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Court

Minute of Meeting held on Wednesday 13 December 2017 in the Senate Room

Present:

Cllr Susan Aitken Glasgow City Council Assessor, Mr Aamer Anwar Rector, 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, Professor Nick Hill Senate Assessor, Professor Kirsteen McCue Senate Assessor, Dr Morag Macdonald Simpson General Council Assessor, Mr Murdoch MacLennan Chancellor's 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 Anton Muscatelli Principal, Mr Elliot Napier SRC Assessor (from item 5), 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, Ms Lesley Sutherland General Council Assessor, Dr Bethan Wood Senate Assessor

In attendance:

Ms Christine Barr (Director of HR), 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: Dr Simon Kennedy Senate Assessor

CRT/2017/15. Announcements

Mr David Finlayson was welcomed to his first meeting. Mr Elliot Napier was welcomed to his first meeting on his arrival at 2.45pm following an exam.

Mr Murdoch MacLennan was attending his final meeting as Chancellor's Assessor on Court. Court thanked him for all his contributions to Court business, and to the work of Court committees and working groups he had been on, and wished him well. He would continue to be involved with the University through the Campaign Leadership Board.

There were the following declarations of interest in relation to business to be conducted at the meeting: Mr David Finlayson in relation to the University Secretary's report item on disinvestment in fossil fuels, given his background and ongoing consultancy role in the sector; and Ronnie Mercer, Heather Cousins, Dave Anderson, Margaret Anne McParland and Kate Powell in relation to recommendations by the Nominations Committee about Court and Committee appointments.

CRT/2017/16. Minutes of the meetings held on Wednesday 11 October 2017

The minutes were approved with the exception of the Rector's Report item, the Rector commenting that he had raised issues that he considered had not been done justice in the minute. The Convener noted that all Court members had been given the opportunity to comment on the minute ahead of its publication in the Court papers for the present meeting. The Rector was asked to identify where he wished more detail to be added. He advised that he wished reference to be made to: no female staff being in place at the Garscube sports facilities, if current organisational change proposals were implemented; what he believed would be a significant risk to life around the proposed staff reductions

at Garscube, for example if there was a serious incident with medical issues involved; and the University should remember that if someone were to lose their life, then there would be a Fatal Accident Inquiry with reputational consequences.

Nick Hill recorded his objections to the debate about the minutes being conducted in this way. David Milloy commented that it would be helpful for Court to have the Rector's report written in advance of meetings, for consideration.

Members were thanked for their observations. It was noted that the Rector's report section of the October minutes would be progressed after the present meeting and if necessary would be approved at the next meeting.

CRT/2017/17. Matters Arising

There were no matters arising.

CRT/2017/18. Report from the Principal

This item was taken after the Secretary's Report, the Principal having been unavoidably delayed at the start of the meeting.

CRT 2017/18.1 Higher Education Developments

The Court meeting was taking place the day before the draft Scottish budget 2018-19 was due to be published. Following the meeting, Court members were contacted with a summary as follows:

Budget for SFC HE resource and capital

	2017-18 Budget £m	2018-19 Draft Budget £m
HE resource (SFC)	1013.9	1024.9
HE Capital (SFC) Funding	45.5	41.3
HE Capital (SFC) Financial Transactions	10.0	40.0

The SFC revenue budget for 2018-19 represented a 1.1% cash increase. The capital budget had been reduced, but a budget of £41m was likely to be sufficient to meet all current SFC commitments in 2018-19, including keeping the Capital Maintenance Grant at £15m.

No details had yet emerged about an anticipated review of HE funding in England. The outcome of any review could impact on the University, through any changes in the fee regime for Rest-of-UK Undergraduate students. Universities in England had also received additional information on the development of a 'Knowledge Exchange Framework' which might impact on KE funding in England. There was no indication to date that this would have an impact on Scottish HE.

CRT 2017/18.2 SRC/SMG Correspondence

In mid November, Court members had received a copy of an exchange of letters between the SRC and the SMG, covering a number of concerns expressed by the SRC about the student experience in the context of high recruitment in the current year. The SMG and SRC had since been working closely on how best to invest in the student experience, including meetings having taken place, and continuing, between the SRC and Principal and COO & University Secretary. In response to specific points in the SRC's letter, the SMG had outlined actions being taken, including investment in Counselling and Psychological Services, funding for additional teaching and study space, increased lecture recording and increased staffing levels in areas of growth. Court was reassured that if other

pressure points emerged, then the dialogue would continue. The proposed Student Experience Committee would also contribute to taking matters forward.

In response to a question from the Rector about additional funding for Counselling and Psychological Service, it was noted that £200k had already been earmarked for C&PS ahead of the recent discussions, but that there was a commitment to fund areas beyond this service, if a need emerged. The CAPS budget had increased from £283k in 2011/12, to £513k in 2016/17, to £765k in 2017/18.

CRT 2017/18.3 USS Triennial Valuation 2017

The Principal declared an interest as a member of the USS Board, although the item was simply an update on USS, and it was noted that the Board had no control over future benefits of the scheme, its duties being to current pensioners.

At the last meeting, Court had been reminded that USS was required to carry out its latest valuation as at 31 March 2017 and the outcome of this had to be submitted to the Pensions Regulator by 30 June 2018. At the time of the October meeting, the Trustee had recently concluded a formal consultation with Universities UK (UUK) on the technical provisions assumptions. Since then, the Trustee had published its final considerations on the technical provisions, and shared these with stakeholders.

As Court had been advised, there had been differences between views on the matter of risk, on the part of employers and unions. The Trustee body did not have a position on benefit changes, which were a matter of negotiation between employers and UCU as part of the Joint Negotiating Committee (JNC). However, the Trustee body's valuation process had indicated that, should the benefit structure remain unchanged, there would need to be substantial additional contributions to the scheme. Not all employers were in agreement about making such additional contributions in order to retain a Defined Benefit scheme but UUK would need to make a sector-wide decision in due course.

The JNC had had meetings to consider the employers' (UUK) proposal for a revised benefit structure. UCU had indicated that these changes were not acceptable to them. Court would be updated at its February 2018 meeting.

CRT 2017/18.4 Queen's Anniversary Prize

The University had been awarded a Queen's Anniversary Prize for Higher Education for the University of Glasgow's Historical Thesaurus of English.

CRT 2017/18.5 Russell Group

As the Principal had outlined in the national press, a recent study by the economic research consultancy, London Economics, had reported that the UK's leading research-focused universities were contributing nearly £87 billion per year into the national economy. The study had calculated the impact of the Russell Group's teaching and learning activities, world-renowned research, spending on goods, services and people, and the value as a major exporter through the income generated from overseas students. The total economic impact calculations had been based on a snapshot of a single academic year (2015/16). As Chair of the Group, the Principal had stressed how the study provided strong evidence that research-intensive universities were critical to the future prosperity of the UK.

CRT 2017/18.6 Guild of European Research-Intensive Universities

The University was a founder member of the Guild and had been a signatory on a recent statement relating to Brexit, whereby the members had restated the importance of joint investment in knowledge, human capital and innovation, enabled across borders by European universities. The statement had highlighted the need for continued investment in student mobility; called for investment

in EU framework programmes to sustain and enhance the quality of research in Europe; stressed that free circulation of ideas was best guaranteed by the free and uninterrupted movement of researchers, students and their families; and urged continued long-term support for innovation across borders. The Russell Group had supported the statement.

CRT 2017/18.7 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 2017/18.8 Campus Development

A year on from Court's approval of the Capital Plan and the Learning & Teaching Hub final business case, members were encouraged to visit the campus, and to contact the Court Office if they would like more information or assistance.

CRT/2017/19. Report from the University Secretary

This item was taken ahead of the Principal's report.

CRT/2017/19.1 Student Experience Committee

As the Principal had referred to in his report, Court members had been copied in on a recent exchange of correspondence between the SRC and SMG. The SMG letter had noted a number of actions being taken with regard to the student experience and services at Glasgow.

Earlier in the session, following the Court Strategy Day, reference had been made to a Student Experience Committee being set up, as part of the engagement with the student body. It was proposed to establish this as a joint committee of Court and Senate. From 2018, the Committee would report regularly to Court, with the SRC President involved in the related paper/discussions at Court meetings. The committee would take an holistic approach to non-academic aspects of the student experience and would be co-chaired by the Chief Operating Officer and the SRC President. This would enable Court members to have more visibility on current student matters.

Court noted that there was currently a Student Support and Development Committee, that reported (only) to Senate and served as a forum for the University and the Students' Representative Council to work in partnership. Responding to a question about how the SSDC would sit with the new Committee, the COO & University Secretary advised that the new Committee was a supportive initiative that would improve the level of visibility for, and be a better conduit to, the University Court, for student experience matters; and would augment existing accountability. He would discuss the matter further with the Clerk of Senate ahead of the composition of the new Committee being finalised and envisaged that the Clerk of Senate would take a paper about it to the next meeting of Council of Senate. It was agreed that the remit should be revised to refer to using best efforts to ensure the best experience rather than ensuring it; to refer to oversight, not leadership, of actions; to refer to 'equality' rather than to 'equal opportunities'; and to refer to the committee meeting five times a year so as to report to every Court meeting. The membership of the new Committee should include Senate Assessors.

Court approved the establishment of the Student Experience Committee.

CRT/2017/19.2 Socially Responsible Investment Policy SRIP

Court had agreed in 2015 to implement a first stage of divestment, involving a 25% reduction in fossil fuel holdings over the following 4 years. At the time, Court had also been advised that it would receive a progress report on divestment after 2 years; and, in 2019, would undertake a further financial evaluation of the impact of the divestment policy, before deciding on whether to proceed with a further stage of divestment. At the last meeting, the Investment Advisory Committee had provided a report, prepared by investment managers Schroders. Court had asked for further detail, to include broader perspective, in an updated report.

Gavin Stewart summarised the position to Court, advising that the IAC was on course to meet the levels prescribed by Court for 2019; and that there had been a negative impact on investment returns, within a best-estimate range. The investment managers had noted that there were alternatives to the choice of divestment area and that if Court required further targets, then the managers' current investment strategy would need to change. David Finlayson referred to his earlier declaration of interest, then noted that the sector was in a transitional phase, with energy companies funding significant research to refine methods of extraction. He suggested that the investors might look at these initiatives as part of their ongoing work.

The COO & University Secretary referred to the University's commitment in the area, with the recent establishment of a Sustainability Working Group, which was mentioned later in his report.

Court noted the updated report relating to fossil fuel divestment.

CRT/2017/19.3 Scottish Code of Good HE Governance – action plan

The new Code had been published in October. The Code's main principles and (more detailed) supporting provisions/sections had been examined to check compliance. The main areas for action were noted; these would be taken forward in the coming months. Court members had received a briefing on equality and diversity, which addressed some aspects of the Code's provisions in this area, at the lunchtime session. A reviewer for the external effectiveness review required by the Code had been identified. The review would be taken forward in mid 2018.

Longer term, there were also areas where processes would need to be developed, including those relating to the appointment of the senior lay member and the Principal.

Court would be kept informed of progress.

CRT/2017/19.4 Organisational Change

The University was currently undertaking an organisational restructuring of UoG Sport. Following a period of consultation, three of the campus trade unions (Unison, Unite and the GMB) had invoked the 'failure to agree' procedure over the proposed changes. The Joint Committee of Consultation & Negotiation had duly met on Monday 20 November and Thursday 30 November and had reached an agreement on the way forward. The COO & University Secretary noted that not every individual employed in UoG Sport had been content, but that a way forward had been identified.

The Rector noted that while there had been an agreement at the meeting, the 'failure to agree' still existed; the staff affected remained to be contacted and still had to agree the proposals. The Rector added that there was also an impact on students at Garscube; having spoken to a number of these students, he did not believe that the case had been made to them. He believed the students were unhappy with the impact of the opening time changes, having paid fees in advance; this was aside from not agreeing with the commercial case which referred to low footfall: students wished to use the Garscube facilities. The Rector questioned why financial issues at the Stevenson Building should

affect Garscube. He believed the staff were still against the proposals and there remained health and safety concerns; a health and safety review had not been done for some time and if staffing levels were reduced and an incident occurred, there would be a risk to life, which was unacceptable.

The Convener invited observations from management. The COO & University Secretary advised that discussion was still ongoing with staff; it was correct that not everyone was happy, although there had been a positive reaction from users to the extended opening hours at the Stevenson Building. The health and safety aspects had been reviewed and it was not considered that there was a risk to life. The COO & University Secretary and head of service would be happy to meet further with the Rector.

The SRC President noted that the SRC had discussed the matter and was content with the revised opening hours. Margaret Anne McParland noted that she considered that the case should not have been a Tier 2 matter under the Organisational Change process; she had seen the management case, which she advised the staff affected would challenge, were the opportunity given. Morag Macdonald Simpson commented that the role of the Organisational Change Group could be strengthened to avoid similar situations occurring in the future. It was agreed that an annual report from the Group would be provided for the next meeting.

CRT/2017/19.5 Nominations Committee and Committee memberships business

Ronnie Mercer, Heather Cousins, Dave Anderson, Margaret Anne McParland and Kate Powell left the room at the relevant point in the discussion.

i) Chancellor's Assessor

Court approved a recommendation from the Nominations Committee that Ronnie Mercer become Chancellor's Assessor from 1 January 2018 until the end of his current term on Court (31 October 2019).

ii) Nominations Committee membership

Court approved a recommendation from the Nominations Committee that Ronnie Mercer become a member of the Nominations Committee from 1 January 2018.

iii) New Court Co-opted member

Court approved a recommendation from the Nominations Committee that Dr Ken Sutherland be appointed as a Co-opted member on Court for 4 years from 1 January 2018.

iv) Court Co-opted member – term of office

Heather Cousins would end her first term on Court on 31 March 2018. Court approved a recommendation from the Nominations Committee that she be reappointed to Court for 4 years from 1 April 2018. Ms Cousins would continue to chair the Audit & Risk Committee.

v) Estates Committee membership

Court approved a recommendation from the Nominations Committee that Alan Seabourne be reappointed to the Estates Committee for 4 years from 1 February 2018.

vi) Staff and Student memberships of Court Committees

At the October Court meeting, there had been discussion on the new Scottish Code of Good HE Governance's reference to staff representatives being on Court Committees; and to the Code's

reference to the Remuneration Committee being expected to seek the views of representatives of students, as well as staff. The Nominations Committee had considered this matter. Court now approved recommendations from the Committee that a staff representative be added to: the Remuneration Committee (with Dave Anderson to fill the position); the HR Committee (with Margaret Anne McParland to fill the position); and the Nominations Committee (with Margaret Anne McParland to fill the position); and that the SRC President be added to the membership of the Remuneration Committee.

CRT/2017/19.6 Employee Representative on Court

A Court/Senate working group was currently considering the future composition of Court in light of 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. Given these ongoing discussions, Court approved a recommendation by the Nominations Committee that a temporary extension of Dave Anderson's term on Court be made, to provide some flexibility in 2018, ahead of actions to meet the terms of the 2016 Act.

CRT/2017/19.7 SFC Strategic Dialogue meeting 2018

The SFC undertook a cycle of dialogue meetings with all HEIs. The University's next such meeting would be on 13 February 2018. The dialogue aimed to help the SFC's understanding of the University's mission and progress in meeting Scottish Government priorities, and to assist the University's understanding of the SFC's strategic aims. It also provided an opportunity for institutions to demonstrate their impact and highlight their ambitions.

The schedule for the dialogue meeting on 13 February would include sessions on governance and financial sustainability; the transformative impact of the campus redevelopment; and creating growth in the City through City/University interaction. There would also be a staff engagement session and a student session. Court would be updated at its April meeting.

CRT/2017/19.8 Conflicts of Interest Policy

The existing University Conflicts of Interest Policy had last been reviewed in 2010. Since that date, legislation in the United States had introduced specific requirements relating to financial conflicts of interest relevant to US department of health funding, and the University had also adopted a new Strategic Plan.

The Research Support Office had revised the current Policy in this context. The new draft had been reviewed by the R&E Steering Group and Research Policy & Strategy Committee and comments from other interested groups had been incorporated.

Court members would continue to be contacted annually for their Register of Interests returns.

Court approved the revised policy.

CRT/2017/19.9 Sustainability Working Group

With the approval of the Senior Management Group, a new Sustainability Working Group had been established to oversee and drive forward the University's activities in relation to environmental sustainability. The group was co-chaired by Professor Dan Haydon, Director of the Institute of Biodiversity, Animal Health & Comparative Medicine, and the COO & University Secretary. As an expression of commitment to this area, the University had signed up to the United Nations Sustainable Development Goals. Court noted the remit of the new working group.

CRT/2017/19.10 Sexual Harassment and gender-based violence

Since 2015, the Vice Principal and Head of College of Social Sciences, Professor Anne Anderson, had led the University's Gender-Based Violence Strategy Group, which oversaw the implementation of an action plan to address this issue. In the light of the recent public discourse, existing plans had been reviewed and a number of additional actions identified. These included building on the existing Dignity at Work and Study Policy and expediting the development of a specific policy governing relationships between students and members of staff. The Equality and Diversity Strategy Committee, chaired by the Principal, would continue to receive regular reports on progress.

In discussion about the visibility to Court of work in this area, it was agreed that the Committee would provide a report on its work. The Rector noted that at one of his surgeries he had received complaints from some students that the University was failing to take action about harassment. He had been told that some students had been advised that their academic careers would suffer were they to complain, and that the students were afraid to complain. The Principal advised that he was very disturbed to hear this and urged the Rector to contact the COO & University Secretary to find a way of enabling people who wished to come forward to do so, accompanied by the Rector and/or SRC if they so wished. The Principal added that the University's HR codes of conduct were very clear about harassment matters.

Court noted comments from members that it was important that Court be reassured that the E&D Unit was properly resourced; that many institutions would be dealing with similar issues relating to emerging cases, some historic, and that although the climate had changed for the better in recent years it was very important that communications with staff and students provided reassurance that they would not be discouraged from coming forward and that they would be supported; and that there was also a duty of care to anyone accused. With regard to cases referred to by the Rector, Court heard that the students in question had concerns that reporting to supervisors was problematic because of the power relationship involved. Court noted that HR and the E&D Unit were engaged in awareness-raising on gender-based violence and harassment. Court agreed that it supported the position that anyone who felt they had been harassed should be encouraged to come forward.

CRT/2017/19.11 SRC Assessor on Court

Elliot Napier had been elected as SRC Assessor on Court from 1 November until 31 October 2018.

CRT/2017/19.12 Vice Chairships of Court Committees

Elsbeth Orcharton had been appointed as Vice Chair of the Finance Committee.

Lesley Sutherland had been appointed as Vice Chair of the Nominations Committee.

CRT/2017/19.13 Heads of School appointments

College of Arts - Head of School of Humanities

Professor Lynn Abrams had been reappointed as Head of the School of Humanities for 1 year from 1 August 2018.

College of Social Sciences - Head of School of Interdisciplinary Studies

Professor Carol Hill had been reappointed as Head of the School of Interdisciplinary Studies for 2 years from 1 August 2018.

CRT/2017/20. 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 outcomes of his round-table discussions with students; 2. honorary degrees; and 3. Sport & Recreation.

With regard to the round-table discussions, the Rector had held a series of discussions on campus, including at the QMU and GUU, to ask about any concerns. The main issues that had emerged were: mental health; sexual harassment; (for international students) a lack of integration; and insecurity about accommodation, including rent control matters. With regard to harassment, the Rector noted that he encouraged students to go to University authorities if they had concerns, but PGs he had spoken to felt they did not have protection, with power relationships involved that discouraged reporting. The Rector undertook to discuss individual cases with the Principal and COO & University Secretary.

The Rector had been pleased and proud to attend the recent ceremony at which Rose Gentle had received an honorary degree from the University. The Rector was very supportive of the University recognising distinguished people through the honorary degrees process. The Rector advised, however, that he had issues about the award to Aung San Suu Kyi, given the recent events in Myanmar, and he considered it was hard to think of such initial high hopes being so cruelly betrayed. The Rector would be proposing that the honorary doctorate awarded to Aung San Suu Kyi be revoked and that the University should take responsibility in respect of its awards, since the Rector considered that the doctorate in this case was connected to a person involved in crimes against humanity. The Rector noted that other institutions had revoked awards in the past.

With regard to the Sport & Recreation Service, the Rector was scheduled to meet shortly with the COO & University Secretary. The Rector did not consider that the matter was closed. Staff and students were contacting him direct and he considered there was a student experience issue.

The Rector was advised that there was a process relating to honorary degrees, an area overseen by the Honorary Degrees Committee, which would consider any cases made to it requesting withdrawal of a degree. The SRC offered to take this forward if the Rector contacted the President, since she sat on the Committee. It was observed that the Rector had not yet met with the Students Representative Council, and the Convener suggested that the Rector and SRC President meet to co-ordinate this.

The Rector referred to the death of Michael McGovern, who had worked at the QMU, and suggested the University recognise all his years of service permanently in some way.

The Rector was asked about a survey that he had conducted, connected to his meetings with students. The Rector advised that he would be collating feedback from this survey and would co-ordinate this with the SRC. A comment was noted that it was important to get consensus on the content; the Rector advised that the survey was a tool to assist and guide him in his role. Asked about numbers attending his meetings, the Rector advised that some people had emailed in, some had phoned, and some had met with him individually or in groups; the three group meeting numbers had been around 60, 40 and 20 respectively.

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

CRT/2017/21. Reports of Court Committees

CRT/2017/21.1 Audit & Risk Committee

CRT/2017/21.1.1 Audit & Risk Committee Annual Report to Court 2016/17

Heather Cousins, chair of the Committee, presented the annual report, which included the Committee's assessment of the adequacy of the University's systems of internal control. Particular points of note

were: the composition of the Committee, which had both lay and more recently Senate Assessor representation; the usefulness of the briefings the Committee had received on areas of University activity, in the past session; the positive interaction with the internal auditors and the Committee's requirement for robust management responses to recommendations in audit reports; the annual report from the internal auditors; that some high risk areas for action had been identified in internal audits and had been followed up by management; that the Committee regularly reviewed actions against recommendations, and related statistics, in internal audit reports; and that the Committee had reviewed the 2016/17 financial statements, which were being considered by Court later in the present meeting.

On the basis of the internal audit work undertaken in the course of the year, and of the comments of the external auditors on the University's financial statements, the Audit & Risk Committee believed that the University generally had an adequate framework of internal control.

Court noted the Committee's annual report.

CRT/2017/21.1.2 Other Audit Committee business

At its recent meeting, the Committee had received the University's financial statements for the year ended 31 July 2017. The Committee had noted the increase in tuition fee income and strong investments gains during the year. The Committee had noted the operating surplus after exceptional items and tax, there being a twelfth consecutive operating surplus. The Committee had also noted a summary of the position relating to cash and cash equivalents, and to capital expenditure during the year. The Committee had heard that on the basis of the work performed, the external auditors anticipated issuing unqualified audit opinions on the Group and University's financial statements, and on the University's subsidiary financial statements. The Committee had noted the accounts for subsidiary companies and the University Trust. The Committee had received the USGAAP restated financial statements.

The Committee had received internal audit reports on reviews of: Budgetary control: Campus Redevelopment Spend; SCENE Bank Accounts – follow up; and Data Governance Review: Follow up report. The internal auditors had provided the Committee with an annual report, which had concluded that for 2016/17, governance, risk management and control, and value for money arrangements in relation to business critical areas were generally satisfactory. However, there were some areas of weakness or non-compliance with processes in the framework of governance, risk management and control and value for money arrangements which potentially put the achievement of objectives at risk.

The Committee had agreed that the risk register would be revised, in both form and content. The register would be provided to Court in June 2018 under the previously agreed arrangement for Court to consider the register annually.

The 2017/18 internal audit plan would be finalised following the recent re-appointment of PwC as internal auditors, and would be circulated to Court.

It was noted that the Committee had recently noted an underspend on the capital plan, details of which had been referred to in an internal report. The matter was to be monitored through a regular report to the Estates Committee, which would be adding a table relating to cashflow and the consequences of any changes in spend profile. The Finance Committee would also receive the details.

The report was noted.

CRT/2017/21.2 Finance Committee

CRT/2017/21.2.1 Financial Statements 2016/17

The Director of Finance, Robert Fraser, gave a presentation on the University's financial statements for the year to 31 July 2017, Court having received the statements for that year. Court noted that the past year had seen the first annual turnover in excess of £600M.

