

## **WEB COPY**

### **Court**

#### **Minute of Meeting held on Wednesday 11 April 2018 in the Senate Room**

##### **Present:**

Cllr Susan Aitken Glasgow City Council Assessor, Mr Graeme Bissett Co-opted Member, Ms Heather Cousins Co-opted Member, Professor Lindsay Farmer Senate Assessor, Mr David Finlayson Co-opted Member, Professor Carl Goodyear Senate Assessor, Professor Nick Hill Senate Assessor, Dr Simon Kennedy Senate Assessor, Professor Kirsteen McCue Senate Assessor, Dr Morag Macdonald Simpson General Council Assessor, Ms Margaret Anne McParland Employee Representative, Mr Ronnie Mercer Co-opted Member, Dr June Milligan Co-opted Member, Mr David Milloy Co-opted Member, Professor Sir Anton Muscatelli Principal, Mr Elliot Napier SRC Assessor, Ms Elspeth Orchardon Co-opted Member, Ms Elizabeth Passey Co-opted Member (Convener of Court), Ms Kate Powell SRC President, Mr Gavin Stewart Co-opted Member, Ms Lesley Sutherland General Council Assessor, Dr Bethan Wood Senate Assessor

##### **In attendance:**

Professor Anne Anderson (VP and Head of College of Social Sciences), Dr David Duncan (Chief Operating Officer [COO] & University Secretary), Professor Jon Cooper (Vice Principal KE&I) (to item 4 inclusive), Mr Robert Fraser (Director of Finance), Professor Neal Juster (Senior Vice-Principal), Ms Deborah Maddern (Administrative Officer), Professor Miles Padgett (Vice Principal Research) (to item 4 inclusive); Dr Dorothy Welch (Deputy Secretary) (to item 6 inclusive)

##### **Apologies:**

**Members:** Mr Dave Anderson Employee Representative, Mr Aamer Anwar Rector, Dr Ken Sutherland Co-opted Member

#### **CRT/2017/36 Announcements**

Professor Anne Anderson was welcomed to the meeting and was thanked for the Pre-Court briefing on the College of Social Sciences and related KPIs. Professor Jon Cooper, Professor Miles Padgett and Dr Dorothy Welch were welcomed to the meeting.

There were the following declarations of interest in relation to business to be conducted at the meeting: Professor Sir Anton Muscatelli as a Trustee of USS, as an ongoing declaration, given the updates on the triennial valuation of the scheme; and Professor Anne Anderson in relation to the QMU.

#### **CRT/2017/37. Minutes of the meetings held on Wednesday 14 February 2018**

The minutes were approved.

#### **CRT/2017/38. Matters Arising**

There were no matters arising.

**CRT/2017/39. Annual Report on Research and Knowledge Exchange and KPIs**

Professor Miles Padgett, Vice Principal Research, briefed Court on progress against the institutional research KPIs and the activities being conducted across the University to strengthen the quality of research, particularly outputs, in order to enhance performance in the next REF exercise. Court received a summary of the rules and processes for REF2021, and details of local preparations for the exercise.

Court noted details of the Research Beacons, six broad cross-disciplinary areas of research that had a track record of attracting major external investment. Court received details of initiatives to nurture talent, that went beyond the established staff-development programmes: these included the Glasgow Crucible and Senior Research Leaders Programme. Court noted the report and progress against research KPIs, these relating to research income, PGR:academic ratio, research output quality, and continual improvement with regard to research impact; and a secondary KPI relating to staff holding grants.

In discussion, Court heard that the research groups to be accommodated in the Research Hub were still work in progress. With regard to the next REF, one of the key risks related to the number of staff who would be submitted compared to competitor institutions in Scotland. In terms of local assessment of submissions and which Units of Assessment that staff were returned in, this had and would continue to be a team effort. Engagement with the Impact agenda was well embedded. Increased engagement with industrial strategy and Innovate UK was becoming increasingly important.

