the OfS Annual Financial Return (AFR) (noting that this remained subject to final review of student number data).		
	DECISION 3: The Council approved , in conjunction with approving the AFR, the [Exempt information not included] to the 2023/24 Plan budget [Exempt information not included] (excluding USS adjustments) to [Exempt information not included], to reflect the previously reported carry forward of non-capital project spend from 2022/23 to 2023/24.		
	DECISION 4: The Council approved the delegation of authority via Chair's Action to the Chair of Council and Vice-Chancellor to approve the final versions of the Financial Statements and AFR once final student number data was confirmed.		
048 - Capital Plan Update	DECISION: The Council approved the proposed amendments to the Capital Plan, funded through use of forecast USS employer contributions savings.		
	ACTION 1: An updated business case for the Social Sciences Grand Challenge to be brought to Council in May 2024.	Rosie Drinkwater, Emma Flynn, Nick Vaughan-Williams, May 2024	Scheduled for May 2024 meeting
	ACTION 2: Remit of the Council STEM Sub-Group to be amended to include oversight of the Social Sciences Grand Challenge (in addition to STEM Grand Challenge).	Chris Twine, January 2024	Completed
051 - Strategic Risk Register update	DECISION: The Council approved the proposed changes to the Strategic Risk Register.		
052 - Strategic KPIs	DECISION: The Council approved the update to the Strategic KPIs, including the RAG ratings, summary sheet, supplementary metrics and narratives.		
053 – Report & Support Annual Report 2022/23	DECISION: The Council approved the publication of the Report and Support Annual Report 2022/23.		
054 – Council Effectiveness Review	ACTION: Council members and attendees to complete survey sent out via email on 16 November 2023.	All, ASAP	Completed

055b - Internal Audit Annual Report 2022/23	DECISION: The Council approved the Internal Auditor's Annual Report 2022/23.
055d - Prevent Duty Monitoring – ADR 2022-2023	DECISION: The Council approved the Prevent Duty Monitoring report, in particular the assessment that the University has discharged its Duty under the Prevent legislation in 2022/2023.
057b - Remuneration Policy Framework 2023/24	DECISION: The Council approved the Remuneration Policy Framework for 2023/24.
057d - Remuneration Committee Membership and TOR	DECISION: The Council approved the revised Terms of Reference and Membership for the Remuneration Committee.
059 - Report from the RGEC	DECISION: The Council approved the University's Trusted Research Action Plan for 2023-24.
060 - Modern Slavery Act Annual Statement 2022/23	DECISION: The Council approved the Annual Statement on Modern Slavery for 2022/23 and that it be made available for public access, as required by the Modern Slavery Act.
061 - Register of Members' Interests	DECISION: The Council approved that the anonymised version of the Register of Interests of Members of the University Council for 2023/24 would be made available on the public Council webpage.
062 - Singapore Branch Office Financial Statements 2022/23	DECISION: The Council approved the University of Warwick (Branch Office Singapore) accounts.
063 - Membership Updates	DECISION: The Council approved the committee membership updates.