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**Court**

**Minute of Meeting held on Tuesday 18 June 2024 held in the Senate Room, Main Campus and via Zoom**

**Present:**

Ms Elizabeth Passey Co-opted Member (Convener of Court), Dr Ghassan Abu-Sittah (Rector), Professor Sarah Armstrong (Elected Academic Staff Member), Professor Tara Brendle (Elected Academic Staff Member - Zoom), Kerry Christie (Co-opted Member), Professor Nicola Dandridge (Co-opted Member), Mr David Finlayson (Co-opted Member), Stuart Hoggan (General Council Assessor), Dr Bo Hu (Chancellor’s Assessor - Zoom), Mr Christopher Kennedy (Elected Professional Services Representative), Professor Simon Kennedy (Elected Academic Staff Member), Mr Laic Khalique (Co-opted Member), Jonathan Loukes (Co-opted Member), Paula McKerrow (Trade Union Nominee), Dr Christine Middlemiss (General Council Assessor), Pablo Moran-Ruiz (SRC Assessor), Professor Sir Anton Muscatelli (Principal), Ms Elspeth Orcharton (Co-opted Member - Zoom), Professor Richard Reeve (Trade Union Nominee), Mr Gavin Stewart (Co-opted Member),Hailie Pentleton-Owens (SRC President), Professor Bethan Wood (Elected Academic Staff Member).

**Attending:**

Gregor Caldow (Executive Director of Finance), Professor Frank Coton (Senior Vice Principal and Deputy Vice Chancellor (Academic)), Dr David Duncan (Chief Operating Officer [COO] & University Secretary), Professor Martin Hendry (Clerk of Senate), Amber Higgins (Executive Officer and Clerk to Court), Alistair Wilson (Deputy Secretary and Head of Legal), Dr Roddy Yarr (Director of Sustainability) for Item *CRT/2023/55.1* only, Lesley Newdall (External Lay Committee Member – ARC) observing.

**Apologies:**

Cllr Susan Aitken (Glasgow City Council Assessor), Shan Saba (Co-opted Member).

**CRT/2023/49 Announcements and declaration of Interests**

The Convener welcomed Dr Ghassan Abu-Sittah (Rector) to his first meeting and Pablo Moran-Ruiz who was attending in his new role as the SRC President-Elect. The Convener also welcomed Lesley Newdall (External Lay Committee Member – ARC) as an observer to the meeting.

There was the following declaration of interest in relation to business to be conducted at the meeting: Dr David Duncan as a member of the UCEA - National Negotiating Team.

Court noted that a tour led by Dr Roddy Yarr had taken place prior to the Court meeting to the estate land above Cochno Farm to learn more about the work that was being undertaken there in relation to sustainability, tree planting, and potential options for the future. Court’s thanks were noted to Dr Roddy Yarr (Director of Sustainability) and George King (Farm Manager).

A pre-Court briefing on the Fundraising Campaign and next steps was presented by Rachel Sandison (Deputy VC and Vice-Principal (External Relations)), Fran Shepherd, (Director of Development and Alumni) and Margaret Clift (Head of Strategic Philanthropy). Court’s thanks for the briefing were recorded.

Court also noted the display by Archives which detailed the *‘Inventory of voluntary contributions to building and furnishing of Library’* dating from 1654, and including Charles I signature. Events prevented Charles I from paying the sum, and it was noted that Oliver Cromwell (the Lord Protector) had honoured the commitment and paid the two hundred pounds in 1654. Court thanked Michael Gallagher (Archivist - University Heritage Collections Engagement) and Moira Rankin (Senior Archivist).

Court was reminded that papers and business were confidential.

**CRT/2023/50. Minutes of the meetings held on Wednesday 17 April 2024**

The minutes were approved.

**CRT/2023/51. Matters Arising**

No substantive items were raised.

**CRT/2023/52.** **Budgets 2024/25 and Financial Forecasts**

Court received a presentation from Professor Frank Coton, Senior Vice Principal and Deputy Vice Chancellor (Academic), and Gregor Caldow, Executive Director of Finance on the Budget for 24/25 and the financial forecasts. Professor Frank Coton outlined the main themes in the budget submission. It was noted that the HE sector was facing challenging times with ongoing real-terms reductions in government funding and reduced international recruitment. These issues were creating significant financial pressures, with almost 60 institutions announcing severance schemes. The financial sustainability of the sector as a whole was under threat.

