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## **Court**

### **Minute of Meeting held on Wednesday 14 February 2018 at the Kelvin Conference Centre, Garscube**

**Present:**

Mr Aamer Anwar Rector (to item 31 inclusive, left at break), Mr Dave Anderson Employee Representative, 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 (to item 31 inclusive, left at break), 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, Ms Elspeth Orcharton Co-opted Member, Ms Elizabeth Passey Co-opted Member (Convener of Court), Ms Kate Powell SRC President, Mr Gavin Stewart Co-opted Member (to item 31.1 inclusive), Dr Ken Sutherland Co-opted Member, Ms Lesley Sutherland General Council Assessor, Dr Bethan Wood Senate Assessor

**In attendance:**

Dr David Duncan (Chief Operating Officer [COO] & University Secretary), Mr Robert Fraser (Director of Finance), Professor Neal Juster (Senior Vice-Principal), Ms Deborah Maddern (Administrative Officer)

**Apologies:**

**Members:** Cllr Susan Aitken Glasgow City Council Assessor, Mr Elliot Napier SRC Assessor

#### **CRT/2017/25 Announcements**

Court was welcomed to Garscube.

Dr Ken Sutherland was welcomed to his first meeting.

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

#### **CRT/2017/26. Minutes of the meetings held on Wednesday 13 December 2017**

The minutes were approved subject to two changes.

#### **CRT/2017/27. Matters Arising**

With regard to matters raised by the Rector at the last meeting, relating to his receipt of complaints from some students that the University was failing to take action about harassment, Court heard that the Principal and the COO & University Secretary has spoken to the Rector, asking him to encourage anyone who wished to come forward to do so. The COO & University Secretary had also written to

the Rector in similar terms, and had referred to the possibility of confidential counselling being arranged if individuals were unwilling to approach University authorities. The Rector commented that students wished to remain anonymous and did not feel confident about any approach; the Rector had however advised them about the reassurances made by the Principal and COO & University Secretary, and had assured them that the University would not tolerate harassment. The Rector added that some students had academic work to complete and might have the confidence to come forward later, but the issue was jeopardising their studies, for some individuals. Others had finished their course and he was waiting to hear from them. The Principal advised that a confidential intermediary could be offered by the University to take any evidence. The University could not investigate anything that was not on record, but would pursue matters under robust processes if there were formal complaints.

### **CRT/2017/28. Students' Representative Council Annual Report**

Kate Powell, SRC President, briefed Court on the 2016/17 SRC annual report, and on initiatives, activities and priorities in the current academic year.

Particular highlights of the past year had been: the Student Teaching Awards, which had seen a 45% increase in nominations since last year, and continued to inform good practice; the ongoing work of Class Representatives, with over 1,000 representatives in post, 75% feeling that action had been taken as a result of their feedback, and further development of the role by the SRC; the achievements of Volunteering clubs and societies, which facilitated opportunities for students to be active citizens, participate fully in campus life, and encourage reflection and engagement in developing graduate attributes; sexual violence prevention training, working in partnership with Rape Crisis Glasgow and the University to develop student and staff knowledge and confidence to intervene in situations; engagement with, and facilities and policies for, students who are parents; engagement with political issues such as Brexit and the increasing international student profile; and work in the Mental Health sphere, including development of the Action Plan and the Mind Your Mate initiative. With respect to the latter area, Ms Powell noted that demand for counselling remained very high, with sessions full and support needed to make the action plan sustainable.

Ongoing SRC activity in the current year included the areas of Volunteering, Mental Health, Student Integration, PG representation, Brexit/political uncertainty and the campus development. With regard to student integration, there would be further analysis of the international student cohort in particular, to establish preferences in respect of integration activities. The SRC would also be gathering more refined information about the way in which PGs would like to be represented, given that their experience and needs were different from those of UGs. It was noted that with regard to the campus development, the SRC was well engaged and represented, but that this was resource-intensive for the SRC members involved.

In discussion, it was suggested that student entrepreneurship models from European universities might be useful for the SRC. Court heard that the University has provided good support to the SRC with respect to facilitating engagement with the Learning & Teaching Hub project and that this might be used as a model for other projects, where support from the University would be welcome for focus group and survey work. The newly created Student Experience Committee was seen as a positive step. It was acknowledged that current students might not see the benefits of the campus development, given the timescales, and that it was therefore important to work with them to aid understanding of the long-term advantages of the various capital projects.

