



BOARD OF GOVERNORS

Minutes of the meeting held on the 12th October 2015

15/05 Attendance

5.1 Present

Mr J Bateman	Chair
Mr L Arnold	
Mr C Arntzen	
Mrs C Chamberlain	
Mrs O Fielding	
Mrs D Gant	
Professor D Green	Vice Chancellor
Mrs A Hooper	
Mr W Hudson	
Mr D Iddon	
Mrs A Leonetti	
Dr D McDougall	
Mr H Pathiranage	
Rev'd Dr A Pettersen	
Mrs C Richardson	
Mrs S Speck	
Mrs J Swan	
Dr R Woolley	
Mr J Yelland	

5.2 In Attendance

Mr R Bonham	Director of Finance & Resources
Dr S Clarke	Clerk to the Board Designate
Dr H Forland	Pro Vice Chancellor (International)
Professor S Greer	Pro Vice Chancellor (Academic)
Ms H Johnstone	Acting Clerk to the Board
Dr C O'Malley	Pro Vice Chancellor (Business & Development)
Mr R Renton	Pro Vice Chancellor (Students)

5.3 Apologies

Mr D Dale
Mr Z Padda

5.3 Membership

The Chair welcomed Mrs Gant and Mr Yelland to their first meetings of the Board as independent governors. He also welcomed Mr Lewis and Mr Pathiranage who were joining the Board as student governors; Dr Clarke would be joining the University on the 2nd November but was attending the meeting and Mr Renton who had joined the University on the 1st August 2015.

5.4 Constitution of the Board of Governors [BG15/01]

The Board received the Constitution for information and noted that the new Clerk would be undertaking a significant review of the University's Articles of Government and Constitution of the Board when she joined the University. This would be undertaken after a review of the Board's Effectiveness and the requirements of the new CUC Guidance on Governance. Members noted the amendments to the Constitution which reflected changes of job titles.

5.5 Declarations of Interest

There were no declarations of interest.

5.6 Papers to be received without discussion

It was agreed that agenda item 6.6., the revisions to the terms of reference of the Remuneration Committee, would be taken without discussion.

6. Minutes

6.1 The open minutes of the meeting held on the 6th July 2015 [BG15/02] were confirmed as a correct record.

6.2 The minutes of the special meeting held on the 12th September 2015 [BG15/04] were confirmed as a correct record.

6.4 Matters Arising not covered elsewhere on the Agenda

6.4.1 Land at Oldbury Road (CP010)

It was noted that the purchase of the land at Oldbury Road had been completed. Propositions for a student village were being developed and would be brought to a future meeting of the Board.

7. Chair's Business [BG15/05]

7.1 The Chair reported that he has attended a recent Open Day at the University and found it to be a fantastic event with the whole University working together to deliver an excellent experience to prospective students.

7.2 The feedback from attendees at the Special Meeting on the 12th September was overwhelmingly positive about the process of the day and the way it worked. Three key areas had been identified as priorities for the Board in the coming period: staff, student personal development and career opportunities, and communication with stakeholders. The first priority, staff, fell within the remit of the Personnel Committee and the work would be led by the University Executive. The remaining two priorities would be led on by the Vice Chancellor and his team and the Board would receive further reports on these through the Vice Chancellor's report and specific agenda items. The Chair of Personnel Committee confirmed that she had met with the Acting Director of Human Resources and the Acting Clerk to discuss how the agenda for the Personnel Committee could be broader.

8. Vice Chancellor's Report [BG15/05a]

8.1 The Vice Chancellor welcomed the re-introduction of the Vice Chancellor's report. The report would be used to update the Board on changes in the higher education environment and other issues which impacted on the University as well as to report on a wide range of University specific matters. The discussion of the report should be considered as confidential.

8.2 The University has welcomed a new research team to the organisation which will work on bi-polar disorder. Dr Lisa Jones who leads the team has been appointed the University's first Professor of Psychological Medicine.

8.3 Professor Greer has recently delivered a paper on the lack of a gender pay gap at the University. Nationally in universities women are paid 11% less than men and the University is one of few to have 50% female representation in the senior management team.