The Executive Director of Finance reported that two budgets had been prepared, one assuming no growth (Scenario two) and another assuming a return to the modest growth trajectory outlined in last year’s budget (Scenario one). Initial budgets would be set at Scenario two and would then be uplifted based on the final student recruitment position. While there was still uncertainty on the final international student recruitment position forecasting to date indicated the University expected to land between scenario one and two. However, this would need to continue to be monitored through to September, particularly as the University experienced reductions at the end of last year’s recruitment cycle.

It was reported that the priority themes of People First, Research Power and Funding, Enabling Growth, Student Experience and Service Excellence were the priorities for the budget period.

Court noted that the Finance Committee had agreed to recommend to Court the final budget for 2024/25 together with the forecast to 2027/28 and the associated investment plan. The Finance Committee had also noted that the University had a robust financial framework in place. It was important that the University stayed within this framework to ensure that it continued to be financially sustainable.

During the discussion it was noted that the budgets would be adjusted depending on the final student recruitment figures and that the budget set a base which could then be uplifted by the agreed margin. It was reported that the Senior Vice Principal and Deputy Vice Chancellor (Academic) continued to work closely with schools to ensure that staff were supported and that any mitigating steps could be put in place as soon as possible.

A query was raised about the impact of staff student ratios on the student experience and it was noted that steps were being taken to improve this in the high-growth schools but it was acknowledged that work was still required in some areas. Court noted that all schools and colleges were involved with the budget setting from the early stages and that the Senior Vice Principal and Deputy Vice Chancellor (Academic) and Executive Director of Finance went through the submissions closely to ensure that all key areas had been identified.

Court noted the number of international students coming to the UK had declined over the last 12 months and it remained uncertain for 2024/25. It was also noted that although online learning had been a key element during Covid, students generally preferred a large portion of their course to be in person.

Court approved the budget for 2024/25 and the financial forecasts.

**CRT/2023/53. KPI**

Court received a presentation from Professor Frank Coton, Senior Vice Principal and Deputy Vice Chancellor (Academic) on the KPIs. Court last reviewed the KPIs in June 2023 and the presentation provided an update on the progress since that date.

Court noted the presentation which provided a light-touch, mid-term review of the progress with the strategy and, in particular, current performance against KPIs, feedback from the 2023 strategy engagement sessions, and an overview of investments made in support of the strategy. The purpose of the light-touch, mid-term review of the strategic plan was to provide an opportunity to reflect on the extent to which investment and activity aligned to the core themes and KPIs and to understand, on the basis of feedback from colleagues, how the lived experience of staff and students of the University aligned with the strategic intent.

During discussion it was noted that progress against the KPIs had been affected by the Covid period and the differential rate of growth of the University in comparison to the University’s peers in the first half of the cycle. Consequently, some KPIs were unlikely to be met by the end of the cycle and progress was slower in some areas than others. Court noted that it would be important to demonstrate further progress in these areas in the latter half of the cycle.

Professor Coton reported that the next strategy planning process was starting and feedback received on previous strategies had been that the University had too many strategies and that it would be beneficial to bring them together into one strategy with clear strands focusing on the core missions – teaching and research. It was also noted that there were several areas where it had been difficult to make progress that had come up repeatedly over the last 15 years in the strategies and it would be beneficial to move these areas forward.

Court thanked Professor Frank Coton for the update on KPIs and looked forward to engaging at an early stage with the next strategy.

**CRT/2023/54. Report from the Principal**

*CRT/2023/54.1 SFC Grants 2024/25*

The Principal reported that the SFC had now published its final funding announcement for Academic Year 2024/25. There would be a £28.5m reduction in Higher Education resource funding for 2024/25, which would be implemented in part via a reduction of approx. 1200 Home student places across the sector which reversed the increase that had been provided as part of temporary budget uplifts linked to Covid SQA outcomes. Court noted that:

* Funding for Upskilling had been removed for 24/25 (-£7m). This would impact Glasgow, as the University had introduced a range of upskilling courses in response to SFC making this a priority – in essence it meant that while the courses would continue to run, there would be no funded places for them
* Main Teaching Grant had reduced by -1.5% (-£1,379k) compared to 23/24.
* Excluding one-off consequential funding received in 2023/24, the research and innovation funding had increased by 3.2% (£2,020k).

