24/67 A meeting of the Council was held on Thursday 26 September 2024 at 10am in Room 201 Carrington Building, Whiteknights.

Present:	The President	(in the Chair)
	The Vice Presidents	(Mr K. Corrigan and Mrs K. Owen**)**
	The Vice-Chancellor	
	The Deputy-Vice-Chancellor	
	The Pro-Vice-Chancellor	(Dr C Baylon)
	The Pro-Vice-Chancellor	(Professor E. McCrum)
	The Pro-Vice-Chancellor	(Professor D. Zaum)

Mr S. Alexander	Mr P. Milhofer
Professor E. Beleska -Spasova	Mr P. Milner
Mrs P. Egan	Mrs S. Plank
Professor R. Frazier	Mrs S. Peck
Mr S. Ghandi	Dr C. Shaw
Mr J Haxell	Professor K. Strohfeldt
Mr J. Jack	Dr J. Young
Mr A. McCallum	

In attendance:

[illegible]
The Director of Finance
Mrs E Murphy-Boyce (minute secretary)
The Director of Estates (for 24/74 only)

Apologies had been received from Mr S. Ali, Professor J. Gibbins and Mrs S. Maple

24/68 President's opening remarks

The President:

- Welcomed Mrs Peck and Mr Milner to Council as new lay members and thanked them for their valuable contribution to the Council Sub-Committees they had recently attended. The President noted that Mr Lee would be joining as a further lay member in January 2025, and would be attending the November Council.
- [illegible] in Evans, a former member of the Council who had passed away recently aged 70. The President acknowledged that Mr Evans had provided an outstanding contribution to the

[illegible]-2020. The President noted that Mr Evans had been a member of the Strategy and Finance Committee and chaired the Investments Committee during his time on Council, as well as being Vice-President, and that he

- Invited Professor Elizabeth McCrum, Pro-Vice Chancellor (Education and [illegible]

Professor McCrum gave a short account [illegible]

[illegible] comments, questions were invited from Council.

In response to questions from Council Members on the Student Minds Mental Health [illegible] submission, would be shared with Council members.

Action: [Professor McCrum] to circulate information about the Student Minds Mental [illegible] November meeting.

Members of Council noted the many types of support provided to students and asked [illegible] In response the Vice-Chancellor and Professor McCrum informed Council that the support was intentionally [illegible] it came in form of self help resources, a peer support network, line manager support [illegible] vice available to colleagues any time of the day or night, 365 days a year. The Services could be accessed via phone or email. [illegible] People and Culture Committee, advised that it had at its most recent meeting reviewed [illegible]

Dr Baylon explained that she would give Council a short summary of the global picture. The presentation would be circulated to Council members after the meeting. Dr Baylon mentioned that links were embedded within the presentation, should Council members wish to look at the information in more detail, following the meeting. Dr Baylon split her ƓIIJƗIJŰɋċɋŔŸŰŔŰɋŸɋ ƨ ŸƓċIɋƗЯɋŐIJƷIƗɋĦŸƻIJIŔŰƊɋIċĬŔɋŔŸŰċŭĦŸ ů ƓIJɋŔɋŸIĦŸƨŰɋIŔIJƗċŰĬɋŐIJ second key markets.

Action: ÖŰŔƻIJIƗŔɋ!ÉIJĦIIJɋċI! to provide presentation with relevant links to Council Members

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campuses, so as to avoid the impact of the negative rhetoric pushed by the previous government. [Redacted, section 43].

- Invited Professor Elena Beleska-Spasova to give a short presentation on the activities of Henley [illegible]

Professor Beleska-Spasova provided some political background on South Africa for Council. She informed Council that following a change in government the country was experiencing more stability and a more inclusive society but that there were still high rates of crime and unreliable infrastructure.

Professor Beleska-Spasova set out the educational context of the country, including that currently only 6% of High School graduates in South Africa get a place in Higher [illegible] per year. Dr Beleska-

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The President informed members that they would receive a presentation from the Director of Finance on the proposed mitigations for the 2024/25 academic year, where the mitigations and the implications of not agreeing would be explained.

24/72 Feedback on questions posed by President of Council

Council had the following feedback to the two questions raised by the President of Council

- They noted the magnitude of the shortfall in particular schools, which was [illegible]
- [illegible]
- They were surprised by the actions of the Russell Group universities in terms of [illegible] impacted in a similar way.
- [illegible]
- They noted that there were a lot of factors outside the direct control of the [illegible]
- [illegible]

- In terms of impact into future years – ɋőĲ?ŔĲĦɋŸĲŸŉ[ŔŰċŰĦĲĦŸŰʒl ů Ĳ Ĭ ɋőċɋ

The Director of Finance talked Council members through the ideas [illegible] Executive Board [illegible] were bringing to Council in order to reduce [illegible]. [illegible] possible mitigations totalling £11million, as follows:

- Pay Award £5.5m
- Additional School savings £2m
- Research & Innovation and Digital Technology Services (DTS) savings £0.275m
- Additional Directorate savings of £0.75m
- Removing posts to support growth £2.5m
- [illegible]

The Director of Finance provided further detail on the proposed mitigations as follows:

(a) A deferral of the implementation of the pay award. A full 11-month deferral is estimated to save around £5.5m (based on an assumption of a 2.5% pay award). [illegible] this decision, would be to defer all of the two stage pay award to the second stage in March 2025. Th[illegible]

(b) [illegible] high, and an [illegible] currently out to recruitment and posts approved in planning, along with consequent non-replacement of posts through [illegible] considered and details are being discussed with Human Resources. A savings estimate of £2m is suggested. This would be in addition to the planned academic savings of £4.4m for 2024/25.e a v f r 2

[illegible]

(f) [illegible] – The most recent valuation now signed delivers an annual cost saving of £600k p.a. as we are no longer contributing to the scheme expenses.

Council Members asked questions about various elements of the proposed mitigation total. In regard to the pay [illegible]. They discussed whether investment assets could be sold or whether more debt could be taken on. They noted

2. Debt

[illegible] implementing the deferral of the pay award in the short term.

[Redacted, section 43].

1. [Redacted, section 43].
2. [Redacted, section 43].
3. [Redacted, section 43].

[illegible]

Resolved:

1. That, in preparing the recommendations for November's meeting, the University Executive Board's suggested level of mitigations for 2024-25 is the right order of magnitude, and that more major and lasting change will be expected from 2025/26

[illegible] accepting the potential mitigations, Council were understanding [illegible], but that review points would be built in during the year.

Resolved:

2. [Redacted, section 43].

24/74 Loddon Garden Village (LGV)

The President of Council informed Council that Loddon Garden Village plans were now at a critical stage of development, and that she hoped members had taken the opportunity to read through the detail in the background reading papers.

She noted that Council were being asked to approve four items, in short that that the [illegible] of narrowing the disposal options to three. The President informed Council that the Director of Estates, Andrew Casselden would be attending Council during this item in order to provide any further information required and answer any questions Council had.

The Vice-Chancellor provided some background information on LGV, informing Council [illegible] four years in terms of updating their local plan, which included plans for the development of LGV in order to provide housing. The Vice-[illegible] Wokingham Borough Council had recently

Council members noted the very good progress made in the area of intersectionality