Ms Powell was thanked for the briefing.

## **CRT/2017/29. Report from the Principal**

### *CRT 2017/29.1 Higher Education Developments*

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

Following the December meeting, Court members had been contacted with a summary of the budget for SFC HE resource and capital. The revenue budget for next year represented a 1.1% cash increase. The capital budget had been reduced, but the budget was likely to be sufficient to meet all current SFC commitments. The SFC would provide indicative funding decisions to the sector later in February for the major core teaching and research grants, based on the draft budget. The final funding allocations would be decided in May once the Scottish Parliament had approved the final budget.

Court would be kept updated. In the meantime, Court was advised that the University had taken steps to try to protect strategic funding for museums and arts galleries, since the University received a significant share of this for the Hunterian. The funding had been protected until 2017-18 but was due for review from 2018-19 onwards.

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

There would be a review of HE funding in England, coordinated within government and to include a review of tuition fee levels. The outcome of any review could impact on Scotland and on some Scottish HEIs in particular, as a result of any changes in the fee regime for Rest-of-UK Undergraduate students, or to the regulatory regimes such as the Teaching Excellence Framework (TEF) and the Office for Students (OfS).

#### *Brexit Negotiations and Universities*

In December, the UK and EU had reached an agreement on Phase 1 of the negotiations. There had been statements in the agreement on securing the rights of EU citizens living in the UK before March 2019, and continued UK participation in existing EU programmes until their end in 2020. On 1 February, the Scottish Government had announced continuation of funding for EU citizens as Home students for academic year 2019-20, providing clarity to Universities in Scotland as they recruited EU students through the next admissions cycle beginning in summer 2018. The longer-term position was uncertain and could affect recruitment.

The second phase of UK-EU negotiations would include focus on the future EU-UK relationship. Universities UK continued to argue strongly that the UK should have access to, and participate actively in, a Framework Programme 9 and should continue to participate in Erasmus+ and successor programmes.

### *CRT 2017/29.2 USS and pensions update*

The Principal had declared an interest as a member of the USS Board.

At a meeting in January, the Joint Negotiating Committee (JNC) of USS had failed to reach unanimous agreement on the issue of benefit reform, with UCU and UUK presenting very different proposals. The JNC had reached a decision in favour of the employers' (UUK) proposal, based on the casting vote of the independent chair. This now represented the formal proposal of the JNC and the basis on which the USS Board would determine its valuation, which had to be submitted to the Pensions Regulator by the end of June 2018. There would now be a formal consultation on the proposed benefit changes.

The decision by the JNC has triggered an industrial dispute between the employers (mainly pre-92 Universities) and UCU. The University Secretary's report contained further details.

*CRT 2017/29.3 Outcome Agreement*

For the past 5 years, Court had received 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.

Last year, 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 document would come to Court in April.

*CRT 2017/29.4 . Update on Vice-Principal and staff appointments:*

*Clerk of Senate/Vice-Principal Appointment*

Professor John Briggs would demit office as Clerk of Senate and Vice Principal on 31 July. Court was pleased to learn that Professor Jill Morrison, currently Professor of General Practice and Primary Care and Dean of Learning and Teaching, College of MVLS, would take up the role from 1 August 2018 for a period of 4 years, and would be appointed concurrently as Vice-Principal.

*Re-appointment of Vice-Principal (Academic and Educational Innovation)*

Professor Frank Coton's tenure as Vice Principal Academic and Educational Innovation had been extended to 1 January 2022.

*Director of Development and Alumni Office*

Frances Shepherd had been appointed the new Director of Development and Alumni Office (DAO) in December 2017.

*Chief Transformation Officer*

An appointment would be made shortly, with Court members being kept informed. With regard to governance of the Transformation Project, Court heard that the Project Board received reports from the HR, Estates and Finance areas and there would be further discussion to optimise provision of information and sightlines. The Audit and Risk Committee would also be involved.