*CRT/2023/54.2 Principals Report*

Court also noted the following areas:

* Government changes – John Swinney MSP had been sworn in as Scotland’s new First Minister on 8 May 2024. A UK election had been announced for 4 July 2024.
* The Migration Advisory Committee had published its review of the Graduate Visa Route and recommended the retention of the route. The review concluded that the Graduate route had broadly achieved the government’s objectives and recommended that the route remain in place in its current form.
* SFC Changes to regulation – a new Outcomes Framework and Assurance Model would be introduced from 2024/25; the new plans would remove the detailed annual negotiation of specific actions and targets, and replace them with a retrospective examination of outputs against a national framework. Commentators had noted this had some similarities to the conditions of registration in other parts of the UK.
* University rankings – The University had placed 12th in the world (3rd in the UK and first in Scotland) in the Times Higher Education Impact Ranking 2024. The overall QS World Rankings 2025 were also recently published and the University had dropped two places to 78th in the world. In the Complete University Guide 2025 the University was placed 29th in the UK rankings, a drop of 3 places compared to 2024.

*CRT/2023/54.3 Institutional Response to Refugee Crisis*

The Principal reported the University of Glasgow had made a public commitment to providing relevant and appropriate support to refugees, asylum seekers and forcibly displaced migrants whilst collaborating across the higher education sector, and with governments and NGOs, to contribute to the delivery of the UNHCR 15 by 30 pledge – to guarantee that 15% of refugee youth would have access to the transformative power of higher education by 2030.

It was noted that the University had been proactively exploring ways to provide immediate as well as long-term support to those seeking sanctuary, building on the activities undertaken through the UK-Ukraine twinning programme, #TwinforHope. This included more Sanctuary Scholarships (now 30 available), support for up to eight Fellows through the Council for At-Risk Academics (Cara), and bilateral partnerships with institutions seeking support.

The Principal also reported that the University was looking to progress with the Technical Education Support Initiative (TESI). TESI was an initiative spearheaded by An-Najah National University (ANNU) along with Palestinian Students Scholarships Fund (PSSF), Mediterranean Universities Union (UNIMED) and delivered in collaboration with 40+ university partners. In Gaza, 70% of universities had been destroyed and 90,000 university students had lost access to higher education.

The Convener thanked the Principal for the update.

**CRT/2023/55. Report from the University Secretary**

Court noted the report from the University Secretary – Paper 7. The following areas were discussed in further detail.

*CRT/2023/55.1 Glasgow Green - The University of Glasgow’s Climate Change Strategy and Action Plan*

Dr Roddy Yarr, Director of Sustainability, provided an update to Court on *Glasgow Green - The University of Glasgow’s Climate Change Strategy and Action plan*. It was noted that the University was committed to achieving net zero carbon by 2030. Court was provided with a number of examples of joint working activities between the University and other organisations. These included:

 • The Clyde Mission Net Zero and Adaptation Groups

 • Sustainable Glasgow Hubs

 • Glasgow Riverside Innovation District (GRID)

 • Sectoral advice and best practice for sustainability

 • Strategic advising for the University’s Glasgow Changing Futures Institute

 • Climate Ready Clyde

 • Clyde Climate Forest

 • Glasgow Metro

 • Capacity building

Dr Yarr reported that a number of feasibility studies were being planned which would support the drive towards Net Zero. Regarding the University’s current carbon footprint, Court was informed that, due to the reduction in estate usage and international travel during the COVID-19 Pandemic, the University had significantly overperformed in meeting its targets for the 2019-20, 2020-21 and 2021-22 academic sessions. However, the University’s 2022-23 carbon footprint (52,571 tonnes), was slightly above target.

A query was raised about the University’s efforts to reduce carbon emissions from business travel. Court was informed that the University would not, at this stage, be introducing mandatory measures to prevent members of staff from attending overseas engagements via air travel. However, the University had developed sustainable travel guidance and had made modifications to the travel booking system in order to make it easier for staff to choose more sustainable modes of transport. The measuring of sustainability/carbon as part of the supply chain was also an area University could look at.