With regard to analysing REF data in terms of equality and protected characteristics, further data would be provided to Court members. Court noted that recent changes to the REF process had been helpful in this area, with provisions made for staff who worked part-time and to acknowledge team efforts as well as individual contributions.

Professor Jon Cooper, Vice Principal for Knowledge Exchange and Innovation, briefed Court on progress against the main KEI priorities and on the related KPIs. Court noted: outcomes related to the national University Innovation Fund; that in the past year the University had obtained the highest-ever levels of innovation and impact-related funding; that the University had participated in Science and Innovation Audits which were sponsored by UK Government to provide UK regions with opportunities to promote their particular innovation strengths; details of the Innovation District in Glasgow; an update on innovation and spinouts; highlights of public engagement activity; details of projects in receipt of Industrial Strategy Challenge Fund awards, totaling £3.2m; and a summary of successes connected to the Global Challenges Research Fund, where 40 successful proposals had resulted in Glasgow being involved in £20.3m of funded projects.

Court heard that there were opportunities for growth connected in particular to engagement with Innovate UK/KTP, the Industrial Strategy Challenge Fund, and the Innovation District, the latter of which would assist engagement with industry and related funds.

Court noted details of Innovate UK awards over 5 years. Court received and noted statistical trends in the agreed reporting areas for KE&I over the period 2013/14 – 2017/18.

In discussion, Court heard that spinout activity was in line with that at other similar HEIs, although reporting varied since some institutions included student as well as staff spinouts. There was a positive interaction with the REF in that spinouts made excellent impact case studies, underpinned as they were by high quality research. There were some complexities around the creation and operation of companies, including to some degree the location of venture capital sources, but also the incentivisation structure and the skills sets required for business management to occur in tandem with an academic career.

Court thanked Professors Padgett and Cooper for the briefings.

## **CRT/2017/40. Report from the Principal**

### *CRT/2017/40.1 Higher Education Developments*

#### *Scotland Higher Education Budget for 2018-19*

At the last meeting, Court had received a summary of the budget for SFC HE resource and capital. Guidance had since been received from the SFC on priorities for Further and Higher Education. The indicative funding allocation was noted by Court. The Teaching Grant, Research Excellence Grant and University Innovation Fund percentage increases were all in line with the overall sectoral increase. The Research Postgraduate Grant increase was greater than the overall sector increase of 1.8%, with differences reflecting PGR activity within individual institutions.

The outcome of some strategic grants, such as the museums grant, was still awaited.

#### *Review of HE funding in England*

As had been referred to at the previous meeting, the review of HE funding in England could impact on Scotland and on some Scottish HEIs in particular, if there were changes in the fee regime for Rest-of-UK Undergraduate students, or to the regulatory regimes, e.g. the TEF and the Office for Students. The fees review would be led by UK government via an independent panel, which would seek input from the Russell Group amongst other stakeholders, but not from individual institutions. The review was scheduled to be concluded in early 2019. Some scenario planning and impact studies were being done by the University, given the possibility of headline fees changing, but given the current uncertainties, the situation was complex. Court would be kept updated.

#### *CRT/2017/40.2 USS/pensions update*

Every three years there was a statutory valuation of USS, to ensure there were sufficient funds to pay pensions earned, and that future contributions into the scheme would cover the payments and other benefits. The latest valuation, dated 31 March 2017 had shown an increase in the estimated funding deficit to £7.5 billion. The independent Pensions Regulator had expressed concern about aspects of the assumptions in the valuation. The USS Trustee was required to sign off the valuation and submit a report and recovery plan to the Regulator by 30 June 2018.

Over recent months, Court had been updated on discussions between employers and the employees' representatives. The UCU and UUK had negotiated an agreement at a national level, with details published in March; however, this had been rejected by UCU branches and its Higher Education Committee. Following this, a proposal had been made under the auspices of ACAS, to establish an independent expert panel to review the 2017 valuation. Subject to support from UCU members and employers in principle to the proposal, detailed terms of reference would then be agreed and published. The proposal was subject to consultation with union members and USS employers. As part of the ACAS proposal, UCU would consult its branches and members on suspending industrial action while the review took place.