There was an Operating surplus for 2016/17 of £38.3m (2016 - £30.8m), gains on disposal of fixed assets (£4.5m), gains on investments (£13.8m) and an actuarial loss (£23.9m) resulting in Total Comprehensive Income for the year of £32.6m (2016 - £31.2m). It was noted that the surplus was not cash that was available to spend. The actuarial loss referred to was mainly due to increased inflation assumptions on the UGPS pension scheme and was arrived at despite an accelerated deficit reduction contribution of £17m.

At the year end, cash and deposits totalled £231.8m, an increase of £37.8m in the year. A further £175.4m had been invested following the bond issue and pending expenditure on campus development. There was capital expenditure of £38m, a decrease of £37.8m compared to 2015/16 and £32.4m below budget. The capital spend was split £29.7m on Land and Buildings, and £8.3m on equipment. The main areas of underspend versus budget related to the campus development including Learning & Teaching Hub (£11.9m), infrastructure (£9.1m), and the Research Hub (£3.9m).

Compared to the previous year, there was some volatility as a result of the impact of FRS102.

Court noted summaries of movements versus original budget set in June 2016; movement of Management Accounts to Statutory Accounts; and year-on-year movements relating to: total comprehensive income with FRS102 impact split out, net assets, reserves, pension liability, endowments and cash/deposits.

The chair of the Committee, Graeme Bissett, advised Court that at its most recent meeting, the Finance Committee had received the summary presented to Court and had been content with the approach and monitoring adopted by the management; there had been no areas of concern. The Committee had recommended that Court approve the Financial Statements. Mr Bissett noted that the Committee's role in looking forward would be increasingly important in the coming year, given the high level of projected capital spend; the cash flow would be monitored carefully, as would the alignment of this with the published capital plan.

In response to a question about the fluctuations in-year and possible lessons for future forecasting, it was noted that there had been a move from an I&E approach to a cash approach in order better to manage the position and eliminate non-cash fluctuations and to mitigate the mismatch between income and cost which FRS102 caused. Court would receive summary details in 2018.

Court approved the University Financial Statements for the year to 31 July 2017. Robert Fraser and his team, and the Finance Committee, were thanked for their work.

CRT/2017/21.2.2 Universities Subsidiaries and Trust Financial Statements as at 31 July 2017

Court approved the financial statements of the subsidiaries and the Trust, which had also been approved where applicable by the respective boards and trustees.

CRT/2017/21.2.3 Capital Projects

Court noted an update on capital projects.

CRT/2017/21.2.4 Capex Applications

The Committee had approved CapEx applications relating to: Garscube/Henry Welcome Building/CryoEM £0.2m; Forensic Toxicology relocation to Glasgow Royal Infirmary £1.1m; and Forensic Pathology relocation to QEUH/ICE £0.12m.

CRT/2017/21.2.5 Endowment Investment Report

Court noted an endowment investment report as at 30 September 2017.

CRT/2017/21.2.6 Financial reports

Court noted an overview of performance as at 31 October 2017.

The report was noted.

CRT/2017/21.3 Estates Committee

Court noted Estates Committee's approval of CapEx applications relating to: Garscube/Henry Welcome Building/CryoEM £0.2m; Forensic Toxicology relocation to Glasgow Royal Infirmary £1.1m; and Forensic Pathology relocation to QEUH/ICE £0.12m.

Court noted from the Committee chair, Ronnie Mercer, that the capital programme was progressing and that the next major project that would come to Court was scheduled to be the Institute of Health & Wellbeing, in 2018. Court would also be receiving details about the management's consideration of potential disposals as part of the capital plan.

In response to a question about the inclusion of IT infrastructure within elements of the capital plan, and the adequacy of provision for this, it was noted that each building had an IT element included in its business case and that forecasts contained provision; this area would be kept under review.

It was noted that the relatively high number of Amber ratings for estates projects was not normal but was not a cause for concern, since many were moving to Green and were also for relatively small projects.

The report was noted.

CRT/2017/21.4 Human Resources Committee

CRT/2017/21.4.1 HR Committee business

Court heard from the Director of HR that the University acknowledged that there had recently been problems with the timely payment of Graduate Teaching Assistants (GTAs). There had been a reduction in casualisation of these positions, with much work done earlier in the session to move GTAs to fixed term contracts. However, with the increase in student numbers, there had been additional GTA appointments needed and some difficulty in paying all those recruited on time, payment processes not having been able to keep up with the volume of appointments. Emergency payments had been made, and the University had apologised to those affected. Longer term arrangements were being put in place and relevant policies reviewed, in discussion with the UCU. Responding to a point about potential additional liabilities for NI and tax having been incurred as a result of staff receiving lump sum back-payments, the Director of HR requested that any such cases should be referred to HR. The Director of HR provided reassurance that the waiting time for payments would not reoccur and that a system of minimum payment levels per transaction might also be put in place.

At its recent meeting, the Committee had received: a presentation from the Vice Principal (Academic & Educational Innovation regarding the IT Strategy for the University; an update on the review of the University recruitment process and strategic recruitment activity; details on the University's arrangements for employee relations and the various formal and informal partnership working with the recognised trade unions; and strategic updates covering areas including the Transformation Programme, the initial outcomes of the Performance & Development Review process, strategic recruitment, the ongoing developments regarding Brexit, developments regarding USS and organisational change matters. The Committee had reviewed the latest set of data analytics and the annual report of JCCN activity, both of which reports had been provided to Court for information.

The report was noted.

CRT/2017/21.4.2 JCCN annual report

The JCCN annual report was noted.

CRT/2017/21.4.3 HR Data Analytics

Data analytics were noted by Court; these included information on staff turnover, recruitment activity, absence rates, EU and international staff numbers, staff age profiles and gender balance and the gender pay gap.

CRT/2017/21.4 Remuneration Committee

June Milligan, the chair of the Committee, summarised the report.

The Committee had met in October, its business having covered SMG remuneration and Professorial reward; the Principal's performance (the Principal having been absent from the meeting for this item); recommendations from the Principal relating to SMG performance; and Voluntary Severance and salary augmentation approvals since the last meeting.

The approach to the annual review of senior management pay had been agreed by Court at its October meeting, after the Committee meeting for reasons of timing, and Court's agreed approach applied to awards that had been made.

Court noted that given the ongoing public concern about the matter of senior management pay in the sector, the Committee's business in the coming year would include broader discussion about total reward and the wider context surrounding management pay. The annual review of senior management pay in 2018 would be informed by a wider range of metrics following this additional work by the Committee. Court would be provided with these details for consideration and for agreement if it was supportive of the approach. Court members were invited to contact the chair with any observations in the meantime.

Amendments to the Committee's remit had been agreed by Court in October, with a staff representative and the SRC President being welcomed to the Committee as part of these changes. Court noted that some further revisions would be made to the remit in light of the recent CUC draft Remuneration Code. A draft remit would be provided to Court for consideration in 2018.

Court noted the report.

CRT/2017/22. Communications from Meeting of Council of Senate 7 December 2017

The Council of Senate had received updates regarding honorary degrees, the Campus Development the REF2021 and USS. The Council of Senate had also approved the job description for the Clerk

of Senate, ahead of recruitment given that the current postholder Professor John Briggs was retiring from the post in the summer of 2018.

The communications were noted.

CRT/2017/23. Any Other Business

Court members were reminded about the confidentiality of Court business and about the code of conduct for Court members.

Court members were thanked for all their work in 2017.

CRT/2017/24. Date of Next Meeting

The next meeting of the Court will be held on Wednesday 14 February 2018 at 1.45pm

Court Context Card - SRC Annual Report 14 February 2018

Speaker	Ms Kate Powell
Speaker role	President SRC
Paper Description	For information
Topic last discussed at Court	February 2017
Topic discussed at Committee	NA
Committee members present	NA
Cost of proposed plan	
Major benefit of proposed plan	
Revenue from proposed plan	
Urgency	For information only
Timing	Immediate
Red-Amber-Green Rating	Green
Paper Type	For information only
Paper Summary	The Students' Representative Council's Annual Report 2016/17. Court will receive a presentation from Kate Powell, SRC President providing a brief overview of the SRC's work over the previous year. Kate Powell will give an update on initiatives, activities and priorities in the current academic year including; academic engagement and representation, student support and retention. volunteering and clubs & societies, SRC/University joint initiatives and current and future challenges.
Topics to be discussed	None highlighted
Action from Court	For information/discussion if desired
Recommendation to Court	None
Relevant Strategic Plan workstream	
Most relevant Primary KPI it will help the university to achieve	
Most relevant Secondary KPI it will help the university to achieve	
Risk register - university level	
Risk register - college level	
Demographics	
% of University	100%
% of college	
Operating stats	
% of	
Campus	All locations
External bodies	Students Representative Council
Conflict areas	
Other universities that have done something similar	
Other universities that will do something similar	
Relevant Legislation	
Equality Impact Assessment	Equality implications are considered for all our activity.
Suggested next steps	
Any other observations	



GLASGOW
UNIVERSITY
STUDENTS
REPRESENTATIVE
COUNCIL



ANNUAL REPORT
2016 / 17

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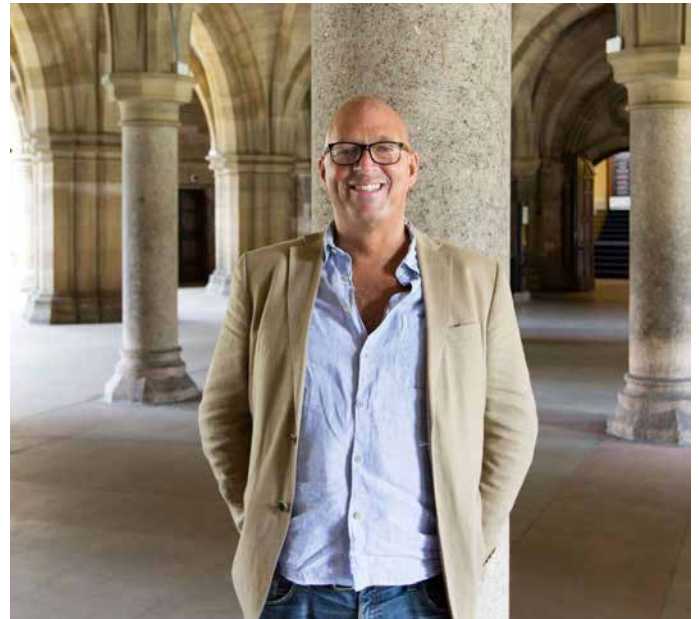
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PART ONE:

WELCOME & INTRODUCTION





FOREWORD

Welcome to the 2016/2017 Annual Report for Glasgow University Students' Representative Council (GUSRC).

During the year we have continued our work as an organisation, and in partnership with the University, to enhance the student experience for students at the University of Glasgow (UofG).

The higher education landscape continues to evolve, with changes to student fee structures, the potential introduction of TEF, Brexit, and other social policy issues; this marks a significant time for students.

In line with our 2015-2020 Strategic Plan, we continue to make significant progress focussed around our organisational values, and in line with our key strategic aims; Representation & Engagement, Support & Wellbeing and Volunteering & Community Engagement.

Through Representation & Engagement, GUSRC has continued to consult with and represent students at the highest levels within the University and beyond. From fee increases, to Brexit, the organisation has continually proven to be a dynamic force and voice.

In accordance with our second strategic aim of Support and Wellbeing, the organisation has worked on a range of new projects and initiatives over the last year. Through pioneering projects such as

Sexual Violence Prevention Training, to the ongoing excellent work of the Advice Centre, we continue to support the student community at UofG in a broad range of ways.

With Volunteering and Community Engagement, 2016/17 marked a significant year for the organisation in its contribution to student life and further work to engage with various stakeholder groups. Our revamped, higher-profile, Volunteering, Clubs and Societies Awards recognised and acknowledged the work of our record number of volunteers and societies.

The University is currently developing one of the largest infrastructure projects in Scotland. With a project of such a size it is difficult to ensure students are effectively engaged in the broader sense. GUSRC this year created a student-led platform in the form of the GUSRC Campus Development Committee to increase consultation and student engagement at a time of substantial change at the institution.

This Report will further elaborate on key areas of our work over the last year. Our thanks to the University, SRC Staff, countless volunteers, and other stakeholders who contribute on an ongoing basis throughout the year to support the work of the organisation. 2016-17 marked a very positive year for us, and we maintain a positive outlook moving forward in continuing to support the interests of students at the University of Glasgow.

Ameer Ibrahim
GUSRC President 2016/17

Bob Hay
Permanent Secretary

SELECT HIGHLIGHTS 2016/17

3500 VOLUNTEERS

The number of students at UofG registered with GUSRC to volunteer in some form tops 3,500 across all arms of the organisation, including the Student Volunteer Support Service, affiliated Clubs & Societies officers, student media contributors and class and postgraduate representatives.

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STUDENT TEACHING AWARDS

GUSRC's initiative to encourage students to recognise the work of UofG staff continues to grow, attracting over 1,800 nominations in 2016/17 - the highest engagement in STA history.

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CLUBS & SOCIETIES

The shift in culture of student life towards socialising through clubs and societies continued, with GUSRC affiliating over three hundred clubs for the second consecutive year, with nearly 15,000 student members. The academic year ended with a high-profile Volunteering, Clubs and Societies event hosted by GUSRC.

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827 REPS TRAINED

GUSRC's class and postgraduate representative training continues to engage students on an accessible level, with over 800 reps trained in 2016/17. Feedback on the bespoke training, conducted by GUSRC-trained students, continues to be overwhelmingly positive with outstanding scores from post-training surveys.

PAGE 13

93%
ISB
SCORE

In the final International Student Barometer, GUSRC scored 93.3% while the organisation's affiliated clubs and societies achieved 95.7%, ranking second and third for services within UofG.

PAGE 10



MENTAL HEALTH SUPPORT

GUSRC continued to work with the University to support students around mental health concerns, running a de-stress campaign around exam sessions and being granted £9,000 of National Lottery funding to support the development of training initiatives.

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SEXUAL VIOLENCE PREVENTION

Over six hundred students took part in bespoke sexual violence prevention training, developed in partnership between GUSRC and Rape Crisis Scotland. The training is believed to be the first of its kind in the UK, generated widespread positive interest and media attention for UofG.

PAGE 17

950K
WEBSITE
PAGE VIEWS

The glasgowstudent.net website continues to be the go-to online source of information, advice and support for UofG students with the website gathering over 950,000 pageviews in 2016/17, the highest traffic for any academic year on record.

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GOVERNANCE

GUSRC is a non-incorporated organisation and is a registered charity (Scottish Charity No SC006970). It is the sole representative body of students of the University of Glasgow.

All students registered at the University of Glasgow are automatically members of GUSRC. Students can opt out once per academic session. Membership entitles students to vote and stand for election. Where students opt out they can still use GUSRC facilities and services.

MISSION

GUSRC's mission, as stated in the 2015-2020 strategic plan is:

"To provide effective representation, support, opportunities and services for and on behalf of the students of the University of Glasgow."

AIMS

GUSRC operates according to three high level aims which define the three key roles of the organisation on campus.

REPRESENTATION & ENGAGEMENT

Ensure the interests and views of our members are represented and addressed throughout the University and externally.

SUPPORT & WELLBEING

Promote the wellbeing of existing students and potential students by providing independent professional support services which reflect the diversity of the student body.

VOLUNTEERING & COMMUNITY ENGAGEMENT

Contribute to a thriving campus life and individual personal development through provision of opportunities and activities which meet the intellectual, cultural and social needs of our members.

OBJECTIVES

The objectives of GUSRC as set out in the constitution are:

- › To represent and promote the general interests of students of the University.
- › To advance civic responsibility by providing a recognised means of communication between students and the Court and Senate of the University.
- › To prevent and relieve poverty and to advance health by providing welfare services for students and potential students.
- › To advance the arts, culture, education, heritage, science and sport by providing amenities and supporting activities for students.
- › To promote equality of opportunity amongst students and challenge all forms of discrimination whether based on sex, age, race, ethnicity, sexuality, disability, religion, cultural background or other such status.



GUSRC COUNCIL

Council is the governing body of GUSRC. Members of Council are elected through secret ballot of all students. The constitution makes provision for a Council of not more than 49 members, including an executive of four sabbatical student officers. One of the organisation's three Vice Presidents also serves as Depute President. Additionally Council comprises of:

- › Four College Convenors
- › Four Postgraduate Convenors
- › One Postgraduate Taught Convenor
- › Nine Welfare and Equal Opportunities Officers
- › Four General Student Representatives
- › Two First Year Representatives
- › Nineteen School Representatives

The structure of GUSRC Council mirrors UofG's structure in that it includes elected College Convenors and School Representatives. Ideally these academic representatives link with and support the University's 1,200 class representatives (class reps). There is also provision for five ex officio members of Council. Council meets monthly to discuss GUSRC business and items raised by students and all Council members have one vote.

Council elections take place biannually. A candidate can stand for one position at one election. Members can only vote and nominate

candidates in academic constituencies (i.e. the School or College) to which they belong. Votes are cast online.

All student officers are elected for a minimum one year term. The officers are supported by a staff team who fulfil a combination of secretariat, advisory, support and developmental functions. Throughout the year the strong, positive working relationship between staff and student officers contributes to the organisation's successes.

GUSRC officers sit on an extensive range of committees and working parties within the University, currently over sixty with a campus-wide remit, plus a significant number of college and school level committees. GUSRC's staff team are allocated specific committees and will meet with the nominated student officers prior to these meetings and prepare briefing materials as and when required. This ensures a degree of continuity as well as assisting informed, empowered student involvement.

GUSRC's structure helps to ensure that its campaigning priorities and policy development process are evidence based and informed by the current issues affecting students. Matters emerging as a result of senior officers' participation in University committees are communicated back to Council in the required council report format for discussion and, where appropriate, agreement on future action.



STRATEGIC PLAN 2015-2020

Following extensive consultation our strategy for the next five years was approved by our Trustees at a full meeting of Council in November 2015. It was presented to University Court in February 2016.

The Strategic Plan sets out our key values, vision, mission as well as key strategic aims and objectives which will underpin our work over the next five years. Where possible we have sought to align our aims with those of the University strategy: Glasgow 2020 – A Global Vision. We also gave consideration as to how our work will complement the University’s Learning and Teaching Strategy, adopted by Senate in October 2015.

A slight delay in the finalisation of the strategy means some of our processes and systems are still being refined to enable us to report against stated priorities and success indicators. We have however interspersed paragraphs outlining progress against stated success indicators. The strategy document can be downloaded from the GUSRC website.

UNIVERSITY PARTNERSHIP

In recent years the GUSRC and UofG have worked closely together in establishing and developing meaningful informed student engagement. The University’s reflective analysis for the latest Enhancement Led Institutional Review (ELIR 3) demonstrates the strength of this relationship:

“A fundamental element of student engagement is the relationship between the University and the SRC and since ELIR 2, this relationship has been further consolidated as a working partnership as articulated by the SRC in its Strategic Plan: ‘The strategy of GUSRC [...] is both complementary and supportive of the University’s aims, whilst retaining the organisation’s independent status and role as critical friend of the University’”

The aforementioned document further elaborates on the University and GUSRC’s working relationship and confirms the intention to maintain this strong partnership:

“The SRC is an effective body and its interactions with the University are extremely positive; we will seek to continue this highly effective partnership throughout the next cycle and to ensure that our students retain a key role in discussion, policy development and decision making”.

ISB

In the latest wave of the International Student Barometer (Autumn 2016), GUSRC scored 93.3% and Clubs and Societies achieved 95.7%. In terms of support services, we rated second and third at the University of Glasgow behind the Graduate Schools. This rated positively against the support average of 88.1%. There was however a comparative drop from second to sixth against ‘Student Unions’ at other Russell Group institutions, still we believe a significant achievement, given the relative paucity of resources and difficulties in maintaining a profile due to the student organisations’ structure at Glasgow.

➤ SUCCESS INDICATOR:

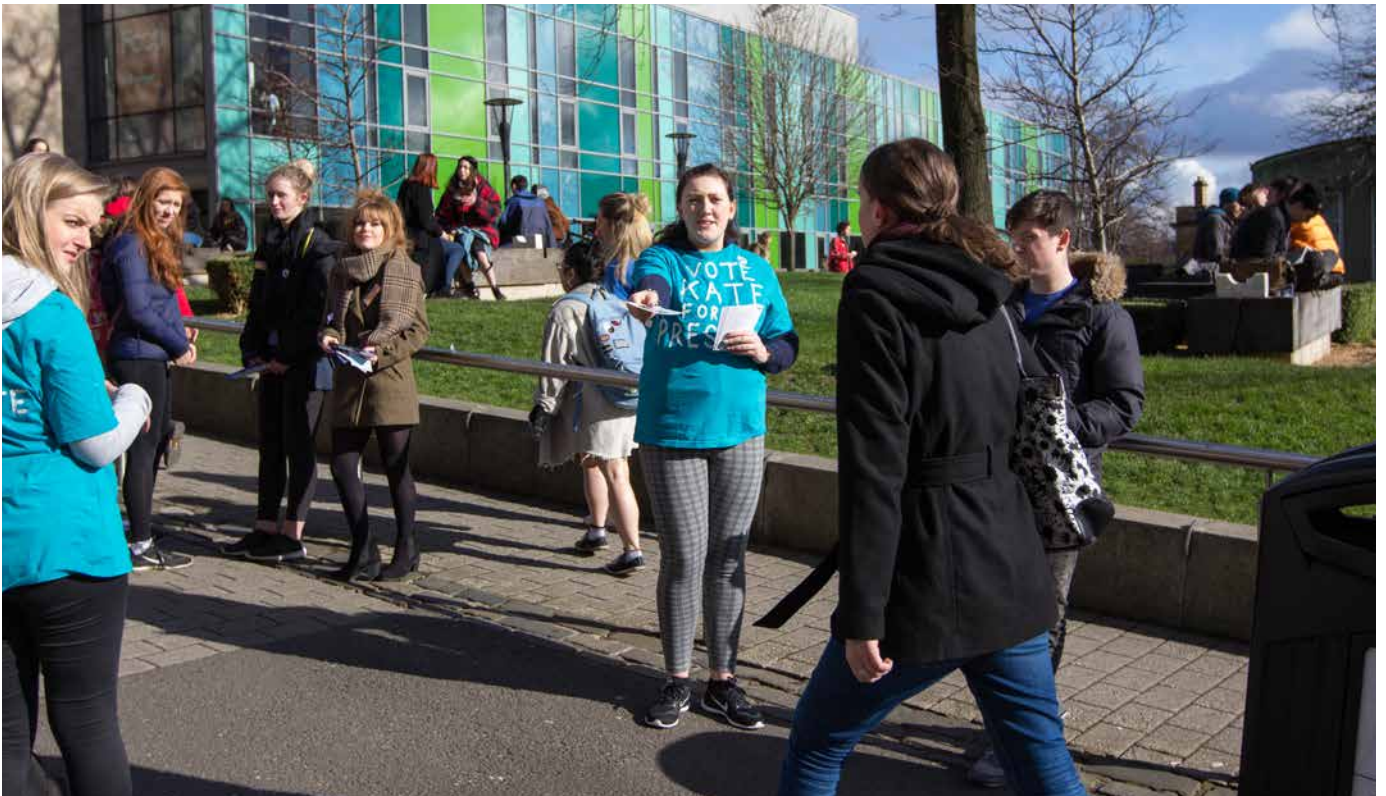
Our strategy states *“We will retain a satisfaction rating of 95% or above in the International Student Barometer”*. A drop of 4% against the previous reading (Summer 2015) showed us below target, and due to the discontinuation of the ISB, we are unable to average against an updated Summer score, which are typically higher. We’re pleased though that Clubs and Societies remained above the 95% target.

PART TWO:

REPRESENTATION & ENGAGEMENT



WE WILL BE THE STUDENT VOICE ACROSS THE UNIVERSITY DECISION MAKING STRUCTURES AND BEYOND, INFLUENCING THE DESIGN AND DELIVERY OF LEARNING & TEACHING, STUDENT SERVICES, AND ESTATES DEVELOPMENT TO COLLABORATIVELY ENSURE A POSITIVE STUDENT EXPERIENCE.



COUNCIL & REPRESENTATION ELECTIONS

Turnout at GUSRC autumn elections has always been low in comparison to the spring elections, however the October 2016 election saw a 23% year-on-year increase in voter turnout, with 2637 students taking part, a five-year high.

