

## **Joint Meeting of the Councils**

**UNRESTRICTED** Minutes of the virtual meeting held at 9.30 a.m. on Thursday 30 March 2023 by Zoom

**Present:**

Venerable Randolph Thomas (Chair)

Justin Albert

Emlyn Dole

Professor Kyle Erickson

Taya Gibbons

Professor Medwin Hughes

Rowland Jones

Timothy Llewelyn

Arwel Ellis Owen

Victoria Provis

Dr Conny Matera Rogers

Dr Stuart Robb

Geraint Roberts

Nigel Roberts

Dr Liz Siberry

Emlyn Schiavone

Dr Peter Spring

Maria Stedman

Dr Kerry Tudor

Deris Williams

**In attendance:**

Sarah Clark, Clerk to Council

Professor Elena Rodriguez-Falcon, Deputy Vice-Chancellor

Professor Dylan Jones, Deputy Vice-Chancellor

Iestyn Davies, Pro Vice-Chancellor (for item 23.18)

Steve Baldwin, Director of Resources and Business Planning

Gavin Bessant, Director of Financial Services

Jane O'Rourke, Executive Director of Human Resources

Lynwen Davies (Translator)

Margaret Williams (Secretary)

The Chair and Vice-Chancellor expressed the appreciation of the Council and the University to Gill Jones for her significant contribution to the Council and its members. They wished her well on her retirement. The Chair also referred to Vanessa Liverpool who was on maternity leave and reported that her term as Student President had come to an end. He thanked her for her contribution to the Council and congratulated her on her achievements as Student President. He wished her well for the future.

Item number	Main discussion points	Action/decision
23.13 Apologies for absence and welcome	<p>Apologies for absence were received from Siwan Davies, Uzo Iwobi, Vanessa Liverpool, Dr Andrew Cornish.</p> <p>The Chair welcomed Emlyn Dole to his first meeting as Chair Designate and to Professor Kyle Erickson as the elected non-academic staff member onto the Council.</p>	
23.14 Declarations of Interest	<p>The Councils RECEIVED the updated Declarations of Interest as noted in the Clerk's report (JCO189).</p>	
23.15 Chair's Report	<p>The Councils RECEIVED the Chair's report (JCO190). The Chair referred to the following:</p> <p><u>HEFCW Institutional Visit</u> HEFCW had been in contact to schedule UWTSD Institutional Assurance Review (IAR) meetings for May 2023. The meetings would include individual discussions with the Chairs of ARC, RPC and Remuneration Committee.</p> <p><u>ChUW</u> The Chair referred to the matters discussed at the recent ChUW meeting which included the challenges of financial sustainability and implementation of the Camm recommendations. The Chairs had also received a policy update from Universities Wales and a presentation from the interim CEO of CTER. A meeting with the Minister was expected to take place in July.</p> <p>The Chair confirmed that the Chair Designate would be attending future meetings of ChUW.</p>	
23.16 Vice-Chancellor's report	<p>This is a RESTRICTED item and reported within the restricted minutes of the meeting.</p>	
23.17 Students' Union report	<p>The Councils RECEIVED the Students' Union update report (JCO192), which highlighted matters relating to the student experience and current Students' Union strategic activities.</p> <p>The Student President reported on the recent SU elections and on the focus groups established on every campus to provide a democratic review of the structure of the Students' Union.</p> <p>Members referred to the recent student election and enquired as to how the London and Birmingham students would be represented next year as there was no President elected from those campuses on this occasion (noting that the retiring Group President was a London student). The Student President confirmed that the</p>	

Item number	Main discussion points	Action/decision
	<p>Group President role covered all campuses including London and Birmingham. The current democratic review included consideration of the optimum representation arrangements for the future.</p> <p>Members referred to the FE sector within the Group and encouraged a closer collaboration with those student bodies.</p> <p>The Chair of Council congratulated Taya Gibbons on being elected Group President for 2023/24 and asked that his congratulations were extended to the campus Presidents.</p>	
23.18 Confederal Structure – Velindre University NHS Trust	This is a RESTRICTED item and reported within the restricted minutes of the meeting.	
23.19 Equality and Diversity Annual Report 2021/22	<p>The Councils CONSIDERED the Equality and Diversity Annual Report 2021/22 (JCO193).</p> <p>The Executive Director of HR (EDHR) reminded the Councils that it was a legal requirement for the University to publish the report annually. The report contained key protected characteristic data for both staff and students and provided a high-level summary update of priority actions taken in relation to the University's Strategic Equality Plan.</p> <p>The EDHR referred to the student data, noting that some aspects were incomplete pending a HESA data release. She referred members to the key insights in relation to the workforce profile. 54% of staff were academic staff. Gender profile was in line with the sector and that there had been a 10% increase in Black, Asian or minority ethnic employees. There had been an increase in the number of staff disclosing information, which was to be commended. She referred to the age profile of staff and noted a decline in those aged 35 years and younger, which was under review in the context of recruitment activity .</p> <p>The Clerk responded to members enquiries regarding the profile of the Council and noted that data was collected from Council members through the annual HESA return and the information was provided to NGC to inform the process of diversity planning and recruitment. She reminded members that a working group of NGC had been established to develop an EDI plan for the Councils.</p> <p>Following discussion of aspects of the report, the Councils APPROVED its publication.</p>	

Item number	Main discussion points	Action/decision
23.20 Gender Pay Gap Report	<p>The Councils CONSIDERED the Gender Pay Gap Report: 31 March 2023 (JCO195), the publication of which was required of all Welsh universities.</p> <p>Members noted that the report showed the average difference between the earnings of women and men at UWTSD as of 31 March 2022. The report also identified actions completed and further actions planned to address the gender pay gap.</p> <p>The Councils APPROVED the publication of the report.</p>	
23.21 Risk Management	<p>The Councils CONSIDERED the Corporate Risk Register, which had been considered in detail by the Audit and Risk Committee (JCO196).</p> <p>The Councils APPROVED ARC's recommendations for amendments.</p>	
23.22 Minutes	The Councils APPROVED the Minutes of the meeting held on the 26 January 2023 (JCO197).	
23.23 Report of the Nominations and Governance Committee	<p>The Councils CONSIDERED the report of the Nominations and Governance Committee meeting held on 16 March 2023 (JCO198) and APPROVED</p> <ul style="list-style-type: none"> <li>a. The appointment of Emlyn Dole as a member of the Estates Committee and Remuneration Committee for the remainder of the current academic year.</li> <li>b. The deferral of the Governance Effectiveness Review until 2023/24.</li> </ul>	
23.24 Prevent Duty	The Councils RECEIVED the Prevent Duty annual return monitoring outcomes (JCO199)	
23.25 EDI plan update	The Councils RECEIVED an update on the development of an Equality Diversity and Inclusion plan for the Councils (JCO200).	
23.26 Declarations of interest	No additional conflicts of interest were noted during the meeting.	
23.27 Date of next meeting	The next scheduled meeting would be held on 6 July 2023.	

Meeting terminated 10.55

