

Approved



## **UNIVERSITY COURT**

### **MINUTES**

of the meeting of the University Court held on 22 April 2017 at 1pm in the Meeting Room of the Murrayshall House Hotel, Scone.

Chair: Mr E Frizzell  
Vice-Chair: Professor E Wilson

Mr M Batho	Mr R Fletcher	Professor S Olivier
Mrs L Baxter	Ms G Ghafoor	Mr C Rae
Ms A Boyle	Mr M Grossi	Dr J Rees
Mr J Burt	Dr M Hinfelaar	Mrs S Scott
Ms A Cameron	Mr G MacDougall	Professor N Seaton
Dr A Cornish	Mr C Marshall	Mr M Shaw
Mr D Dorward		Dr S Waiton

Secretary: Mrs S Stewart  
Clerk to Court: Dr A Ramsay

In attendance: Ms Daniela Bandeva  
Ms E Fraser (items 71-77)  
Ms N McClelland  
Mr J Nicholson (items 71-77)  
Mr D Reeves  
Mr T Wilson  
Mr A Work

Apologies for absence were intimated on behalf of Mr I McDonald and Rev Dr N Peyton.

### **NON-RESERVED AREAS OF BUSINESS**

#### 71 WELCOME

The Chair welcomed members to the meeting and, in particular, welcomed Ms Daniela Bandeva, Ms Noele McClelland, Mr Alastair Work and Mr Tommy Wilson, who were attending as observers. Ms Eilidh Fraser and Mr James Nicholson were noted as attending to speak to item 77.

Mr Frizzell, on behalf of Court, thanked the University for an interesting and stimulating conference and commended the venue and its staff.

#### 72 DECLARATION OF POTENTIAL CONFLICTS OF INTEREST

The Chair reminded members of their responsibility to indicate if they had, or could be perceived to have, a conflict of interest in relation to the items for discussion. None was declared.

73 MINUTES OF THE MEETING OF THE CHAIR'S COMMITTEE HELD ON 10 APRIL 2017

Court noted the above minutes, submitted for information as Enclosure 45.

74 MINUTES OF THE MEETING OF THE UNIVERSITY COURT HELD ON 15 FEBRUARY 2017 – UNRESERVED AREAS OF BUSINESS

Court approved the above minutes, submitted as Enclosure 46, as an accurate record.

75 MATTERS ARISING FROM THESE MINUTES

Court was advised that there were no matters arising that were not already on the agenda.

76 SFC FUNDING

Oral report

The University Secretary introduced the above item, noting that Court had received an update on the indicative Scottish Funding Council (SFC) funding allocations for academic year 2017/2018 at its meeting in February 2017. Mrs Stewart advised members that no further update had been received from SFC and that the final allocation was not expected before 5 May 2107.

Thereafter, Court noted the current position.

77 DRAFT EQUALITY AND DIVERSITY MAINSTREAMING REPORT 2018

CT/0417/47

The Chair thanked Mr James Nicholson (Director of Student Services) and Ms Eilidh Fraser (Director of Human Resources & Organisational Development) for attending the meeting. Mr Frizzell reminded members that, under the terms of The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, the University had a legal obligation to produce an equality & diversity mainstreaming report for submission to the Equality and Human Rights Commission UK (EHRC). Once finalised, the University would be required to publish the report on its externally-facing web pages by 30 April 2017.

Mr Nicholson introduced the paper, intended to inform Court and other stakeholders of actions taken over the past four years to integrate the public sector duty across University functions. Members were advised that the report included student and staff information disaggregated by equality characteristic, as well as a set of mainstreaming priorities for the period to 2021. Mr Nicholson apprised Court that the draft report had been discussed by the Senior Management Group at its meeting earlier that week and that a number of amendments to be made had been identified. Ms Fraser advised members that information on support for maternity and pregnancy would require to be included in the staff profile section, noting that the University had introduced shared parental leave.

In the course of a lengthy discussion, Court expressed concern regarding the gender pay gap and the inverse disparity between the male/female ratios in the Professoriate and at Heads of Division level. Ms Fraser apprised members of the University's actions to address unconscious bias in the recruitment process. Members requested that consideration be given to the setting of targets and were advised that the University has an equality and

diversity action plan, which includes gender equality actions that would be brought to a future meeting of Court *via* People, Health & Equality Committee.

One member expressed opposition to the diversity framework and was reminded that the University was legislatively bound to ensure good relations between persons of different protected characteristics. Ms Fraser advised Court that the report had been produced to address the University's statutory duty but that it had been written to reflect its institutional identity.

Members noted the complexity of the issues reflected in the document and requested that Court be given an opportunity to discuss these in more depth at a future date.

Thereafter, Court approved the report, noting that editorial and presentational changes would require to be made before publication.