During the discussion Court noted that there was still a large amount of work to be done and it was key that the sustainability team were involved at an early stage in all projects. The Principal noted that the funding allocated was indicative at this stage and that all projects would undergo a full business case review before being approved. It was noted that achieving the University’s financial target would help support the University’s ambitions to achieving Net Zero by 2030.

Court noted the sustainability Risk Review and also the metrics, targets and reporting that could be used to monitor progress. Court also noted that as part of the Court Effectiveness Review the governance of this area would be considered.

Court thanked Dr Roddy Yarr for his informative update.

*CRT/2023/55.2 Standing Orders*

The Deputy Secretary reported that following discussion at the last Court meeting a discussion had taken place with a number of the staff representatives on Court to address the concerns they had raised with regard to the earlier draft. The final draft of the Standing Orders had now been agreed and was being put to Court for formal approval.

Court approved the Standing Orders which would come into immediate effect.

*CRT/2023/55.3 Principal and VC Search*

Court noted that following the announcement that Professor Sir Anton Muscatelli would be retiring in 2025, recruitment consultants Saxton Bampfylde had been supporting the University with the appointment of the next Principal and Vice Chancellor. A number of town hall sessions had taken place along with an online survey. It was also noted that Court members had been invited to a specific stakeholder meeting. The role had been advertised with applications now closed.

It was reported that the Search Committee would meet on the 20 June to review the applications with a view to creating a long list of candidates for Saxton Bampfylde to meet with. The Search Committee would then meet with Saxton Bampfylde to discuss the findings before shortlisting candidates.

*CRT/2023/55.4 Court Effectiveness Review – Autumn 2023*

Court noted that over the coming months the Court office would work with the Court Governance Review (CGR) working group to oversee implementation of the recommendations and action plan with an update provided at the next Court meeting.

*CRT/2023/55.5 Organisational Change*

Court noted the paper which outlined the proposals that Organisational Change Governance Committee (OCGC) had discussed. Concerns were raised about specific points in the notes in relation to the Social and Public Health Sciences Unit. It was noted that no decision had been made and that the Committee had not given the proposition initial sign off.

Court agreed that the notes from the meeting would be reviewed by the Committee to ensure that they were accurate.

*CRT/2023/55.6 Court Strategy Day 2024*

Court noted that the Strategy Day was scheduled for Tuesday 24 September and the programme for the day was currently being drafted and would be circulated to members shortly.

*CRT/2023/55.7 Head of School Appointments*

Court noted the following changes and congratulated the individuals on their new roles:

College of Medical, Veterinary and Life Sciences

*Head of the School for Health and Wellbeing*

Professor Frances Mair had been appointed as the Head of the School for four years from 1 August 2024 for 4 years.

*CRT/2023/55.8 Honorary Fellowship*

\*Withheld as Confidential information.

*CRT/2023/55.9 Goudie Endowment Fund*

Court noted that the Goudie endowment fund was created by Professor William Goudie, who was James Watt Professor of Theory and Practice of Heat Engines between 1921 and 1938, through a bequest to the University Court in 1945. The purposes for which the fund was established did not align with modern academic and teaching practice or research interests and, as a result, the revenue of the fund had not been fully utilised for a number of years.

It was therefore being proposed to seek permission to change the conditions under which the Fund revenue may be spent to allow more general support to the programme of research of the Chair holder. Court noted that the James Watt School of Engineering had initiated the discussion and was supportive of the proposed changes. A query was raised about the potential future use of the fund and if this moved away from its initial endowment. The Deputy Secretary confirmed that OSCR would look closely at this and if they felt it was too removed from the original endowment they would not allow the changes to be made but it was felt that the proposal did align with the original endowment.

Court approved the application for change of use of a restricted fund to the Office of the Scottish Charity Regulator (OSCR).

*CRT/2023/55.10 Draft Resolution – Endowment Changes*

Court noted the draft resolution for the approval of a restricted funds reorganisation. It was proposed that the draft resolution would go out for one month’s public consultation and would come back to the Court meeting in September for final approval.