The University had indicated its support for the establishment of the panel. As at the end of March, UUK had indicated that employers' responses received to date had also been supportive of the establishment of the panel. UCU branches and their Higher Education Committee had indicated their support for the proposal to be taken to consultation with UCU members. The outcome of the ballot of UCU members was awaited. Court would be kept updated.

*CRT/2017/40.3 Outcome Agreement*

Court had received regular updates on the content of the University's Outcome Agreement, which was required to be submitted to the SFC as a condition of funding. The Agreement set out what the University would deliver in return for Government funding. The document's focus was on the contribution made towards improving life chances, supporting world-class research and creating sustainable economic growth for Scotland.

In 2017, Court had approved a new agreement for the period 2017/18 to 2019/20. At the time, Court had been advised that the University was expected to update this annually.

The updated agreement was received by Court, which noted in particular that:

- the agreement had been updated to reflect new developments and initiatives across the University in the past year. Examples included: the launch of the Medical School Glasgow Access Programme; an £8m award from CRUK to design clinical trials that would accelerate treatment for pancreatic cancer; the Innovation District;
- the SFC had strengthened its stance on Widening Access and there were now targets for full-time MD20 entrants;
- the national table of measures had replaced the previous SFC targets table and contained many more measures than the previous Outcome Agreement, with several having associated targets for the next three years.

As in the past, the large majority of SFC funding would continue to be formula based, through allocations for teaching, research and knowledge exchange funding. Specific sums might be linked to the achievement of specific outcomes.

It was noted that the document had become lengthier and more directive in recent years. It was also noted that the University's focus was on areas in the document that were most aligned with the agreed institutional strategy, but that providing detail on all the areas was nevertheless a requirement.

It was agreed that details of MD20 cohorts' progression would be circulated to Court members. Information and explanatory narrative on mature students' progression would also be provided.

Court approved the updated Outcome Agreement and recorded its thanks to those who had compiled the document.

*CRT 2017/40.4 Vice Principal and SMG appointments*

Ms Bonnie Dean, OBE, had been appointed to the post of Vice Principal, Corporate Engagement and Innovation.

Professor Miles Padgett's appointment as Vice Principal Research had been extended from 31 July 2019 to 31 December 2020 to coincide with the end of the current REF cycle.

Ms Rachel Sandison, currently Executive Director External Relations, would join SMG on 1 January 2019 and be appointed as Vice-Principal at that time in addition to her existing role.

Ms Christine Barr, Director of Human Resources, would join SMG with immediate effect.

*CRT 2017/40.5. Queen's Anniversary Prize*

On 22 February, the University had been presented with its Queen's Anniversary Prize for Higher Education, in recognition of a half century of work on the Historical Thesaurus.

*CRT 2017/40.6 Key Activities*

Court noted a summary of some of the main activities in which the Principal had been involved since the last meeting of Court, covering internal and external activities beyond daily operational management and strategy meetings. The activities were under the broad headings of: Academic Development and Strategy; Internationalisation activities; Lobbying/Policy Influencing and Promoting the University; Internal activities and Communications.

**CRT/2017/41. Report from the University Secretary**

*CRT/2017/41.1 Industrial Action Working Group/USS*

Since the last meeting, Court had received updates on industrial action arising from the ongoing USS triennial valuation and the potential for the scheme to be changed. More than 400 members of staff had taken part in the strike action, which had run over 14 days from 22 February to 16 March.

Throughout the period of industrial action, the University had maintained a consistent position, calling for a negotiated settlement which was affordable and enduring. The University had recognised the concerns expressed by many students about the disruption to classes and had sought to keep them informed through regular information releases, answers to frequently asked questions and more detailed advice on academic matters. Good relations had been maintained with local UCU representatives. There had been a peaceful sit in by a group of 14 students.

