

Council

10 July 2025 / Council Chamber

C25/26 - 01

MEETING MINUTES

Attendees

Members Attended

Maria Bond

Teslim Bukoye

Pam Chesters, Chair

Kate Ehrig-Page

Timothy Ford

Sabina Gheduzzi

Alun Griffiths

Dot Griffiths

Tim Hollingsworth

Don McLaverty

Calum Mercer

David Moon

Marcus Munafo

Benjamin Orford Thompson

Paul Shepherd

Helen Slater

Anthony Smith

Phil Taylor, Vice-Chancellor

In Attendance

Ghazwa Alwani-Starr, Chief Operating Officer

Manuel Barcia, PVC (Global Engagement) *Left at 11.55am*

Andrew Bidwell, Risk and Compliance Manager *(For Item 7811.a Institutional Risk Register)*

Richard Brooks, Director of Human Resources *(For Items 7816.0 Workforce Report and Item 7817.0 OfS Condition of Registration E6 and Item 7822.0 Prevent Policy)*

Julian Chaudhuri, PVC (Education)

Stephanie Court, Director of Management Accounts

Corinne Evans, Vice-President (External Relations)

Sarah Hainsworth, PVC (Research & Enterprise)

Dragana Houston, Deputy Director PPSC, Strategy, Insights & Performance *(For Item 7812.0 Integrated Performance Monitoring)*

Tim Ibell, Dean Faculty of Engineering & Design *(For Item 7815.0 Faculty Spotlight)*

Richard Jackson, Director of Sustainability & Space Management *(For Item 7818.0 Sustainability Update)*

Sharon Street, Director of Planning, Performance & Strategic Change *(For Item 7814.a 5-year plan 2025/26)*

Cassie Wilson, PVC (Student Experience & Sport)

Observers

Esther Reeves

Sharon Flood

Secretariat

Ian Blenkharn, University Secretary and Registrar – *Secretary to Council*

Katie Anderton

Laura Andrews

Elisabeth Day

Harrison Pow-Jones

Apologies

Jo Rhoden (*Lay Member of Council*)

Martin Williams (*Director of Finance*)

7806.0 Welcome and Quorum

Purpose - For Information

REPORTED

The Chair welcomed members and attendees and made a formal note of attendance to ensure that quorum was maintained throughout the meeting.

A particular welcome was made to Sharon Flood, the incoming Chair of Council and Esther Reeves, incoming staff member of Council, who would be observing today's meeting. Council members were also introduced to Elisabeth Day, Interim Head of Governance and Harrison Pow-Jones, Governance Administrator.

Apologies had been received from Jo Rhoden and Martin Williams. Stephanie Court was attending the meeting in Martin's place.

7807.0 Declarations of Interest

Purpose - For Information

REPORTED

Dot Griffiths would depart the room for the discussion around the new Senior Independent Director (under item 7819 Nominations Committee). No other conflicts of interest were declared.

7808.0 Minutes of Previous Meeting - C24/25 - 69

Purpose - For Approval

Council **approved** the minutes of the previous meeting of Council held on 1 May 2025.

7809.0 Actions and Matters Arising - C24/25 - 70a-c

Purpose - For Noting

REPORTED

Council noted the action log and decisions made by correspondence since the last meeting of Council on 1 May 2025. There were two outstanding actions which were due. The action regarding governance processes around the Bath Riverside Innovation Quarter (BRIQ) could be closed. An update was also given regarding the action on KPIs. A session took place at UEB looking at the synergies and tensions between goals and KPIs, which would be brought to a future meeting of Council.

7810.0 Institutional update - C24/25 - 71

Purpose - For Noting

REPORTED

The Vice-Chancellor presented an update on recent developments at the University. As requested by Council the format of the report had changed to focus on any issues or events which were at the forefront of the Executive's attention while retaining the typical update of University achievements and events as an appendix.

The University had recently seen an improvement in the QS World University Rankings, rising to 132nd. Separately, the University was one of twelve institutions which had been awarded £4.5million as part of a Global Talent Scheme to fund the recruitment of international scholars. While this award was independent of the QS Rankings, they would be a consideration when looking at who to award this and similar funding to.