Court approved Draft Resolution 708 - Reorganisation of Restricted Funds (Goudie and Stevenson funds) to move forward for public consultation.

**CRT/2023/56. Student Matters, including: SEC Report; SRC President update**

*CRT/2023/56.1. Rector update*

The Rector outlined the manifesto that he had been elected on and it was noted that the divestment issues would be discussed later at the Court meeting. The Rector noted that there was a risk if the University did not take action given recent court rulings in relation to the conflict in Gaza. It was also noted that the Rector was keen to work with the University on GBV issues.

The Rector reported that he had received a positive response since his election and was looking forward to working more closely with the SRC and University.

*CRT/2023/56.2. SRC update*

The SRC President provided a presentation to Court on the SRC Annual Report. During the discussion it was noted that a large amount of time and effort had been put in over the last 12 months to ensure that students felt part of a community and were supported. This year had been both demanding and fulfilling, and the report provided an overview of the various initiatives which had been undertaken, both independently and in partnership with the University.

The presentation highlighted that the SRC continued to prioritise its response to the ongoing pressures placed upon the students as a result of the rising cost-of-living. It had delivered a series of educational workshops on the impact of time poverty and digital poverty to staff across the institution, challenging them to embed more inclusive and conscientious practices within their work. Alongside this, the SRC had developed its insight into particular cost-of-living pressures on students by conducting workshops with the class representatives and had challenged the University to conduct an annual survey of a similar nature. The SRC had also lobbied the University for increased financial support and secured an additional £100k for the Hardship Fund.

It was reported that the SRC had conducted an investigation into the support available to students who were required to complete mandatory placements as part of their degrees. This had led to the creation of a working group that would seek to standardise the financial support available to those students for their travel costs and related expenses. The SRC continued to push for a review of the University’s policies intended to support the students, including the Good Cause, Fitness to Study, and Student Carers’ policies. Limited progress had been made, but the SRC maintained that these reviews were crucial to ensuring the safety, support, and success of the students, and it would continue to work closely with the University to make those necessary changes. As always, the student voice is the foundation upon which the SRC builds its work.

The Convener thanked the SRC President for her presentation.

*CRT/2023/56.3. Student Experience Committee*

Court noted the report from the Student Experience Committee on 22 May 2024 and no substantive matters were raised.

The Convener thanked the SRC President and University Secretary for their report.

**CRT/2023/57. Reports of Court Committees**

*CRT/2023/57.1 Finance Committee*

Gavin Stewart, chair of the Committee, outlined the report from the meeting of the Committee which included an update on the discussion on the budget, forecast and investment plan for 2024/25 – this had been approved under item*CRT/2023/52. Budgets 2024/25 and Financial Forecasts*. Court also noted that the Committee had approved the investment requests for £6.3m for Project SIERRA, £4.1m for a new Enterprise Integration Platform (EIP), £17.7m for the external fabric work on the Library extension (RIBA stages 5-6), plus design fees to progress the Renewal project until the end of RIBA stage 4, and additional investment request for £4m for the leased estate.

*CRT/2023/57.2 Divestment*

Gavin Stewart, chair of the Finance Committee, Jonathan Loukes, chair of the Divestment Working Group and the University Secretary outlined the report from the working group. It was noted that the Finance Committee had discussed the report detailing the responses to the 14 demands put forward by Glasgow Against Arms and Fossil Fuels Coalition (GAAF) and had recommended the report to Court for approval. The Committee had also stated that in relation to the revision of the University’s Socially Responsible Investment Policy (SRI) this would be an ongoing process as responsible and ethical investment was constantly changing and evolving.

During the discussion Court noted the extremely serious impact of the current conflicts in Gaza and Ukraine and the actions that the University was taking to support students and academic institutions who were directly affected by the conflicts. Court noted that the University was already very active in supporting those affected through the award of scholarships and fellowships. The University was determined to be a leader in responding to the crisis in Gaza, using academic and other resources to provide practical help to those affected, working with parties in the UK and across the Middle East as noted earlier in the Principal’s report. It was also noted that the commitment would be similar in scale to the support for Ukraine and would be enduring over the coming years.