With regard to exams/assessment and the concern that students might be adversely affected in their preparation for these, advice had been given to Schools and contingencies put in place in case of further industrial action.

As Court had heard earlier in the meeting, there was a proposal that a joint expert panel be established to review the valuation of USS, with UCU to ballot its members on the proposal.

*CRT/2017/41.2 General Data Protection Regulation*

Dr Dorothy Welch explained that the General Data Protection Regulation (GDPR) would come into force on 25 May 2018, as part of revised UK legislation. The GDPR would replace provisions under the Data Protection Act. The Regulation would strengthen individuals' rights and put corresponding new requirements on organisations to demonstrate accountability, with new penalties for non-compliance.

Key changes included: strong rules about record keeping and new financial penalties for not being able to evidence accountability for processes; a broader definition of 'personal data'; a new approach to consent; freely given positive opt-in and easy withdrawal; mandatory privacy impact assessments for new services/projects where risks were high; and a requirement for larger organisations to appoint a Data Protection Officer.

As the governing body, Court had ultimate responsibility for ensuring compliance with the GDPR. The University's business was particularly broad in terms of data processing, covering for example the student and alumni bodies, and research. Ahead of the new regime, the University was adopting an 'Information Asset' approach to manage data consistently, to bridge the transition to the new legislation and to address privacy management. Court noted details of the actions being taken by the University via the Data Protection Office, a data governance group and a programme to ensure compliance. Actions included: awareness raising; establishment of a clear legal basis for the University's data processing and clarity about how informed consent should be obtained; developing communication methods with data subjects; and developing data retention protocols. The latter would

include consideration of risk and drafting of robust rules to ensure that any data that did need to be retained, was so retained. In terms of adherence to the timescales for compliance, the high risk areas were being identified to ensure timely compliance.

Court noted details relating to governance, in the context of members needing to be satisfied that there was sufficient oversight. The governance board contained owners of staff, student and alumni data, and representatives (data owners) from each College; in addition, all units were being required to complete the information asset register, with the internal auditors to provide an additional, ongoing layer of assurance. An audit of GDPR readiness had taken place in the autumn of 2017; at that time, the audit had identified a lack of awareness and training. The possibility of bespoke training was being investigated, and awareness-raising was ongoing.

There would be regular updates to Court via the Audit and Risk Committee and the Secretary's Report. These would include details of any material breaches if these occurred.

#### *CRT/2017/41.3 Student Bodies/Union Finance*

At the last meeting, Court had asked for more detail about the financing of the student bodies, including background information about the structure of the student bodies, and the budget allocation process. Court now received and noted these details.

Dr Dorothy Welch, Deputy Secretary, explained that the student bodies (SRC, GUU, QMU, GUSA) worked closely together, guided by five broad themes that had been agreed in discussion with them in 2017 – covering mental health, volunteering, international student integration, societies and employability. The aim was to provide a holistic experience for students and to avoid duplication. The bodies' funding allocations from the University had remained relatively static in recent years; this was because the allocations came from the University Services budget, which itself had been subject to pressure. However, as had been reported at the February meeting of Court, there had been a significant increase (16%) in the bodies' funding for the 2018/19 year, found from additional savings being required of University Services. Funding for significant capital items, such as the proposed fire-safety related works at the QMU, was made separately.

Court noted that some limited information on student body funding at other HEIs was available, but that comparing like with like was very difficult, given the numerous and different financial models in operation.