As a response to the Supreme Court's ruling on the legal definition of a woman, work had been completed to look at potential risk areas. The University was not currently intending to make substantive changes to policies or practice, but they were involved with a group of other UUK Universities and lawyers to monitor how they needed to respond.

The 2025 NSS results had been received prior to the Council meeting. A full update would follow but the University scored above the benchmark on six of the seven themes institutionally. The score for learning resources had decreased marginally so work would need to be done to explain why this had occurred. The University saw an increase in assessment and feedback although the score still sat below the benchmark. This score differed between departments so was not an institutional problem, but work was needed to make best practice consistent.

The Executive Board had been involved in an externally facilitated emergency exercise on 9 July which involved a realistic scenario looking at Martyn's law. From this they had been able to identify ways to improve and it had been valuable to see how all members responded to the scenario.

DISCUSSED

Council extended their congratulations to the University and the Pro-Vice-Chancellor (Research and Enterprise) on being awarded the £4.5million Global Talent funding. It was noted that the final documentation and confirmation was still in progress and not finalised until the following week. It was likely that there may be some positive surprise that the University had been included on the list as it would be expected that institutions such as Oxbridge would dominate the list, but it would improve the University's international presence.

The University was currently in a good position against their access targets as outlined in the Access and Participation Plan. The previous year the University had been in a similar position but when results were confirmed they encountered an issue where Widening Participation students had not met their required grades, and the University did not have sufficient room on courses to accept students who had narrowly missed out on their offers. More had been done over the course of this admissions round to mitigate this. There were some issues around Clearing places whereby universities cannot determine whether a student is a Widening Participation candidate but there was a clear strategy to prioritise Widening Participation students in all 'near-miss' decisions. The University was committed to Widening Participation, but further work and review would still be needed following the 2025/26 recruitment cycle.

The Chair of Council noted the Vice-President (Enterprise) would be stepping down from this role at the end of the 2024/25 Academic Year and they would write a letter expressing Council's thanks for the Vice-President's commitment to the University through both their current role and their previous role as Pro-Vice-Chancellor.

It was noted that three engineers from the University had been included in the Top 50 Women in Engineering List published by the Women's Engineering Society. This had been posted on the University's social media and webpages, but it was felt worthy of further highlighting.

7811.0 Report from Audit and Risk Assurance Committee - C24/25 - 72a

Purpose - For Noting

REPORTED

The Chair of the Assurance and Risk Committee (ARAC), spoke to this item.

Council received a summary of the ARAC meeting held on 26 June 2025. The report highlighted three key areas: progress on the Institutional Risk Register (IRR) and the University's risk appetite; outcomes of the internal audits on Equality, Equity, Diversity and Inclusion (EED&I) and Widening Participation, which resulted in significant recommendations and a "reasonable assurance" rating; and the approval of the Internal Audit Plan and Charter, which demonstrated improved alignment between risk oversight and audit planning.

DISCUSSED

Council welcomed the step change in the maturity of risk discussions and noted the value of the IRR conversation. The EED&I audit was acknowledged as being focused on systems and processes, with a recognised need to incorporate lived experience into future assessments. Members emphasised the importance of understanding how the new EED&I structure is functioning and ensuring responsiveness, supported by executive leadership.

The discussion also considered the importance of connecting ARAC's work with that of other committees, particularly where other committees had primary responsibility for providing assurance e.g. financial risks. Council supported the suggestion that ARAC could assist other committee chairs in identifying relevant areas for deep dives.

Council **noted** the report and endorsed the direction of travel in strengthening risk oversight and audit alignment.

7811.a Institutional Risk Register - C24/25 - 72b-c

Purpose - For Approval

REPORTED

The Risk & Compliance Manager joined the meeting for this item.

Council received a paper on the Institutional Risk Register (IRR) and the proposed new Risk Appetite Statement. The Risk and Compliance Manager attended for this item and explained that the IRR remains in a bedding-in phase and will continue to evolve as strategic objectives and Key Performance Indicators (KPIs) are further defined. It was noted that, subject to approval of the risk appetite statements, the next phase of development would focus on identifying risks that sit above appetite, the actions being taken in response, and any emerging risks.