Concerns were raised that in previous correspondence it had been reported that a final decision in relation to the demands put forward by GAAF would be made by June 2024. It was noted that 1000 students had signed a petition (equivalent to 3% of the community) and that 400 staff had signed an open letter (equivalent to 3.5% of the staff community). However, a recommendation was put to Court that the University SRI Policy be more widely reviewed with a consultation across the whole university community to allow feedback from all members and views, in addition to the feedback thus far. Once this wider review was complete, Court could better assess and approve any proposals in respect of investments held by the University.

Some members of Court were concerned that the failure to make a formal decision to divest entirely from the defence sector at the Court meeting would have a detrimental impact on the reputation of the senior management. The SRC President also stated that the SRC had been campaigning for a number of years for complete divestment in arms and felt that this move was overdue, whilst acknowledging that some divestments had been made.

Other Court members felt that it was important to afford a full review of the whole SRI policy, which should include engagement with staff and students, and other stakeholders in this process.

The Convener reported that Court members had received a number of communications from a small number of staff and students, whose input had been much valued, and that it was important that as many views as possible be included when reviewing the SRI policy.

Court noted that this was an emotive issue about which many members of the University community felt strongly. It acknowledged that there were a number of different views and it was important that all staff and students felt included, and able to share their views freely and not to feel targeted because of their individual perspectives.

The University Secretary stated that the University had taken a different approach to that taken by some other HEI’s, by engaging constructively with students and staff groups and expressing clear principled views on the conflict in Gaza. It was hoped that the actions taken over the past decade in relation to fossil fuel divestment showed that the University was committed to implementing an ethical and socially responsible investment policy.

Following a short discussion, Court endorsed the draft responses put forward by the working group, acknowledging that this represented the majority of views in the room, and that there were some dissenters.

With regard to investments, Court recognised the important role that the campus community plays in shaping the University’s values and how they might be reflected in the investment strategy.  Consequently, the University would:

* Undertake a full consultation with the University community on its Socially Responsible Investment Policy with a view to revising and strengthening it (this work should be completed as soon as possible and no later than November).  The consultation would encompass the investments in specific sectors including the defence sector.
* Following Court’s approval of the revised SRI Policy, the University would, if appropriate, re-tender that part of the University’s fund management arrangements that still allowed investment in the defence sector (recognising that one part of the fund management arrangements was already held in funds which excluded investments in arms).
* Student representatives and the campus trade unions would be invited to join a task group which would shape the University’s ongoing response to the humanitarian crisis in Gaza which included external experts.

The Convener acknowledged that members wished to make further points but brought the discussion to a close at this point, Recognising that the decision on the next steps was not unanimous. She thanked those involved in the Working Group as well as members of Court for their thoughtful contributions.

*CRT/2023/57.2 Estates Committee*

Stuart Hoggan, chair of the Committee, outlined the report from the Committee which provided an update on the investment plan for 2024/25, the proposed demolition of part of Anderson College, revised lease plans for Berkeley Square and Sky Park and the continued issues with the implementation of the reactive and planned maintenance contract.

The report was noted.

*CRT/2023/57.3 IPSC*

Frank Coton, chair of the Committee reported that the Committee had covered several topics including cyber security reporting, the Information Services investment plan, and the business cases for the Enterprise Integration Platform (EIP) and Enterprise Resource Planning (ERP) system which would replace Agresso.

The report was noted.

*CRT/2023/57.4 Audit & Risk Committee*

Elspeth Orcharton, chair of the Committee, outlined the report from the Committee which provided an update on the pre-meeting briefing topic – Budget process, the internal audit reports, and the internal audit options for future appointments. Court also noted that the Committee had approved the Internal Audit Plan for 2024/25 and the External Audit Plan for year to 31 July 2024. It was reported that the recent Internal Audit on the Student Experience had not focused on different student cohorts, but it had been agreed that the international student cohort would be the focus of an internal audit during 2024/25.

The report was noted.

*CRT/2023/57.5 Remuneration Committee*

Kerry Christie, chair of the Remuneration Committee, outlined the report from the Committee in which discussion focused on the Principal's report relating to SMG performance and reward; Grade 10 professorial and professional staff performance and reward; Voluntary Severance since the last meeting; Contractual/appointment changes (SMG); and a senior management expenses report.