*CRT 2017/29.5 Student Visa Pilot*

The University was one of 23 universities chosen by the Home Office to take part in an extended pilot scheme for streamlining the process for international Masters students wanting to study in the UK. In Scotland, the pilot had only been extended to Glasgow and Edinburgh Universities at present. The pilot, which covered Masters courses of 13 months or less, would make the process easier for those students. It also provided greater support for students who wished to switch to a work visa and take up a graduate role, by allowing them to remain in the UK for 6 months after they had finished the course. Court heard that this was an important step in maintaining the UK's competitiveness in attracting such students.

In discussion, it was agreed that the University would review its communications policy with employers to ensure that the latter were fully briefed on the current visa position.

*CRT 2017/29.6 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/2017/30. Report from the University Secretary**

#### *CRT/2017/30.1 Industrial Action Working Group/USS*

Since the last meeting, Court had received updates on possible industrial action arising from the ongoing USS triennial valuation and the potential for the scheme to be changed.

The local ballot of UCU members over the proposed changes to USS had shown strong support for both strike action and action short of a strike on a 57% turnout (about 25% of academic and related staff being members of UCU). The UCU had announced strike action on 22-23 February, 26-28 February, 5-8 March and 12-16 March. The action short of a strike would essentially involve a 'work to contract'. The Industrial Action Working Group had been meeting and was in regular communication with Colleges and Schools; regular updates had also been issued to staff and students. The main aim of the group was to minimise disruption for students.

The University had set out a clear position on USS. The University would like to keep the best possible terms for staff provided that: these were affordable for employers and staff; the terms were acceptable to the Pensions Regulator; and the settlement was enduring and did not lead to a further round of changes at the time of the next valuation. The University would continue to call for further discussion at national level to try to find an acceptable way forward.

The Rector welcomed the approach but commented that students would like assurances about action arising from lecture cancellations, and that some had concerns about dissertations. The University Secretary advised that staff were being encouraged to communicate in advance with students to minimise disruption.

#### *CRT/2017/30.1.2 Student Experience Committee*

At the last meeting, Court had approved the establishment of the Student Experience Committee. At its 1 February meeting, the Council of Senate had also agreed the formation of the Committee. The Committee would meet for the first time in March, with Court receiving a report in April.

#### *CRT/2017/30.1.3 Media Update*

Court noted a digest of recent media coverage and summary details of social media interaction with the University. Court agreed that such details be provided from time to time during the year, to include a balanced summary of coverage.

#### *CRT/2017/30.1.4 Scottish Code of Good HE Governance – external review*

At the last meeting, Court had been updated on areas for actions arising from the new Code. One of these was the expectation that there would be an externally facilitated evaluation of Court's/Committees' effectiveness, including size and composition of membership, at least every five years. Court heard that a review would be arranged for the summer. Proposed areas for inclusion were discussed, Court agreeing that some additional areas might be included ahead of the review remit being finalised. These additional areas covered: the inclusion of a reference to 'experience' as well as to 'expertise'; coverage of Court's fitness for the future, through dynamic development; ensuring diversity was in the foreground; clarifying in what ways Court might add value; inclusion of the relationship between Senate/Court/management, staff/Court/management and students/Court/management; specific reference to the Transformation Programme and Campus

Development; Court's involvement with developing strategy; and opportunities for Court discussion beyond meetings and lunchtime briefings. More generally, consideration might be given to having such reviews more frequently e.g. every four years, although it was noted that Court provided regular feedback as part of the meeting cycle, giving the opportunity to pick up issues on an ongoing basis.

*CRT/2017/30.1.5 Organisational Change – UoG Sport*

At the December meeting, members of Court had been informed that the Joint Committee of Consultation & Negotiation had met in November and reached an agreement on the way forward with regard to the restructuring of UoG Sport. The University and unions had agreed to work together to limit as far as possible the number of redundancies arising from the restructuring. Efforts were also being made to ensure that remaining members of staff did not suffer detriment in terms of lost income as a result of the restructuring. Meetings with individual members of staff were currently under way to provide further reassurance about their roles and about the future of the Garscube sports facilities.