DISCUSSED

Council welcomed the progress made in developing a more mature and embedded approach to risk management. Members raised concerns about the categorisation of cyber risk as having a minimal appetite, given the need to balance security with operational flexibility. It was clarified that while controls are in place, their effectiveness is still being embedded, and external threats remain high. The importance of distinguishing between areas where greater risk is acceptable, such as innovation, and those where it is not, such as finance, was acknowledged. The need for more granular risk registers at Tier 2 and Tier 3 levels was highlighted to reflect the complexity within broad categories like cyber. It was noted that phishing tests and cyber training had been conducted with high uptake, although visibility of these activities could be improved.

Clarification was sought on references to innovation in hiring models. This was explained as a willingness to explore more flexible and diverse approaches to recruitment and contractual terms. The inclusion of artificial intelligence under the digital transformation agenda was discussed, with suggestions to strengthen the language around innovation and future skills. It was emphasised that the key challenge is not simply the approval of the statement but ensuring that it is understood and embedded across the institution.

Council **noted** the updated Institutional Risk Register.

DECISION

Council **approved** the University's new Risk Appetite Statement.

ACTION

Assigned to – Ghaz Alwani-Starr | **Due by** – 20 Nov 2025

The Chief Operating Officer to provide cyber security training statistics and training links to Council members

7812.0 Integrated Performance Monitoring - C24/25 - 73

Purpose - For Discussion

REPORTED

The Deputy Director of PPSC, Strategy, Insights & Performance, introduced the proposed new format for monitoring the University's progress towards its strategic goals and the schedule for regular reviews and action. It was acknowledged that this was a coordinated effort with members of UEB. A session with UEB and workshops were scheduled for later this month to discuss outputs, emerging actions, core requirements for approving targets and an action plan.

DISCUSSION

Council members acknowledged that this represented a significant step forward and that comments and feedback would be beneficial once the plans were in action. It was felt that some consideration could be given to reporting at the Executive level, with the potential for a forward-looking monthly plan for how KPIs could be achieved, rather than quarterly reporting which was often retrospective and focused on what was missed.

7813.0 Estates Capital Projects Update - C24/25 - 74

Purpose - For Discussion

REPORTED

The Chief Operating Officer (COO) presented an update on the four Capital Projects programmed to be completed in the first five years of the Estates Capital Plan. The remainder of the Estates Strategy work had been commissioned and the draft would be shared with Council at the beginning of the 2025/26 Academic Year.

DISCUSSED

It was queried how business on Capital Projects would be split between Council, Finance Committee and the proposed new Infrastructure Working Group which would provide advice to Council on proposed projects outside of simply the financial capability of the University to complete the work. It was proposed that the COO discuss this with the Chair and membership of the Infrastructure Group once established.

It was noted that there were two different building standards within the update for the development of R7 and it was queried which specific tier of these standards the University would be meeting. Council requested that the University be intentional around which standard they were working to meet. The COO responded that the building is being designed and built to the International Passivhaus standard, which meets the very high sustainability performance requirements being adopted by B&NES Council for new developments.

It was acknowledged that the work on 3 West had not been started yet. There was work being carried out by the COO with the Deans of the Faculties of Science and Humanities & Social Sciences to ensure that the plans for this building were effective for both Faculties and could be strategic in terms of the physical space constraints as well as allowing for better collaboration between departments and bring about efficiencies.

The current Chapter One plan aimed to extend the life of the original buildings on campus by 15 years. It was felt important to look not only at the immediate future of the buildings but also ensuring the plans were future-proofed so they would be fit for purpose for the University as it

developed.

Council shared their thanks with the COO for the work they had done in this space.

7814.0 Report from Finance Committee - C24/25 - 75

Purpose - For Noting

REPORTED

The Chair of the Finance Committee introduced the paper for this item.

Council received a summary report from the Finance Committee covering its meetings held on 23 May and 25 June 2025. The Committee had considered a wide range of matters including financial performance, scenario planning, tuition fees, capital programmes, and strategic proposals.

DISCUSSED

Council noted the Committee's oversight of the University's financial position, including the forecast surplus for 2024/25 and the implications for forecasting accuracy and investment planning. The importance of improving financial reporting and clarifying the use of terms such as "budget" and "realistic worst-case scenario" was discussed. Council also noted the Committee's review of the 5-Year Financial Plan and its recommendation to approve the plan subject to further analysis and clarification in key areas.

