



## Council

Friday 18 February 2022, 9:00am

Video-conferencing meeting via Zoom

## Minutes

### Present Members:

Mr Victor Chu CBE (Chair); Mr Ayman Benmati; Professor Stephanie Bird; Professor Jonathan Butterworth; Dr Alun Coker; Dr Martin Fry; Ms Tina Harris; Ms Tania Holt; Ms Lindsay Nicholson MBE; Mr Turlogh O'Brien CBE; Ms Christine Ohuruogu MBE; Professor Helen Roberts; Professor Ralf Schoepfer; Lord Sharkey; Dr Michael Spence; Dr Justin Turner QC; Baroness Valentine; Ms Sarah Whitney.

### Attendees:

For Minutes 63-82: Dr Clare Goudy, Chief of Staff, President & Provost's Office

For Minutes 63-82: Ms Natasha Lewis, General Counsel

For Minutes 63-82: Ms Fiona Ryland, Vice-President (Operations)

For Minutes 63-82: Professor Anthony Smith, Vice-Provost (Faculties)

For Minute 68: Professor Kathleen Armour, Vice-Provost (Education and Student Experience)

For Minute 68: Professor Geraint Rees, Pro-Provost (Academic Planning)

For Minute 69: Mr Richard Jackson, Director of Sustainability

For Minute 70-71: Ms Elizabeth Francis, Director of Financial Planning and Analysis

For Minute 70: Ms Kate Pearce, Director of Finance Business Partnering

For Minute 73: Professor Sasha Roseneil, Pro-Provost (Equity and Inclusion)

For Minute 74: Mr Ian Galloway, Commercial Director

For Minute 75: Mr Max Hill, Director of Workplace Health

For Minute 75: Mr Paul Stirk, Director of Safety Services

### Apologies:

Mr Dominic Blakemore

Ms Charu Gorasia

Mr Osman Teklies

### Officer(s):

Ms Anne Marie O'Mullane, Interim Secretary to Council

Ms Olivia Whiteley, Governance Officer

## **Part I: Preliminary Business**

### **63. Operation of the Meeting**

- 63.1. Due to the necessity of holding virtual meetings during the ongoing COVID-19 pandemic, it was not possible to convene a meeting in person of Council. Therefore, members of Council were participating in a video conference, using tools that enable all members to see and hear each other simultaneously. Decisions would be ratified by Chair's Action after the meeting.
- 63.2. Notwithstanding that the meeting was being held by video conference, the Chair reported that, if a meeting had been held in person, a quorum would have been present and that due notice of the meeting would have been properly given to all members of Council.

### **64. Introduction**

- 64.1. The Chair of Council welcomed Ms Tina Harris, Ms Tania Holt and Ms Christine Ohuruogu MBE to their first meeting as Council members.

### **65. Declarations of Interest**

- 65.1. The Interim Secretary to Council informed Council that Ms Sarah Whitney had recently updated her Register of Interests; she had joined the Board of Tritax Eurobox.

### **66. Minutes of the last meeting (4-01)**

- 66.1. Council approved the minutes of the meetings held on 29 November 2021 and 9 December 2021.

### **67. Confidential: Matters Arising from the minutes (4-02)**

- 67.1. Exempt from publication, please see confidential minutes.

## **Part II: Strategic Items for Discussion**

### **68. Confidential: Strategic Plan 2022-27: Education Priorities and Programmes (4-03)**

- 68.1. Exempt from publication, please see confidential minutes.
- 68.2. Exempt from publication, please see confidential minutes.
- 68.3. Exempt from publication, please see confidential minutes.