The Rector advised that he was aware of meetings taking place with staff but that documents he had received gave him cause for concern about the information provided by local management to senior management. He also advised that staff were leaving, with consequential impact on the student experience, and that an MSP had recently made a statement regarding a perceived managed decline of the Garscube sports facilities. The University Secretary advised that there was a change in opening hours, which management considered was to the right level; it was unhelpful to repeat misinformation that the University intended to close the Garscube sports facilities.

*CRT/2017/30.1.6 Organisational Change Governance Group*

Court noted the Group's annual report. There was a vacancy for a lay member on the Group. A replacement would be made, with Court being kept advised.

In discussion, Margaret Anne McParland commented that the operation of the group had left staff affected by organisational change feeling as if they could not present their views, and that the management case she had seen for UoG Sport made omissions and had reportedly not been seen by the staff affected. The Rector commented that staff had expressed concerns that the figures/statistics presented by UoG Sport management with regard to Garscube were erroneous and also selective in that they did not include all users or all the times of day that facilities were used.

Court heard from members of the OCGG that it would be helpful if the role and purpose of the group could be looked at; in the present case the group had had concerns about what management were seeking and about what questions to ask, and had not had complete information. With regard to comments about use of the Garscube facilities, the University Secretary responded that given the pattern of usage across the two campuses, it made good sense to reduce opening hours at Garscube and extend the hours at the Stevenson Building. The University Secretary agreed that the role and purpose of the group would be reviewed.

*CRT/2017/30.1.7 Graduate Teaching Assistants and Demonstrators*

At the December meeting of Court, a concern had been raised about the timely payment of GTAs and Demonstrators. There had been delays in issuing a number of employment contracts and establishing the current year's cohort on to the HR payroll systems. Remedial action had been taken to minimise any financial impact on the individuals concerned and a working group had been created to review the process.

As the review had progressed, it had become clear that the issue went beyond the administration of the contracts. The review would therefore consider how work was planned, allocated and recorded to ensure that Schools were rewarding the work done, including appropriate time for preparation and marking, in a consistent and transparent manner. It would also look at matters relating to

communication and training.

A comment was made that attention should be paid to any differences of approach to GTA employment that indicated a gender pay gap, with HR keeping this matter under review, and that there should be communication to the University community that the problems with GTA contracts were being addressed and changes would be put in place. Comments were also made that delays in payment should not be conflated with other matters, and that the GTA appointment process in general should be as streamlined as possible. The Rector expressed a concern that there had been delays of months in some staff getting paid; the University Secretary responded that emergency payments had been made to prevent this happening.

Court heard that the HR Committee had received assurances that steps were being taken to ensure the situation did not happen again, and had been satisfied with these but would be maintaining a watch on the matter.

*CRT/2017/30.1.8 Annual Court Self-Assessment and Convener appraisal*

A questionnaire for Court self-assessment/feedback on performance would be circulated; this would be arranged so as to take account of the externally facilitated review and thereby avoid duplication.

The Convener left the meeting for the next item, under which it was agreed that Ronnie Mercer would undertake the appraisal of the Convener's performance.

*CRT/2017/30.1.9 Court members – information for HESA*

The Higher Education Statistics Agency HESA collected, processed and published data about HE in the UK, as a source of national statistics and public information. There was a new 2017/18 requirement by HESA to capture information about governors of Universities. The University's HR service would contact Court members for this purpose, and would retain the data confidentially. Data provided to HESA would be anonymised.

*CRT/2017/30.1.10 Employee Representatives on Court*

Dave Anderson and Margaret Anne McParland left the meeting for this item.

At the last meeting it had been agreed that Dave Anderson's term on Court would be extended in the context of a Court/Senate working group considering the future composition of Court to comply with the Higher Education Governance (Scotland) 2016 Act. The group was looking in particular at the various staff memberships of Court, including members from Senate, the trade unions and the wider staff body.

To provide further flexibility, ahead of compliance with the 2016 Act via a revised Ordinance on the composition of Court, Court approved extension of terms for Dave Anderson and Margaret Anne McParland's to the end of 2018.

*CRT/2017/30.1.11 Contracts monitoring*

There had been recent media coverage about the Carillion construction group's liquidation. The University did not have building contracts with the group. Large value estates contracts were kept under review. The potential impact of the liquidation on sub-contractors was also being monitored.

