

MINUTES OF THE PROCEEDINGS OF THE
COUNCIL OF THE IMPERIAL COLLEGE OF SCIENCE, TECHNOLOGY AND MEDICINE

The Council met in The Stadium, Scale Space at 9:30 a.m. on Friday 11 February 2022, when there were present:

Mr J. Allan (Chair), Professor Sir L. Borysiewicz, Professor N. Brandon, Ms. G. Brankin, Mr T. Courtauld, Professor R. Craster, Mr J. Cullen, Professor A. Gast (President) (remote and until minute 16), Dr L. James, Mr R. Kalifa, Mr D. Khanna, Mr R. Lewis, Dr M. Meaney, Professor J. Mestel, Sir Jonathan Michael, Ms S. Murray, Dr M. Safa, Professor J. Sanders, Mr S. Saxena, Professor F. Veloso, Professor I. Walmsley, Professor J. Weber, and Mr C. Williams.

In attendance

Mr R. Feasey (Assistant Clerk to Council), Dr T. Lawrence (item 2), Ms Z. Paxton, Ms A. Wolthuizen.

WELCOME AND APOLOGIES

1. The Chair welcomed members to the meeting. Apologies had been received from Mr Muir Sanderson.

MINUTES AND MATTERS ARISING

2. Council received the Minutes from the meeting held on 26 November 2021.

Resolved:

That the Minutes of the meeting of the Council, held on 26 November 2021, be approved.

3. There were no matters arising to note.

MATTER FOR DECISION

OfS Annual Financial Return (Paper 2.1)

4. The Chair welcomed the Director of Finance, Dr Tony Lawrence to the meeting. Dr Lawrence introduced the Annual Financial Return (AFR), required by the Office for Students (OfS). It was noted that, although unlikely, the figures and commentary presented might require non-material amendments, for example in response to queries from OfS.
5. It was further noted that the forecast included prudent figures for inflation related to staff and non-staff costs and was clear on the scale of adjustment related to pensions. There was a placeholder for an additional £100 million of debt and it was confirmed that including this amount in the forecast did not commit the College to any borrowing but could assist future discussions with the OfS if it was decided in future that the College wanted to take on additional debt and that the Finance Committee had agreed there was no downside to including this placeholder in the return.

Resolved:

That the AFR submission to the OfS be approved, subject to non-material amendments to be approved by the CFO and Chair.

CHAIR, PRESIDENT AND PROVOST REPORTS

Chair's Report

6. The Chair noted that there had been no new Chair's actions since the previous meeting other than actions taken in relation to the disclosure of the 2020 Report and related issues, which were discussed under the same heading, below.

President's Report (Paper 3.2)

7. The President, Professor Alice Gast, presented her report. Professor Gast congratulated Professor Nigel Brandon on his election as International Member to the US National Academy of Engineering for his work on fuel cells and summarised

the following key items.

8. The College remained involved in discussions related to the research investment agenda, including Horizon Europe. The value of association with the European Research Council continued to be demonstrated, for example, by the recent award of ERC Starting Grants to three Imperial researchers.
9. Formal approval from the Department of Health and Social Care was expected in the coming weeks for the proposed regional partnership to establish a new medical School in Cumbria.
10. Fundraising highlights included a £3.9m gift in support of the School of Public Health Centre for the Epidemiology of Diseases, and two £25m+ gifts to College, which were currently under negotiation with individual donors.

Provost's Report (Paper 3.3)

11. The Provost, Professor Ian Walmsley, presented his report. Following the Government's return to Plan A on 27 January 2022, advice obtained from the College's scientific advisers, as well as a review of detailed guidance from the Department for Education, the College was implementing a stepped increase of in-person teaching and withdrawal of restrictions and universal testing provision. The College continued to monitor the safety of its campuses and encouraged everyone to get fully vaccinated.
12. UCU's initiation of Action Short of Strike (ASOS) was discussed. It was clarified that the Provost's Board had agreed in January to continue with the College position of not withholding pay for ASOS actions while reserving its right to commence pay deductions after monitoring the impact of the industrial action or in the event of extension of actions included in the scope of the ASOS.

ANNUAL REPORTS FOR DISCUSSION

Remuneration Committee Annual Report (Paper 4.1)

13. The Chair of the Remuneration Committee, Mr John Allan, presented the annual report. This was noted.

ICU Annual Report and Accounts (Paper 4.2)

14. The President of Imperial College Union, Dr Lloyd James, delivered his report. Despite a turbulent year the Union had emerged in good financial health. A broader transformation of the Union's organisation was described in the report: this included a new sustainable financial model, which would be key in enabling the Union to deliver its mission, to make a positive impact on the experiences and outcomes of all Imperial College students from all backgrounds. The Chair thanked Dr James for his report.

STARRED ITEMS FOR NOTING AND FORMAL APPROVAL

15. Council received the starred items and noted the Finance Committee Report (Paper 5.1), the Property Committee Report (Paper 5.2), the Report from Senate (Paper 5.3), Staff Matters (Paper 5.4) and the Major Projects Report (Paper 5.5).

UPDATE FROM THE SUBCOMMITTEE REGARDING DISCLOSURE OF 2020 REPORT AND RELATED ISSUES

16. The Chair reported the actions of the sub-committee since the last Council meeting held on 6 February 2022 and then opened a discussion about the recent disclosure of the redacted 2020 report into accusations of bullying. There had been a significant response from around the College indicating that the matter remained highly emotive for staff and students.
17. In discussion, the Council considered the membership of the Subcommittee, and it was agreed that at this stage it would be beneficial to appoint a senior academic to it.

ACTION: The Provost and the Chair to consider the membership of the subcommittee.

18. It was noted that although significant work had been done in recent years by Faculties to address cultural issues, there remained concerns amongst the College community that bullying remained a problem. There were also concerns around the College's Disciplinary processes. It was suggested that the staff of the College felt these should be reviewed and made more transparent. It was agreed that there was an opportunity to learn lessons and to add to the College's mission to be a world

leader in research, education and translation an aspiration to be a leader in organisational culture.

19. The Council agreed that it was imperative that there was a quick response to the concerns raised by the College community. Prompt and sensitive communication was vital.

ACTION: The Chair to share a proposed communication approach with the whole Council.

ANY OTHER BUSINESS

20. There was none.

The meeting closed at 10.24 a.m.

POST MEETING NOTE:

Subsequent discussions held during the Away Day with senior leadership in relation to feedback received by them from staff and students indicated the need to reconvene the Council for a further meeting on this matter once the Away Day had concluded.