GUSRC AUTUMN ELECTION TURNOUT

2012	1732
2013	2586
2014	2162
2015	2141
2016	2637

The 2017 spring elections saw 62 candidates contesting 35 positions, including eight for the four sabbatical positions (down from ten last year). Turnout for the election was up 5%, setting another record with 4239 unique voters. Heckling meetings were once again well attended and many more viewed online.

GUSRC SPRING ELECTION TURNOUT

2013	3350
2014	3935
2015	3476
2016	4033
2017	4239

COUNCIL SUPPORT & TRAINING

GUSRC provides a comprehensive training and induction programme for the trustees with a particular focus on supporting the four sabbatical officers with a rolling training programme throughout the Summer. Council members are required to attend an introductory training event plus additional sessions during the year. The training programme incorporates a range of areas relating to effective governance and an inclusive, informed approach to organisational development. It includes the following:

- › Introduction to internal policies and procedures (including financial controls)
- › Governance (roles and responsibilities)
- › Financial management and budgeting skills
- › Managing professional relationships
- › Planning and Objective Setting
- › Creating/Managing Change
- › Equal Opportunities
- › Organisational Planning and Goal Setting

In addition to sabbatical officers, GUSRC works to ensure that all members of its governing body (Council) receive adequate support to fulfil their roles throughout the year.



CLASS & POSTGRAD REP TRAINING

GUSRC and the University have joint responsibility for the organisation and operation of the class and postgraduate research representation system. Glasgow students benefit from the bespoke University of Glasgow focused training developed by GUSRC. One of GUSRC's strategic priorities for the current period is to develop deeper links between class reps and the organisation and to identify and promote the impact and successes of the class representation system.

We recruit and train up to eight students per year to deliver the class rep training and as all trainers are current students, they are familiar with the structures and systems of the University. As well as training on the main campus, we also provide class representative training for students at the Dumfries campus, and for students on partnership programmes at Singapore Institute of Technology, the Joint Graduate School in Nankai, and UESTC in Chengdu, China (via video link). We are also piloting a new online version of the training for online/distance learners.

GUSRC runs one block of training per semester. During this academic session, we trained a total of 827 class representatives, an increase from last year's total of 732. Those who complete the training are asked to complete an evaluation, which this year yielded 795 responses.

STUDENT REPRESENTATIVES TRAINED

2012/13	605
2013/14	830
2014/15	758
2015/16	732
2016/17	827

There was little change in the demographics of participants. As would be expected the majority were undergraduates at 69%, with 27% being postgraduate taught and 4% postgraduate research students. Only 2% of trainees were part-time students. There was almost double the number of females participating to males (63% to 36%) and 6% of those participating consider themselves to have a disability. 52% of participating students were from the UK, with 24% each from the EU and outside the EU.

REP TRAINING FEEDBACK:

- › Statement: *"The training developed my understanding of the rep role."* - 96% positive score.
- › Statement: *"The training defined the student learning and development experience."* - 95% positive score.
- › Statement: *"The training explored how I can gather student opinion about learning/research issues."* - 96% positive score.
- › Statement *"The training introduced skills and methods needed to present information to staff and fellow students."* - 94% positive score.
- › Statement: *"The training gave me a good overview of the feedback processes here at the University of Glasgow."* - 94% gave a positive score.
- › Trainer's *"knowledge of subject"* and skill at *"involving the group."* - 98% and 96% positive scores respectively.
- › *"Would recommend the training to other class reps."* - 96%.

➤ SUCCESS INDICATOR:

Our Strategy states *"We will train an average of 800 class representatives per year over the five years of this plan and maintain a satisfaction rating of 95% with the training"*. Both the number and satisfaction targets were met this year, but we will continue to review and develop the training to ensure these standards are maintained.



ONLINE REP TRAINING

We are currently in the process of developing a system that will optimise the opportunity for distance learning students to enjoy the same representative experience as campus-based ones. We have run a couple of pilot sessions which were of only partial success due to the limitations of the technology, but are hopeful that the introduction of Skype For Business will ensure we can deliver an improved webinar experience.

In addition, with assistance from the Learning Technology Unit, we have further developed the online training package. Because student representatives could be in different timezones we decided to run a week long facilitated discussion forum rather than the webinar, augmented by pre-reading and a quiz. The discussion forum was managed by two GUSRC trainers to facilitate interaction between the participants, and afford online/distance learners the chance to network, something not easy to replicate in an online setting.

We have further asked participants to create their own wiki resource of useful hints and tips on representing others in the online/distance context, as this is obviously very different from the on-campus experience. The online training provision will continue to evolve as we become more aware of what students need and want from it in order to maximise their effectiveness.

Engagement with the training was low from most participants, which may have been partly due to holding the training late on in the year; the training will be scheduled earlier next year with a view to increasing participation. Communication between Schools providing online/distance learning courses and GUSRC needs to improve considerably if we are to deliver the training in a timely and effective way. Online training is still a work in progress and we are confident that delivery and engagement will continue to improve year-on-year.

➤ SUCCESS INDICATOR:

Our strategy states: *"In partnership with the University we will have established an online class representative training system for distance learning students by year two of this plan."* There is clearly some work still to be done in establishing a workable online class rep training package, but we have identified some easily achievable changes that can be made in order to make progress towards this.

REP SYSTEM: IMPACTS & BENEFITS

GUSRC is considerably larger than its elected representatives on Council - with over a thousand class reps on campus, we consider there is potential to develop engagement and gain wider influence and understanding of learning and teaching matters. In conjunction with an independent consultant, we developed a pilot survey to identify the benefits and impacts of the class representative system. Almost six hundred class reps responded to the survey. Overall, the findings were positive and included the following recognised outcomes:

- › 75% of class representatives thought the SSLC meetings an effective vehicle for getting student issues actioned and action had been agreed and/or taken on issues they had raised - a positive result for the format. Amongst international students, this rises to 81%.
- › 71% of respondents reported that they had developed skills through being a class rep.
- › International students (non-EU) appear to gain even more from their role as Class Representative than other demographics.
- › Summary: "It was evident from the research that the class reps model at UofG works extremely well, students' issues are listened to and acted upon and Class Representatives felt they had made a difference and found the experience worthwhile. In addition, the role clearly contributes to the student's personal development in a myriad of ways; enhances their broader student experience and adds value to their CV and consequently their future employment opportunities."

This was a pilot survey and we are unaware of similar work conducted elsewhere so there is no comparative data. We intend to run the survey at regular intervals in order to measure progress on our class representative activity.



ACTIVITIES WITHIN THE UNIVERSITY

PERIODIC SUBJECT REVIEWS

Over the year, student panel members participated in six Periodic Subject Reviews (PSRs): Accounting and Finance, Central and Eastern European Studies, HATII (Humanities Advanced Technology and Information Institute), History of Art, School of Life Sciences, School of Psychology.

Student representatives are prepared through a full day 'mini review' training event plus considerable pre-course preparation. The session was led by the Senate Office in conjunction with GUSRC and the Academic Development Unit, it provided participants with an overview of PSR in relation to the Scottish Quality Enhancement Framework, as well as highlighting what is expected from student panel members, including how to analyse and interpret documentation; be an effective communicator and plan for the Review. The course evaluation again was extremely positive, particularly in relation to increased confidence.

➤ SUCCESS INDICATOR:

Our strategy states: "We will participate in 100% of PSRs and 100% of feedback will agree that the student representative made a constructive contribution to the process". The Senate Office assisted by introducing a PSR Feedback form for clerks. Within this all seven Clerks (100%) agreed / strongly agreed that Student Reps made a constructive contribution to PSR.

"Mr Liam Bergin was the student panel member on the PSR of Life Sciences. He was conscientious and took on the role with extreme professionalism. His comments on the SER were insightful, reflective and thorough. He was confident and was an active member both at the pre-meeting and the PSR itself. He confidently handled the sessions he led without any hesitation"

"Ms Jessica (Jess) Mac Sweeney was the student panel member on the University's PSR of Information Studies. Jess's written feedback on the Subject's Self Evaluation Report and supporting documentation was comprehensive and insightful - it was clear she made a considerable effort in the preparation of her commentary. I was particularly impressed with her knowledge and understanding of a broad range of complex topics related to learning and teaching in a higher education context."

"Ms Jessica Brown was the Student Panel Member on the PSR of Accounting and Finance and she did a fantastic job throughout the PSR process. Jessica had read the SER in great detail and provided extensive comments (more than most of the other Panel Members). Her observations were insightful, reflective and articulate, and helped to generate useful discussion at the pre-meeting and on the day of the PSR itself."



STAS

In the GUSRC Student Teaching Awards' seventh year, we continued our drive to increase student engagement with the nominations process, this year taking the form of a rebranding exercise alongside other promotional activities.

This year's awards attracting a record-breaking 1,816 nominations, a 45% increase on last year. Again, we are pleased that engagement from postgraduates has continued to increase, with 25.5% of all nominations being received from this group (last year's figure was 21.6%).

Fitting with the University's Learning and Teaching strategy around the development of online and blended learning, we introduced a new category 'Best Online Learning Experience' in order to capture additional feedback on the online student experience. We hope that information gleaned through this process will feedback into learning and teaching delivery at Glasgow and form part of the cycle of continuous improvement.

STA NOMINATIONS

2012/13	767
2013/14	750
2014/15	1050
2015/16	1250
2016/17	1816

STUDENT PARENTS' SURVEY

Following concerns raised by some GUSRC Officers regarding student parents' experience on campus, we commissioned a piece of research targeting the 6% of the UofG student population with dependent children.

The subsequent report was presented to the University Student Support and Development Committee and the Equality and Diversity Committee, both held in May 2017.

The report highlights that 49% of respondents had considered dropping out due to childcare/parental responsibilities (63% amongst full time undergraduates) and draws out a range of issues encountered by student parents. Many respondents were highly positive about their University experience, and spoke highly of the support they receive from staff. Nevertheless, others were less than positive, referring to inconsistency and confusion around University rules and regulations, particularly for adjustments and special arrangements, and access to facilities. In addition to the general inconsistency of approach, the report also underlined issues around lack of crèche facilities, child-friendly spaces on campus and parent-friendly timetables, and suggests considerable demand for a support network for parents.

A new working group, the Parent Network, has been established consisting of University and GUSRC representatives to consider the report's findings and how they may be addressed.



University of Glasgow

Counselling & Psychological Services (CaPS)

- CaPS provides professional therapeutic services to meet the mental health and wellbeing needs of students
- CaPS assists students to remain on their chosen programme of study
- CaPS acts as a conduit between student services and local mental health services
- CaPS provides advice and training for staff who support students such as Advisers of Study
- Provision is diverse and includes counselling, psychology and psychiatry
- Services for students cover 1 to 1 therapy, group therapy, Priority Response consultations, Mental Health Advisers, Peer Support

MENTAL HEALTH

The sharp increase in mental health issues amongst students has been well documented. Whilst the University has responded by increasing funding of Counselling and Psychological Services, we sought to make our own unique, student-led but complementary response.

In February 2017 we were notified that we'd been successful in our application to the National Lottery for a small grant of £9,000 to build on the work of our 'Mind Your Mate' programme delivered to University of Glasgow students in 2014/15.

Our intention is to use the lottery funding to develop a more sustainable delivery model by training a small number of volunteers to deliver mental health first aid training. To ensure continuity, trainees will include University and GUSRC staff rather than students. The University have agreed to allocate time to staff members to become trainees. Once the training is complete, we aim to roll out the programme across campus to students and University staff.

In addition to the training, GUSRC VP Student Support fed into University consultations on the current provision of mental health support across campus, conducted by an external consultant commissioned by the University.

SEXUAL VIOLENCE PREVENTION

GUSRC took the lead in the establishment of the Gender Based Violence Strategy Group, chaired by UofG Vice Principal, Anne Anderson, following feedback from students. We worked with Rape Crisis Scotland (RCS) to develop comprehensive sexual violence prevention training tailored to students - believed by RCS to be the first of its kind.

Using a cascading 'train-the-trainer' model, 22 GUSRC Freshers' Helpers were initially recruited to attend a week-long initial training conference, who then went on to lead 16 open training sessions throughout the year which were attended by over six hundred students in total. Training was also delivered to University halls Living Support Staff.

There has been interest in the project from across universities, schools and services and our work in this area has also attracted substantial media interest, with articles, videos and frequent interview requests throughout the year.

Additionally, in conjunction with our Advice Centre team, we developed a new webpage on Sexual Violence Support and Resources, which is hosted within the advice section of the website.

The work has been positively received, so much so that the Director of Student Services invited our VP Student Support to be a key speaker at UK AMOSSHE conference on 'Tackling Gender Based Violence'.



MEDICAL LAW WITHDRAWAL

GUSRC was approached by concerned students following a proposal by the Law School to withdraw medical law from the curriculum. A consultation with student representatives from levels 1 and 2 revealed significant concerns at being disadvantaged were they unable to study medical law in their honours year. In addition, we highlighted to the Law School the high-level of engagement and student satisfaction with the course and stated that the reputation of the University would suffer were this contemporary and fluid area of law to be withdrawn.

Following our representations, the proposals were withdrawn and medical law remains part of the diverse academic programme offered through the University's Law School.

GROUP WORK GUIDELINES

As the pedagogical value of group work becomes increasingly recognised, group assignments are becoming a more prevalent method of assessment. The growth in group work correlates with increasing representations to our Advice Centre by students who've had poor experience of group work assessments in the University for a range of reasons including personality clashes, lack of clear guidance from UofG staff and unfair grading of work completed as part of a group.

Following discussions between GUSRC, LEADS staff and the Deans of Learning & Teaching we developed draft student guidelines on group work for the GUSRC website, and GUSRC VP Education submitted a paper to Learning & Teaching Committee (LTC). LTC welcomed the paper and agreed that LEADS would develop University guidelines as suggested by GUSRC to cover principles of group work, information on marking, and links to good practice resources.

ISLAMOPHOBIA PANEL

With political tensions at an irregular high following the Brexit vote, and an increase in Muslims being targeted for violence and otherwise victimised, GUSRC decided to convene a panel discussion around Islamophobia and posing the question; 'should British Muslims become accustomed to the fact that they are likely to face discrimination within their daily lives or is there scope for positive action and change?'

The key aim of the event was to demonstrate to UofG students that the issue concerns us all and to provide a platform for students and staff of the University to discuss Islamophobia and its impact.

The panel was chaired by Ameer Ibrahim (SRC President) and included Shaykh Ruzwan Mohammed (Co-founder of Solas Foundation and iSyllabus), Scarlet Harris (Sociology PhD student) Zara Mohammed (President Federation of Student Islamic Societies), and Glasgow University's Honorary Muslim Chaplain Shoket Aksi.

In a packed venue an informed and occasionally heated discussion took place over two hours covering Islamophobia in a broad range of contexts and manifestations. In particular there was a consensus that the Brexit vote had given the right wing media a new freedom to push Islamophobic prejudice with some members of the audience voicing their concerns that, as Muslims, they felt they had experienced a higher level of hostility since the vote.

Although the event didn't achieve an overall consensus, one audience member summed up the potentially crucial role higher education can play in tackling Islamophobia by "creating the necessary critical consciousness through offering a safe space for education and campus activism where students from all walks of life have a voice".



POP-UP STUDENT SPACES

At certain times of the year students find it difficult to access space to study, on or off campus. We worked with Central Room Bookings (CRB) to identify appropriate rooms on campus and when they would be unoccupied. Once agreed, we ran a cycle of pop-up spaces in the December exam diet in two lecture theatres and some small seminar rooms. Following feedback, we refined and expanded the offer for the May diet during which we offered rooms specifically for 'quiet' individual study as well as rooms, bookable through GUSRC, for group study.

We also used many of the University's pilot technology enhanced active learning (TEAL) spaces in order for more students to benefit from these new spaces. It has been difficult to gather numbers due to the drop-in nature of the individual bookings but feedback from students and the University's Social Media Team suggests the spaces are well used and appreciated.

PATRIARCHITECTURE

In October 2016, we were delighted to host a ceremony celebrating the renaming of the John McIntyre Building. Opened as a student union in 1890, the building was funded by a donation from UofG alumni Dr John McIntyre in memory of his late wife Anne; the renaming gives greater recognition to the original intentions of Dr. McIntyre. This renaming is part of a larger piece of work to counteract the UofG's historical 'patriarchitecture' culture, to reflect the historic diversity of the University of Glasgow community in its building names. The concept was developed and lobbied for by GUSRC and is being taken forward by the Campus Naming Committee, who continue considering names for new buildings that will be built as part of the campus redevelopment in the coming years and naming currently unnamed buildings on campus - the next stage is for many of the buildings in Professors Square to be given plaques telling the stories of well-known University alumni.

LECTURE RECORDING

In recent years we have been heavily involved in working with the University to increase lecture recording facilities on campus. This facility can be vital for a number of students whose personal circumstances may prevent them attending some lectures (e.g. parental responsibilities, illness etc.) as well as being of assistance to those whose first language isn't English. At exam times recorded lectures could provide vital exam revision support and assist with the relief of stress.

Our VP Education continued to argue for investment in lecture recording facilities. Following representations to the Future Learning Spaces board and consultation with The University's Central Timetabling Service, the University confirmed it would fund a 30% increase in the number of teaching spaces offering recording facilities before the next academic year and would aim to have all centrally-managed teaching spaces, of capacity 50 or more, equipped with recording facilities by Summer 2020.

NON-ACADEMIC DEBT POLICY

Like many UKHEIs the University of Glasgow's debt recovery policy enabled the University to prevent a student from graduating or re-enrolling for the following year's study because they owe money for non-tuition fee debts, such as accommodation arrears or library fines.

GUSRC considered the policy unfair and disproportionate and had been in discussion with the University on this matter for a considerable period of time, achieving little progress. Following the involvement of the Competition and Markets Authority, to whom we outlined our concerns and provided details of the policy in operation, the policy was withdrawn and amended to comply with CMA advice.



DUMFRIES

GUSRC provides support and training to registered University of Glasgow students based on the Crichton Campus in Dumfries. GUSRC employs an administrator, based at Crichton, who has responsibility for supporting Crichton students in developing extracurricular activities for the local student populace in order to enhance and enrich the cultural and educational experience on the Dumfries Campus.

DE-STRESS CAMPAIGN

The University's first student-run 'Exam De-Stress' campaign took place over the December 2016 exam diet. Co-ordinated and funded by GUSRC and GUSA with some input from QMU and GUU, the campaign took the form of a range of anti-stress events and activities, augmented by giveaways and social media campaigning.

The record anxiety and stress experienced by students across the UK is well documented and our work was part of a positive approach designed to help mitigate some of the pressures facing students at exam time. The value of this contribution was recognised by the University with a spokesman quoted in the national media stating:

"The University commends the SRC's proactive approach to putting on a variety of imaginative and popular events to help students deal with exam stress."

Events over the three weeks included Group Knitting, a Hand Massage Workshop, a packed out special screening of Planet Earth II, the opportunity to let loose on a Muay Thai Punch Pad as well as Bouncy Castle. Some slightly more standard opportunities such as Yoga, Mindfulness and Physio Workshops (Sitting at a desk, a pain in the neck) were also offered. The GUSRC-funded stress packs proved highly popular and disappeared all too quickly. Contents included stress balls, scented tea lights, herbal tea sachets, bubble wrap and chocolates.

CODE OF STUDENT CONDUCT

The Senate Office's revised version of the Student Code of Conduct was introduced for the academic session following consultation. The revised code included several amendments recommended by GUSRC, the most significant relating to the University's ability to suspend students from campus pending the outcome of criminal/conduct proceedings. The code now permits a review of any suspension imposed that the student believes has been made based on an error in fact.

CAMPUS ESTATES DEVELOPMENT

There are increasing demands on student representatives as the new campus development gathers momentum. Additional Boards and ancillary working groups relating to estates development represent a significant challenge in terms of supporting and sustaining effective student engagement. The increased demand means our existing student representatives are spread more thinly in addition to having less time to engage with our internal staff support framework, which is, in turn, struggling to meet the demands placed upon it.

To assist in mitigating this issue we worked with the Director of Estates in establishing the Student Campus Development Committee as a consultative forum with a remit to consider and comment upon relevant aspects of the campus development programme. An open recruitment process, publicised widely, ensured a diverse membership. From almost 100 applicants we recruited twenty-two students, a mix of undergraduate, PG research and PG taught, many of whom had not previously been involved in student representation of any sort.

Six meetings were held over the year during which the Director of Estates and GUSRC President worked closely in delivering jointly coordinated information/feedback sessions focussed around areas of the Estates Development.



POSTGRADUATE REPRESENTATION

There are still considerable challenges to be addressed in terms of postgraduate representation and we have specifically alluded to this as a priority in our strategy. The difficulties are acknowledged by the University in its latest ELIR Response

“Another aspect where we recognise scope for improvement in relation to our PGR students’ experience is in student representation. Analysis of the student representative figures before and after the introduction of Student Voice shows a small increase. While this increase is positive, the issue remains challenging, with further work to be done to engage PGR students more fully in representation structures. A number of activities are under discussion with the SRC.”

Postgraduate representation is an issue across the university and Student Union sector, with no one as yet appearing to have reached an ideal solution. We are optimistic though, that working closely together will enable new solutions .

WELCOME FORTNIGHT

This is the fourth year we have organised Postgraduate Welcome Fortnight which runs during Freshers’ Week and the week after. The programme of events is intended to offer an attractive alternative to the Unions and to reflect the slightly more mature and international demographic of the UofG postgraduate community.

A diverse range of daytime and evening events were laid on for new postgraduate students, with a view to encouraging socialising and helping with orientation to their new university environment. Events included yoga, meditation, mindfulness, tea tasting, whisky tasting, poetry, drag night, DJs, murder mystery, early Oktoberfest, live music, comedy nights, a quiz night and a GUSRC meet and greet.

Both paid, ticketed events sold out, while the quiz night attracted 138 participants. A traditional folk band Midgieraker saw the Gilchrist at capacity, and the seminar space was full for both the knitting

and mindfulness sessions. Other events also proved popular, with additional seating having to be sourced for many.

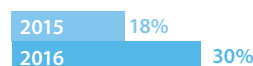
We incorporate questions on Welcome Fortnight in our Freshers’ Week survey which demonstrated a significant increase in awareness as well as a 12% increase in engagement from Postgraduates in Welcome Fortnight, up to 30%.

WELCOME FORTNIGHT FEEDBACK

Awareness



Attendance





ONGOING ACTIVITIES

We have continued to channel additional resources towards the Gilchrist in order to sustain engagement with postgraduates and to further develop the sense of community amongst students.

Based on the success of Welcome Fortnight events, we have repeated some of the highlight events throughout the year. In addition to improvements to the monthly quiz night, we have organised additional folk band evenings, a new regular drag night and also piloted semi-regular jazz nights in the Gilchrist PG space.

Working with University staff, local special interest and community groups and members of UofG clubs and societies to plan, promote and execute special and one off events has also proven a successful model, with an array of events hitting capacity this year. Highlights included a Burns night supper, Thanksgiving dinner, Chinese New Year celebration, a Eurovision screening and supporters night, and an all-night screening of the US elections.

We have also dedicated an entire wall of the café to showcase local artistic talent. So far, this initiative has attracted a variety of artists from the local community as well as from the University itself. It gives artists a platform to share their work, and in some cases participate in their very first exhibition, and allows the postgraduate community

a chance to engage with up-and-coming artists. These displays have been popular with Gilchrist users, and some of the artwork has sold. It also helps build a distinct character within the café space.

The number and range of academic workshops and seminars continues to increase. The 'Presenting with Impact' series goes from strength to strength and is always well attended, and this year saw the highest number of academic workshops in our space.

A more strategic approach to our communications and a stronger social media presence, along with online ticketing, has made a perceptible difference in our work with the postgraduate community since the majority of research students study off-campus.

We also continued live screenings of University Graduations on the café screens for friends and family who struggled to get a ticket, or for those who wanted to enjoy a coffee and a comfortable seat in our space.

The Gilchrist continues to be a popular choice for our postgraduate community and our seminar room has been almost continually booked out this year for postgraduate events. The success is also demonstrated through the increased year-on-year profitability of the Gilchrist Café/Bar.



EXTERNAL ACTIVITIES

INTERNATIONAL STUDENT SYMPOSIUM

In January 2017 GUSRC hosted its first International Symposium in partnership with the UofG Vice Principal for Internationalisation. The aim of the event was to gain insight into the student experience for international students through discussion with them directly, in addition to celebrating the international nature of the UofG community.