In discussion about the principles behind the funding and the potential for duplication of offer by the student bodies, it was noted that the student experience was the fundamental driver behind the five broad themes outlined earlier, with each body being asked to set out what it contributed and what it was proposing to provide, on an annual basis. Both 'social' unions (GUU and QMU) had between 4,000 and 5,000 members and were well used, including by student societies which regularly booked space in the buildings. The unions served an identifiable need, and would change the offer if demand changed. With regard to the funding model, Court noted that deficits were not permitted to be run by the student bodies: there had been top-up funding made available to GUU while the Hive was being refurbished, but a recurring deficit model was not one which the Student Finance Sub-committee would approve. The GUU, which had in past years received some financial assistance, had turned itself around financially and had a good operating model which did not rely on a budgeted deficit. Funding for the GUU and QMU was at the same level; this was because the capacity was broadly the same. In response to a question about governance matters including complaints management within the student bodies, it was noted that the committee had required relevant policies to be put in place. Court noted a suggestion that employment matters, including best practice, should be included in the committee's oversight of the student bodies.

Dr Welch would advise the Sub-committee about Court's discussion. Court confirmed it was content that the request for information about the unions had been addressed.

It was noted that the operation of the Sub-committee and the new Student Experience Committee would be kept under review to establish if there were opportunities for co-ordination.

*CRT/2017/41.4 Student Experience Committee*

At the December meeting, Court had approved the establishment of the Student Experience Committee. Arrangements for its membership had been made since then. Court approved a recommendation from the Nominations Committee that David Finlayson and Morag Macdonald Simpson be appointed as lay members on the Committee. A Senate Assessor on Court would also be identified for the Committee. Court would receive a report from the Committee in June.

*CRT/2017/41.5 Organisational Change Governance Group*

David Finlayson had been appointed to a vacancy on the group.

Following discussion at the last meeting, a review of the Committee's role was taking place via the HR Committee. Court would be provided with a report in June.

*CRT/2017/41.6 Equality and Diversity Strategy Committee*

A report from the E&DS Committee would be made to the June meeting of Court, to allow for the full year's business to be covered.

*CRT/2017/41.7 Sexual and racial harassment*

Court received and noted the Gender-Based Violence Strategy Group Action Plan and key points and actions relating to it, including: a Personal Relationships Policy being developed; expansion of the number of Respect Advisers who could act as the first point of contact for students or staff members with concerns about any form of harassment or bullying; assessment of the value of an app which was widely used in other university campuses as a means of summoning assistance in moments of crisis; and continued implementation of the 'Let's Talk About Sexual Violence' training initiative, in collaboration with the SRC and Rape Crisis Scotland.

Evaluation of anonymous reporting tools implemented at a small number of other universities would take place, with Court being kept updated.

With regard to issues raised by the Rector at previous meetings, Court heard that the Principal had spoken to the Rector to provide assurances that any student complaints relating to alleged harassment would be dealt with; to date none had come forward, but the Rector had advised that this might occur after the exam period. Court also heard that the University had been contacting student associations and societies to explore any concerns they might have regarding racial harassment, Islamophobia or Anti-Semitism.

A paper on safeguarding issues would be brought to the next meeting of Court.

*CRT/2017/41.8 Court Assessment and Convener appraisal*

The externally facilitated review would cover areas normally included in the annual self-assessment, which would therefore not occur in 2018. The terms of reference for the externally-facilitated review were approved by Court.

As part of the good practice set out in the Code of Good HE Governance, Ronnie Mercer had undertaken an appraisal of the Convener's performance. The Convener left the meeting for this item. Court members were provided with a summary, which had previously been circulated. It was agreed

that a list of the main University-related business undertaken by the Convener between Court meetings would be provided on a regular basis.

*CRT/2017/41.9 Court Strategy Day*

The Strategy Day would be on 28 September. A draft programme would be circulated in the summer.

*CRT/2017/41.10 SFC Strategic Dialogue meeting*

The SFC had a cycle of dialogue meetings with all HEIs. The University's latest meeting had been on 13 February 2018. It had included sessions on: Governance and financial sustainability; the transformative impact of the campus redevelopment; creating growth in the city through city/University interaction, which had included a visit to the Kelvin Hall. The session had also highlighted the planned Interdisciplinary Innovation Zone, part of the campus development (Phase 1B of the capital plan) and a major contribution to the Glasgow University Innovation District.

