

**Meeting:** COURT

**Date and Time:** Tuesday 22 January 2019 at 2.15pm

**Venue:** East Building Lecture Theatre

Present (66):	Mr P Troughton Mr M Humphriss	Pro-Chancellor (Chair) University Secretary	
Miss E Alcock	Dr P Ford	Prof G Lunt	Prof S Reynolds
Cllr P Anketell-Jones	Mr T Ford	Prof R Mawditt	Sir F Richards
Mr H Bashforth	Ms R Foreman	Mrs M McNeir	Ms K Robinson
Dr A Best	Prof D Galbreath	Prof T Medland	Dr C Roche
Prof D Bonfield	Mr A Galloway	Prof B Morley	Mr B Stables
Prof A Bramley	Prof A Goodbody	The Hon S Morrison	Prof D Stanton Fraser
Mr D Brewer	Mr M Hameed	Mr H Nicholson	Mr J Thring
Prof W Brooks	Prof G Hammond	The Rev R Nunn	Mr M Whalley
Prof A Buchanan	Dr P Harrowing	Prof J Owen	Dr S Wharton
Prof P Coleman	Prof V Hope Hailey	Dr D Packham	Dr J White
Prof D Collard	Prof N Kinnie	Ms E Pawlowski	Mr M Williams
Mr N Cutting	Mr J Kitchen	Mr S Pearson	Prof S Wonnacott
Mr C Davies	Prof J Knight	Miss K Pickett-Mcatakney	Prof G Wood
Mr G Dennis	Prof P Lambert	Mr J Preston	Mrs A Wylie
Prof J Eastham	Miss A Lobo	Cllr J Rayment	Mr P Wyman
Prof K Edge	Prof H Logemann	Prof B Rayton	Miss J Zhou

In Attendance:	Mr R Brooks	Director of Human Resources
	Ms C Evans	Head of Communications
	Mr T Kaner	Director of Marketing & Communications
	Mrs S Maxwell	Senior Executive Officer
	Ms A Pater	Head of Secretariat
	Mr S Rangelcroft	Director of Corporate Engagement, SoM
	Ms V Windsor	PA to Dean & Head of School of Management

Apologies: Apologies were received from 40 members of Court.

**ACTION**

**1. WELCOME AND OPENING REMARKS**

The Chair welcomed members of Court to the meeting, in particular new members, and passed on the apologies of the Chancellor as he was unable to chair the meeting today.

The Chair reminded members of Court that they had been issued with a voting card as they entered meeting to signify that they were a member, and that they

would be asked to raise these cards during a vote if this were required.

## **2. MINUTES**

Court AGREED that the minutes of the meeting held on 7 June 2018 (paper CT18/19-01) be approved as a correct record of the proceedings and the Chair signed them.

## **3. MATTERS ARISING**

There were none.

## **4. MEMBERSHIP OF COURT**

- (1) Court noted its current membership as set out in Paper CT18/19-02. A revised version of the booklet had been circulated which included the following members of Court who had accepted their appointment as co-opted members for the period to 31 July 2020 after the production of the membership booklet:
  - Garrod Musto, Institute of Mathematics and its Applications
  - Ben Rhodes, Deputy Director, South West, CBI.
- (2) Court noted with the sadness the deaths of Professor Mike Barnes, Dr Robert Holder, Professor Brian McEnaney and Professor Frank Stone, Life Members of Court. Court recorded its appreciation of the enormous contribution to the University made by the late Dr Holder.

## **5. THE IMPORTANCE OF EXTERNAL ENGAGEMENT IN THE UNIVERSITY OF THE FUTURE**

Court received a presentation from Prof Jonathan Knight, Pro-Vice-Chancellor (Research). Prof Knight spoke about technical developments over the last 60 years, a time of rapid change: the first laser was demonstrated in 1960; Don Keck at Corning demonstrated the first low loss optical fibre in 1973; in the mid-1980's David Payne and his colleagues at the University of Southampton demonstrated the erbium doped optical amplifier, ushering in the era of the global internet; Tim Berners Lee invented the world wide web in 1989; in the late 1990s and the early 2000s mobile telephony took off; in 2007 the first generation i-phone was released and heralded the start of the smartphone age. In 2016 Bath celebrated fifty years since we received our Royal Charter as a University.

Looking at the period since the Second World War, the babyboomers grew up in a time of widespread government subsidies in post-war housing and education, and of increasing affluence; the NHS was launched in the UK in 1948. As well as tremendous technological and scientific advance, much of it to the benefit of humankind, that long period of economic growth is also associated with dramatic consumption of natural resources and significant degradation of the environment. In many cases, it has left societies with significant national monetary debt and unsustainable business models. Through that period of consumption, investment, and development, we solved some major challenges: we eradicated smallpox and made excellent progress towards eradicating polio, made amazing progress on medical imaging, on gene therapy, and on numerous other medical challenges. World average life expectancy at birth rose from 48 in 1950 to over 71 in 2014. We made almost unbelievable advances in agricultural productivity and brought communications to large parts of the world. Banking and finance opportunities followed not far behind the telecoms using the same infrastructure.