*[Secretary's note: Ms Fraser and Mr Nicholson left the meeting at this point]*

78 AUDIT COMMITTEE: MINUTES OF THE MEETING HELD ON 4 APRIL 2017

The minutes of the above meeting, submitted as Enclosure 48, were approved.

The following matters were noted:

78.1 Internal Audit: 2016/2017 Status Report (paragraph 47.1 refers)

Court noted that the Committee had received and considered a report on progress against the 2016/2017 plan.

78.2 Internal Audit: Management report on review of space utilisation (paragraph 47.2 refers)

Court noted that the Committee had received and considered a report reviewing space utilisation within the University. Five recommendations had been made, of which two had been categorised as high, two had been categorised as moderate and one as low-grade control weaknesses. All recommendations had been accepted by management.

78.3 Internal Audit: Management report on review of long-term maintenance (paragraph 47.3 refers)

Court noted that the Committee had received and considered a report reviewing long-term maintenance within the University. Five recommendations had been made, of which two had been categorised as high, two had been categorised as moderate and two as low-grade control weaknesses. All recommendations had been accepted by management.

78.4 Internal Audit: Management report on implementation of recommendations

(paragraph 48 refers)

Court noted that the Committee had received and considered a report to determine progress made by management in implementing previously-agreed internal audit recommendations. Members noted that good progress had been made overall.

78.5 Audit Committee: Self-Assessment exercise

(paragraph 49 refers)

Court noted that the Committee had received and considered a report summarising the responses submitted by members to a self-evaluation survey. Members were advised that further proposals for improvement in the effectiveness of the Committee would be brought to the next meeting for discussion.

79 FINANCE & CORPORATE PERFORMANCE COMMITTEE: MINUTES OF THE MEETING HELD ON 28 MARCH 2017

The minutes of the above meeting, submitted as Enclosure 49, were approved.

The following matters were noted:

79.1 University Finance Report

(paragraph 45 refers)

Court noted that the Committee had received and considered the above report, which provided the Committee with an integrated view of the University's current financial position including the 2017 result to date, an examination of future outlook, Debt Management and Treasury Management.

79.2 Capital Projects Update

(paragraph 46 refers)

Court noted that the Committee had received an update from the Director of Operations on progress made on current capital projects.

80 GOVERNANCE & NOMINATIONS COMMITTEE: MINUTES OF THE MEETING HELD ON 21 MARCH 2017

The minutes of the above meeting, submitted as Enclosure 50, were approved.

The following matters were noted:

80.1 Periodic Review of Court's effectiveness

(paragraph 34 refers)

Court noted that the Committee had considered an update on the arrangements for the periodic review of the effectiveness of Court and its committees, in compliance with both the Scottish Code of Good HE Governance and guidance from the Scottish Funding Council.

80.2 CUC Illustrative Practice Note: Academic Governance

(paragraph 38 refers)

Court noted the Committee's consideration of a paper produced by the Committee of University Chairs (CUC), which detailed Governing Body

Responsibility for Academic Governance and had been appended to the minute for Court's information. It was noted that the Committee would give this further consideration.

81 PEOPLE, HEALTH & EQUALITY COMMITTEE: MINUTES OF THE MEETING HELD ON 30 MARCH 2017

Court received and approved the minutes of the above meeting, submitted as Enclosure 51.

The following matter was approved:

81.1 Revised Grievance Procedure

(paragraph 49 refers)

Court endorsed the recommendation of the Committee that the revised Grievance Procedure be approved, noting that it had been considered by the Joint Liaison Group. The procedure had been appended to the minute for Court's attention.

The following matters were noted:

81.2 Equality Mainstreaming Report

(paragraph 46 refers)

Court noted the Committee's consideration of the above equality and diversity mainstreaming report, which had already been approved by Court (paragraph 77 above refers).

81.3 Equal Pay Policy

(paragraph 47 refers)

Court noted the Committee's consideration of a report on the University's equal pay policy, which had been included in the equality and diversity mainstreaming report, which had already been approved by Court.

82 SENATE REPORT

CT/0417/53

Court received and considered the above report on items discussed by the University Senate at its most recent meetings in February and April 2017.

83 OBSERVATIONS ON THE MEETING

The Chair invited observations on the meeting from Court. Members commended the Friday evening poster session and the quality of the discussions at the Saturday morning conference.

One member dissented and expressed the opinion that the business of Court did not reflect the academic life of the University and was advised that the two previous Court conferences had been devoted to the student experience. Members were reminded of the opportunities provided to Court for engagement with the life of the University. In particular, Court was advised of the forthcoming Digital Graduate Show. The Abertay Students' Association President indicated that ongoing work with Student Services could form the basis of a presentation at the next meeting of Court.

84 DATE OF NEXT MEETING

Court noted that the next meeting would take place on Wednesday 21 June at 2pm in the Boardroom of the University.

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**CHAIR**