Council was advised that detailed discussions on the acquisition of Lewis House and the IAAPS loan proposal were addressed under separate agenda items.

Council **noted** the report from the Finance Committee.

7814.a 5-year plan 2025/26 to 2029/30 - C24/25 - 76a

Purpose - For Approval

REPORTED

The Director of Planning, Performance & Strategic Change, joined the meeting for this item.

Council received the proposed University of Bath 5-Year Plan for the period 2025/26 to 2029/30. The Director of Planning, Performance and Strategic Change described the plan as a transitional document, moving towards a rolling planning model aligned with the emerging University strategy. The plan is intended to support long-term strategic delivery and embed financial and operational planning across the institution.

DISCUSSED

Council welcomed the Plan and discussed the importance of staff morale, anti-casualisation principles and the support managers would require for leading through change.

It was acknowledged that not all changes would be implemented immediately and that transparent communication and engagement with the University community would be essential.

The planning process was seen as an opportunity to build understanding of strategic priorities and to ensure that the Faculties/School are fully engaged and aligned with the plan, particularly given the short timeline before implementation. Council noted that some language in the plan, such as references to a "student substitution model," may require revision for clarity and sensitivity.

Clarification was sought on whether the financial figures presented reflected targets or realistic worst-case scenarios (RWCS). It was confirmed that RWCS was used, but that further work is needed to improve clarity and alignment between targets and budgets. Council also discussed the financial performance of specific faculties, particularly where contributions are consistently below expectations. Assurance was provided that reviews of course portfolios, facilities, and cost recovery are underway, and that benchmarking against peer institutions is ongoing.

Council considered the balance between financial prudence and strategic ambition. There was support for a more granular understanding of faculty-level plans and deliverables, and for clearer articulation of the consequences of different investment decisions. The plan was viewed as a step forward in aligning financial planning with strategic goals, though further work is needed to embed this approach across the institution.

Council was informed that the Finance Committee had recommended the plan for approval, subject to the inclusion of additional analysis, including a bridge chart for 2025/26, further detail on efficiency savings, clarity on improvements to cost recovery in research, and information on the financial sustainability review of the education portfolio.

DECISION

Council **approved** the University of Bath 5-Year Plan for 2025/26 to 2029/30.

7814.b Acquisition of Lewis House - C24/25 - 76b

Purpose - For Approval

REPORTED

The Chief Operating Officer presented the item.

Council considered a proposal to approve the acquisition of Lewis House. The property had previously been discussed at the Finance Committee, where an earlier proposal involving a partnership with TCN UK was not supported due to concerns about strategic value, due diligence and the proposed arrangements. A revised proposal was subsequently brought forward to an additional Finance Committee, recommending acquisition of the site at market value as a long-term strategic asset. This recognized the Executives preference to use the building for enterprise activity but described a number of potential alternate uses. An external valuation of the site had been obtained and although there were some outstanding matters, the proposed price was felt to reflect fair value.

DISCUSSED

Council noted that there were number of possible options open to the University as to its

preferred usage after purchase but that there was an urgency in finalising its purchase as BANES had indicated its intention to put the property on the open market.

Questions were raised about reputational risk in acquiring a building without a fully developed plan for its use. It was confirmed that an emerging plan is in development and that the intention is not for the building to remain vacant. The acquisition was viewed as a proactive step to secure a strategically located site, opposite the Virgin Building and adding to our City presence, with optimal future use to be determined through further planning and engagement.

DECISION

Council **approved** the acquisition of Lewis House.

7814.c IAAPS Update - C24/25 - 76c

Purpose - For Noting

REPORTED

The Pro-Vice Chancellor (Research & Enterprise), presented an update on the progress of IAAPS, covering both its academic role as a Research Institute and the commercial activities of IAAPS Ltd. While the accompanying paper included a request for Council to approve a loan for the 2025/26 academic year, it was confirmed that this decision would not be taken at this meeting. The Finance Committee had requested that the proposal return to them for further review. Council was therefore asked only to note the combined progress of IAAPS and IAAPS Ltd.

DISCUSSION

Council acknowledged that further work is required to provide assurance on IAAPS Ltd's commercial performance and delivery against key performance indicators. Members recognised the complexity of the situation and the need to maintain momentum, with a view to bringing a decision back to Council no later than November 2025, following further review by the Finance Committee.