The University team for the visit had included members of senior management and three lay members of Court. There had also been staff and student sessions, both involving a cross-section of representatives from all Colleges. A report from the SFC was awaited, but initial feedback had been very positive about the presentations and meetings with members of the University community.

*CRT/2017/41.11 Mental Health*

As reported at the last meeting, the Mental Health Working Group had met in January and agreed a number of actions covering both staff and students, the main areas relating to: specialist provision; training of non-professionals across the institution; and general awareness-raising.

At the beginning of March, Court members had been contacted with information about how the University had marked University Mental Health Day, a national campaign to focus on promoting mental health of the Higher Education community.

The Mental Health Group had met recently to review progress and agree future priorities. The key points from the meeting had included: all additional posts in Counselling and Psychological Services would be filled by early April; Mental Health First Aid training continued to be rolled out across the University, with strong uptake; the SRC had secured additional funding to extend the highly successful 'Mind Your Mate' training initiative; and support and training for Advisers would be a key component of work over the coming months, the aim being to raise awareness and ensure a basic level of training for all Advisers and PG Conveners. Ways of dramatically shortening the waiting time before students could have access to professional counselling support were also being explored.

*CRT/2017/41.12 Sustainability Working Group*

The Sustainability Working Group had met for the second time in March. The group had approved in principle a waste management strategy and had noted the work underway on a sustainable food strategy and a climate change adaptation plan. The group had discussed key messages which would be disseminated across the University community and identified priorities for action. The Committee had noted a wide range of awareness raising activities being undertaken on campus.

*CRT/2017/41.13 Snow*

Court noted a summary of the University's actions during the recent bad weather.

Managers and trade union representatives had since met to review the actions taken and identify lessons that could be learned for the future.



*CRT/2017/41.14 General Council Assessors on Court*

Dr Morag Macdonald Simpson and Ms Lesley Sutherland had been reappointed as General Council Assessors on Court for 4 years from 1 August 2018. Court's congratulations were recorded.

*CRT/2017/41.15 SRC Elections*

The following candidates had been successful in the Spring 2018 SRC elections and would take up sabbatical officer posts on 1st July 2018:

President: Lauren McDougall

VP Education: Emma Hardy

VP Student Support: Fatemeh Nokhbatolfoghahai

VP Student Activities: Scott Kirby

Court's congratulations were recorded.

*CRT/2017/41.16 Fire Safety*

Court would receive a report in June, providing reassurance about processes in place via the Health, Safety and Wellbeing Committee.

**CRT/2017/42. Report from the Rector**

In the Rector's absence there was no report.

**CRT/2017/43. Reports of Court Committees**

*CRT/2017/43.1 Finance Committee*

*CRT/2017/43.1.1 Capital Programme*

The Committee had received a report providing an overview of progress on the campus development, noting that there had been substantial movement in the timing, though not the quantum, of expenditure compared to the profile discussed at the previous Committee meeting. Expenditure planned for the current and succeeding year was now forecast to arise in the period 2019-2022 and expenditure planned for the period beyond 2023 was now planned to be accelerated. A further full evaluation was underway in the context of the capital plan supporting the Budget for 2018-19. The Committee had requested greater visibility on movements as they occurred throughout the year.

Court would receive details at its June meeting, as part of the annual budget and capital plan briefing.

*CRT/2017/43.1.2 CapEx Projects*

The Committee had considered and approved three Capex applications, with a total capital spend of £1.95m. Funding for all projects had been included within the approved capital Plan. One of the applications had related to fire safety improvement works in the Queen Margaret Union; the Committee had been assured that a systematic process to identify such requirements was executed under the oversight of the Health, Safety & Wellbeing Committee. This matter had also been referred to earlier in the Court meeting.

With regard to the cost of all three projects being more than had been originally indicated in the capital plan, it was noted that the additional sums were relatively small within the overall plan.