- 8.4 This year there are just over 450 new students who are entering with ABB+ of equivalent. The number of good degrees achieved by students has improved and 156 students will be receiving academic scholarships for achieving 5 A's or better in either the first or second year; this has doubled since the scheme was introduced five years ago. However it was noted that some of the ABB+ students were entering University from a BTEC background and may need additional support with the transition to a more academic mode of study.
- 8.5 A recommendation from the Vice Chancellor's Advisory Group to Audit Committee to remove the specific risk in the Institutional Risk Register relating to Community Engagement has been approved. VCAG were of the opinion that the University's position within its community had been transformed since the risk was included in the register. A recent University Community Forum had reported no complaints or issues.
- 8.6 An Economic Survey of the impact of the University on the local economy is due for publication. It identifies that the University is responsible for the creation of 6918 jobs in the region and bring £230m into the local economy a year.
- 8.7 The University Centre in Herefordshire run in partnership with Hereford and Ludlow College will be launched at the end of October.
- 8.8 It was noted that the government continued to influence the number of places available for nursing, midwifery and teaching students. The University has rolled its FD in Health and Social Care out to a number of partners and is encouraging applicants who are unsuccessful in gaining a place on a nursing course to take this route. In teaching work is ongoing in developing contact with non-state providers and making representations to end the regulation of teaching places.
- 8.9 In terms of internationalising the campus members queried what measures the University could take to encourage international students to integrate with UK students. It was noted that this was a problem at many universities. At Worcester there was a moderate problem with the cluster of Chinese students in the Business School and a buddy system has been introduced to try and assist this as well as involving the students in activities in the local community.
- 8.10 A question was raised regarding the quality of data management information and its accessibility for analysing data such as applicant data. It was noted that an improved Management Information System was a key priority for the University going forward and a number of members of VCAG were being tasked to take this forward.

15/09 Report of Audit Committee [BG15/07]

- 9.1 The Chair of the Committee presented the report to the Board. Members noted that a new firm of internal auditors, Ernst and Young, had been appointed.
- 9.2 The Committee recognised the need for a refreshed approach to risk management and this would be a challenge for the new University Secretary, once they were appointed.
- 9.3 The Committee had been advised of the financial situation in the Students' Union (see agenda item 6.4). It was noted that the Committee had previously been advised that the recommendations in a recent internal audit report relating to finance management had been addressed and where therefore particularly concerned to discover this was not the case. The Committee understood that the University were supporting the Students' Union in resolving the matter.
- 9.4 The Committee welcomed the new approach to the Operating and Financial Review and reported that it had received an update on progress being made in Incident Management and Business Continuity Planning.
- 9.5 The Board received the report.

15/10 Report of Finance & Development Committee [BG15/08]

- 10.1 The Chair of the Committee reported that the Committee had considered a forecast outturn for 2014/15 and noted that the annual accounts showed a surplus of £3.9m against a budgeted surplus of £3.3m.

10.2 The Committee had received a report on the first year of operation of the UW Worcester Wolves Ltd. It was noted that the Company was starting to attract sponsorship for the team and that the Company Board was looking at developing measures against which the club's contribution to the University could be measured.

10.3 The Board received the report.

15/11 Report from the Students' Union Sabbatical Officers [BG15/09]

11.1 The President of the Students' Union reported that Freshers Week had been successful. The Students' Union activities had focussed more on well-being than socialising and the Sports and Activities Fair had been very successful.

11.2 The Students' Union had made changes to its constitution which had led to a reduced number of seats on the Student Council. It is hoped that the smaller Council, whilst maintaining representative for all students, will be able to achieve more focussed discussion at meetings.

11.3 The Board noted the objectives of each of the three sabbatical officers which were recorded in the report.

15/12 HEFCE Assurance Review [BG15/11]

12.1 The Clerk Elect advised the Board that a HEFCE Assurance Review would be taking place on the 10th November; this was part of a five year cycle. The Chair of the Board, Chair of Audit Committee, Vice Chancellor, Director of Finance and the internal auditors would all be required to meet with the assessors on the day.

15/13 Terms of Reference – Remunerations Committee [BG15/12]

13.1 Members were reminded that they had approved the formation of two sub-committees of Remunerations Committee at the Board meeting on the 6th July. The paper developed the terms of reference for each of the sub-committees further.

13.2 The Board approved the terms of reference.

15/14 Date of Next Meeting

14.1 Monday 23rd November 2015

..... (Chair)

..... (Date)