Transport developed – from stepping onto the moon, to the global air travel network through to modern high-speed trains across much of the world. Innovations like lean manufacturing led to major efficiency gains and have resulted in more widespread availability and reduced cost of goods. But then, many of the issues we are grappling with – the impact of social media, for example, the collapse of the high street, or the future of mobility – have arisen as a consequence of technological developments and how those are changing our lives.

Our solutions to problems have raised problems of their own and we strive to overcome significant challenges. We have to strive to leave the world in a better place than we found it, but with a hugely increased population in a fixed size world, and having set standards in a period of consumption, that becomes increasingly difficult.

Three challenges have the potential to destroy the world as we know it within the lifetime of the next generation:

- global warming, which has implications for transport, manufacturing, food production and consumption, waste management, energy capture and storage, housing and building, economics and the economy, weather forecasting, insurance, policy, personal behaviour and much else;
- growing inequalities and inequities in and between societies and across generations. These are linked to modern communications and transport, to globalisation, multinational businesses, trans-border financial flows, and to the emergence of populism, to political failure and paralysis, large-scale migration, changes in welfare provision, income levels, education strategies, and challenges in health and disease.
- Brexit will profoundly change the nature of the UK, and place enormous strains on our economic and cultural wellbeing; how can we make the best use of the resources that we have available in the UK in order to provide in the best way for our population, now and in the future, and for the UK to offer what we can for the good of humankind.

Universities are places of the highest levels of knowledge and expertise, where our task must be to build and develop the capacity to address humanity's greatest challenges. That includes developing the next generation of intellectual leadership, capable of leading wisely not just in academia but outside it as well. However, the solutions must lie partly within society as a whole. These challenges are our responsibility, and tackling them means closer engagement with society. At the same time, there are seismic shifts within UK Higher Education, such as challenges around pensions, the static nature of the fees cap, the demographic downturn in UK applicant numbers and the need for greater transparency about funding flows and cross-subsidies within HE as a consequence of the student loans scheme, and the pending fees review. Government, and the nation, are looking to Universities to lead in ways that they have not done in the past.

In order to make an appropriate contribution we will have to be integrated into trans-disciplinary teams that are in touch with and working within society. The resources that are required to tackle these problems go beyond those which a university can hope to capture in these difficult times. We have to work with others – government agencies, third sector, corporates, investors – alongside traditional funding sources, and our graduates need to be able to combine an excellent understanding of the nature of those organisations with the intellectual energy, enthusiasm, rigour and critical ability that they can develop in our

research-led environment. The complementary approach is to engage with existing organisations to better understand how their activities can be adapted to be a fit part of the world of the future.

Prof Veronica Hope Hailey, Vice-President (Corporate Engagement) & Dean & Head of School of Management then gave a presentation about the work undertaken by her and the small Corporate Engagement team. Benefits included:

- Research - multi-disciplinary collaborations tackling big societal issues and challenges
- Teaching - practice into the classroom – projects and placements
- Careers & Employability - improving graduate skills
- Recruitment - increased reputation and external profile creating new outreach and social mobility activities.
- Reputation –the University as a partner locally, nationally and internationally.
- Partnering with business can also help deliver local *economic, social* and *educational* development

The Chair then invited questions. Issues discussed included:

- The potential effect of Brexit on partnerships;
- Sharing experience with charities;
- Developing a global profile;
- The importance of strategic regional alliances;
- Sources of funding for research;
- Identifying skills needed by employers;
- Developing apprenticeships.

The slides are kept with the record of the meeting.

## **6. ACTING VICE-CHANCELLOR'S ANNUAL REPORT**

The Acting Vice-Chancellor presented his Annual Report on the work of the University during 2017/18. He acknowledged that it had been a challenging year, with an Acting Chair of Council as well as himself as Acting Vice-Chancellor, recruitment of a new Vice-Chancellor, and work moving on from the Halpin report. He acknowledged the importance of staff and students in helping the University prosper and grow.

In response to the report, a member of Court raised a question about diversity and inclusion, and was referred to the Widening participation team. There was also a question about bicycle parking on campus; the Vice-Chancellor explained there was a Transport group to discuss these issues.

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VP(I)**

The slides are kept with the record of the meeting.

Court NOTED the Acting Vice-Chancellor's Annual Report.

## **7. FINANCIAL STATEMENTS**

The Treasurer introduced the Statement of Accounts for the year ended 31 July 2018, which had been a challenging year, but he emphasised that the University was in a robust position. Electronic copies had been made available in December and hard copies were tabled today. The Director of Finance gave a detailed review of the year and reported the following:

- Financial performance in 2017/18 had been in line with expectations.
- New accounting standards had been introduced in 2016/17.
- Total income was £288m, an increase of 7.9% on the previous year.
- The 'Historic Cost Operating Surplus' was used: £12.3m, which met the target of 3% of income.
- The University had to find its own funds for capital projects.
- The gearing ratio (debt/assets) was 9.1% in 2017/18 but likely to increase in the coming years to about 30%.