*CRT/2017/43.1.3 Endowment Investment Report*

The Committee had noted a report providing a view of endowment investment performance against targets. Performance would continue to be monitored as the year progressed. The future operation of the Endowment Investment Advisory Committee and the Investment Sub-Committee was under review to assess optimal monitoring of the aggregate of endowment and liquid funds.

Court received and noted the endowment investment report.

*CRT/2017/43.1.4 Financial reports*

The Committee had received a comprehensive update on the budgeting process and overview of cash flow forecasting, noting that the University budget and financial forecasts would be considered in detail at the May meeting of the Committee. The overall position remained in line with previous expectations, subject to the evolution of the capital expenditure profile. The outlook for the full financial year remained slightly ahead of budget, with a stronger-than-budget short-term cash flow performance, because of capital expenditure deferral and working capital.

The Finance Committee report was noted.

*CRT/2017/43.2 Estates Committee*

*CRT/2017/43.2.1 Capital Projects*

The Committee had noted the Capital Projects report and the current green status of the majority of projects. The Committee had noted the amber status of the Learning and Teaching Hub, which arose primarily because of weather-related time loss – which Court noted had now largely been caught up; and the amber status of the Joseph Black Building (Fire Upgrades) which had potential for additional cost due to an earlier delay in obtaining a Building Warrant. It was noted that the City Council was working with applicants city-wide to minimise the delays with warrants. There had also been some delays in the infrastructure enabling works at the Western Site, resulting in a delay to the commencement of the Research Hub, although this would not affect the cost.

As had been referred to in the Finance Committee item, members would be updated on movements in the capital plan, at the June meeting, as part of the budget and capital plan briefing.

The Committee had noted that current costs for the Institute of Health and Wellbeing project were higher than the sum allocated within the capital plan. This was primarily due to a change in the design of the building, which had been necessary to address the anticipated level of use, the need to deliver on the strategic imperative for placemaking and to ensure that the final design was truly transformational.

*CRT/2017/43.2.2 CapEx Applications*

Court noted Estates Committee's approval of CapEx applications relating to: Gilmorehill/Queen Margaret Union/Fire Improvement Works in the sum of £950k; Gilmorehill/Davidson Building/West Medical Refurbishment in the sum of £224,520; and Gilmorehill/Rankine Building/Weides Laboratory in the sum of £780k.

The Estates Committee report was noted.

*CRT/2017/43.3 Audit & Risk Committee*

The Committee had received: internal audit reports on reviews of Payroll and Staff Global Mobility; and the updated 2017/18 Audit Plan and draft plan for 2018-20, which would be reviewed further at the Committee's next meeting, and would include reference to a review of the GTA processes (already the subject of a review by HR) and to student global mobility, the latter arising from the Committee's discussion about the staff mobility audit.

The Committee had also received the updated University Risk Register. Two members of the Committee, and a lay member of Court, had attended the annual Risk Workshop.

The report was noted.

*CRT/2017/43.4 Human Resources Committee*

The Director of HR had provided an update on the industrial dispute and recent industrial action related to proposed changes to the USS pension; and on the University's arrangements for addressing sexual harassment. There had also been updates on the immigration landscape, strategic recruitment, the commencement of this year's pay negotiations, and the review of the processes and employment framework for GTAs and Demonstrators.

The Committee had received a presentation on the Pay, Performance and Reward processes, including strategic updates on P&DR and Gender Pay. A draft Personal Relationships Policy had been discussed by the Committee. This would be presented to Court at its June meeting, following wider consultation. The Committee had reviewed management information and the minutes of recent meetings of the EDSC and JCCN.

The Chair of the HR Committee would discuss further with Professor Hill the provision of data to those sitting on promotions committees.

The report was noted by Court.

**CRT/2017/44. Any Other Business**

There was no other business.

**CRT/2017/45. Date of Next Meeting**

The next meeting of Court will be held on Wednesday 20 June 2018 at 1.45pm