68.4. Exempt from publication, please see confidential minutes.

68.5. Exempt from publication, please see confidential minutes.

68.6. Exempt from publication, please see confidential minutes.

68.7. Exempt from publication, please see confidential minutes.

68.8. Exempt from publication, please see confidential minutes.

**69. Confidential: Sustainable UCL Annual Report (4-04)**

69.1. Exempt from publication, please see confidential minutes.

69.2. Exempt from publication, please see confidential minutes.

69.3. Exempt from publication, please see confidential minutes.

**70. Confidential: December Month End (4-05)**

70.1. Exempt from publication, please see confidential minutes.

70.2. Exempt from publication, please see confidential minutes.

70.3. Exempt from publication, please see confidential minutes.

**71. Confidential: Office for Students (OfS) Annual Financial Return (4-06)**

71.1. Exempt from publication, please see confidential minutes.

71.2. Exempt from publication, please see confidential minutes.

71.3. Exempt from publication, please see confidential minutes.

**72. Confidential: Provost's Report to Council (4-07)**

72.1. Exempt from publication, please see confidential minutes.

72.2. Exempt from publication, please see confidential minutes.

72.3. Exempt from publication, please see confidential minutes.

**73. University Management Committee (UMC) Decision: Stonewall (4-08)**

- 73.1. Dr Michael Spence, President and Provost, and Professor Sasha Roseneil, Pro-Provost (Equity and Inclusion), introduced the paper which provided an update to Council on the 14 December University Management Committee (UMC) meeting and the decision that UCL should not re-join the Stonewall Global Diversity Champions Programme nor enter the 2023 Stonewall Workplace Equality Index.
- 73.2. During discussion the following key points were made:
- a. It was agreed that the paper drafted by Professor Roseneil for consideration by Academic Board should be circulated to Council members.
  - b. Lord Sharkey, LGBTQ+ Council Champion, noted that he had been contacted by members of the UCL community reporting fear and distress as a result of the UMC decision. He outlined their perceptions that the decision had not involved the wider UCL community, and that the weight placed on protecting academic freedom was not considered well-founded by those concerned about the decision.
  - c. The President and Provost recognised the contentious nature of this matter within the UCL community and noted that this reflected conversations taking place nationally, where other institutions had also withdrawn from the two Stonewall schemes. Here there were three relevant protected characteristics (under the 2010 Equality Act): sex, gender reassignment, and sexual orientation. UCL had a duty to attend to all protected characteristics. Academic Board had a membership of over 1700 members and had a function to provide advice to Council on academic matters; UMC had therefore taken their advice in that context. The discussion at Academic Board had been respectful and well considered. UMC had responded to Academic Board's advice that Stonewall's 'no debate' stance had the potential to inhibit academic freedom. There had been a diverse range of views about UCL's relationship with Stonewall expressed from the LGBTQ+ community during the debate at Academic Board and following the decision, some positive, others not.
  - d. There was discussion about the role of Academic Board, the conduct of the Academic Board meeting and the ability of Academic Board to provide advice to UMC when invited to do so and Council's role in making a decision on this matter. This was a management decision; UMC was entitled to take advice from Academic Board. It was important not to portray a single LGBTQ+ stance as views were not homogenous.
  - e. The Council of Europe had produced a report which included a criticism of the UK's treatment of trans people. There had been a sharp rise in hate crimes against trans people since 2015. UCL needed to be cognisant of these matters.

- f. A question was raised about the appropriateness of the institution obtaining kitemarks from a lobbying group and why institutions participated in kitemark schemes. The President and Provost advised that they assisted in holding institutions to account; the Race Equality Charter Mark and Athena Swan were examples of such kitemarks. Both had been developed specifically for the higher education sector and were sensitive to the issues at play in universities.
- g. The Provost concluded the discussion by advising that the Equality, Diversity and Inclusion team would need to address the tensions that currently existed; and that there needed to be equal energy placed into protecting all protected characteristics. A LGBTQ+ Equality Implementation Group was in the process of being established with consultation on the membership taking place. A Disability Implementation Group was now being established. The Provost provided an update on the changes to the leadership for EDI, with a new Director taking up post in March 2022.

73.3. Council received the update on the UMC decision with regard to Stonewall.

**74. Confidential: UCL Security Tender – Contract Award (4-09)**

74.1. Exempt from publication, please see confidential minutes.

74.2. Exempt from publication, please see confidential minutes.

74.3. Exempt from publication, please see confidential minutes.

**75. Workplace Health and Safety Standing Report (4-10)**

75.1. Mr Max Hill, Director of Workplace Health and Mr Paul Stirk, Director of Safety Services, introduced the paper which provided a summary of occupational safety and health metrics and performance for November and December 2021.