Over fifty students heard from speakers, including the Vice Principal for Internationalisation, on various topics and participated in discussion groups. Feedback included suggestions around the following: - additional advance and more streamlined communication about the student experience, more flexible opening hours for services on campus, more integrated work experience opportunities during study.

A report from the event was submitted to the Internationalisation Steering Group; it contained no specific recommendations, but was intended to inform ongoing discussion around the student experience.

CHILD POVERTY ACTION GROUP

GUSRC sits on the panel of CPAG's 'Students and Benefits Project' which aims to increase the number of low-income students who are able to access further and higher education. It also aims to reduce the impact of poverty on students who access such educational opportunities.

GUSRC's participation provides an opportunity to input into CPAG's national campaigning and information activities as well as keeping up to date with national policy developments which may impact on students.

IN THE MEDIA

GUSRC once again enjoyed positive coverage in the national media, including widespread positive coverage of the Sexual Violence Prevention Initiative [page 17]. Other areas of coverage include; student debt, student mental health and student accommodation issues.

Without ties to the NUS, GUSRC has freedom to comment independently on issues relevant to UofG students. Some of the media in which GUSRC featured included The Times, The Scotsman, The Guardian, The Independent and The Herald plus online coverage from BBC News, radio coverage by BBC Scotland and TV reporting by STV.

LANDLORD FRAUD

As the international student community grows, so does the opportunity for fraudulent landlords to exploit those with a lack of knowledge of Scottish housing law and regulations. The Advice Centre once again experienced an increase in the number of students from overseas defrauded by rogue landlords.

The GUSRC website and '10 Tips to avoid Housing Scams' leaflet were updated in July 2016 and the University agreed to send a link to all incoming international students as part of a welcome mailing and advise them to contact us if they were at all suspicious.



EUROPEAN STUDENT SYMPOSIUM

Following the success of the international symposium we worked with the University again to organise a European Symposium in May of 2017. The aim of the event was to facilitate discussion on student hopes and fears around Brexit as well as giving students the opportunity to hear from key representatives from across the University

Structured discussion groups focussed on the following four key areas

- › Political Concerns
- › Impact of Brexit at the University of Glasgow
- › Erasmus and International Mobility
- › Employment

It would be reasonable to state that far more “fears” than “hopes” were expressed. In particular there were concerns around the future of International Student Mobility with the loss of access to the Erasmus programme. As would be expected concerns over funding and tuition fees were widely expressed as well as the potential impact on the diverse and vibrant culture of the University itself through the reduction in numbers of students from across Europe.

A report of the discussions and issues of the day was prepared for future consideration. As yet, many of the implications of Brexit are unknown but the information gathered will be of assistance to GUSRC in our future representative work around Brexit and the interests of our members.

ONLINE & DIGITAL

The GUSRC website (glasgowstudent.net) continues to be one of the go-to hubs for students seeking support, advice and information during their time at UofG. Pageviews of the website grew by 4% this year, with 147,000 unique users, up from 131,000 in 2015/16. The website is designed to complement and work collaboratively with the University’s own website, which continues to be successful with 45% of the website’s referral traffic coming from gla.ac.uk. In terms of content, information about GUSRC-supported clubs and societies continues to be popular, though both Advice Centre and volunteering content drew a greater share of traffic this year.

Social media continues to be a key tool in engaging with students and popular content last year included coverage of GUSRC elections, photo galleries of events and GUSRC news content. Subscribers across GUSRC’s social media profiles, including the official Instagram and Twitter accounts in addition to supplementary accounts for sabbatical officers, totals over 18,000.

GUSRC also makes use of its official representative capacity to disseminate emails to all students on important subjects and to provide updates on GUSRC’s ongoing work.

PAGEVIEWS OF GUSRC WEBSITE

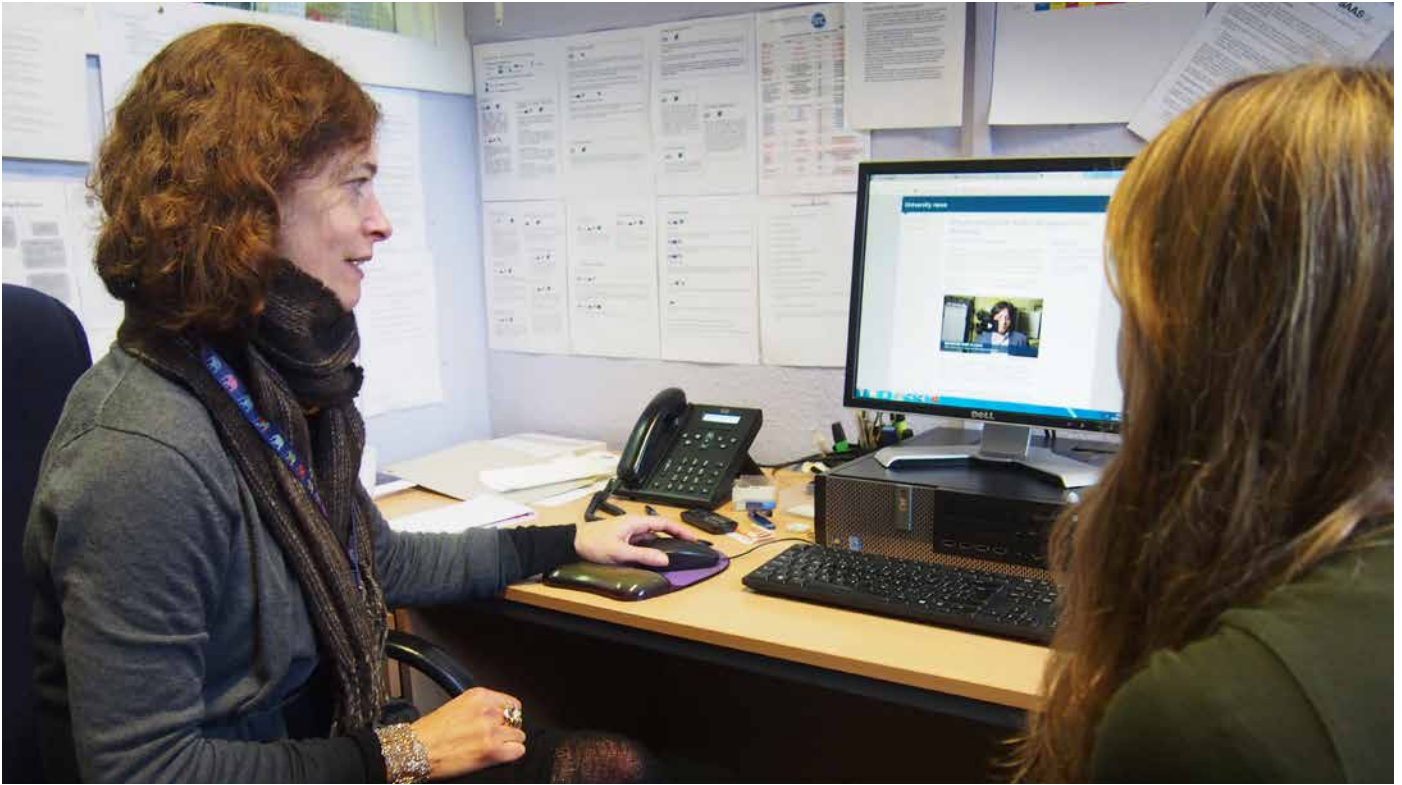
2013/14	851k
2014/15	888k
2015/16	914k
2016/17	950k

PART THREE:

SUPPORT & WELLBEING



WE WILL PROMOTE THE WELLBEING OF EXISTING AND POTENTIAL STUDENTS BY OFFERING UNIQUE SUPPORT SERVICES WHICH CONTRIBUTE TO AN INCLUSIVE AND SUPPORTIVE CAMPUS ENVIRONMENT



THE ADVICE CENTRE

GUSRC's Advice Centre employs four full time staff members to provide high-quality, impartial advice and advocacy on a range of welfare and academic issues to students and prospective students of the University. The Advice Centre also plays a key role in informing and legitimising the organisation's policy development and campaign work.

CASEWORK ACTIVITY

There were 683 (2016 - 766) anonymous enquiries, 1225 (2016 - 1315) new cases and 11082 (2016 - 12932) casework entries between 1 July 2016 and 30 June 2017. In terms of cases and casework, this represents a slight decrease on last year's figures.

During the year, 60% (2016 - 56%) of the Advice Centre's client group were undergraduates and postgraduates made up 22% (2016 - 26%). The postgraduate figure can be split into 17% PGT, and 5% PGR students. The rest of our enquiries come from prospective students, students' parents, University staff members, former students and external sources. 4% were unidentified.

Of students whose nationality was given, 50% (2016 - 45%) identified as Home (Scotland) Students, 27% (2016 - 33%) were International (non-EU), 14% (2016 - 15%) were EU, 7% (2016 - 6%) were Home (England), and <1% (2016 - 1%) were Home (NI). This seems to reverse the last couple of years' trend towards increased use of the service by International (non EU) students, and decreased use by Home (Scotland) students, although it is difficult to draw any conclusions from only one year's figures.

CASEWORK CATEGORIES

GUSRC tracks and monitors the types of problems that students approach the Advice Centre for assistance with, in order to monitor trends in student issues and ensure team members are suitably equipped to deal with different types of problem.

By far, University and academic issues continue to make up the biggest proportion of the Advice Centre workload, with 6,813 casework entries (2016 - 7738), followed by accommodation problems at 2341 casework entries (2016 - 3187), and financial issues with 884 casework entries (2016 - 1090).

Historically, academia has been the biggest casework area for the past seven years as there are no other alternatives to the Advice Centre for advice when it comes to matters such as academic appeals.

CASES + ANONYMOUS ENQUIRIES

2012/13	2417
2013/14	2137
2014/15	2303
2015/16	2081
2016/17	1908

ACADEMIC OUTCOMES

Where possible, the Advice Centre will record the outcome of any enquiry or case, however in many cases the client is empowered with information to act for themselves and will not revert to the Advice Centre unless further assistance is required.

For academic appeals in 2016/17, there were 58 completed cases, of which 32 were successful. While the number of completed cases is consistent with last year, the number of successful cases has slightly declined. Though the number of completed student conduct cases decreased slightly, with 80 completed cases, 49 of them were successful which is consistent with 2015/16.

Finally, the number of complaints processed declined with 11 completed cases compared to 18 in 2015/16; seven were successful, versus ten last year. Though fluctuating each year, the success percentage has remained above 50% for the past six years.

POSITIVE FINANCIAL OUTCOMES

While the number of individuals benefitting from positive financial outcomes of Advice Centre casework increased this year - 46 students compared to 45 last year - the total financial gain decreased from £62,271 in 2015/16 to £47,788 in 2016/17. Recorded financial gains came from a variety of sources across all categories of GUSRC Advice Centre work. These include:

- › Requesting the return of holding deposits
- › Resolving SAAS funding issues
- › Assisting students to challenge errors in their financial records
- › Challenging tenancy deposit deductions
- › Assisting with requesting rent reductions due to ongoing repair works.

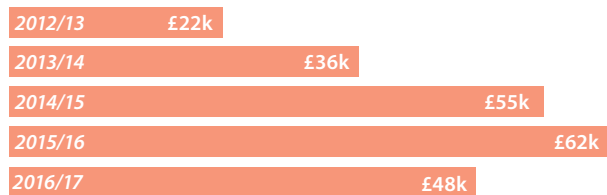
The recorded financial gains figure is always a significant underestimate of the true financial gain, as GUSRC chooses only to record gains which are confirmed. In the large majority of cases where there is a potential financial gain, it is most typical for these clients to not return to advise of the outcome.

NON-FINANCIAL OUTCOMES

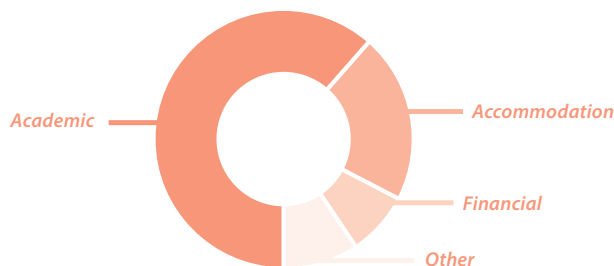
We recorded 286 non-financial gains over the year, down from the record 356 last year. This includes thirty resubmissions/re-sits granted, 15 students accepted back onto their course, six housing repairs carried out, ten re-sits uncapped, 12 grades reviewed, three apologies received, homelessness prevented in four instances and council tax problems resolved in two cases. In over two hundred cases, the student gained information on their rights and responsibilities which helped them to make an informed decision on what further action to take.

As always, there were potentially many more positive outcomes but, as stated above, we can only record confirmations from students when they choose to inform us. The GUSRC Advice Team increased their efforts this year to reach a wider audience by using social media to publicise our range of web-based information at relevant times of year for particular topics. We have no way of knowing how many students benefit from information downloaded from the advice section of the website or from the range of rights-based leaflets we produce.

STUDENT FINANCIAL GAINS FROM ADVICE CENTRE WORK



GUSRC ADVICE CENTRE CASEWORK AREAS



CASE STUDIES

Student A was a 1st year medical student who had been excluded by the School Progress Committee due to failing to meet the requirements to move into the second year of the course. We assisted the student with submitting an appeal against the Committee's decision on the grounds that adverse personal circumstances had not been taken into account. The student had an extremely difficult home life due to friction in the family, and a bereavement during the year which had exacerbated the problems at home. After the advice centre represented the student at an appeal hearing, she was permitted to resit the year and offered additional support by the School going forward.

Student B contacted the GUSRC Advice Centre regarding a longterm dispute with a former landlord. The student outlined that he and his former flatmate were owed £923 from the landlord due to an unnecessary overseas agent fee and a rent overpayment due to an accounting error.

At the time of contacting the Advice Centre, the student had almost given up recouping the money, however the Advice Centre, through six months of dialogue with the landlord, including the threat to take legal action, secured a complete refund for the student.

Student C had been expelled from the University following a Student Conduct case which showed them to have committed multiple acts of plagiarism from a single academic source over the course of several months.

The Advice Centre represented the student at a Senate Student Conduct Appeals Committee meeting, as it was felt that had the obvious and extensive nature of the plagiarism been detected by course organisers and staff earlier, more appropriate and reasonable action could have been taken, the student could have been educated about academic referencing, and they would have been able to continue with their course.

The appeal was upheld by the Appeals Committee and the student received H grades for their work, but were permitted to resubmit the assignments, capped at the pass mark.



ADDITIONAL SUPPORT WORK

RESPECT ADVISERS

As UofG 'Respect Advisers', Advice Centre staff have continued to attend scheduled meetings, and have input into University campaigns to raise awareness of the support and help available. The Advice team continue to monitor the number of harassment cases (although this number is still very low) and submit anonymised returns to the Equality and Diversity Unit.

MISCONDUCT FEEDBACK

During the previous academic session, we formally expressed our concerns that in some academic misconduct cases the penalty handed down to some students went beyond what we would regard as a proportionate response. We also suggested alternative penalties that may have assisted in achieving more consistent and equitable outcomes. As yet there appears little consistent change in approach as we continue to assist students to appeal decisions which they feel are disproportionately harsh, with mixed success.

Timescales for dealing with conduct cases, as well as appeals, are also an ongoing issue due to the volume of cases and the need to find staff to deal with them. Students have reported finding it stressful to be kept waiting for their case to be heard. In one case a student was informed that his appeal was upheld and he did not need to sit a re-sit exam, ten days after the re-sit exam had taken place.

WEB RESOURCES

The advice team created and published new web pages on the following topics:

- › [Jury Service](#)
- › [Guarantors](#)
- › [Moving out and what to do with your unwanted stuff](#)
- › [Out of hours and emergency help](#)

In addition, the web advice on housing repairs was amended to take into account the new Housing and Property Chamber tribunal replacing the Private Rented Housing Panel in December 2016.

A contact form was added to the advice section of the website to allow students an alternative means of contacting the Advice Centre.

INTERNATIONAL STUDENTS TENANTS' RIGHTS

The Advice team were invited by the International Student Support team to deliver a presentation and question/answer session on the Private Rented Sector to a group of international students. This workshop was delivered by a member of the Advice team in May 2017 and was again well-received by the attendees.



PROHIBITED EXAM MATERIALS

The Advice Centre team worked with Senate Office and the Registry Examinations Team in the production of eye-catching posters to remind students of items which are prohibited in exam rooms. The posters have been used during the exam diets and there has been positive feedback from University staff, with some staff contacting us to request additional posters for in-class exams. Despite this, the Advice Centre continues to deal with numerous cases each year where students are penalised for having a prohibited item in an exam. Work is continuing on other ways of raising students' awareness of the significant penalties which result from this.

ACCOMMODATION OPTIONS FORUM

GUSRC once again participated in the University's Accommodation Options Forum event which is run every February, by Residential Services. Our Advice Centre staff talked directly to 226 students and many more collected leaflets. This event is clearly a useful vehicle for promotion of the Advice Centre as a source of information and advice on housing as well as serving as a good source of information for students seeking Private Sector accommodation. For February 2018 we are considering how we may develop a higher profile and more informative event that attracts more students.

THIRD PARTY REPORTING

GUSRC has an integral role in developing and supporting the University's Equality and Diversity agenda and continues to be the only Third Party Reporting Centre on campus. Students wishing to report a hate crime can do so anonymously and more comfortably than previously. Staff from the GUSRC's Advice Centre, the Permanent Secretary, and the Vice President (Student Support) have all undertaken Third Party Reporting training.

FRESHERS' WEEK

GUSRC continues to be responsible for co-coordinating Freshers' Week, working with the University and facilitating links with student bodies. We have responsibility for the marketing and administration of the Freshers' Pass programme as well as development, operation and maintenance of the online pass sales system.

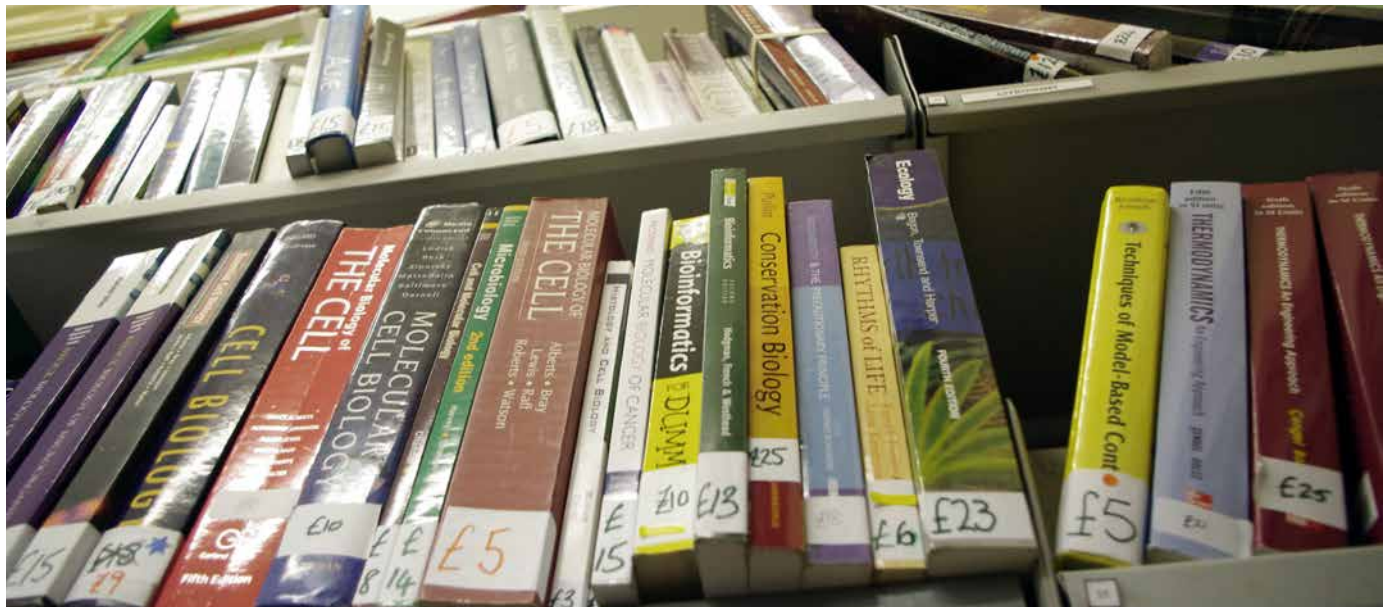
Freshers' Pass sales for 2016 continued the downward trend to 2,726 a further fall of 111 against 2015. There were door sales, which generated additional income of £3,381. The total income from the Freshers' Pass sales was £105,896. The Unions each received £28,798. GUSA and GUSRC each received £16,913. This percentage split is historical and has no particular rationale.

An independent evaluation into the current pass system concluded:

"The drop in pass purchase is again an issue and continues to be related to value for money perceptions versus the quantity of events. Cost per event can appear high for those who do not attend as many events as first envisaged."

GUSRC and GUSA both run a wide range of 'daytime' events during Freshers' Week. The events are free and not restricted to those with a Freshers' Pass. The Freshers' pass events however were criticised for their lack of inclusivity with the evaluation report concluding:

"Finally, issues around the inclusivity of Freshers' Week are highlighted by those who do not drink alcohol as they feel excluded from the majority of Freshers' Week Pass events. Furthermore, many mature students and postgraduate students do not perceive these events to be targeted at them either... consideration could be given to the widening of the SRC's 'Welcome Fortnight' with the objective of targeting events at these particular demographic groups".



SERVICES, INFORMATION & PUBLICATIONS

WELCOME POINT

The Welcome Point remains the key contact point for events such as Applicants' Visit Day and Open Day. It is an ideal showpiece for new visitors to campus with our student-staff team happy to engage and inform visitors. The Welcome Point handled 34,969 enquiries, a rise of 8.5% on 32,178 the previous year. The space is also used for small exhibitions and displays, and is currently being used to display materials showcasing proposals for the new campus development.

➤ SUCCESS INDICATOR:

Our strategy states: "We will work with the University to increase the number of 'campus visitor' Welcome Point enquiries by 5% per annum over the life of this plan". We managed to go beyond the 5% indicator and hope that refreshing the image of the Welcome Point will increase usage further.

STUDENT DIARY & THE GUIDE

GUSRC produced a redesigned diary targeted at first year students, with the aim of enhancing learning and contributing to student retention through encouraging time management and organisation skills, assisting integration, highlighting GUSRC support services and encouraging a sense of belonging.

The Guide has long been seen as the key introductory document to the University and life in Glasgow in general. The Guide was once again produced to a high standard, with content intended to be useful throughout the academic year, rather than a throwaway document.

Following a documentation review at the University's Retention Working Group the University offered a small amount of funds to enable all first year students to receive one as well as advisors of study. The additional funding was used to print 9,000 copies of The Guide, up from 5,000, to reach all new students, including January entrants.

JOB SHOP

Jobshop is a free 'job and skills' matching service, provided to all students and employers. Employers contact GUSRC with employment opportunities which are then advertised to students through GUSRC's website. GUSRC also produces booklets and online information for students about employment rights and joining trade unions in order to prevent/minimise employer exploitation.

PRINT SERVICES

GUSRC continues to offer high-quality printing and photocopying facilities at considerably lower rates than commercial outlets, however the reduction of University pull print rates continues to impact demand. Photocopy unit sales dropped by 12% to 114,000 against 128,000 units in 2015/16, continuing a significant downward trend with a 61% drop in sales over the last three years. However, the service is still cost effective to deliver, and the binding service has enjoyed a 54% increase in sales over the last two years. Inevitably, digital innovations will continue to reduce demand for these services and we will keep the situation under review.

SECOND HAND BOOKSHOP

GUSRC's second hand book trading facility contributes to the alleviation of student poverty through providing cheap course texts, whilst affording an opportunity for students to gain some financial return on texts which they no longer require. We continue to operate this service on a break-even basis; sales revenue fell by 12% during the year to £48,991 while 5,336 books were sold against 5,304 in 2015/2016. Total estimated savings to students buying the second hand books is around £24,495 whilst those students selling books generated income of £32,660 from the sales. Total financial benefit to students using the service over the period is £57,155 (against £65,343 in 2016, £62,281 in 2015 and £47,593 in 2014).

PART FOUR:



VOLUNTEER
RING & COMM
MUNITY EN
GAGEMENT

WE WILL ENHANCE THE CULTURAL AND COMMUNITY LIFE OF OUR STUDENTS BY PROMOTING PERSONAL DEVELOPMENT AND ENCOURAGING ACTIVE CITIZENSHIP.