In summary the Director of Finance reported that Brexit and pensions contributions would provide challenges in the future but the University was in a position of strength.

Questions and comments were invited and included:

- A comment that these were a solid set of accounts;
- A comment that surpluses could be spent on staff or cutting student rents. The Director of Finance explained that the University budgeted cautiously and that in fact more had been spent than its income in 2017/18, although this was not a problem. Investments would help the University grow.
- A question about the ratio of highest to lowest salary; it was explained that this was on page 56 of the statements: 24.6 (lowest FTE basic pay) and 28.3 (lowest FTE total pay).
- A comment that the ex-Vice-Chancellor should not have needed private health insurance; it was noted that this had been a contractual payment.
- A discussion about return on investments in buildings.
- The need to monitor the gender pay gap; it was noted that online figures were available for 2016 and 2017, with 2018 due soon. There were fewer women in higher grades. Athena SWAN actions and family friendly policies were addressing this.
- A question about performance related pay in the form of merit awards, which used to be pro-rated for part-time staff, but was no longer.

The slides are kept with the record of the meeting.

Court RECEIVED and NOTED the Accounts for the year ended 31 July 2018.

## **8. REVIEW OF STAKEHOLDER ENGAGEMENT**

Mrs Ruth Foreman, Acting Chair of Council, presented the report (CT 18/19 – 03)'. She emphasised that the intention was to promote two-way communication. A member commented that the composition of Court as originally constituted did not reflect the current types of stakeholders described by Professor Hope Hailey; he said Court was needed but should be more inclusive; he recognised that a review was needed but any review group should have a majority of Court members. There was a comment that Court had passed a motion about this in June, over six months ago. Mrs Foreman emphasised that the proposed review group had not yet been set up by Council, but that the composition would be decided by Council; the review would be about wider stakeholder engagement, not simply about Court. The University Secretary clarified that Court was mentioned in the Charter, and any changes to that had to be agreed by Court; however, it was in Council's remit to conduct a review, and decide on the composition of any review group. There was a question about the availability of the grid of actions by the Council Effectiveness Review Steering Group (tabled at

the meeting); Mrs Foreman explained that this was regularly updated on the web.

A motion was proposed by Hedley Bashforth and seconded by Chris Roche (incorporating an amendment suggested by Joe Rayment) that 'a majority of those on the proposed working group should be members of Court who were not Council members, and who should be elected by Court'. There were comments that this would be strange, to have a majority of Court members, as well as queries about how they would be elected in practice. A vote was held. There were 17 votes in favour and 36 against. However, Mrs Foreman noted the comments made.

## 9. ANY OTHER BUSINESS

### 1) Motions 1A and 1B

Motions 1A and 1B, proposed by David Packham & Geof Wood, had been emailed to members in advance and tabled at the meeting:

'1A. Minute 7 of the meeting of Court on 16th January 2018:

HEFCE Report of an Enquiry Into a Governance Matter at The University of Bath.

Minute 7 records details of a number of motions which were passed making recommendations for action by various statutory bodies of the University, such as Council and Senate. We therefore propose that a clear and explicit report on the progress of these motions, whether accepted, amended, rejected, pending be provided to Court at its meeting on 22nd January 2019, preferably circulated before the meeting.'

Dr Packham explained that he had seen some actions regarding Court's motions in the grid of the Review Group but had expected Court to receive a response to all of them from Council. Mrs Foreman replied that Council had been made aware of all the motions made by Court in January and had agreed that the Council Effectiveness Review Steering Group would consider them alongside the Halpin report. She confirmed it would do so before it stepped down. Dr Packham said the Council minutes only recorded that it noted Court's points. He also said Halpin recommended that fuller Council minutes be published on the website. The University Secretary explained that the process would indeed be different in future, and continue to follow the Freedom of Information Act.

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The Chair asked if motions 1A and 1B had been dealt with and the proposer and seconder said yes, although they would like communication between Council and Court to be better, and they were not therefore put to the vote.

### 2) Motion 2

Motion 2 had been proposed by Hedley Bashforth and also circulated in advance:

'Court accepts that all its members should have a University of Bath ID and email address, and calls on University managers to take the necessary steps to provide these.'

The Acting Vice-Chancellor confirmed that all members would have an email account; there had been a technical hitch recently but this was being resolved. The motion was not put to the vote.

**10. DATE OF NEXT MEETING**

It was reported that the date of the next meeting would be confirmed in due course.

The Chair thanked everyone for attending, and Court recorded its thanks to him for his chairing of the meeting.

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The meeting concluded at 5.07pm.

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