75.2. Council received the Workplace Health and Safety Report.

**76. Confidential: Committee Reports**

76.1. Exempt from publication please see confidential minutes.

76.2. Exempt from publication please see confidential minutes.

76.3. Exempt from publication, please see confidential minutes.

## **Part III: Other Business for Approval or Information**

### **77. Confidential: Research Integrity Annual Statement (4-11)**

77.1. Exempt from publication, please see confidential minutes.

### **78. Senior Appointments**

#### **Confidential: Appointment of the Vice-Provost (Research, Innovation & Global Engagement) (4-12)**

78.1. Exempt from publication, please see confidential minutes.

#### **Confidential: Appointment of the Vice-President (External Engagement) (4-13)**

78.2. Exempt from publication, please see confidential minutes.

#### **Confidential: Appointment of Interim Dean of the Faculty of Social and Historical Sciences (4-14)**

78.3. Exempt from publication, please see confidential minutes.

### **79. Confidential: Appointment of Designated Officer Under Statute 18 (4-15)**

79.1. Exempt from publication, please see confidential minutes.

### **80. To Receive the following reports:**

#### **Library Committee Annual Report (4-16)**

80.1. Council received the UCL Library Committee Annual Report 2020-21.

#### **OfS Standing Report (4-17)**

80.2. Council noted the OfS Standing Report.

#### **Confidential: UCL Seal Report (4-18)**

80.3. Exempt from publication, please see confidential minutes.

#### **Confidential: Litigation Summary (4-19)**

80.4. Exempt from publication, please see confidential minutes.

#### **Action Taken by the Chair Report (4-20)**

80.5. Council received a report on action taken by the Chair since the last report to Council. In accordance with discussions at the Council meeting of 29 November 2021, the following action was taken by the Chair:

- a. Approved the minutes of the meeting held on 22 October 2021 subject to a number of changes being made.
- b. Approved the Chair of Council signing the Prevent Accountability Declaration for submission along with the workbook to the Office for Students (OfS).

- c. Approved the retrospective re-election of Baroness Valentine as Vice-Chair of Council from 1 October 2020 until 31 July 2022.
  - d. Approved the passing of the following resolution:
    - i. It is RESOLVED THAT: The temporary arrangements for sealing set out in Appendix 1 of the Regulations for Management which were approved by Council on 17 April 2020 and extended on 14 June 2021, as set out in the attached Regulations in Annex 1, are extended until 30 September 2022.
  - e. Approved the establishment of the following academic units:
    - i. The establishment of UCL Arts and Sciences (UASc) as an academic unit of UCL as defined in Statute 10, assigned to the Faculty of Arts and Humanities, with effect from 1 September 2022.
    - ii. The establishment of academic units of UCL as defined in Statute 10, assigned to The Bartlett, Faculty of the Built Environment, with effect from 1 January 2022.
    - iii. The establishment of the Global Business School for Health (GBSH) as an academic unit of UCL as defined in Statute 10, assigned to the Faculty of Population Health Sciences, with effect from 10 January 2022.
  - f. Approved the proposed changes to the Terms of Reference of the Remuneration and Human Resources Strategy Committee with immediate effect.
  - g. Approved the proposed changes to the Regulations for Management.
- 80.6. In accordance with discussions at the Council meeting of 9 December 2021, the following action was taken by the Chair:
- a. Approved the proposed process for appointing Council members to Vice-Provost and Vice-President recruitment panels.
  - b. Approved the UCL Honours Degree Outcome Statement for 2019/20.

80.7. Exempt from publication, please see confidential minutes.

80.8. Exempt from publication, please see confidential minutes.

## **81. Committee Minutes**

### **Confirmed minutes Academic Board, 3 November 2021 (4-21)**

- 81.1. Council received the confirmed minutes of the Academic Board meeting held on 3 November 2021.

### **Confirmed minutes Academic Board, 10 December 2021 (4-22)**

- 81.2. Council received the confirmed minutes of the Academic Board meeting held on 10 December 2021.

**Confidential: Confirmed minutes Finance Committee, 11 November 2021  
(4-23)**

81.3. Exempt from publication, please see confidential minutes.

**Confidential: Confirmed minutes Finance Committee, 3 December 2021  
(4-24)**

81.4. Exempt from publication, please see confidential minutes.

**Confidential: Unconfirmed minutes Finance Committee, 24 January 2022  
(4-25)**

81.5. Exempt from publication, please see confidential minutes.

**Confirmed minutes Academic Board, 26 January 2022 (4-26)**

81.6. Council received the confirmed minutes of the Academic Board meeting held on 26 January 2022.

**82. Date of the next meeting**

82.1. The date of the next meeting of Council would be 23 March 2022 at 9:00am – 1:00pm.

Anne Marie O'Mullane  
February 2022