STUDENT VOLUNTEER SUPPORT SERVICE

GUSRC makes a significant contribution to students' personal development by offering a broad range of volunteering opportunities on and off campus. The Student Volunteer Support Service (SVSS) is the mainstay of our volunteering offer, directly and indirectly facilitating a range of opportunities within the University and across communities throughout Glasgow.

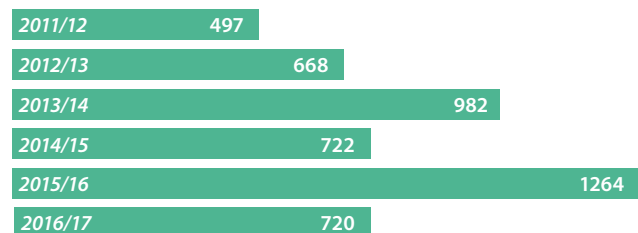
A recent review of our volunteering activities highlighted considerable previous undercounting of students participating in non remunerated activity as a result of engagement with GUSRC. As well as those who register through SVSS, generally taking up opportunities in the local community, we facilitate a range of other volunteering activities not previously included under the "volunteer" heading. Our class representatives, Council Members and societies' office bearers undertake considerable work over the year on behalf of their membership or those they represent as do our student media teams. Incorporating the additional, non SVSS related activity, our volunteers total over 3,500.

The graph below shows the pattern of volunteers coming through SVSS only. The considerable drop this year following a general upwards trend over the last few years is due to the departure of our SVSS coordinator, our sole member of staff covering this area, and the time taken to recruit a suitable replacement.

DEMAND

The success of SVSS belies its limited resources. We are conscious of the latent demand amongst our students for volunteering opportunities but are concerned that our capacity to meet that demand is extremely limited. We are also aware that many students of UofG are volunteering in the community with no recognition or acknowledgment of their commitment. Although they do not volunteer for the sake of reward, it would be valuable in terms of reflecting the University's real contribution to the community, as well as individual students, employability, were we better able to promote and track the real level of volunteering.

SVSS REGISTERED STUDENT VOLUNTEERS





SERVICE PROMOTION

After a successful event in Freshers' Week 2016, GUSRC organised the second ever stand-alone volunteer information session during Freshers' Week. The event was considered a success, attracting over eighty new first-year students for a short session in which they were able to hear the experiences of existing volunteers and receive information about options and projects available to them through the SVSS.

GUSRC continues to build upon our use of social media to reach the student population. University departments such as Careers and College of Social Sciences Employability has enabled SVSS to give regular updates about new opportunities and reach a wider audience.

A key part of promoting the service in 2016/17 was the return of Volunteering Week - a week long series of events to try and engage students about the possibility of volunteering. Further information on page 35.

PVG

Volunteers wishing to participate in project involving children are required to go through the expensive and complex Protection of Vulnerable Groups (PVG) disclosure process. SVSS, in addition to advising on compliance, liaises with Central Registered Body for Scotland (CRBS) to secure free access to the scheme for students, saving £18-£59 per student.

New guidance has enabled us to reduce the obligation on groups that we support in terms of the frequency of PVGs required. Over the year our PVG processing resulted in savings to students of £4297.

HEAR

The Higher Education Achievement Report (HEAR) allows students who engage in certain extracurricular activities to have their participation recorded on their academic record.

We recently reviewed and updated our 'reflective log' templates to assist students in identifying attributes, skills and knowledge developed through their activities, as well as encouraging them to note how they feel participation in extracurricular activity has contributed to their overall University experience. Volunteering, in particular, gives our students practical experience and encourages them to record and articulate this, something increasingly in demand by employers.



NEW VOLUNTEERING PROJECTS

Many students are unable to commit to a long-term volunteering position but are still keen to become involved in aspects of Glasgow community life. The SVSS has worked closely with the University's Erasmus Network to communicate how students on exchange can take part in volunteering opportunities.

DEAR GREEN FLOWER FARM

SVSS works with Dear Green Flower Farm, the UK's first urban flower farm - a community enterprise - specialising in the production of plants, flowers and foliage. They work with students as well as asylum seekers and refugees to enhance the appearance of gap sites around Glasgow. As a seasonal volunteering opportunity, it affords students flexibility and the chance to do worthwhile simple, task-based activities which do not require PVG or training.

CHARITY SHOPS

Charity shops continue to be popular volunteering positions due to their flexibility, with three local Oxfam shops and British Heart Foundation added as partners this year. These opportunities are particularly valued by students who still find English challenging as they provide opportunities to practice discourse.

YOUNG PEOPLE

Our recent 'longer term' befriender projects include youth mentoring projects such as PEEK (Possibilities for Each and Every Kid) and YCSA (Youth Community Support Agency) – these provide students with the opportunity to connect with children and young people from more deprived parts of Glasgow. In addition we have taken on additional specialist projects such as Terrence Higgins Trust, Shelter Online Advice Assistants and Navigate Citizens Advocacy project for homeless people.

CONTINUING PROJECTS

CONVERSATIONAL ENGLISH

This service continues to be in high demand, and in the year 2016/2017 we matched 94 people seeking help to improve their conversational English with another student. Feedback from students has shown that many people become long term friends and students who are helping someone improve their English often learn just as much about their partner's language, culture and home country, one volunteer stating:

"I think the conversational English programme is a very interesting programme and something that all students, who want to help others and help themselves in improving their language skills, should definitely have a go. It was a very enjoyable experience and it gave me the chance to make a new friend".

BEFRIENDER PROJECTS

SVSS continues to offer befriending opportunities which include working with people with disabilities (Sense Scotland and Cornerstone), those in recovery from health problems (MacMillan Cancer Care/Chest Heart and Stroke Scotland, LGBT Health, Phoenix Futures), older people (Alzheimer Scotland, Food Train, Meal Makers), and young people (Plusone).

These options involve lengthy processing time via both SVSS and the partner organisations, with interviews, PVG, references and training before any matching takes place, however a total of 132 students volunteered under this category.

GLASGOW UNIVERSITY SERVICE TO HOMELESS PEOPLE

This still proves to be a highly popular project. This year 187 students registered to volunteer with GUSH, and we managed to maintain 100% coverage, including during the summer months when many student volunteers either leave Glasgow for holidays or graduate.



VOLUNTEER WEEK

February 2017 saw the return of Volunteer Week, following a successful launch last year. The aim was not only to promote volunteering opportunities to students who might be looking for a new challenge at the start of the calendar year, but also to celebrate the good work done by UofG students in Glasgow.

Timed to culminate in the 2017 Volunteering, Clubs and Societies awards, the week included taster events, one-off training sessions including:

- › Language4Water, Glasgow University Environmental Sustainability Team, Mary's Meals, Best Buddies and Giving What You Can meet & greet sessions.
- › St Andrew's First Aid CPR training session.
- › Volunteer Fair.
- › GUEST litter pick-up.
- › Volunteering & Employability session with UofG College of Social Sciences Employability Officer, Dickon Copsy.

GU TOURS

The tours provide an opportunity for University of Glasgow Students to work as tour guides, develop their communication skills and share their pride in the University with visitors from around the world. We continue to promote the tours through local guidebooks and websites such as VisitScotland, though feedback suggests a considerable percentage of visits are spontaneous, in response to campus based promotional material.

As a pilot we extended our tour days from 4 to 6 per week. This proved successful, contributing to an increase in tour participants to 2,422 for the year, against 1,605 in the previous year.

We encourage tour participants to leave feedback which is generally very positive. Less positive comments generally relate to disappointment at the lack of access to internal spaces of the University. Current University space usage levels mean it is no longer possible to access areas such as the historic Bute Hall. We intend to review our marketing materials to manage expectations in this regard.



STUDENT MEDIA

Glasgow University's student media plays two key roles for students of the University. The first is to provide opportunities to learn new skills and share in common experiences; in this respect the media organisations are similar to clubs and societies in helping to develop graduate attributes. The second function of the media is to provide engaging, informative and entertaining content for students and the wider Glasgow community. This dual role played by the student media highlights its importance to GUSRC, the University and the students. GUSRC continues to support media organisations both with funding and with administrative and developmental assistance. Below is a summary of the achievements of each of GUSRC's media in the academic year 2016/17.

GLASGOW GUARDIAN

The Glasgow Guardian published five issues of 32 pages over the year, with a print run of 3,000. During the year over two hundred volunteers were involved in the development and production of the Guardian including editors, writers, photographers, illustrators, social media staff, and advertising and business staff. A team of social media helpers was established, which greatly streamlined the process of uploading and disseminating content. Social media output and online readership increased significantly, especially during coverage of the student and rector elections. Work began on the development of a new website but is still a work in progress.

The newspaper continues to train a number of contributors and editors in writing, editing and design. A new session, open to all, focussing on effective news writing, was also added to the training programme.

GUST

GUST continued a hectic production schedule over the year with original video content developed over a range of genres including entertainment, current affairs and documentary programming. From the Freshers' Welcome video to strong coverage of GUSRC elections, as well as commissioned pieces for the University itself, GUST continues to play a significant role in the University community.

GLASGOW UNIVERSITY MAGAZINE

GUM is the oldest student publication in Scotland and offers a blend of fashion, art and politics in a high quality publication. Over the year three issues were produced with a circulation of 4,000 distributed at the University and throughout the West End.

The editorial team reviewed the way GUM was managed and produced with a view to making it more inclusive; weekly meetings and monthly workshops ensured greater engagement and support for contributors and potential contributors. In the past GUM often had to reject articles due to lack of space, this year the editorial team published three articles weekly online as well as maintaining the three published issues per academic year. A launch was held for every published issue, in various locations around Glasgow that corresponded with each issue's theme. The three issues were as follows: 'Nostalgia' (Winter 2016), 'Space and Place' (Winter 2017), and 'Empathy' (Spring 2017).

The considerable increase in online articles ensured online support for GUM saw a dramatic rise. A brand new section to the magazine (Creative Writing) was added which has now gained great popularity across campus. The design of GUM was also modernised and changed to make for an even more enticing and exciting read. The quality of the product was reflected in a shortlisting for Best Design at the UK wide student media awards.



SUBCITY

Subcity Radio is GUSRC's student-led radio station, broadcasting from Glasgow to the world via the subcity.org website. The station is known for its openness, inviting not only students, but members of the local community, to be part of its infrastructure.

Freshers' week saw the station return to 24 hour programming, and running stalls at both Glasgow University and The Glasgow School of Art. The web team, comprising students of Computer Science at Glasgow University, created a minisite for a Subcity Guide to Glasgow, hosting advertisements from local club promoters to generate revenue for the station, and featuring information about food, drink, and places to visit in and around Glasgow for students new to the city. The number of contributors to the station grew, with the station now hosting nearly 100 shows, a full evening schedule, and an average of about 7 hours of new content per day. This year Subcity reached out to progressive community groups in Glasgow to offer them slots in the schedule, and have now been host to Glasgow Women's Library, members of the Unity Centre, and ARC (Autism Resource Centre). This is a trend we hope to keep up in the coming year. As well as local groups and contributors, internationally renowned touring DJs and performers have appeared on shows when they happen to be in Glasgow; e.g. Hesse Audio founder Ben UFO, Call Super, Objekt, Throwing Shade, and the entirety of Evian Christ's Trance Party 6 line up (Total Freedom, Laurel Halo, Evian Christ) amongst many more. The station's international reputation as a progressive freeform online radio station in the underground music scene has grown this year through being featured in a Boiler Room documentary on the influence the station has had on the Glasgow "sound". Subcity was also featured in Siren London zine, and as part of Resident Advisors in Residence series.

Subcity Sessions continue to champion local talent, inviting Glasgow-based bands and artists to perform live on air with a professional recording and PA set up. Highlights of their sessions this year have been sets from local acts Horse Whisperer and Still House Plants of tape label Greater Lanarkshire Auricular Research Council (GLARC), and Ela Orleans.

The events that were held to raise money for the station at The Art School in September, November, and February saw attendance grow with each, hitting capacity at the Valentine's Day party. Building on this success, the team of volunteers held a party at Gourrock outdoor pool in May, the first ever of its kind to be held at the venue and an unprecedented move by any promoter in the city. The pool party sold out in four hours, following huge interest from the station's listenership.

Each of the events featured DJs from the station's shows, and a more concerted effort was made this year than in the past to include female DJs and first time DJs (for the station) on each line up. This year, Subcity also collaborated with Graphic Design Festival Scotland, broadcasting live from their exhibition and workshop space at the Lighthouse in the city centre, for three days in October, sound tracked by DJs from Handpicked, 12th Isle, and station contributors.

Whilst the key object of Subcity's events is to generate revenue, many student volunteers develop a range of skills through active participation in organising the events. Each event required the team to book the venue, manage a PR campaign (designing promotional material, video editing, flyerng students, online promotion), and secure sponsorship.



CLUBS & SOCIETIES

Clubs and societies are a key part of the student experience, with 318 clubs affiliating to GUSRC in 2016/2017, close to last year's 324. This slight decrease is also reflected in total student membership of affiliated clubs and societies - 14,900, down from 15,500. Affiliated societies continued to benefit from GUSRC support on issues including governance, constitutional frameworks, charity registration, risk assessments, publicity, and event management. GUSRC also provides free minibus hire, as well as free room hire, photocopying and IT access. Through the grant allocation system GUSRC can also offer financial support to clubs and societies.

GUSRC notifies all eligible office bearers about HEAR, collects completed forms and updates student records accordingly. This year 452 office bearers applied to have this activity recorded in their HEAR, almost a hundred more than the previous year. Clubs and societies remain an integral part of GUSRC's Freshers' Week with 148 stalls allocated to clubs and societies each day of Freshers' Fair

The grant allocation system seeks to balance accountability with ease of access. Clubs and societies are required to advise on potential outcomes that grant funding will enable them to achieve and to make a verbal presentation to the members of the C&S committee. The system is one tier and straightforward and there has been a year on year upsurge in applications from clubs.

GUSRC AFFILIATED CLUBS AND SOCIETIES

2012/13	240
2013/14	265
2014/15	287
2015/16	324
2016/17	318

VCS AWARDS

Nine years ago we introduced the Volunteer, Clubs and Societies' (VCS) awards with the aim of promoting and celebrating the many UofG student volunteers who work on campus and in the local communities to make people's lives better. The awards event previously had had a fairly low profile due to our financial limitations. This year, with support from the University, we were able to develop a rejuvenated high-profile event in the University's prestigious Kelvin Gallery. With over 300 nominations received, the event caught the imagination of the student body.

The Principal, Senior Vice Principal and Vice Principal (Academic & Educational Innovation) all attended and presented awards; it was clear that the successful nominees placed great value on the awards with emotional and heartfelt speeches.

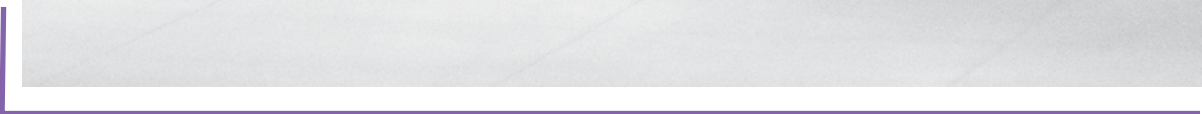
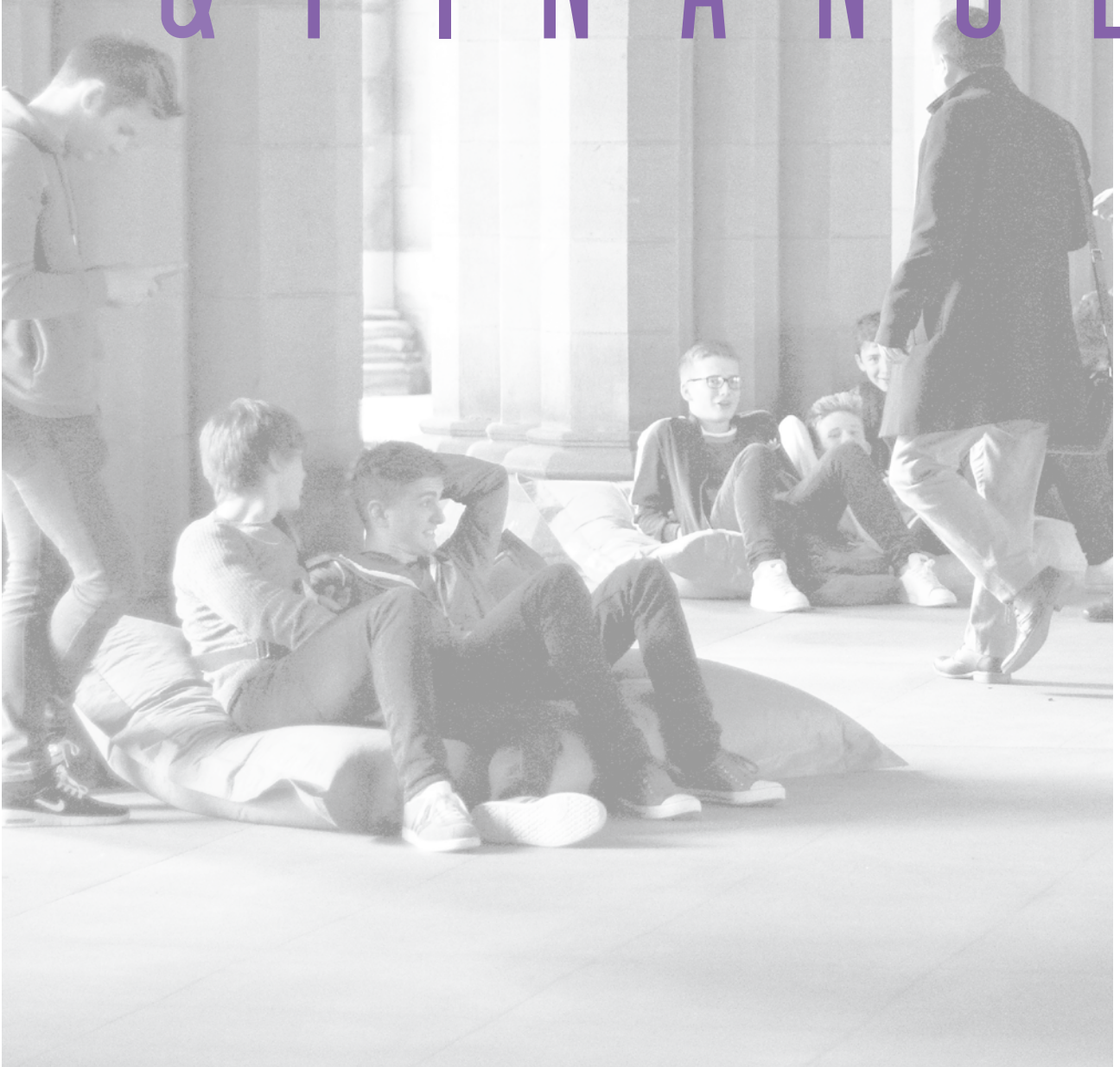
These awards reflect our ambition to continue to build the profile of volunteering on campus and increase the number of students engaging in volunteering whether it be as office bearers of clubs/societies, class representatives, or volunteering in the community.

VCS AWARD WINNERS 2017

- › Exceptional Campaign Award: Elephant in the Room
- › Fundraising Award: Language4Water
- › Innovative Activity Award: Flow Arts
- › Most Dedicated Member Award: Caitlin Bell
- › New Club/Society Award: Disney Society
- › Showcase Award: Erasmus Student Network
- › Volunteer of the Year: Natalie Mordente
- › World Changer Award: Art Afternoons

PART FIVE:

POSTWORD & FINANCE





POSTWORD

Last year was a major success for GUSRC as we continued to increase our engagement with the student body whilst leading a number of new initiatives.

Highlights have included launching our successful sexual violence prevention training, improving recognition for our Volunteering, Clubs and Societies Awards and holding our first ever class representative conference. We continue to highlight the student voice across the university, positively contributing and affecting policy and developments on and off campus.

Over the coming year, we will experience challenges such as Brexit, the introduction of the Teaching Excellence Framework and an expanding student population. We must continue to adapt and remain flexible, ensuring we engage with key decisions and policy changes in order to represent and support our diverse student population.

We have so many exciting opportunities and developments to come. The Learning and Teaching Hub is under construction and as the first building on our campus development, it will transform the student experience and set the standard for how we engage students in consultation activity.

I feel privileged to be involved at this point in GUSRC's history. We have produced ten annual reports, gone from strength to strength, remained flexible and developed our structures and processes to ensure we move forward as an organisation.

It is going to be another exciting year for GUSRC. We remain a dynamic student-led organisation and with representation at the heart of everything we do, I'm sure next year will be even better.

A handwritten signature in black ink, appearing to read 'Kate Powell'.

Kate Powell
President 2017/18

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 30 JUNE 2017

	GENERAL FUNDS (£)	DESIGNATED FUNDS (£)	RESTRICTED FUNDS (£)	2017 TOTAL (£)	2016 TOTAL (£)
INCOME:					
DONATIONS & LEGACIES	596,216	-	-	596,216	585,054
OTHER TRADING ACTIVITIES	53,080	-	-	53,080	37,954
INVESTMENTS	4,801	-	-	4,801	5,281
CHARITABLE ACTIVITIES	255,139	-	9,000	264,139	275,528
TOTAL INCOME & ENDOWMENTS	909,236	-	9,000	918,236	903,817
EXPENDITURE:					
RAISING FUNDS	15,937	-	-	15,937	17,079
CHARITABLE ACTIVITIES	849,259	20,789	9,000	879,048	883,949
TOTAL EXPENDITURE	865,196	20,789	9,000	894,985	901,028
NET MOVEMENT IN FUNDS	44,040	(20,789)	-	23,251	2,789
RECONCILIATION OF FUNDS	388,182	20,789	-	408,971	406,182
<i>BALANCE BROUGHT FORWARDS AT 1 JULY 2016</i>					
TOTAL FUNDS CARRIED FORWARD AT 30 JUNE 2017	432,222	-	-	432,222	408,971

NOTES

GUSRC recorded a surplus this year of £23,251 (2016 - £2,789 surplus).

The block grant from the University was £596,216, an uplift of 2% on 2016 (585,054). This includes £27,000 notional rental charge.

Reserves at 30th June 2017 stand at £408,971 (2016 £406,182) It is the policy of the organisation to maintain free reserves at a level sufficient to maintain current services and activities for a 6 month period and meet all contractual liabilities in the event of a sudden and severe reduction in revenue.

PROJECT MANAGEMENT & COPY

Bob Hay

DESIGN, LAYOUT & EDIT

Iain Smith

ADDITIONAL COPY

*Helen Speirs, Ameer Ibrahim, Kate Powell, Gina Connor,
GUSRC Student Media Officers, Iain Smith*

PHOTO

*Gavin Reynolds, Iain Smith,
University of Glasgow, Glasgow University Beekeeping Society,
Yuliana Kamenova, Gabriele Bilinskaite,
Subcity*

PROOF

Helen Speirs, Markee Rambo-Hood, Gina Connor

THANKS

Gavin Reynolds, Abi Smith



WWW.GLASGOWSTUDENT.NET

THE UNIVERSITY OF GLASGOW STUDENTS' REPRESENTATIVE COUNCIL IS A CHARITY REGISTERED IN SCOTLAND
REGISTRATION NUMBER SC006970

Court Context Card 14 February 2018 - Principal's Report

Speaker Professor Anton Muscatelli

Speaker role Principal

Paper Description For information**Topic last discussed at Court** Last report to Court was December 2017**Topic discussed at Committ** NA**Committee members prese** NA**Cost of proposed plan****Major benefit of proposed plan****Revenue from proposed plan****Urgency** NA**Timing** Various**Red-Amber-Green Rating** Various**Paper Type** For information / discussion**Paper Summary**

Updates on areas listed in the paper as follows:

1. Higher Education Developments
2. USS and Pensions update
3. Outcome Agreement
4. Update on Vice-Principal & staff appointments
5. Student Visa Pilot
6. Key activities
7. Senior Management Group business

Topics to be discussed In line with paper's headings**Action from Court** To note/discuss if wishes**Recommendation to Court****Relevant Strategic Plan workstream** Empowering People, Agility, Focus**Most relevant Primary KPI it will help the university to achieve** NA**Most relevant Secondary KPI it will help the university to achieve** NA**Risk register - university level****Risk register - college level****Demographics****% of University** Items mainly relate to the University as a whole**Operating stats****% of****Campus** All locations**External bodies** UK Government; Scottish Government; SFC**Conflict areas****Other universities that have done something similar****Other universities that will do something similar****Relevant Legislation****Equality Impact Assessment****Suggested next steps****Any other observations**

Court - Wednesday 14 February 2018

Principal's Report

Items A: For Discussion

1. Higher Education Developments

Scotland Higher Education Budget for 2018-19

Following the meeting, Court members were contacted with a summary of the budget for SFC HE resource and capital, as follows:

	2017-18 Budget £m	2018-19 Draft Budget £m
HE resource (SFC)	1013.9	1024.9
HE Capital (SFC) Funding	45.5	41.3
HE Capital (SFC) Financial Transactions	10.0	40.0

The revenue budget for next year represents a 1.1% cash increase. The capital budget has been reduced, but the budget is likely to be sufficient to meet all current SFC commitments. The increase in HE Capital Financial Transactions involves loans to the sector at low rates. It is still not known how this will be managed, but it's unlikely that the University of Glasgow will benefit, as we have been able to access capital markets at highly favourable rates to meet our capital plan.

