



COUNCIL

Tuesday 15 May 2012

MINUTES

PRESENT:

Sir Stephen Wall (*Chair*)

Professor David Attwell
Lord Clement-Jones
Ms Philippa Foster Back
Mr Rob Holden
Mr Simon Melliss
Dr Benet Salway
Dr Stephanie Schorge
Professor Nick Tyler
Professor Maria Wyke

Ms Anne Bulford (*Treasurer*)
Mr Luke Durigan
Professor Malcolm Grant
(*President and Provost*)
Ms Vivienne Parry (*Vice-Chair*)
Dr Gill Samuels
Professor Chris Thompson
Baroness Warwick

In attendance: Ms Amy Evans (Student Activities Officer, UCLU); Mr Rex Knight (Vice-Provost (Operations)); Ms Lori Manders (Director of Development and Alumni Relations); Ms Fiona McClement (Equalities and Diversity Adviser); Mr Nick McGhee (Assistant Secretary to Council); Mr Tim Perry (Secretary to Council); Mr Adrian Punaks (Deputy Director of Development and Alumni Relations); Professor Anthony Smith (Vice-Provost (Education)); Professor Stephen Smith (Dean, Faculty of Social and Historical Sciences); Professor Sir John Tooke (Vice-Provost (Health)); Mrs Alison Woodhams (Director of Finance and Business Affairs); Professor Michael Worton (Vice-Provost (International)).

Apologies for absence were received from: Dr Bob Barber, Mr Mark Knight, Mr Tim Rees Jones and Ms Katharine Roseveare.

Any member of Council who had (or who knew of a family member who had) a material, personal, financial or other beneficial interest in any item on the Agenda was requested to declare that interest at the beginning of the meeting in order that such declaration could be recorded in these Minutes.

Key to abbreviations used in these Minutes:

BME	black and minority ethnic
CARP	Carpenters Against Regeneration Plans
DARO	Development and Alumni Relations Office
HEI	higher education institution
HESA	Higher Education Statistics Agency
KPI	key performance indicator
LBN	London Borough of Newham
NIHR	National Institute for Health Research
OFFA	Office for Fair Access
SET	science, engineering and technology
SHA	Strategic Health Authority
SWAN	Scientific Women's Academic Network
UCAS	Universities and Colleges Admissions Service
UCLP	UCL Partners

staff had completed online diversity training¹, despite this being mandatory for new staff, this was an issue that needed to be addressed as a priority.

- *Providing a positive working environment for all staff.* It should be possible to make progress on the issue of arranging meetings within normal working hours.
- *Increasing proportion of women in leadership roles and in SET disciplines.* Council noted that the recent announcement by the Chief Medical Officer that the Athena SWAN silver award would become a requirement for NIHR funding had been helpful in stimulating dialogue in this area.
- *Recruitment of ethnically diverse staff.* There was considerable work to be done if the target of 31% BME staff by 2015 was to be achieved. Professor Smith noted a significant gap in the success rates of applicants from different ethnic backgrounds. Although some steps had been taken in this area it was proposed to introduce blind short-listing processes across the institution as soon as UCL's online recruitment software could be updated. Issues in progression of BME staff were also noted. Staff training in unconscious bias was ongoing.

- 69.6 Council expressed concern about the overall rate of UCL's progress towards achieving the objectives set out in the Equalities and Diversity Strategy. It was agreed to be crucial to UCL's global brand for the university to be seen to be making better progress in these areas. While senior management had a key role to play in driving progress, it was very important for accountability in this area to be drawn down through the staff hierarchy.
- 69.7 Council agreed that the adoption at institutional level of a small number of new KPIs would help to signal the seriousness with which UCL regarded the need to make improvements in this area. The importance of training events, succession planning, and the breaking down of goals into achievable steps were all noted. It was also suggested that the 16 objectives laid out in the Strategy might usefully be grouped together into themes.
- 69.8 Although Council recognised the importance of all the areas in which progress was limited to date, it would be necessary to prioritise these in the face of limited resources. It was agreed that urgent effort should in the immediate future be focused on gender issues, including the need to recruit women to senior management roles in UCL, and on ensuring that all staff undertook equalities and diversity training. Council was reminded of the useful research into gender equality issues which Professor Jan Atkinson had carried out shortly before her retirement from UCL.
- 69.9 The Provost thanked Council for a very useful discussion and indicated that the issues raised would be considered further by his Senior Management Team. It was agreed that a progress report should be brought to Council before the end of the calendar year.

¹ It was subsequently confirmed that the figure of 25% was correct and referred to all staff, not only new staff.

70 **DEVELOPMENT AND ALUMNI RELATIONS REPORT**

Received

- 70.1 APPENDIX C 5/60 (11-12) – a report from the Director of Development and Alumni Relations.
- 70.2 An oral report from the Ms Lori Manders (Director of Development and

Reported

- 73.2 The exclusivity agreement between UCL and the London Borough of Newham (LBN) had today been extended to September 2012 in order to provide more time to develop initial proposals and accommodate both UCL and LBN governance requirements for approval to move to the next stage.
- 73.4 As part of an ongoing community engagement process, representatives of UCL had offered to meet with the members of the CARP campaign. An initial meeting with Revd David Richards, who had written to Council members on Newham residents' behalf, had taken place. Both Mr Grainger and, subsequently, the Provost would also be meeting with him in the near future. It was agreed that the Chair of Council would respond, on behalf of Council, to Revd Richards' latest email to Council members.

Discussion

- 73.5 Professor Tyler reported that the Academic Stakeholders' Group was exploring ways to ensure that UCL's engagement in the project reflected an awareness of the needs and concerns of the local community.

Matters for approval or information
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74 **FINANCIAL UPDATE**

Received

- 74.1 APPENDIX C 5/65 (11-12) – a financial update as at March 2012.

75 **COMMITTEE FOR EQUAL OPPORTUNITIES ANNUAL REPORT 2010-11**

Received

- 75.1 APPENDIX C 5/66 (11-12) – the Committee for Equal Opportunities Annual Report 2010-11.

RESOLVED

- 75.2 **That the Committee for Equal Opportunities Annual Report 2010-11 be approved.**

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