It was noted that Council is not opposed in principle to supporting IAAPS Ltd, but that further scrutiny is needed before any funding decision can be made. The importance of having a clear business case, measurable outcomes, and a defined process for assessing performance and consequences was emphasised.

7815.0 Faculty Spotlight - Engineering & Design - C24/25 - 77

Purpose - For Noting

REPORTED

Council noted the update from the Dean of the Faculty of Engineering & Design, which had been written in the context of the three strategic priorities for the University: international, foundations for the future and building from strengths.

DISCUSSION

Discussion of this item covered the following main points:

- The Faculty's ambitions for the next 5 years, with investment in research and high-profile researchers, with interdisciplinarity across research centres. The focus on Healthcare Engineering was another major step forward.
- Encouraging more women in engineering through looking at entry requirements. Removing Physics A Level (or equivalent) as an entry requirement for all programmes which was a male-dominated subject area and exploring at Biology which, with its link to medical professions, indicated high performing students.
- Ambitious research targets with the aim of achieving a smaller number of 4-star REF papers as opposed to many 3-star papers. Workshops were taking place to support researchers in considering what it would take to convert 3-star papers to 4-star papers.
- Initiatives which were in place to prepare new graduates entering the industry post-University.
- The need to have a presence in the city centre to help secure the long-term future of the University.
- The need for effective business partner relationships going forwards to support the Dean and their leadership team.

7816.0 Workforce Report - C24/25 - 78

Purpose - For Discussion

REPORTED

The Director of Human Resources joined the meeting for this item with an update on the work which had taken place within the University to review the Academic Career Promotion Criteria. One of the major considerations throughout the project had been to ensure the University's processes were equitable and accessible for all academic staff. The aim was to bring the finalised work to Senate and Council for approval in Autumn 2025.

DISCUSSED

It was queried what current criteria was required for referees. The only definition the University currently used was that the referees should be independent. As part of the review of the criteria and processes it was hoped that there would be fewer references but sought from individuals who were themselves recognised as being of high standing. It had not yet been specified within the process but was being considered.

It was noted that the new criteria had been designed to directly map across into the existing pay and grade structure of the University so consultation or negotiation on that aspect was not required.

7817.0 OfS Condition of Registration E6 - C24/25 - 79

Purpose - For Approval

REPORTED

The Director of Human Resources presented this item.

Council received a paper detailing the University's proposed measures to ensure compliance with the Office for Students (OfS) Condition of Registration E6, which comes into force on 1 August 2025. The Condition relates to protecting students from harassment and sexual misconduct and requires institutions to implement a range of measures.

DISCUSSED

Council acknowledged the complexity and sensitivity of the Condition and the reputational and operational challenges it presents.

While there was some concern about the effectiveness of certain elements (e.g. the proposed register of relationships), it was recognised that compliance is necessary to maintain registration with the OfS.

The importance of focusing energy on training, cultural change, and effective communication was emphasised.

Questions were raised about how the Personal & Professional Relationships Policy would apply to individuals with dual roles (e.g. student union officers), and it was confirmed that further discussions would take place to clarify these scenarios.

Council welcomed the investment in training, specialist staff, and improved reporting mechanisms, and noted the importance of ongoing engagement with staff and students.

DECISION

Council **approved** the University's plans to meet OfS Condition of Registration E6, effective from 1 August 2025.

7818.0 Sustainability Update - C24/25 - 80a-b

Purpose - For Approval

REPORTED

The Director of Sustainability attended to present the University's Sustainability Annual Report and an update on Sustainability and Climate Action activities. The format of the Annual Report had changed from previous years; previously they had seen low readership, so the proposed report had been made more concise. Work was also being completed looking at improving the visibility of Sustainability on the University's webpages. The team were working on a travel plan, part of which would include the reduction of 300 car parking spaces on campus as a result of the R7 Student Accommodation project. This would be a highly political issue within the University community and the Sustainability team were working closely with the Vice-President

(External Relations) and their team to manage the communications.

DISCUSSED

The President of the Students' Union noted that they felt they were dealing with a lot of queries from students about car parking availability and charges.

Planned communications would be sent out to the University community early the following week relating to the annual increase of parking prices. The travel plan would be communicated separately with a consultation survey being launched in September 2025 which was being developed with colleagues from the Psychology department.