The Scottish Funding Council will provide indicative funding decisions to the sector later in February for the major core teaching and research grants based on the draft budget. This will depend on Ministerial guidance to the SFC which has not yet been published at the time of writing this report. The final funding allocations will be decided in May once the Scottish Parliament approves the final budget.

At the time of writing preliminary indications from SFC to Universities Scotland suggest that the uplift in revenue spending will be directed to provide an uplift in T-grant funding to Universities. This year SFC is due to remove grant funding for the home taught postgraduate grant to universities (following the introduction by Scottish Government last year of fee loan support for home students undertaking PGT courses). As a consequence, there may also be margins to increase funding for research funding (including the Research Excellence Grant and the University Innovation Fund), and Universities Scotland is pressing for the funding uplift to be translated into both teaching and research core funding increases to maintain their real value.

One area in which we have also been active as a University in the run-up to the funding decisions by SFC is in trying to protect one particular line of strategic funding by SFC. The SFC awards £1.2m for museums and arts galleries, and the University of Glasgow receives the major share of this (£726k) for its Hunterian museums. This was protected until 2017-18 but was due for review for 2018-19 onwards. I will give an oral update on this item at Court.

Review of HE funding in England

It seems almost certain that there will 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 HEIs here in particular, as a result of any changes in the fee regime for Rest-of-UK Undergraduate students, or indeed on the connected regulatory regime such as the future of the Teaching Excellence Framework (TEF) and the Office for Students (OfS).

The sector had expected an announcement of the terms of reference for the review early in the New Year, but with the UK government reshuffle, this has been delayed. It seems that the review will extend to all of post-18 education in England (including FE), and will focus on the diversity of provision as well as cost and value-for-money to students (including how this varies across subjects and institutions). Early indications are that the review will be led by DfE.

I will provide an oral update to Court on any developments in this area.

Brexit Negotiations and Universities

In December, after Court met, the UK and EU reached an agreement on 'phase 1' of the negotiations. There were important 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 also announced that they will continue to fund EU citizens as Home students for academic year 2019-20 thus providing clarity to Universities in Scotland as they recruit EU students through the next admissions cycle beginning in summer 2018. This was a very welcome development and one which the University has supported.

The second phase of UK-EU negotiations will begin soon, and will focus initially on the transition until the European Council meeting in March 2018, and will then concentrate on the future EU-UK relationship. Universities UK continues to argue strongly that the UK should have access to, and participate actively on, a Framework Programme 9 post-2020 based on excellence and continued access to Erasmus+ and their successor programmes.

2. USS and pensions update

The Joint Negotiating Committee (JNC) of USS did not reach unanimous agreement on the issue of benefit reform at its meeting on 23 January, with UCU and UUK presenting very different proposals. The JNC reached a decision in favour of the employers (UUK) proposal, based on the casting vote of the independent chair. This now represents the formal proposal of the JNC and the basis on which USS Board will determine its valuation, which has to be submitted to the

Pensions Regulator by end-June 2018. There will 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 Secretary of Court will set out in his report how the University is responding to the dispute.

3. Outcome Agreement

For the past 5 years Court has received updates on the content of our Outcome Agreement, which is required to be submitted to the SFC as a condition of funding. The Agreement sets out what the University will deliver in return for Government funding. The document's focus is on the contribution made towards improving life chances, supporting world-class research and creating sustainable economic growth for Scotland.

Last year, Court approved a new agreement for the period 2017/18 to 2019/20. At the time, Court was advised that we are expected to update this annually.

We were due to bring an update to this Court meeting but the SFC only provided feedback on our draft on 31 January (its original deadline was 15 January). In order to take the necessary time to respond to this feedback appropriately, we agreed to delay circulation of the updated and final version of our OA to the April meeting of Court.

Items B: For Information

4. Update on Vice-Principal and staff appointments:

Clerk of Senate/Vice-Principal Appointment

Professor John Briggs will demit office as Clerk of Senate and Vice Principal on 31 July. Senate appointed a search Committee and interviews were held at the end of 2017 for a successor to John as Clerk of Senate. This recommendation was accepted by Council of Senate at its meeting on 1 February. I am delighted to inform Court that Professor Jill Morrison, currently Professor of General Practice and Primary Care and Dean of Learning and Teaching, College of Medical, Veterinary and Life Sciences will take up the role from 1 August 2018 for a period of 4 years, and will be appointed concurrently as Vice-Principal.

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

I am also pleased to report that I have agreed with Professor Frank Coton to extend his tenure as Vice Principal Academic and Educational Innovation, which was due to end on 31 December 2018, to 1 January 2022.

Director of Development and Alumni Office

I am also happy to report that Frances Shepherd has been appointed the new Director of Development and Alumni Office (DAO). She took up her post on 4 December 2017. Fran previously served as Vice President of International Development within DAO.

5. Student Visa Pilot

The University is one of 23 universities chosen by the Home Office to take part an extended pilot scheme for streamlining the process for international Masters students wanting to study in the UK. In Scotland the pilot has only been extended to Glasgow and Edinburgh Universities at present. The pilot, which covers Masters courses of 13 months or less, will make the process easier for these students. It also provides greater support for students who wish 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 have finished the course. This is an important step in maintaining the UK's competitiveness in attracting such students.

6. Key activities

Below is a summary of some of the main activities I have been involved in since the last meeting of Court, divided into the usual 4 themes: Academic Development and Strategy; Internationalisation activities; Lobbying/Policy Influencing and Promoting the University; Internal activities and Communications and Alumni events. In order to cut the length of this report, I have, in the main, provided brief headings and can expand on any items of interest to Court.

Academic Development and Strategy

4 January: Met with Murdoch MacLennan, former member of Court; Head of College MVLS; College Chief Operating Officer; Director of Development and Alumni; Deputy Head of College Science and Engineering; Head of Adam Smith Business School; Affiliate Director of Glasgow Centre for Population Health, to explore the potential of establishing an Advisory group for the development of health-related apps.

4 January: Met with Sinclair Dunlop, Epidarex Capital, to discuss their current and potential investment in University's spin-outs and future plans.

22 January: Chaired the Clerk of Senate interviews.

29, 31 January, 1 February: Participated in informal interviews for the post of Chief Transformation Officer and on 5 & 6 February chaired the formal Interviews.

Internationalisation Activities

18 December: Met briefly with Dr. Mosleh Mohammed Saeed Salih, President of the University of Duhok, who was visiting the University.

12 January: Met with Pasquale Terracciano, the outgoing Italian Ambassador in his London residence.

18 January: Invited to visit LUISS University, Rome, and attend the opening ceremony for the academic year and deliver the inaugural speech. The Italian Prime Minister and three other ministers were in attendance. My speech was entitled: '*Universities as Beacons of the Enlightenment in the 21st century*'. While in Rome, I also had the opportunity to meet with Ambassador Raffaele Trombetta, the new Ambassador of Italy to London.

31 January: Hosted a Lodging lunch for the High Commissioner for Malawi, Kenna Mphonda, who was accompanied by Dr Peter West, Scottish Honorary Consul to Malawi.

7 February: Teleconference with Professor Vincent Blondel, Rector of UC Louvain, Chair of the Guild of European Research-Intensive Universities.

Lobbying/Policy Influencing and Promoting the University

13 December: Tim Bradshaw, Chief Executive of the Russell Group, Alistair Jarvis, Chief Executive Universities UK, and I met with the Information Commissioner in London (I joined by teleconference).

14 December: Participated in a telephone interview with Jo Faragher as part of the development of a THE supplement promoting and highlighting the work of the University.

14 December: Met with John Scally, National Library of Scotland.

19 December: Participated in a Universities Superannuation Scheme Limited - Additional Trustee Board Meeting via teleconference call and on 16 January a USSL Investment Committee meeting. I also attended a USS Board meeting on 24 January.

9 January: Met with Katherine Trebeck, Oxfam, Aileen McLeod and our Director of Communications to discuss an intergovernmental initiative to focus on wellbeing following the Inclusive Growth conference held in Glasgow in 2017.

10 January: Along with the Chief Executive of the Russell group, met with the Rt Hon Amber Rudd, Home Secretary.

15 January: Attended the launch of the Scottish Government's report, *Scotland's Place in Europe: People, Jobs and Investment* by the First Minister.

16 January: Participated in UK Government Academic Roundtable on the EU (Withdrawal) Bill and Devolution at the Cabinet Office in London.

22 January: Met with Dr Bridget McConnell, Chief Executive Glasgow Life.

22 January: Participated in a telephone call/interview with the Guardian and Anna Fazackerly. Professor Debra Humphris, VC of Brighton University also took part.

23 January: Attended the SFC Finance Committee; on 1 February an SFC Board Meeting; on 30 January an SFC Liaison Meeting.

25 January: Co-presented with the Senior VP at a Chamber of Commerce *Glasgow Talks* event, hosted by the University focusing on the vision of the campus development and its potential impact on the West end and City of Glasgow.

25 January: Participated in a panel discussion at an Scottish Centre on European Relations (SCER) roundtable event on *Brexit: What Are the EU27-UK Trade Deal Options?*

29 January: Participated with Dame Anna Dominiczak in a visit of the First Minister to the ICE facility at the Queen Elizabeth University Hospital.

30 January: Attended Universities Scotland Main Committee.

30 January: Hosted a visit of the Moderator of the Church of Scotland who conducted a service in the Chapel before dinner in the Lodging.

31 January: Met with the CEO of EPSRC, as part of his visit to the University.

31 January: Met with the Leader Glasgow City council to discuss the Glasgow University Innovation District.

2 February: Attended UUK Board meeting in London and thereafter met with Tim Bradshaw, Chief Executive Russell group, and Alistair Jarvis, Chief Executive UUK.

5 February: Chaired the First Minister's Standing Council on Europe - plenary meeting.

6 February: Chaired the Commission for Economic Growth (Glasgow City Deal).

6 February: Attended and gave a lecture at a Crichton Conversation event in Dumfries. My topic was *The post Brexit economy: Prospects for Scotland and the UK*.

7 February: Attended and gave a lecture at the High School of Glasgow Business Breakfast. The topic was *The Potential Impact of Brexit on UK Higher Education and the Scottish and UK Economy*.

7 February: Hosted a meeting with colleagues and Scottish government representatives to discuss the National Manufacturing Institute for Scotland.

7 February: Met with Linda Hanna, Managing Director, Strategy and Sectors, Scottish Enterprise.

8 February: Attended Glasgow International College 10 Year Anniversary Lunch in London.

8 February: Along with other VCs, attended a small dinner discussion with Martin Ivens, Editor of the Sunday Times.

9 February: Participated in a teleconference with TheCityUK regarding FinTech Skills Blueprint.

13 February: With the Convener of Court and other University representatives we hosted members of the SFC Board for our SFC Strategic Dialogue Meeting.

13 February: Attended the Committee of Scottish Chairs Dinner, hosted by the University.

14 February: Met with Kevin Quinlan Director for International Trade and Investment, Scottish Government.

Internal activities and Communications and Alumni events

9 January: Had my annual meeting with our external auditors - Stephen Reid and Ken Baldwin - Ernst & Young.

11 January: Monthly SRC Sabbatical Officers meeting.

12 January: Along with colleagues from Development and Alumni office, hosted the annual Burns Supper event in the Caledonian Club, London.

22 January: Attended and spoke at the General Council Half-yearly Meeting. The meeting took place in the ICE facility and included a tour of new developments on the QEUH site.

1 February: Hosted a Senate Assessors Dinner in the Lodging.

5 February: Hosted a Lodging reception for Staff & Student Officers.

7. Senior Management Group business

In addition to standing and regular items the following issues were discussed:

SMG Meeting of 4 December

- Research Hub - Proposal for a new name
- Interest Free Season Ticket Travel Loans
- Conflict of Interests policy
- Outcome Agreement Process: Health Related Outcomes

SMG Meeting of 14 December

- Campus development
- Capital Plan update (NJ)
- Draft Parking Permit & Enforcement Scheme
- Enlighten: Knowledge Exchange & Impact Repository
- Professional editorial support for developing high-impact outputs
- Initial decisions on the format of REF2021: considerations for UofG
- Senior Leaders Forum – update and meeting 2 discussion topic
- Outcome Agreement
- SFC Subject Price Group Profile
- THE European Teaching Excellence Rankings - Update

SMG Meeting of 18 December

- Management of Student Numbers
- LKAS Fellowship Scheme
- Professorial Recruitment Fund

SMG Meeting of 8 January

- LKAS Research Fellowship Scheme
- Professional editorial support for developing high-impact outputs

SMG Meeting of 16 January

- Corporate Risk Register
- REF reviews
 - UoA 7 Earth Systems and Environmental Sciences
 - UoA 8 Chemistry
 - UoA 11 Computer Science and Informatics

SMG Meeting of 22 January

- Ballot on Industrial Action

SMG Meeting of 29 January

- Campus Development and Capital Plan update
- 2018-19 Planning Round update
- Enterprise Management System

SMG Meeting 5 February

- Support for GCRF Awards
- HR/Payroll System – Update
- Cross Council CDTs
- Recent Brexit Developments and Immigration Update
- Research Misconduct

12 February took part in further session in series of externally facilitated SMG Development Workshops

Court Context Card 14 February 2018 - University Secretary's Report

Speaker	Dr David Duncan	
Speaker role	COO and University Secretary	
Paper Description	For information / some items for discussion/decision/approval	
<i>Topic last discussed at Cour</i>	Regular report to Court - last report December 2017	
<i>Topic discussed at Committ</i>	NA	
<i>Committee members prese</i>	NA	
<i>Cost of proposed plan</i>		
<i>Major benefit of proposed plan</i>		
<i>Revenue from proposed plan</i>		
<i>Urgency</i>	Medium/Low	
<i>Timing</i>	Immediate where relevant	
<i>Red-Amber-Green Rating</i>	Green	
<i>Paper Type</i>	Decision/Discussion/Information	
<i>Paper Summary</i>	Report from Secretary on a number of items for Court's discussion/decision and/or information. A Items are: A1 An update on the Industrial Action Working Group/USS A2 An update on the Student Experience Committee A3 Court members are invited to comment on the format of a media update A4 Court is invited to discuss proposed areas for the external effectiveness review to cover. Other item for decision is: B4 Arrangements for appraisal of Convener B6 Court is invited to approve extensions of terms for Employee Representatives on Court	
<i>Topics to be discussed</i>	As above plus any A or B items Court members may wish to discuss Listed under each item: specific decision requested under: B4, B6	
<i>Action from Court</i>		
<i>Recommendation to Court</i>		
Relevant Strategic Plan workstream	Empowering People, Agility, Focus	
Most relevant Primary KPI it will help the university to achieve	NA	
Most relevant Secondary KPI it will help the university to achieve	NA	
Risk register - university level		
Risk register - college level		
Demographics		
<i>% of University</i>	100% Cross University application on several items	
<i>% of college</i>		
Operating stats		
<i>% of</i>		
Campus	All locations	
External bodies	USS, Committee of Scottish Chairs, HESA	
Conflict areas		
Other universities that have done something similar	Other Scottish HEIs will be discussing actions arising from the new Code of Good HE Governance	
Other universities that will do something similar		
Relevant Legislation	Higher Education governance; Data protection/GDPR	
Equality Impact Assessment		
Suggested next steps		
Any other observations		

Court - Wednesday 14 February 2018

Report from the University Secretary

SECTION A - ITEMS FOR DISCUSSION / DECISION

A.1 Industrial Action Working Group/USS

Since the last meeting, Court has 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 the USS pension scheme showed strong support for both strike action and action short of a strike. The UCU has announced strike action on 22-23 February, 26-28 February, 5-8 March and 12-16 March. The action short of a strike will essentially involve a 'work to contract'. About a quarter of academic and professional support staff are members of UCU, but the extent of engagement in industrial action is hard to assess at this stage but is expected to be uneven over the 14 days and across academic disciplines.

The Industrial Action Working Group has been meeting and is in regular communication with Colleges and Schools; we have also issued regular updates for staff and students. The main aim of the group is to minimise disruption for students.

As a University, we have set out a clear position on USS: we would like to keep the best possible terms for staff provided that:

- a) these are affordable for employers and staff
- b) the terms are acceptable to the Pensions Regulator
- c) the settlement is enduring and does not lead to a further round of changes at the time of the next valuation.

We continue to call for further discussion at national level to try to find an acceptable way forward.

A.2 Student Experience Committee

At the last meeting, Court approved the establishment of the Student Experience Committee, suggesting also some minor changes to the remit. At its 1 February meeting, the Council of Senate also agreed the formation of the Committee. The Committee will meet in for the first time in March. Court will receive a report in April. In the meantime, Court will receive the SRC's report on its activities over the past year, at the February Court meeting.

A.3 *Media Update*

It is suggested that such details might be provided to Court from time to time during the year. **Members' comments are invited.**

A.4 *Scottish Code of Good HE Governance – external review*

At the last meeting, Court was updated on areas for actions arising from the new Code. One of these is the expectation that there will 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 will be arranged for the summer.

SECTION B – ITEMS FOR INFORMATION / ROUTINE ITEMS FOR APPROVAL

B.1 *Organisational Change – UoG sport*

At the December meeting, members of Court were 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 are also being made to ensure that remaining members of staff do not suffer detriment in terms of lost income as a result of the restructuring. Meetings with individual members of staff are currently underway to provide further reassurance about their roles and about the future of the Garscube sports facilities.

B.2 *Organisational Change Governance Group*

The Group's annual report is at **Annex**.

Following Ken Brown leaving Court, there is a vacancy for a lay member on the Group. A replacement will be made, with Court being kept advised.

B.3 *Graduate Teaching Assistants and Demonstrators*

At the December meeting of Court a concern was raised regarding the timely payment of our GTAs and Demonstrators, the majority of whom are post-graduate students at the University. There are over 800 GTAs and Demonstrators mainly within the Colleges of Arts, Social Sciences and Science and Engineering and they play a vital role in the teaching and support of our undergraduate students. As previously reported we experienced delays in issuing a number of employment contracts and establishing this year's cohort on to the HR payroll systems. Remedial action was taken to minimise any financial impact on the individuals concerned and a working group has been created to review the process. This includes representatives from the Demonstrator and GTA population along with SRC and trade union representatives working with staff from HR, Recruitment, Payroll and School Administration offices.

As the review has progressed it has become clear that the issue goes beyond the administration of the contracts. The review will hence consider how work is planned, allocated and recorded to ensure that Schools are rewarding the work done, including appropriate time for preparation and marking, in a consistent and transparent manner. It will also look at matters relating to communication and training. Alongside this, Heads of School, supported by HR officers, are working to address local concerns as a matter of urgency. The need to ensure GTAs and Demonstrators are properly trained and supported as well as fairly compensated for their contribution will further build on the work already done to move this population to proper employment contracts from casual worker arrangements.

B.4 *Annual Court Self-Assessment and Convener appraisal*

As in previous years, a questionnaire for Court self-assessment/feedback on performance will be circulated. The Court Governance Working Group will consider the outcomes of this and will also refer to the Code, to ensure that the University is addressing all its responsibilities in terms of good governance. The working group will report to Court in April.

Ronnie Mercer has recently become Chancellor's Assessor, succeeding Murdoch Maclellan, who previously co-ordinated the appraisal of the Convener's performance. **With Court's agreement it is proposed that Ronnie Mercer undertake the appraisal of the Convener's performance.**

B.5 *Court members – information for HESA*

The Higher Education Statistics Agency collects, processes and publishes data about HE in the UK, as a source of national statistics and public information. It was set up by agreement between HE Funding Councils, HE providers and the relevant government departments.

There is a new 2017/18 requirement by HESA to capture additional information about governors who are on governing boards of Universities – this is because the Funding Councils (SFC in our case) have requested that the data be added to the HESA return.

The information that will be requested covers: date of birth, disability, ethnicity, highest qualification held, gender and nationality. These are the compulsory fields. There are also optional fields relating to gender reassignment, religious belief and sexual orientation. Our HR service will contact Court members during the next few months for this purpose, and will retain the data confidentially. Data provided to HESA will be anonymised.

B.6 *Employee Representatives on Court*

At the last meeting it was 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 is 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 in 2018, ahead of compliance with the 2016 Act via a revised Ordinance on the composition of Court, it is suggested that both Dave Anderson and Margaret Anne McParland's terms be extended to the end of 2018.

Court is invited to approve these extensions.

B.7 *Contracts monitoring*

Court members will be aware of media coverage about the Carillion construction group's recent liquidation. The University did not have any building contracts with the group. Large value estates contracts are kept under review in this respect. The potential impact of the liquidation on sub-contractors is also being monitored.

B.8 *Mental Health Working Group*

The Mental Health Working Group met for the first time on 23 January. The group includes a wide range of professional support staff, academics and student representatives from across the University. The group received reports from key individuals and agreed a number of actions covering both staff and students. These focused on (a) specialist provision; (b) training of non-professionals across the institution; (c) general awareness raising. The training programme will continue to make use of a range of interventions which had proved effective at Glasgow and at other universities.

B.9 *Equality and Diversity Strategy Committee*

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

B.10 *Heads of School appointments*

College of Science & Engineering

Head of School of Computing Science

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

College of Social Sciences

Head of School of Physics & Astronomy

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

Organisational Change Governance Group

Report to Court, February 2018

Introduction

The Management of Organisational Change policy provides a framework within which proposed changes to the structure with the potential to impact on staff are considered and approved, subject to appropriate consultation with the relevant parties. The policy introduced a 'tiered' approach to decision-making, as follows:

Tier 1 – Fixed term contracts & open ended contracts with a funding end date (including individuals, teams or groups).

Tier 2 – Core funding: a reduction in an individual post, team, group, programme, college support service or a subsection of a School, RI or University Service. Significant restructuring exercises may also be considered within this level.

Tier 3 – The closure of an academic subject / discipline.

Tier 4 – The closure of a School, Research Institute or University Service.

Tier 5 – Significant University wide changes / Closure of a College.

Tier 1 changes are managed at local level while changes classified as Tier 3 or above, being of a strategic nature, always require a decision by Court.

Tier 2 proposals are considered on Court's behalf by the "Organisational Change Governance Group" OCGG (renamed from the Court Procedural Review Group in February 2017). The OCGG has a membership of 5, and has authority to make decisions on Tier 2 proposals, without the need for Court approval. The full remit is set out in Appendix 1.

In all cases where OCGG has thus given management authority to implement organisational change, it has instructed that, in terms of the Management of Organisational Change Policy, all reasonable steps should be taken to minimise the potential for redundancies and other negative impact on the individuals potentially affected by any proposed change. The agreement to implement recognises that any proposal will be subject to consultation with staff and the recognised trade unions and the OCGG may request that an update be provided prior to any final decisions to implement are taken. OCGG may also choose to refer a proposal presented as Tier 2 to a full meeting of Court where it considers it to be strategically significant and/or contentious. Additionally, Court requires OCGG provide an annual report to Court. Meanwhile, each item of business considered by OCGG is also reported to the following meeting of Court.

This current report covers the period from April 2017.

Current membership of the Organisational Change Governance Group is: Carl Goodyear, Kirsteen McCue, David Milloy and Morag Macdonald Simpson with one position currently vacant. Prior to July Ken Brown, Karen Lury and Duncan Ross were members of the group.