*CRT/2017/30.1.12 Mental Health Working Group*

The Mental Health Working Group had met for the first time on 23 January. The group included a wide range of professional support staff, academics and student representatives from across the

University. The group had received reports from key individuals and agreed a number of actions covering both staff and students. These focused on specialist provision; training of non-professionals across the institution; and general awareness raising. The training programme would continue to make use of a range of interventions which had proved effective at Glasgow and at other universities.

*CRT/2017/30.13 Equality and Diversity Strategy Committee*

At the last meeting, Court had asked for a report from the Committee to be provided, to aid visibility for members. The report would be brought to Court in April.

*CRT/2017/30.14 Heads of School appointments*

*College of Science & Engineering: Head of School of Computing Science*

Professor Chris Johnson had been reappointed as Head of the School of Computing Science for 2 years from 1 August 2018.

*College of Social Sciences: Head of School of Physics & Astronomy*

Professor Martin Hendry had been reappointed as Head of the School of Physics & Astronomy for 2 years from 1 August 2018.

*CRT/2017/30.13 General Data Protection Regulation*

Court would receive a briefing on the GDPR at its April meeting. The GDPR, which would come into effect in May 2018, required revised data protection arrangements to be in place, with Court having overall responsibility for compliance.

**CRT/2017/31. Report from the Rector**

There having been no written report circulated in advance of the meeting by the Rector, the Convener asked the Rector to summarise the main themes of his oral report at the beginning of his presentation. The Rector advised that he wished to cover 1. The block grant from the University to the student unions; and 2. Sexual harassment.

*1. Grants to Student Unions*

The Student Finance Sub Committee would shortly be deciding on the allocations for the coming year. The Rector had met with the unions and believed there was a lack of understanding by the University that while the overall grant for 2017-18 might be at the same level, there had been a cut in real terms. The GUU had already had its grant cut between 2016 and 2017, with the QMU's and GUSA's frozen from 2015. Additional support was needed to allow the union boards to enhance the student experience and address the needs of students. The Rector had concerns about levels of spend per student head on unions at Glasgow as compared to other Universities: based on the block grant of £1.2M, Glasgow was currently spending £46 per head compared to Edinburgh (£83, up from £77) and UCL (£100). The unions had tried to manage their budgets, but felt they had little direction from the Student Finance Sub Committee. The Rector believed they were frustrated with the allocation process which they felt was an intimidating experience and pre-decided 'checkbox' exercise, and did not think that the University understood the function of the unions. There were some commercial operations at the unions, but the opportunities for commercial activity were limited, and unions were mindful of being socially responsible by not focusing on alcohol and cigarette sales. Student footfall at the QMU was affected by ongoing demolition work close by; the Rector felt that a recent cancellation of an event because of this showed that there could be an impact in the future. This left no room for manoeuvre; any further cuts would be extremely difficult to manage. The Rector felt that there was a potential threat to viability and some concerns that amalgamation or non-viability were being forced

upon unions. The SRC had received additional funding, which the Rector had discussed with the SRC President. He understood that the SRC could not be expected to refuse such additional funding.

The Rector commented that other HEIs operated differently. There were no outrageous demands being made by the unions at Glasgow; they simply wished to survive and to be given time to present their cases. There were costs such as the Living Wage to be covered by unions. Investment was needed since there was no point in having a Learning and Teaching Hub if the student experience was reduced by the inability of unions to provide for students. The Rector urged Court to look at increasing the grants to unions.

In discussion, Court heard that Glasgow was unusual in having several unions including a statutory representative body (the SRC), whereas other institutions typically had a single body that provided both representative and social functions. The reasons for the Glasgow arrangements were partly historical, there having been separate men's and women's unions when they had originally been set up. There was no drive to merge the unions – indeed the number of unions was a good selling point and the unions had different missions – although there were possible collaborative opportunities, for example with regard to joint arrangements for managing finances.

Court also heard that the breakdown of allocations had changed slightly recently, as had been referred to by the Rector, with the SRC receiving additional funding and the unions slightly less. There was no wish by the University to direct the unions/SRC, since they managed their own affairs, although five 'common principles' including Clubs and Societies, International students and Employability had been put to all the bodies. Additional funding amounting to £200k had been provisionally earmarked to address these themes in the 2018/19 allocations, subject to approval in the overall University budget round; if this was allocated, it would represent an average increase of 16% from 2017/18 to 2018/19.