DECISION

Council **approved** the University's Sustainability Annual Report 2023/24.

7819.0 Nominations Committee - C24/25 - 81

Purpose - For Approval

REPORTED

Council **noted** the report of the last Nominations Committee meeting on 10 June 2025. Dot Griffiths departed the room during the discussion relating to the appointment of the Senior Independent Director (SID).

DECISION

Council **approved**:

- The committee structure and membership for the 2025/26 academic year
- The proposed Court membership renewals
- The revised job description for the role of SID, that the next SID should be appointed for a 12-month term and that Dot Griffiths be appointed as SID on that basis

Council **approved** the establishment of a Staff and Organisational Culture Committee (exact name to be determined) and an Infrastructure Working Group, with the following membership composition:

- Staff and Organisational Culture Committee - Alun Griffiths (Chair), Dot Griffiths, Don McLaverty, Paul Shepherd, Benji Orford-Thompson. As per existing protocol, access to Remuneration Committee papers will be restricted to committee members.
- Infrastructure Working Group - Anthony Smith (Chair), Alun Griffiths, Maria Bond, Pam Chesters/Sharon Flood and Marcus Munafo (with discussion at their first meeting regarding whether further representation or co-option is necessary). Papers to be available for all Council members to view.

7820.0 Report from Senate - C24/25 - 82

Purpose - For Noting

REPORTED

The University Secretary & Registrar presented the item. Council received a report summarising the business discussed at the Senate meeting held on 5 June 2025. The report included updates on academic policy, student experience, research matters, and regulatory compliance.

Council **noted** the report from Senate.

7820.a Annual Statement on Research Integrity - C24/25 - 83

Purpose - For Approval

REPORTED

Council received the Annual Statement on Research Integrity (RI).

DISCUSSION

A query was raised about the response rate for completing mandatory RI training. It was confirmed that a two thirds response rate was positive, though further reinforcement was needed. Revised ethics and integrity training was due to be launched in August.

DECISION

Council **approved** the Annual Statement on Research Integrity, subject to the amendment of the date on page 16, paragraph 4. to read “2023” and not “last year”

7820.b Degree Outcomes Statement 2025 - C24/25 - 84

Purpose - For Approval

REPORTED

The Pro-Vice-Chancellor (Education) presented the Degree Outcomes Statement for approval.

DISCUSSED

It was noted there was significant variation between the awarding gaps of First Class Degrees between Faculties as well as a marked difference between the performance of Home and International students and queried what was being done by the University to address these gaps. A more in-depth report looking at the underpinning reasons for Degree Outcomes had been considered by Senate and the Education Quality & Standards Committee (EQSC). The

University had recently restarted the educational annual review which looked in a more focused way at the degree awarding gaps. This had shown significant performance differences between different departments. When looking at this work the focus of the University was not to look only at the degree classifications but also looking at the marks achieved, particularly at the boundary between classifications.

The University did not have many targets relating to the Access and Participation Plan around Degree Outcomes, however it was noted that this data could not be ignored and would be looked at alongside other work.

DECISION

The Degree Outcomes Statement 2025 was **approved** for publication.

7820.c Annual Review of Research Institutes 2023-24 - C24/25 - 85

Purpose - For Noting

REPORTED

The Pro-Vice-Chancellor (Research & Enterprise) presented the item. Council received the Annual Review of Research Institutes for 2023/24. This is the first year of a new review process, led by a working group of the Research and Knowledge Exchange Committee (RKEC), involving structured discussions with the leadership of each Research Institute to assess areas such as research quality, income, strategy, and internationalisation.

DISCUSSED

Council welcomed the report as a helpful overview of institutional research activity but suggested that future iterations could be strengthened by including clearer articulation of targets and outcomes in a single document.

Questions were raised about the ownership of the process, whether it is primarily a Senate, University Executive Board (UEB), or Council-led exercise and how assurance is provided across governance structures.

Council also queried the financial oversight of the review process, including whether financial expertise is represented on the review panel and whether the current incentives are aligned with institutional goals.

It was noted that financial models vary across institutes, particularly between established and newer entities, and that this complexity is considered as part of the review.

Council acknowledged the value of the process and the potential to enhance assurance by including more detail on key performance indicators (KPIs) in future reports.