David Duncan
Chief Operating Officer and University Secretary

Proposals approved by the Organisational Change Governance Group 2017

1. University Sport – May 2017

The aim of this change proposal is to create an operating model and team structure that will deliver an enhanced experience for our students that includes increased opening hours at the Stevenson Building. The proposal involves changes to the operating model, impacting on the majority of roles (c.50). This includes changes to the current rotas and a move away from historical zero hours arrangements and reliance on contractual overtime. It also includes reduced opening hours at Garscube Sport Complex where early morning student demand is low.

Management recognised the significance of the changes for staff within the Service, with the potential for redundancies and loss of earnings and have therefore consulted extensively with staff and unions. The unions registered a formal failure to agree but consultation has continued to develop the proposals and find a resolution. At the time of writing, it is hoped that, with the inclusion of enhanced voluntary redundancy terms and efforts to minimise financial loss, agreement to proceed with the finalised proposals is close to realisation.

2. Restructure of Recruitment – November 2017

This proposal involved the reorganisation of the central recruitment team within the HR Function following a wide-ranging review of the end to end recruitment process. Additionally a number of new roles will be introduced within the Colleges and University Services to support the revised process. The expectation is that this could be delivered without the need for any redundancies but given the change in roles this could not be ruled out. The new structure will deliver a reduction in the total number of staff involved from c.50 to 20 fte across the University. The change process is now close to completion and no compulsory redundancies are anticipated.

Terms of Reference of the Organisational Change Governance Group

Remit

1. To act as an independent review group for all Tier 2 proposals which involve organisational change which might result in staffing reductions or significant changes to the organisational structure
- 2 To provide strategic sign-off to management for Tier 2 proposals
- 3 To decide, on strategic and/or key reputational grounds, or for other exceptional reasons, if the matter should be treated as equivalent to a Tier 3 proposal and receive initial strategic sign-off by Court prior to proceeding
- 4 To assess, in especially sensitive matters, if the group needs to review the final outcome before any change occurs
- 5 The Policy requires Tier 3 issues to receive the initial strategic sign off by Court. In some cases, Court may decide that it wishes the group, as per point 4 of the remit above, to review the final outcome before any change occurs
- 6 To provide a summary report to Court of changes given strategic sign-off.

Membership

3 lay members of Court, including at least one member of the Human Resources Committee

2 Senate Assessors

Additionally the VP, Head of College or University Secretary (or appropriate senior management delegate) for the affected area would also attend to provide organisational context and explain/ amplify the rationale for a proposal. The Organisational Change Governance Group (OCGG) will be provided with advice and guidance by a senior member of the HR Function.

The members of the OCGG may also seek input from Union Representatives prior to providing strategic sign off, whilst recognising that this does not form part of the formal consultation processes.

The Court members will make the decision.

To ensure a degree of continuity of experience the membership of the OCGG will be established at the start of each academic year in case it is required. The lay members of Court will be identified by the Nominations Committee and the Senate Assessor(s) will be chosen by the Senior Senate Assessor. In each case a reserve will also be identified in case of lack of availability at a particular time or to avoid an individual dealing with a case in a part of the University where they are closely involved.

The remit and membership of the OCGG will be reviewed and agreed on an annual basis by Court.

Court Context Card - Finance Committee Report 14 February 2018

Speaker	Graeme Bissett
Speaker role	Finance Committee Convener
Paper Description	Finance Committee Report to Court
Topic last discussed at Cour	Dec-17
Topic discussed at Committ	01/02/2018
Committee members prese	Court members present at last meeting: G Bissett, N Hill, R Mercer, E Orcharton, E Passey (by telephone), K Powell, G Stewart
Cost of proposed plan	
Major benefit of proposed plan	
Revenue from proposed plan	
Urgency	High
Timing	Immediate
Red-Amber-Green Rating	Green
Paper Type	Discussion
Paper Summary	<p>FC/2017/46 - Finance Committee noted an update on the Capital Programme</p> <p>FC/2017/48 - Finance Committee approved 5 Capex applications</p> <p>FC/2017/50 - Finance Committee noted the Investment Reports</p> <p>FC/2017/54 - Finance Committee noted a report showing the Overview of Performance as at 30 November 2017</p>
Topics to be discussed	Progress of Capital Projects; Acceleration of Capital Programme with regard to Research Hub 5th Floor; Capex Applications approved; Investment Reports; Period 4 Overview of Performance (details of these areas attached).
Action from Court	Items for noting.
Recommendation to Court	
Relevant Strategic Plan workstream	Agility, Focus
Most relevant Primary KPI it will help the university to achie	Cash generation
Most relevant Secondary KPI it will help the university to achieve	
Risk register - university level	5. Financial Resource
Risk register - college level	
Demographics	
% of University	100% undergraduates 100% postgraduates 100% home students 100% overseas students 100% staff
Operating stats	
% of	100% revenues 100% of costs 100% of profits 100% real estate - land 100% real estate - buildings 100% of total assets 100% of total liabilities
Campus	All
External bodies	
Conflict areas	
Other universities that have done something similar	
Other universities that will do something similar	
Relevant Legislation	Financial regulations
Equality Impact Assessment	
Suggested next steps	
Any other observations	

University of Glasgow
Finance Committee
Minute of Meeting held on Thursday 1 February 2018
Melville Room

Present:

Mr Graeme Bissett (Convener), Mr Robert Fraser, Prof Nick Hill, Prof Neal Juster, Ms Elspeth Orcharton, Ms Elizabeth Passey (via teleconference), Ms Kate Powell, Mr Gavin Stewart, Mr Iain Stewart

In attendance:

Mrs Ann Allen, Mr Gregor Caldow, Mr Ronnie Mercer, Dr David Duncan, Ms Fiona Quinn

Apologies:

Ms Heather Cousins, Dr Simon Kennedy, Prof Sir Anton Muscatelli

FC/2017/42. Summary of main points

- A report providing an overview of progress on the campus development was noted and the Governance arrangements for capital projects along with workstream progress and principal risks were reviewed and noted. New information on change control was noted.
- The Committee received a paper setting out options for acceleration of projects within the Campus Development. It was agreed that the 5th floor of the Research Hub should be delivered as part of the main build subject to business case approval, as the cash flow impact was limited and to do so should lead to overall cost savings; and further the Committee 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 either of these projects.
- Five Capex applications were considered and approved, 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 - was not included. The Committee requested further information on this project but were content to approve.
- A briefing on the annual TRAC return process was noted by the Committee, including an explanation of significant changes which had come into effect for the calculation of the 2016/17 return. The Committee retrospectively approved the TRAC return, which had been submitted at the end of January, and noted the TRAC (Teaching) return would be submitted at the end of February 2018. The Committee also considered how the TRAC information may be used by Government / funding bodies and noted some concerns that the methodology required under TRAC made year-on-year comparison difficult and could distort the underlying position.
- The Committee noted a report providing a view of investment performance against targets, including reporting on the stewardship of cash funds raised from the bond issue. Performance would continue to be monitored as the year progressed.

- The Committee noted the overview of performance which incorporates 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.

FC/2017/43. Declarations of Interest

No new declarations were made.

FC/2017/44. Minutes of the meeting held on Monday 20 November 2017

The minutes of Finance Committee held on 20 November 2017 were approved.

FC/2017/45. Matters arising

FC/2017/24. Minutes of the meeting held on Monday 18 September 2017

At its last meeting the Committee had discussed a number of capex approval requests which had been approved previously, subject to final agreement of grant funding. The Convener had requested that the Committee be updated on these approvals on a rolling basis. The Group Financial Controller noted that grants relating to capital expenditure applications amounted to £5.5m this year, of which £2.2m had been received. The monitoring of this category of grant funding would be included in Finance Committee reports going forward.

FC/2017/46. Capital Programme Update and Capital Expenditure as at 30 November 2017 (papers 5.1 and 5.2)

Finance Committee received an update on current capital projects and a summary of progress of the capital plan. It was noted that the reports which would come to the next few Finance Committee meetings would largely be concerned with monitoring current projects, with the next Full Business Case for a major project scheduled for later in the year.

The Committee noted that the RAG rating on future learning spaces had moved from green to amber due to increased space pressures on campus. This was linked to the capex application for works to increase available teaching and learning spaces.

The Committee noted new sections showing cost report, early warning notices and change requests. The Convener of Court requested that the cost report be expressed as a bar chart, so that changes can be tracked over time. This would be prepared and circulated to the Convener of Court and the Convener of Finance Committee for consideration.

The Committee noted the reports.

FC/2017/47. Acceleration Options: Campus Development (paper 5.3)

Finance Committee received a paper setting out options for accelerating projects within the capital plan.

The Committee approved the recommendations in the paper, as follows:

1. The delivery of the 5th floor of the Research Hub should be accelerated, subject to business case;
2. That the position on the Arts and Engineering projects is reviewed again in 12 months' time in tandem with Estates Committee, with a view to taking a decision on whether to accelerate either of these projects;
3. To ensure that the University is in the most informed position in twelve months' time, to progress the design of the Engineering project to RIBA design Stage 3 rather than Stage 1 as proposed under the current capital plan (the plan already provides for Arts to be developed to Stage 3 in the current phase 1a cost plan).

The Convener raised the issue of cash flow, and particularly how the relatively low cash position in 2023/24 and 2024/25 would be managed. The Director of Finance confirmed that an overdraft facility would be in place, and agreed to provide a paper giving more details including a graph showing the position across 24 months between 2023 and 2025 and addressing the position of the new facility relative to existing bond instruments including covenants. The purpose of the paper would be to demonstrate that the University had a reasonable basis to assume that additional facilities could be made available.

Finance Committee would return to this at its next meeting.

FC/2017/48. Capex Application Summaries (paper 5.4)

Finance Committee received five capital expenditure applications, summarised in the table below:

Project	Purpose of funding application	Total Projected Cost	Provision in capital plan	Other Funding Source	Value of funding sought under application	Action required
Western/ New Building/ College of Arts	Request for Fees		Yes	none		Approval sought
PGT Learning & Teaching Space	Full Business Case		No	none		Approval sought
James Watt Nanofabrication Centre E-Beam	Purchase and install new equipment and construct housing		Yes	EPSRC grant of £2m for equipment		Approval sought
Central Learning & Teaching Space	Strategic Business Case		Yes	none		Approval sought

Quantum Technologies Lab (Faccio)	Full Business Case		Yes	none		Approval sought
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Finance Committee approved the Capex applications.

In discussing the CapEx application for up to £2.39m for PGT Learning and Teaching Space, the Director of Estates and Commercial Services agreed to circulate the DCF and a breakdown of the spend for this project to the Committee.

FC/2017/49. TRAC Return (paper 6.1)

The Committee received a briefing paper giving an overview of the Transparent Approach to Costing (TRAC) Return for 2016/17. The TRAC return had been submitted at the end of January 2018 and the TRAC (Teaching) return would be submitted at end of February 2018.

The Committee noted that the TRAC process had undergone significant changes, particularly with the introduction of the Margin for Sustainability and Investment Adjustment (MSI). The Committee noted concerns with this methodology. In addition, FRS102 has introduced the risk that there is significant volatility in results, making comparisons (both year on year and across the sector) difficult.

FC/2017/50. Investment Funds Performance (paper 7.1)

Finance Committee noted the endowments investment report and a report on cash investments.

FC/2017/51. Minutes of the Investment Advisory Committee meeting held on 17 November 2017 (paper 7.2)

The minutes of the Investment Advisory Committee were noted. Gavin Stewart provided a brief report on the discussions with the fund managers which had taken place at the meeting.

FC/2017/52. Budget update (paper 7.3)

The Committee received an update on the University 2018-19 planning process to date. Members noted the main issues which had emerged from budget meetings. The Senior Vice Principal informed Committee members that they would receive an update on the Transformation Programme at a future meeting.

FC/2017/53. Trust update

In response to a request from the Committee, the Group Financial Controller provided a brief update on the University of Glasgow Trust. The background was that in 2016 the Committee had been informed that donors to the University were being encouraged to make gifts direct to the University itself and not to the Trust. The Committee noted that the University had opened a bank account with HSBC that could be used for philanthropic donations, and follow up was

taking place with the Trust to ensure existing regular donors are asked to re-direct regular payments directly to the University. This was ongoing and the Committee would be updated further in due course.

FC/2017/54. Overview of Performance as at 30 November 2017 (paper 8.1)

The Group Financial Controller presented the overview of performance for Period 4.

The Year to Date surplus under FRS 102 stood at £22.9m. The projected surplus at full year stood at £25.6m, £7.9m ahead of budget. Tuition fees were £3.2m ahead of budget, and salaries were £2.5m lower than budgeted.

The short and long term cash flows were noted. Cash was forecast to be £37m ahead of original budget. The longer term cash flow showed a similar picture to that shared with the Committee previously, with the positive cash variance mainly attributable to delays in capital spend.

FC/2017/55. Debtors Reports as at 31 December 2017 (paper 8.2)

Finance Committee received an update on debtors as at 31 December 2017. Overall debt stood at £70.43m in comparison to £74.44m at December 2016.

Student and sponsor aged debt had reduced by £1.4m in the year, and commercial aged debt had reduced by £2m in comparison to December 2016.

FC/2017/56. Table of Actions

Action	Date Due	Notes
Produce bar chart of capital programme cost report, and circulate to the Convener of Court and Convener of the Committee	Ahead of next meeting	Director of Estates and Commercial Services/Group Financial Controller
Produce paper setting out actions to manage cash position between 2023 – 2025	28 March 2018	Director of Finance
Circulate the DCF and breakdown of spend for the PGT Learning & Teaching Space Capex application	Ahead of next meeting	Director of Estates and Commercial Services
Provide feedback on TRAC results across the sector	When available	
Monitor capex applications approved subject to final agreement of grant funding	On a rolling basis	

FC/2017/57. Date of next meeting

28 March 2018, 2.00pm, location tbc.

Court Context Card - 14 February 2018 - Report from Estates Committee

Speaker	Mr Ronnie Mercer
Speaker role	Estates Committee Convener
Paper Description	Report from Estates Committee (15 January 2018 meeting)
Topic last discussed at Court	Oct-17
Topic discussed at Committee	Various
Committee members present	Professor L Farmer, Mr R Mercer (Convener), Prof Sir Anton Muscatelli, Mr D Milloy, Ms K Powell, Dr B Wood
Cost of proposed plan	Various
Major benefit of proposed plan	
Revenue from proposed plan	
Urgency	Various
Timing	Short, Medium and Long Term
Red-Amber-Green Rating	Not Applicable
Paper Type	Information
Paper Summary	Minutes including update on Capital programme and Project progress/approval
Topics to be discussed	
Action from Court	Court is asked to NOTE the following: Estates Committee's approval of CapEx applications: Western/New Build/College of Arts in the sum of £2.58m (EC/2017/24.2 refers). Gilmorehill/James Watt/JWNC E-Beam in the sum of £4,153,741 (EC/2017/24.3 refers). Gilmorehill/Rankine Building/QT Faccio Lab in the sum of £960,800 (EC/2017/24.4 refers). Gilmorehill/Various/Pilot Teaching Spaces for expenditure up to £1.1m (EC/2017/24.5 refers). Gilmorehill/Various/PGT Learning and Teaching Spaces in the sum of £2.39m (EC/2017/24.6 refers).
Recommendation to Court	Note as above
Relevant Strategic Plan workstream	People, Place and Purpose
Most relevant Primary KPI it will help the university to achieve	All
Most relevant Secondary KPI it will help the university to achieve	Effective use of the Estate
Risk register - university level	Risk 5 - Delivery of campus development programme
Risk register - college level	Not Applicable
Demographics	
% of University	100% staff and students
Campus	Entire University Estate (all campuses)
External bodies	Not Applicable
Conflict areas	Not Applicable
Other universities that have done something similar	
Other universities that will do something similar	
Relevant Legislation	Building and Planning legislation
Equality Impact Assessment	On a building by building basis/by CapEx, where applicable
Suggested next steps	
Any other observations	

UNIVERSITY of GLASGOW
Estates Committee

Minute of the meeting held in Committee Room 251, Gilbert Scott Building on Monday 15 January 2018

Present: Mrs A Allen, Dr D Duncan, Professor L Farmer, Professor N Juster, Mr R Mercer (Convenor), Professor A Muscatelli (Principal), Mr D Milloy, Ms K Powell, Mr A Seabourne, Dr B Wood.

In Attendance: Mrs N Cameron, Mrs L Duncan (Clerk), Mr P Haggarty.

Apologies: Mr R Fraser, Mr D Smith.

EC/2017/20 Minute of the meeting held on 31 October 2017

The minute was approved as an accurate record.

EC/2017/21 Matters Arising

There were no matters arising.

EC/2017/22 Declarations of Interest

There were no declarations.

EC/2017/23 Capital Programme Update

EC/2017/23.1 Capital Programme Governance Board Report

The Committee noted the summary report and key activities during the last two months. It noted the Green RAG status of all major projects.

It was agreed that the report would be revised and the column "Current Anticipated" would become Current Approved.

EC/2017/23.1.2 Major Project Dashboard Reports

The Committee noted the current Green status of all major project workstreams.

Workstream 1b (Infrastructure) – an alternative power supply option with capacity to fulfil all future supply needs was being progressed and that suitable contingency options had also been identified.

EC/2017/23.1.3 Cost Report (Number 7)

The Committee noted the report. It agreed that the presentation of financial detail required clarity and requested that members be updated by the Executive Director of Estates and Commercial Services following the meeting.

EC/2017/23.1.4 Project Acceleration and Affordability

The Committee noted the detailed proposals to accelerate a number of projects within the Capital Plan from Phase 1b to Phase 1a and that SMG been supportive of the approach. It noted the strategic importance of all of the redevelopment projects and that multiple factors had been considered in determining those recommended for acceleration. These included: the Research Hub (floor 5 fit-out); Engineering; and Arts.

Research Hub: it was proposed that the Main Build project, planned for delivery as part of the Capital Plan Phase 1a, be expanded to incorporate level 5 fit-out, currently programmed for delivery in 2022 as part of Phase 1b. The fit-out project had an approved budget of £9.4m. Inclusion of the fit-out within the main build project provided opportunities to realise potential cost savings of up to £2m, presented no material impact on the cash flow position and was affordable, assuming current cash flow targets and assumptions were met. The Committee noted the requirement to issue instructions to the Main Contractor by February 2018 if the projects were to be combined and that the maximum extension to programme would be nine months.

The Committee noted that further detailed work was being undertaken by the Project Team to build a business case for the combined works and that this would be presented to the Capital Projects Governance Board in February 2018. It also noted that full costs were already budgeted and approved within the current Capital Plan. The Committee agreed in principle with the proposal to accelerate the level 5 fit-out, subject to development of the detailed business case.

EC/2017/23.2 Capital Projects Governance Board Report

EC/2017/23.2.1 Summary Report

The Committee noted the report and the current RAG status for each of the major capital projects.

EC/2017/23.2.2 Project Dashboard Reports

Three projects were highlighted: a slight delay was noted in respect of the Learning and Teaching Hub although this was believed to be recoverable; a delay to programme was noted in respect of the Corr Lab and the Joseph Black Building Fire Upgrades both of which were attributable to a delay in the granting of building warrants. The Committee agreed that the matter of building warrant approvals was problematic and should be raised with the Leader of Glasgow City Council.

EC/2017/24 CapEx Committee Report

EC/2017/24.1 CapEx Application Summary

The summary was noted.

EC/2017/24.2 Western/New Build/College of Arts

The Committee noted and approved the CapEx application in the sum of £2.58m for project design fees. This request supersedes the CapEx application of £1.2m which had been approved in August 2015.

EC/2017/24.3 Gilmorehill/James Watt/JWNC E-Beam

The Committee noted and approved the CapEx application in the sum of £4,153,741 for the purchase of a new electron beam lithography system to replace existing equipment, and for the construction of additional clean room space. The Committee noted that £367,263 had previously been approved and that the total project cost was £4,520,977.

EC/2017/24.4 Gilmorehill/Rankine Building/QT Faccio Lab

The Committee noted and approved the CapEx application in the sum of £960,800 for the development of a new Quantum Technology Optic Laboratory. It noted that the project had yet to be tendered and that the final project cost would be confirmed prior to Finance Committee.

EC/2017/24.5 Gilmorehill/Various/Pilot Teaching Spaces

The Committee noted and approved the CapEx application for expenditure up to £1.1m to support the annual teaching space investment programme.

EC/2017/24.6 Gilmorehill/Various/PGT Learning and Teaching Spaces

The Committee noted and approved the CapEx application in the sum of £2.39m.

EC/2017/25 Control and Monitor Reports

EC/2017/25.1 RAG Report

The Committee noted that since its last meeting two projects had completed: Gilmorehill/James Watt South/Level 6 refurbishment; and Gilmorehill/Learning and Teaching Hub Enabling Works. Three projects were noted as red and twelve amber. The Committee noted that a number of the red and amber projects were delayed as a result of building warrant and planning-related issues.

EC/2017/25.2 Risk Register - The Committee noted the current Risk Register. It noted there were currently eight red risks. (*Clerk's Note - the number of red risks increased to ten in the period between Estates Committee and Finance Committee*).

In respect of item 3.08 it noted that the management of NEC3 Compensation Events required that a review of the Agresso financial management system be undertaken. It also noted the increased impact anticipated in respect of item 7.06 which related to delays in processing and granting of building warrants.

EC/2017/25.3 Programme - The Committee noted the current Master Programme.

EC/2017/25.4 Health and Safety Dashboard - The Committee noted the workstream status as Green.

EC/2017/26 Estates Reports

No items to consider.

EC/2017/27 Any Other Business

EC/2017/27.1 Estates and Commercial Services Resources

The Committee noted that a review of resources was being undertaken in order to ensure sufficient capacity within the Directorate at a time of unprecedented campus development.

EC/2017/28 Schedule of Meetings for 2017/18

The schedule of dates was noted:

13 March 2018
16 May 2018

Court Context Card 14 February 2018 - Health Safety and Wellbeing Committee**Speaker** Dr David Duncan**Speaker role** Convenor of HSWC**Minutes of last HS&W Committee meeting**

Agenda, Draft Minute

Topic last discussed at Court October 2017**Topic discussed at Committee** See paper summary section**Committee members present** None**Cost of proposed plan****Major benefit of proposed plan****Revenue from proposed plan****Urgency** For Information only**Timing** Immediate**Red-Amber-Green Rating** Green**Paper Type** For Information only**Paper Summary**

At its meeting on 12 December 2017, the Committee received an update on the pilot of central recording of overseas travel; a report from the new EAP Provider; discussion on Safety Rep role and employer duties; a report on Unite Scotland education sector stress survey; and a report on pedestrian and transport safety on campus. The Committee covered its usual range of business in reviewing standard reports on Occupational Health activities, Audit updates, Accident reporting and Employee counselling.

Topics to be discussed None highlighted**Action from Court** For information/discussion if desired**Recommendation to Court** None**Relevant Strategic Plan workstream****Most relevant Primary KPI it will help the university to achieve****Most relevant Secondary KPI it will help the university to achieve****Risk register - university level****Risk register - college level****Demographics****% of University** 100% All staff and students, relevant to all**Operating stats****% of****Campus** All locations**External bodies** HSE**Conflict areas****Other universities that have done something similar****Other universities that will do something similar****Relevant Legislation****Equality Impact Assessment****Suggested next steps****Any other observations**

University of Glasgow

Health Safety and Wellbeing Committee

Minute of Meeting held on Tuesday 12 December 2017 at 10:00 AM, Melville Room

Present: Dr David Duncan (Chair), Richard Claughton, Christopher Kennedy, James Gray, Deric Robinson, David Somerville, David McLean, Peter Haggarty, Jim Ford, Aileen Stewart, Julie Summers, Graham Tobasnick, Selina Woolcott, Lauren McDougall, Paul Dragsnes (for George Hepburn),

In Attendance: Alan Smith (PAM), Karen Christoforou (Clerk)

Apologies: Paula McKerrow, Dr Craig Daly, Gillian Shaw, Louise Bowden, Kathleen Simmonds, Dr Jane Townson, George Hepburn, Sophia Garkov

HSWC/2017/12 Minutes of the Meeting held on Thursday 21 September 2017

The Minutes of the meeting held on Thursday 21 September 2017 were approved.

