## Council Minutes: 28 January 2022 (hybrid meeting)

PRESENT: Rt. Hon. Alistair Burt (Pro-Chancellor) (in the Chair); Professor Andy Schofield (Vice-Chancellor); David Barron (lay member) (online); Rt. Hon. Hazel Blears (lay member); Professor Steve Bradley (Deputy Vice-Chancellor); Hanah Burgess (lay member) (online); Anthony Carey (lay member); Professor Sr Ian Diamond (lay member); Ian Johnson (lay member); Caire Leitch (Senate representative); Alison Mullan (Senate representative); Baroness Neville-Jones (Deputy Pro-Chancellor) (online); Marcia Reid Fotheringham (lay member); Professor Bla Ritchie (Deputy Pro-Chancellor) (online) Union President); Professor Jo Rycroft-Malone (Senate representative); Gayatri Shewani (student member) (online); His Hon. Phillip Sycamore (lay member) (online); Valerie Young (lay member) (online).

IN ATTENDANCE: Paul Boustead (Director of People and Organisational Effectiveness) (*for item 11*); Tom Buckley (Director of Recruitment, Admissions and International Development) (online) (*for items 8-9*); Oaire Geddes (Committee Secretary); Smon Guy (Pro-Vice-Chancellor) (Global)) (*for items 8-10*); Catherine Harrison (Associate Director of People, Oulture and Inclusion) (*for item 11*); Dr Paul Harness (Director of Information Systems Services) (*for item 10*); Smon Jennings (Director of Strategic Planning and

(v)

- the learning and cross fertilisation opportunities through partnerships both subject based but also around issues such as digital transformation and level 7 education;
- (iii) whether more could be made of regional partnership activity in terms of reputation building.
- 8.5 Council <u>noted</u> the Annual Report to University Council on Collaborative Partnerships (UK and overseas).
- 9. PARTNERSHIP OPPORTUNITY: PROPOSAL Restricted and Commercial in Confidence
- 10. CYBER AND COUNCIL

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- 10.1 The Director of ISS gave a presentation to Council regarding the headline cyber security risks to the University, including why the threat continued to grow, the current organisation and arrangements to maintain cyber security (based on National Cyber Security Centre advice), assurance regarding the effectiveness of current arrangements and matters which the University and Council still needed to be concerned with.
- 10.2 Council considered the risk profile, mitigations in place, resourcing for cyber security and continuing areas of focus for cyber security and commented on the following:
  - (i) that the pace and scale of activity required by the University to mitigate cyber security threats was only likely to intensify going forwards particularly with the National Cyber Force opportunity;
  - (ii) the role of culture in lowering cyber risk with a need to ensure a proactive approach to cyber security including regular training and IT-related emergency planning exercises to engender a culture where everyone understood they had responsibility for cyber security;
  - (iii) simplification of the complexity in processes and systems through modernisation and standardisation would support cyber security; and
  - (iv) Council members would value further support in ensuring their own practices are cyber secure.
- 10.3 Council <u>noted</u> the presentation and the NCSC Board Cyber Security Toolkit.
- 10.4 The Pro-Chancellor on behalf of the Council thanked the Director of ISS for his years of service to the University and wished him well for his retirement.
- 11. PEOPLE AND CULTURE PLAN
- 11.1 The Director of People and Organisational Effectiveness introduced the People and Oulture Plan for approval, highlighting its foundation in the new University Values, alignment with the Strategic Plan Sub-

- 11.2 Council noted the proposed implementation activity including creating a baseline for culture (current and desired) to enable development of key performance indicators and the intention to embed values through a behavioural framework for staff.
- 11.3 Council <u>approved</u> the People and Culture Plan and indicated that it would be keen for further opportunities to engage with the implementation of the Plan and to see assurance regarding it progress.
- 11.4 The Pro-Chancellor on behalf of the Council thanked the Director of People and Organisational Effectiveness for his years of service to the University and wished him well with his new role at another university.
- 12.ORAL REPORT FROM FINANCE AND GENERAL PURPOSESORAL REPORTCOMMITTEE MEETING HELD ON 28 JANUARY 2022ORAL REPORT
- 12.1 The Chair of Finance and General Purposes provided an oral report from the meeting of the 28 January 2022 highlighting consideration of revolving credit arrangements linked to sustainability targets, a comparator report on student accommodation and rents which place the University in a favourable position and its approval of the purchase of land to the east of the University.

## 12.2 Council <u>noted</u> the oral report.

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13.FINANCIAL FORECAST INFORMATION FOR THE ANNUAL FINANCIALPAPER GRETURN 2021 TO THE OFFICE FOR STUDENTSRestricted and Commercial in Confidence

14.	UA92 INVESTMENT UPDATE Restricted and Commercial in Confidence	PAPER H
15.	COUNCIL EFFECTIVENESS PROPOSAL Restricted and Confidential	PAPER I
16	NOMINATIONS COMMITTEE REPORT	PAPER I

## 20.\* WRITTEN REPORTS OF MEETINGS

20.1 Council <u>noted</u> the following written reports of meetings: Audit Committee (17 January 2022) Council Safety, Health and Wellbeing Committee (5 November 2021) Estates Committee, (14 December 2021) Finance and General Purposes Committee (23 September 2021) Finance and General Purposes Committee (21 October 2021) Estates Committee and Finance and General Purposes Committee, joint meeting (19 November 2021).

ITEMS FOR INFORMATION

21. FORWARD SCHEDULE OF COUNCIL BUSINESS

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- 21.1 Council <u>noted</u> the proposed forward schedule of business.
- 22. ANY OTHER BUSINESS
- 22.1 There was no other business.
- 23. DATE OF NEXT MEETING