Council **noted** the Annual Review of Research Institutes 2023/24.

7821.0 Council Forward Plan of Business 2025/26 - C24/25 - 86

Purpose - For Discussion

REPORTED

Council **noted** the proposed forward plan of business for Council in 2025/26 but also acknowledged it should be seen as a dynamic process.

7822.0 Prevent Policy - C24/25 - 87

Purpose - For Approval

REPORTED

Council received the proposed revisions to the Prevent Policy.

DISCUSSION

Concern was raised about the increase in scope of the policy from applying to all staff and students at the University (to include apprentices) to all members of the University, including staff, students and any individuals working with or for the University. This included all members of the University Council and its committees, other external members of university committees, external examiners and assessors, consultants and contractors, volunteers, Honorary staff and Emeritus Professors / Fellows. It was felt that the wider definition made it difficult to identify every individual covered by the policy and to make them aware of it.

It was confirmed that the wide scope of the policy was consistent with other institutional level policies and was a reminder that individuals such as contractors and visitors may have access to our IT systems (for example) and thus be affected by this policy. The previous definition was less clear. Despite this, specific duties under the policy for specific groups of people were more defined, which is where there was the need for defined awareness and training activities.

DECISION

Council did **not approve** the Prevent Policy at the meeting and will consider the policy again, by correspondence, following executive consideration of the points raised.

ACTION

Assigned to – Richard Brooks | **Due by** – 31 July 2025

The Prevent Lead to re-draft the Prevent Policy in light of Council's feedback regarding the scope of the policy, making people aware of where they can get support and mitigating against unconscious bias.

7823.0 Framework for Elections and Appointments - C24/25

- 88

Purpose - For Approval

REPORTED

The Framework for Elections and Appointments was presented for approval.

DISCUSSED

Two amendments had been received in advance and were agreed. These were:

Page 4 Step 2 point 5 – reword to read “ Once the election has closed, all nominees are notified of the outcome, including the votes cast at each stage of the election process. Following this all eligible voters will be told the outcome with the final voting tally, ideally as a screenshot from the preferred voting platform”

Page 7 C2 point v – delete and reword to read “Once the election has closed, all nominees are notified of the outcome, including the votes cast at each stage of the election process. Following this all eligible voters will be told the outcome with the final voting tally, ideally as a screenshot from the preferred voting platform”

DECISION

Council **approved** the Framework for Elections and Appointments subject to the above amendments being made.

Council delegated to the Chair of Council and the University Secretary the task of one final read through of statutes, ordinances and this framework to check for numerical consistency and accuracy of numerical cross referencing of the various documents and any typos.

7824.0 Equality Diversity and Inclusion Committee - C24/25 - 89

Purpose - For Noting

REPORTED

Council **noted** the report of the last Equality Diversity and Inclusion Committee meeting on 19 June 2025.

7825.0 Remuneration Committee - C24/25 - 90

Purpose - For Noting

REPORTED

Council **noted** the report of the last Remuneration Committee meeting on 30 June 2025.

7826.0 Programme of Meetings for 2025/26

Purpose - For Noting

REPORTED

Council **noted** the programme of meetings of Council for 2025/26:

Thursday 9 October 2025 at 9.30am (Development Day)

Thursday 20 November 2025 at 9.30am

Thursday 19 February 2025 at 9.30am

Wednesday 11 March 2026 at 9.30am (Development Day)

Thursday 30 April 2026 at 9.30am

Thursday 9 July 2026 at 9.30am

All meetings (apart from Development Days) would be preceded by an informal meeting with Senate members, a teach-in development session and a working dinner the afternoon/evening beforehand.

7827.0 Any Other Business

Purpose - For Noting

REPORTED

On behalf of Council, the Chair expressed thanks to members leaving Council and certificates were presented to Tim Ford, Tim Hollingsworth, Teslim Bukoye, Kate Ehrig-Page and Dai Moon. Members expressed their appreciation for their time on Council.

The Deputy Vice-Chancellor raised Council's attention to a pilot scheme encouraging University colleagues to observe institution-wide committees. A blog post was due to go live on the University's website: <https://blogs.bath.ac.uk/dvc/2025/07/08/behind-closed-doors-demystifying-governance-processes/>