HSWC/2017/13 Matters arising

HSWC/2017/13.1 Safety for overseas workers (verbal update SW)

SW reported on the continued work on the draft travel safety protocol for safety for overseas workers. The document was circulated to SMG and feedback is currently being collated. The aim was to achieve a strong buy-in to using approved travel suppliers/risk assessments whilst balancing staff expectations. The challenge was one of emphasising to colleagues the benefits of booking all travel and insurance through University approved suppliers, and therefore gaining the support and services provided by University Security staff, and the ability to track colleagues overseas, in the event of any serious incident. SW would circulate the protocol to the Committee for further feedback prior to the final version going back to SMG, and ultimately publication in early 2018.

HSWC/2017/14 Introduction to new EAP provider PAM

The Committee welcomed Alan Smith from PAM, the University's EAP provider to the meeting.

AS took the Committee through a Management Information report, detailing the services provided by PAM and the service usage summary over the last three months. The figures highlighted a high volume of hits on the provider's webpage (488 from August to October), compared to the slightly disappointing number of direct phone calls (55 in the same period); however he was encouraged by the number of staff using the counselling service. Although online data could not be tracked or split by gender, AS was hopeful that a more detailed breakdown would be available in the next report, as would the College breakdown for telephone contacts. There seemed an apparent gender split, with more female colleagues contacting the service, and this was an area both SW and AS were keen to address.

SW hoped, with the help of the TUs, to run a publicity drive in early 2018, advertising how to access this completely confidential service.

DD thanked Alan Smith for his report.

HSWC/2017/15 Safety rep role and employer duties to consult (Paper 1)

A number of issues were raised by the Unite TU Safety Representative concerning the poor awareness of duty to consult with Safety Representatives on issues, with the potential to affect the health or safety of employees. Unite had also raised issues around poor awareness of the wider entitlements of Safety Representatives to carry out their other duties such as requesting information, carrying out workplace inspections and accident investigations. As a result, the Committee were asked to share the proposals put forward in this paper, with the appropriate colleagues within Colleges/University services to support and inform management practice.

The Committee were advised on the failure at local management level to identify who the Safety Representatives were and the basic misunderstandings between them and management. Discussion focused on the need to emphasise and promote these relationships within areas and the need of a consistent approach on the format of local safety committees.

Guidance from the Health and Safety Executive set out the legal requirements for employee consultation, outlining the functions of both union and non-union employee safety representation, clarifying the duties of employers to engage with these representatives. Accompanying this guidance, the Committee agreed that a more detailed local guidance document detailing best practice for managing the relationship between TU safety representatives and managers should be developed. CK agreed to put together a draft for the Committee to consider. The HSE guidance would also be circulated to colleagues within Schools, Institutes and Services to raise awareness of consultation, particularly in relation to changes, which may affect health and safety to employees. A list of all local safety committees and a TU list of Safety Representatives would also be prepared.

The Convener advised that there was a plan to hold a forum in spring 2018, involving TU reps, University H&S officers and others to ensure a common understanding of the role of TU Safety Representatives.

HSWC/2017/16 Unite Scotland education sector stress survey (Paper 2)

The survey had been carried out across Scotland, but CK provided the Committee with a dataset in relation to Glasgow only, including a spread of job families and gender. Although not as large a sample as that of the recent Staff Survey, this provided some insight into the impact of stresses experienced by staff and the volume of staff who were unaware of the stress policy.

Staff were asked to rate their experiences in the job on a scale of 1-5 (low – high). Issues scoring highest in the survey included poor management, workload allocation and perceived risk of violence. The open text field had provided some further insight to responses.

DD thanked CK for putting together this data.

HSWC/2017/17 Pedestrian and transport safety (Paper 3)

Following concerns around pedestrian safety, Estates & Commercial Services had undertaken a series of reviews and proposed a number of key actions. Involving colleagues from Estates Safety and Compliance, Security and Operational Support and SEPS, reviews and risk assessments were undertaken and a series of short (up to 3 months) and medium (up to 12 months) solutions put forward, which the Committee was asked to consider.

- Adherence to traffic signage

Short Term: review traffic signs, communication plan for all campus users
Medium Term: upgrade and replace signage following formal planning application

- Speeding vehicles
Short Term: introduce 5mph speed limit throughout campus
Medium Term: consider other measures such as traffic calming, additional site rules
- South front flagpole to James Watt South
Short Term: suspend one side of parallel parking installing barriers footpath. Lose eleven car parking spaces
Medium Term: construct new footpath
- North front – Thomson building/junction at road to Pearce Lodge
Short Term: yellow hatching to roadway surface at Thomson building/junction
Medium Term: realign surfaces to delineate areas
- West Medical Building to Dumbarton Road
Short Term: suspend parallel parking, install barrier footpath, and remove bollards. Lose nine car parking spaces
Medium Term: construct new footpath
- Chemistry Gate/University Place
Short Term: install new 'no parking' signs on pedestrian barriers, apply yellow hatching to roadway, install mirrors allowing drivers to see pedestrians
Medium Term: consider barrier or automatic bollards at University Avenue junction
- Hillhead Street
Short Term: install manual bollards, develop traffic management plan with contractors
Medium Term: install automated rising bollards with CCTV overview

The Committee was generally supportive of the short-term solutions proposed, but agreed that there must be no loss of car parking spaces. Other possible unintended consequences of some of the proposals was also discussed.

HSWC/2017/18 OH Report (Paper 4)

AS reported that improved guidance to departments appeared to be partly responsible for the decrease in numbers of management referrals.

Working alongside Jane Townson, AS reported that work carried out on health surveillance, through HR Core, would target the correct employees for this type of check.

The HepB vaccination was still unavailable on a UK scale, which had resulted in a reduced number of vaccinations recorded in 2017. However, it was noted that once available again, there would be a significant catch up of HepB vaccinations, in particular amongst MVLS students.

Following the exceptionally poor uptake of the flu vaccination in the two previous years, the decision had been taken to no longer provide this service.

CK raised a query on health surveillance, following a request by the TU Safety Representative, for information from a department, only to be instructed to ask Occupational Health for such data. AS confirmed that it was up to each local manager to identify, via a robust risk assessment, who should be put forward for health surveillance.

It was suggested that managers may need to be reminded of the correct protocol. DMcL agreed to circulate a paper before the next meeting.

HSWC/2017/19 SEPS Report (Paper 5)

DMcL reported on both RIDDOR and non-RIDDOR incidents reported to SEPS up to September 2017.

The Fire Risk Assessment Programme highlighted the number of residential/sleeping risk premises (given highest priority) being reviewed within the required timescale. However, DMcL pointed out that targeted reviews were also being undertaken in buildings where significant construction work was taking place. This had meant the redirection of staff resource to these areas. There was currently a significant number of Category 2 premises to review.

After a less than successful test period of the audit review system, HASMAP, it was decided to continue with the existing in-house system until USHA reviewed and revised the HASMAP question set.

Six units were currently scheduled over the 2017-18 period with audit dates, from November to March, agreed for five of them. Subject to staff resource, additional audits may be added. SEPS continued to support units towards completion of outstanding audit actions. In respect of the College of Arts, actions were being addressed via a College-level safety policy document currently in preparation.

HSWC/2017/20 Any Other Business

A discrepancy was raised on the recommended number to dial when contacting emergency services, whilst on campus. Historically this number had always been 4444, but there seemed to be some confusion regarding when or if to use 999. It was highlighted that using a University telephone extension and dialing 999, the caller would automatically go through to the Security Gatehouse. The Head of Security was aware of the issue, and although colleagues would be encouraged to use the 4444 number, use of 999 on mobile phones could not be stopped. Clarification was needed on this and on occasions when the external number is used, staff or students should be encouraged to follow this up with notice to the Gatehouse, in order to co-ordinate any attendance by emergency services.

NB: Following the meeting, DMcL confirmed that dialing 9-999 on a desk phone would not connect the caller to the emergency services, and instead would automatically connect to Security. Desk phones could not dial out to emergency services – 4444, 999 and 9-999 all go to Security.

LMcD raised an issue on the limited allergen advice indicated on food products from Hospitality Services. Although the Service had previously promised to look into this, there had seemed to be little progress. SW would look into this and report back.

HSWC/2017/21 Date of Next Meeting

Tuesday 6 March 2018, 10am in the Melville Room.

University of Glasgow

University Court – Wednesday 14 February 2018

Communications to Court from the meeting of Council of Senate held on 01 February 2018

(All matters are for noting)

1. Library Annual Report

The Director of the Library and Information Services, Susan Ashworth presented the Library Annual report for 2016-17. A number of key projects and achievements were highlighted:

- The Wellcome Trust had supported a project to transcribe the early manuscript catalogues of William Hunter's Library in order to determine which books belonged to him, as well as offering a resource for researchers exploring the interests and contributions of Hunter as a foremost member of the 18th century medical community. The outcome of this project will inform the celebrations relating to Hunter's Tercentenary in 2018.
- The Library had introduced a number of new services during 2017 and had worked closely with other University Services and the Student Representative Council in developing these services.
- The Library had worked in partnership with the Student Representative Council and Equality and Diversity Unit responding directly to feedback from students asking for a space that enabled Parents/Carers to use Library facilities with their children. The Lounge was opened in summer 2017, and had proved very popular.
- There was also a pilot of 24 hour opening of the Library, which had been well received and would be continued.
- Postgraduate researchers would have a permanent Enlighten record, like staff.
- Redevelopment of levels 1 and 2 of the library had enabled a number of successful events including, the Library's first Researchers' Fair in partnership with RSIO, the Hunterian and publishers. The fair was held on Library Level 2, which featured stalls, surgeries, subject support, lightning talks, serious play events and distance learners' welcome event. The new spaces had also been used for public engagement, when the Library contributed to Glasgow Doors Open Day festival, welcoming 141 people over three days.

Ms Ashworth also highlighted that, following the restructure of University Services in August 2017, the Library had come together with IT Services to form Information Services. This would enable development of the excellent relationships that already

exist between the Services. Ms Ashworth would be working with the new director of IT Services, who had been appointed, Mr Mark Johnston, on new strategies and the new structure.

Ms Ashworth congratulated Ms Martina McChrystal (Deputy Director of Library Services (Head of Academic Engagement)), who had been appointed by the Scottish Government to advise on a National Strategy for School libraries, which was a great honour.

The Principal thanked Ms Ashworth and her colleagues for all their hard work and noted that very few services has as high a reputation as the Library.

2. Report from Finding Committee – Clerk of Senate

The Principal thanked the members of the Finding Committee in the appointment of the Clerk of Senate for their involvement. The Finding Committee had invited nominations for appointment as Clerk of Senate in succession to Professor Briggs. Two nominations had been received and considered by the Committee. The nominations were on behalf of two distinguished members of the University and the Committee had been pleased to be able to invite both nominees for interview. The outcome of the interviews was that the Committee felt both nominees were worthy of appointment and the Committee was grateful to both colleagues for their applications. However, it was the unanimous view of the Committee that the written submission to the Committee, breadth and depth of relevant experience and discussion at interview with one of the nominees was such that it wished to submit that nominee's name alone to the Council for approval.

Accordingly, the Finding Committee was pleased to recommend to the Council of Senate that it endorsed the appointment of Jill Morrison, Professor of General Practice, as Clerk of Senate for the period 1 August 2018 - 31 July 2022. Council of Senate approved the appointment of Professor Morrison and the Principal reported that approval would be sought from Court for approval of appointment as Vice Principal also.

Members joined with the Principal in congratulating Professor Morrison on her appointment as Clerk of Senate.

3. Student Support and Development Committee: Report from meeting held on 17 December 2017

The report from the meeting of Student Support and Development Committee was received by Council of Senate. The Clerk of Senate reported that the next meeting of Council of Senate would receive presentations on the results of the Postgraduate Taught Experience Survey and the Postgraduate Research Experience Survey.

4. Research Planning and Strategy Committee: Report from the Meeting held on 14 December 2017

Dr Tanita Casci provided a report from the Research Planning and Strategy Committee on 14 December 2017.

Regarding the details regarding REF, it was reported that there were still some areas where details had not been finalised. Meetings had taken place earlier in month around impact and public engagement to discuss what would constitute eligibility for continuous case studies and how to assess additionality of impact. There had been a general consensus to make it as simple as possible, it was most likely that case studies would be considered in their own right. More guidance on sort of factors that will be considered would be made available, so that everyone would know how impact was being reported. An audit process would check comparability regarding additionality requirements. More detail on impact reporting would follow.

With regard to underpinning research, there was possibly a loosening of the link between output and impact, but discussion was ongoing. In terms of Public Engagement, greater clarity as to how might use to demonstrate impact would also follow.

5. Education Policy & Strategy Committee: Report from the meeting held on 12 December 2017

5.1 Working Group/Sub Group on Teaching Space Refurbishment Programme

Professor Coton, Vice Principal for Academic & Educational Innovation, highlighted that EdPSC had approved a proposal for a new sub-group to provide oversight of, and give direction to, the refurbishment of teaching spaces. The Group would develop a plan for refurbishment that acknowledged evolving pedagogies, consistent design principles, and the development of spaces across campus.

The proposal indicated that support for the Group would be provided by a short term Project Management post, funded by consolidation of resources currently used for adhoc PM consultancy. This post would provide continuity and bring a co-ordinated approach to allow consistent design principles to be applied in a planned way. The University had a £2M per annum rolling programme of continued investment in existing teaching space. A process had been in place to target the money being spent in last 5-10 years but there was recognition that it was time to take stock, given level of refurbishment to be undertaken.

5.2 ELIR 4: Establishment of ELIR Steering Committee

EdPSC received and approved a proposed remit and membership for an ELIR4 Steering Committee. This followed the remit and membership adopted in preparation for the previous, successful, ELIR preparation. The Panel visit for ELIR 4 was due to take place in the first quarter of 2019.

6. Establishment of Student Experience Committee

Council of Senate approved the establishment of a new Student Experience Committee as approved by Court at its meeting on the 13 December 2017. The new Committee would be a joint committee of Court and the Council of Senate. As a consequence of this recommendation, it was also agreed that the current Student

Support and Development Committee (SSDC), which was a committee of the Council of Senate, would be dissolved.

A key consideration was the advising system and, to ensure advising was accounted for, it was intended that the current Chief Advisers' Sub-committee of SSDC would in future report to the new Student Experience Committee.

7. Convener's Business

7.1 Scottish Government Draft Budget

The Principal reported that there had been concerns about the budget for Higher Education, but that the Draft Budget was relatively positive for sector, particularly when other budgets were being curtailed. The Draft Budget was an overall 1.1% cash increase in revenue for the Funding Council for Teaching and Research. There was a reduction in revenue for Funding Council capital spend project, although not a major reduction.

There had been a substantial increase in financial transactions providing the opportunity to borrow at low rates, which, while not of benefit to University of Glasgow, would be beneficial to smaller institutions.

Regarding the Research and Teaching Grant, the University of Glasgow grants, would not be known for circa two months, but it was expected that there would be a 1.8% uplift to the Teaching grant. It was anticipated that there would likely be less scope for increase to the grant for Research. It was also expected that there would be an uplift for Knowledge Transfer. An update would be provided at the next meeting, when the outcome would be known.

The Ministerial statement on 1 February 2018 had provided assurance that EU students would continue to be funded in 2019-20, which was good news. It was anticipated that the funding would be provided for the full period of study, but clarification was needed.

7.2 Review of university funding and student finance in England

The Principal reported that it was expected that there would be a review of funding and student finance in England, now that new Government Ministers were in place. However, it was likely not to be an external review such as the Brown Review. The review would be driven by Department for Education, with input from Treasury and other departments. Although this would only indirectly impact on Scottish institutions. The Russell Group was concerned that any consequent reduction in fees, if not replaced by public resources, would put institutions under significant financial pressure.

It was noted that the Treasury was interested in differential tuition fees for different subjects and it was expected there would be intense debate for next few months. This would be of particular concern to some universities and could affect their income by approx. £40M. The impact for University of Glasgow would likely be £3M-£4M.

7.3 USS Pension Reform

The Principal reported that on USS Pension reform and associated industrial strike action.

The latest USS valuation was carried out on 31 March 2017. The challenging economic climate and, in particular, the very low interest rates on government bonds had continued to impact on the scheme and it was anticipated that the potential funding deficit would have increased. Discussions involving the USS trustees, individual universities, Universities UK and the Pensions Regulator had been taking place since the March 2017 and would continue until the valuation outcome submission to the Pensions Regulator in June 2018.

The valuation of the USS pension scheme had been challenged. There had been good dialogue on campus with UCU, and the University of Glasgow was clear it was favourable to a negotiated settlement, however this was not the view taken by overall. When the proposals were considered by the Joint Negotiating Committee of the UCU and UUK the Chair of UUK, had a deciding vote. The UCU had insisted that the sector could take a greater risk with regards to the defined benefit element of the pension scheme being retained, however, UUK had considered the risks too great to continue with the scheme in its current arrangement. Industrial action had been called for and approved by UCU members at a number of Universities. The dialogue was expected to continue and the University of Glasgow was willing to engage in that dialogue.

The Principal reported that, as a trustee board member, he could not take a position publically and he had therefore recused himself from the University of Glasgow decision made by SMG.

At the Council of Senate meeting, UCU representatives reported that there was lots of informed criticism of the USS valuation, including regarding the model risk, which it was argued was theoretical rather than the real risk. The valuation measure applied by UUK had been challenged by a number of pension experts.

It was noted that the UCU would prefer continued negotiations rather than industrial action, which had been strongly voted for, and would certainly consider other options if they were presented.

The Principal highlighted that different snapshots of the same information had been used for the different arguments being made.

The Principal emphasised that there should be efforts to ensure the student experience during industrial action was maintained.

7. Student Experience – Mental Health Support

The Chief Operating Officer provided an update with regards to Mental Health Support.

The first meeting of the Mental Health Action Group took place on 23 January 2018. A range of actions, largely relating to training for staff and students, and general awareness raising, were being taken forward. Further information about the various initiatives would be released shortly.

There had been an increase in resource for CAPS over the last few years 2011/12: £283k; 2016/17: £513k; 2017/18: £765k. A Mental Health Action Plan had also been published.

The Student's Representative Council reported that they were very happy with their involvement in the increased support and highlighted the Peer Support Programme, which had been piloted in four Schools with a view to further roll out and a reduction in referrals to CAPS had already been reported. It was noted that the students involved in the Peer Support Programme had received training delivered by CAPS. It was reported that the Adam Smith Business School has benefited greatly and would welcome expansion of this programme to other Schools. It was noted that additional resource has been made available for wider roll out.

It was clarified that the support and initiatives, covered both staff and students. It was recognised that training for staff members, particularly for example Advisers of Studies would be very helpful. It was reported that training options including mental health first aid training and a shorter, more general awareness raising training session were being explored with a view to being made available as soon as possible. Mental health awareness and suicide – 'Mind your mate' sessions had also been offered and had received good feedback, it was reported that further sessions would be made available. It was also reported that the redesign of the PGCAP was looking at an element regarding students in distress.

8. Dean of Faculties Appointment

At its meeting on 7 December 2017, the Council of Senate had agreed the reappointment as Dean of Faculties of Emeritus Professor Jan McDonald for a further year, until 31 December 2018. The Principal thanked Professor McDonald for her dedication to the role, noting that she had served as Dean of Faculties for 11 years.

Council of Senate approved the appointment of Emeritus Professor Graham Caie as Dean of Faculties in succession to Professor McDonald from 1 January 2019 – 31 December 2021.

The office of the Dean of Faculties has existed since before the Reformation and is entirely honorary. The official duties extend to attending graduation ceremonies, helping to welcome guests and substituting for the Vice-Chancellor at graduations in the event that the Vice-Chancellor is unexpectedly indisposed.

Professor Caie's association with the University dates from 1990, when he was appointed Professor of English Language. He subsequently served as Head of the former Department of English Language and was Clerk of Senate and Vice-Principal of the University 2008-12.

9. Clerk of Senate's Business

9.1 Honorary Degrees Committee Report

The Clerk of Senate reported that following acceptances had been received from nominees to receive Honorary Degrees in 2017:

Members are advised that the following persons have accepted the invitations issued by the Principal, on behalf of the Senate, to receive the award of an Honorary Degree in 2018:

DOCTOR OF LETTERS (DLitt) - GSA

Sam AINSLEY
Formerly of GSA

Juliet KINCHIN
Curator, Museum of Modern Art

Sandy Moffat
Formerly of GSA

DOCTOR OF DIVINITY (DD)

Reverend Dr Angus MORRISON
Minister of the Church of Scotland

DOCTOR OF LETTERS (DLitt)

Dave ANDERSON
Theatre Director

DOCTOR OF MUSIC (DLitt)

Karine POLWART
Songwriter and Composer

DOCTOR OF SCIENCE (DSc)

Professor David GALLOWAY
President of the Royal College of Physicians and Surgeons

Sir Harpal S KUMAR
Chief Executive Officer, Cancer Research UK

Professor Marc PFEFFER
Victor J. Dzau Professor of Medicine, Harvard Medical School

Professor Dame Sally Davies
Chief Medical Officer for England
DOCTOR OF ENGINEERING (DEng)

Professor Robert MCMEEKING
Tony Evans Professor of Structural Materials, University of California

DOCTOR OF LAWS (LID)

Professor Paola SEVERINO
Rector of LUISS University, Rome

DOCTOR OF THE UNIVERSITY (DUniv)

Fiona ARMSTRONG, Lady MacGregor
Lord Lieutenant of Dumfries

Mark BEAUMONT
Adventurer

Susan CALMAN
Comedian and broadcaster

Andrew NEIL
Broadcaster

Pat CASSIDY
Govan Workspace Ltd

Sandy BRINDLEY
Chief Executive, Rape Crisis Scotland

The names noted above of those who had accepted the offer of an Honorary Degree were now in the public domain.

Further replies were awaited and would be reported to the next meeting of Council of Senate.

9.2 Senate Guest Night 8 March 2018

The Clerk of Senate reminded members that the next Senate Guest Night dinner would be held on 9 March and the guest speaker would be Brian Taylor, political editor for BBC Scotland.

10. Intimations

The Council of Senate stood in silence to mark its respect for former members of Senate whose deaths had been announced during the session:

Professor Adam Curtis

Professor Emeritus Adam Curtis died on 8 August 2017 aged 83. At the University of Glasgow, Adam started as the first Professor for Cell Biology in the UK, he retired in 2004 after 37 years, having served as Head of Department, Head of Division, and Director of the Centre for Cell Engineering. He was particularly active on the Library Committee.

Professor Archie Duncan

Professor Archie Duncan, who died on 20 December 2017 at the age of 91, was one of the foremost Scottish historians in the modern era.

He retired in 1993, having played a leading role in the life of the University of Glasgow. He was elected Dean of the Faculty of Arts and, in 1978, Clerk of Senate. During his spell as a university administrator he established a new department (Scottish Literature) and a new faculty (Social Science).

Professor David Flint

Professor David Flint died on 14 May 2017 aged 98. David Flint was a graduate of the University and was Johnstone Smith Professor of Accountancy from 1964 and was appointed to a new Chair of Accountancy in 1975, which he held for ten years. He was Dean of the Faculty of Law, 1971 to 1973, and Vice-Principal from 1981 to 1985. David was awarded the honorary degree DUniv in 2001.

Professor Tessa Holyoake

Professor Tessa Holyoake, one of the most exceptional scientists and clinicians of her generation died peacefully on 30 August 2017. Tessa was Professor of Experimental Haematology at the Paul O'Gorman Leukaemia Research Centre within the MVLS Institute of Cancer Sciences. Tessa joined the University in 1992, achieving her personal professorship in October 2004. She is remembered for her world-leading contributions to Chronic Myeloid Leukaemia (CML) and as an inspiration and friend by colleagues and patients alike.

Professor Donald MacAulay

Professor Emeritus Donald MacAulay died on 28 February 2017 aged 86. Donald was Professor of Celtic from 1991– 1996. Prior to joining Glasgow University, he was a lecturer in Applied Linguistics at Edinburgh and Senior Lecturer in Celtic and Head of the Celtic Department at Aberdeen University.

Professor William (Bill) Mulligan

Professor William Mulligan died on 27 May 2017. Bill was the University's first Professor of Veterinary Physiology when he was appointed in 1963. He was Dean of the Faculty of Veterinary Medicine, 1977 to 1980 and Vice-Principal, 1980 to 1983.

Professor Peter Wilkinson

Professor Peter Charles Wilkinson died on 29 August 2017. Peter was born in July, 1932. He joined University of Glasgow in 1964 and was Professor of Cellular Immunology and a Fellow of the Royal Society of Edinburgh. He retired in 1997.