The Convener and Convener – Elect left the meeting with Elspeth Orcharton, Vice-Convener of Court, assuming the Chair.

It was also reported that following the introduction of the Higher Education Governance (Scotland) 2016 Act the governing body of the University could pay such remuneration and allowances to the senior lay member (Convener of Court) as the governing body considered to be appropriate. It was noted that in November 2022, Court had agreed to increase the daily rate from £500 per day to £550 per day and a proposal was now put forward that the daily rate should be increased annually in line with national pay awards rather than being uplifted on an ad hoc basis.

A query was raised about the suggested increase as it was felt that this could take the pay outwith what was reasonable and it had been agreed that the pay would be reviewed. The Chair of Remuneration Committee reported that a review had taken place and that the current pay was in line with the amount paid to equivalent board members in the public sector and would be a fair and reasonable way to resolve the issue without having to come back to Court on a regular basis.

Court agreed that the Convener of Court daily rate would be increased on an annual basis in accordance with any pay award agreed nationally and that the maximum number of days that could be claimed would remain at 50 days per year.

The Convener and Convener – Elect returned to the meeting.

*CRT/2023/57.6 Nominations Committee*

On behalf of Nicola Dandridge, chair of the Committee, the University Secretary outlined the report from the Committee, which provided an update on the recruitment of three new co-opted members of Court. It was noted that a total of 19 applications had been received - M14/F6. The applications were from a variety of backgrounds and represented candidates from both national and international constituencies. Court noted that the Selection Panel had shortlisted a total of 5 candidates (2M/3F) and a number of candidates were proposed for appointment.

Court noted that the Nominations Committee was recommending the following appointments:

* the appointment of Lorraine McMillan to Court as a Co-opted Member of Court from 1 August 2024 to 31 July 2028
* the appointment of Mary Jane Brouwers to Court as a Co-opted Member of Court from 1 October 2024 to 30 September 2028
* the appointment of Martin Sinclair to Court as a Co-opted Member of Court from 1 October 2025 to 30 September 2029
* appointment of Jonathan Loukes as the Chair of the Finance Committee replacing Gavin Stewart.

Court approved the appointments as outlined above.

The report was noted.

*CRT/2023/57.7 Health Safety and Wellbeing Committee*

Court noted the report and a query was raised about the recent changes in the staffing of the safety team as there had been a number of departures with the potential loss of a large amount of institutional knowledge. It was noted that this was as an operational matter which would be taken forward by the senior managers.

**CRT/2023/58. Senate Matters**

Court noted the report from the Senate meeting held on the 6 June 2024. No substantive matters were raised.

**CRT/2023/59. Any Other Business**

*CRT/2023/59.1 Members of Court*

Court noted thanks to Hailie Pentleton-Owens, SRC President who had been the President since July 2023 and was attending her last meeting.

*CRT/2023/59.2 Convener of Court*

Court noted thanks to Elizabeth Passey Convener of Court who was attending her last meeting as she would be stepping down at the end of July. Elizabeth had been a member of Court for 8 years, and in that time had chaired and been involved with several Committees. Over that time, she had made a huge contribution to the University and was leaving the University in a significantly stronger position.

The Convener of Court noted that the University had endured a number of significant changes externally over the last 8 years from the introduction of the HE Scotland Governance Act in 2016, Brexit, Covid, and a number of international conflicts. During that time the University had grown significantly:

* student growth from 26519 to 33753 – *12% growth*
* staff growth from 7104 to 11348 – *62% growth*
* finances income growth – £543m - £952m and outgoings from £491m- £831m
* annual research income of more than £220m from £152m in 2016 and that Court had benefitted from the insights and experience of 72 different court members , including 4 Rectors, 8 SRC presidents, 21 Staff reps across academic /union/professional services, 2 Clerks to the Court, 2 University Secretaries, and 1 Principal

The Convener of Court thanked all staff, students, external stakeholders and Court members of the University for the support and dedication shown to the University during her term, and as the University came to the end of the academic year 2023/24.

Court recorded its thanks to departing court members for their huge contribution and dedication to the University and wished them all well for the future

**CRT/2023/60. Date of Next Meeting**

The next meeting of Court will be held on Wednesday 25 September 2024 at 2pm. A Pre-Court briefing will take place at 12pm.