Heather Cousins, a member of the Sub Committee, reassured Court that decisions were not made in advance, with cases being looked at on merit and changes to grants made within the overall envelope. The Rector commented that students had advised him their impression was that they did not feel listened to by the Committee; he cited an example of a member of the Sub Committee closing his laptop computer and folding his arms during the meeting.

Court heard that the overall block grant referred to, totalling £1.2M, was the direct grant and did not take account of costs such as maintenance of buildings, which were covered from other University budgets. Care would need to be taken if comparisons were made in any data provided to Court.

The Rector acknowledged points made about comparative data and about the University not wishing to run down what was a unique union set-up, but expressed a concern that the reality could be that decreasing budgets resulted in unions becoming unviable.

Court agreed that a paper should be provided for the April meeting. The paper should contain factual background/framework information about the unions' structure, their respective roles and activities, the budget allocation process, the 'common principles' referred to, and whether budgets had changed in light of increased student numbers; and comparative data that presented like-for-like information about other HEIs' student union financing.

## *2. Sexual Harassment*

The Rector advised that he had received figures on sexual harassment cases at the University, which he felt demonstrated significant under-reporting to University points of contact. He commented that this demonstrated that the system was not working. He was aware that there was similar under-reporting of racial harassment. The Rector noted that anonymous reporting was permitted in some other institutions and that he believed the University had dismissed this as a possibility. He added that students did not have confidence in processes and that the reporting figures were evidence of this.

The University Secretary reminded Court of the briefing members had received ahead of the December meeting, which had referred to the Equality and Diversity unit and positive work being done by the Gender Based Violence Strategy Group. There would be a report to Court from the Equality and Diversity Strategy Committee at the April meeting.

In discussion, Court heard that the University was in fact still considering the possibility of a system of anonymous reporting. Comments were supportive of such reporting if it encouraged individuals to come forward for assistance, but felt that a formal complaint would be needed before an investigation could be conducted. Anonymous reporting might also help to identify areas where there were particular problems. The Rector stated that such reporting in the Scottish Parliament had led to a culture of change and debate and had given people confidence to come forward.

It was suggested the Rector might speak to the E&DU to obtain further information on the work being done by the University.

[There was a short break before the Court Committee items on the agenda.]

The Convener sought brief initial feedback on the three previous reports; this would be an ongoing part of Court meetings and would be in addition to feedback sought after the meetings.

Feedback was given that there appeared to be an issue with internal communication; connected to this, it was suggested that some specific communications should be separate from general communications to staff and/or students, to increase impact and awareness; that there was repeat business coming to Court and a better process was required to close items; and that some discussions were becoming focused on management rather than governance.

It was agreed that senior management would address these issues.

## **CRT/2017/32. Reports of Court Committees**

### *CRT/2017/32.1 Finance Committee*

#### *CRT/2017/32.1.1 Capital Programme*

The Committee had received a report providing an overview of progress on the Campus Development and the governance arrangements for capital projects, together with details of workstream progress and principal risks. Court now received this report, which was noted.

The Committee had received a paper setting out options for acceleration of projects within the Campus Development. It had been agreed that the 5<sup>th</sup> floor of the Research Hub should be delivered as part of the main build, subject to business case approval, since the cash flow impact was limited and to accelerate the matter should lead to overall cost savings. The Committee had also agreed to review the Arts and Engineering projects in 12 months' time, in tandem with the Estates Committee, with a view to making a decision on acceleration of these projects.

#### *CRT/2017/32.1.2 CapEx Projects*

The Committee had approved five Capex applications, with aggregate capital spend of £11.18m, £2m of which would be funded by an external grant for one of the projects. Funding for four of the projects was included within the approved Capital Plan and the fifth project – PGT Learning and Teaching Space at a cost of £2.39m – had not been included. The Committee had requested further information on this project, but had been content to approve. Court noted summary details of the projects.

*CRT/2017/32.1.3 Annual TRAC Return*

The Committee had noted a briefing on the annual TRAC return process. This had included an explanation of significant changes which had come into effect for the calculation of the 2016/17 return. The Committee had retrospectively approved the TRAC return, which had been submitted at the end of January.

*CRT/2017/32.1.4 Endowment Investment Report*

The Committee had noted a report providing a view of investment performance against targets, including reporting on the stewardship of cash funds raised from the bond issue in 2017. Performance would continue to be monitored as the year progressed. Court received and noted the endowment investment report.

*CRT/2017/32.1.5 Financial reports*

The Committee had noted the overview of performance, which incorporated a view on short- and long-term cashflow. The results for Period 4 showed a projected surplus at full year of £25.6m, £7.9m ahead of budget. Court received and noted this overview of performance as at 30 November 2017.

The Finance Committee report was noted.

*CRT/2017/32.2 Estates Committee*

*CRT/2017/32.2.1 Capital Programme Governance Board Report*

The Committee had noted a summary report and key activities during the last two months, relating to the Capital Programme. The Committee had also noted the Green RAG status of all major projects.

*CRT/2017/32.2.2 CapEx Applications*

Court noted Estates Committee's approval of CapEx applications relating to: Western/New Build/College of Arts £2.58m; Gilmorehill/James Watt/JWNC E-Beam £4,153,741; Gilmorehill/Rankine Building/QT Faccio Lab £960,800; Gilmorehill/Various/Pilot Teaching Spaces expenditure up to £1.1m; and Gilmorehill/Various/PGT Learning and Teaching Spaces £2.39m.

*CRT/2017/32.2.3 Capital Programme acceleration*

The chair of the Committee, Ronnie Mercer, advised Court that the Estates Committee had also considered acceleration of projects within the Campus Development, reported earlier under the Finance Committee item. The Committee had agreed in principle with the proposal to accelerate the 5<sup>th</sup> floor Research Hub fit-out, subject to development of the detailed business case.

Court asked that it be sighted as early as possible on details – including resource matters – relating to any accelerations, so that it had the opportunity to consider options available, in the context of cash flow and its overall role in approving the capital plan.

*CRT/2017/32.2.4 Risk Register*

The Committee had noted eight red risks. Court heard that the number of red risks had increased to ten in the period between Estates Committee and Finance Committee; the two new risks related to obtaining Building Warrants and to resource levels to cover the number of concurrent large capital projects.

The Estates Committee report was noted.

*CRT/2017/32.3 Health, Safety and Wellbeing Committee*

The Committee had received: an update on the pilot of central recording of overseas travel and a report from the new EAP Provider; discussed a Safety Representative role and employer duties, a report on a Unite Scotland education sector stress survey, and a report on pedestrian and transport safety on campus. The Committee had covered its usual range of business in reviewing standard reports on Occupational Health activities, Audit updates, Accident reporting and Employee counselling. With respect to staff counselling, the Committee would monitor uptake of the new outsourced counselling service for staff. The Committee had agreed that a more detailed local guidance document detailing best practice for managing the relationship between TU safety representatives and managers should be developed.

In response to a comment, it was agreed that opportunities for staff to receive the annual flu jab would be improved. It was asked that feedback like this be conveyed to management at the point that the concern was raised, rather than after the event, which made it difficult for management to improve the situation in a timely manner.

The Health, Safety and Wellbeing Committee report was noted.

**CRT/2017/33. Communications from Meeting of Council of Senate 1**

The Council of Senate had: received the Library Annual report for 2016-17, and reports from the Student Support and Development Committee, the Research Planning and Strategy Committee and Education Policy & Strategy Committee; received and approved a recommendation from the Finding Committee that Professor Jill Morrison be appointed as Clerk of Senate for 4 years from 1 August 2018, succeeding Professor John Briggs; approved the establishment of a new Student Experience Committee as approved by Court at its meeting on the 13 December 2017; received a report from the Principal on the Scottish Government Draft Budget, on the review of university funding and student finance in England and on USS Pension Reform; received an update on Mental Health support, from the COO and University Secretary; and noted individuals' acceptances of nominations for honorary degrees in 2018.

The communications from Council of Senate were noted.

**CRT/2017/34. Any Other Business**

There was no other business.

**CRT/2017/35. Date of Next Meeting**

The next meeting of Court will be held on Wednesday 11 April 2018 at 1.45pm in the Senate Room.