

University of Central Lancashire

UB1127. Declaration of Interests

There were no further interests ,

(iii) *Industrial Relations*

Across the sector, the impact of industrial relations disputes was becoming increasingly significant. Fortunately, UCLan had not been too adversely impacted by the marking and assessment boycott and all finalists would graduate on time with a classification. The situation was challenging for the sector, with action taken against one university which had entered into an agreement with its local UCU branch in contravention of the principles of national bargaining.

(iv) *Complete University Guide*

The University ranked 99<sup>th</sup> out of 130 institutions in the Complete University Guide, maintaining the same position as last year despite improvements in 7 metrics, including Graduate Prospects. These metrics highlighted the need to improve in the areas of continuation and completion which had been impacted by increasing competition and the cost-of-living crisis, and further analysis was underway.

(v) Text Redacted - Reserved Minute

(vi) Text Redacted - Reserved Minute

(vii) *Artificial Intelligence*

Professor Baldwin acknowledged Mrs Lloyd's enquiry about UCLan's response to Artificial Intelligence ('AI') and summarised the various initiatives that were intended to maximise the potential of AI whilst minimising any threats to academic integrity. These included the establishment of a special interest group with representation from LIS, the approval of a UCLan position statement by the Students and Teaching Committee and issuing guidance for staff and students. The impact of AI would continue to be monitored via the Risk Register.

(viii) Text Redacted - Reserved Minute

(ix) *UCLan Highlights*

Finally, Professor Baldwin highlighted a number of news stories, alongside award wins and other successes during the period, which had been achieved notwithstanding the challenges facing the sector.

Resolved: That :-

- (i) the Vice-Chancellor be thanked for his detailed report; and
- (ii) a presentation/ workshop be arranged for Board members on the operation of partnership activities.

UB1132. Text Redacted – Reserved Minute



(iv) Researed ~~(B Tf0iv)~~



2028 and associated sub-strategies; (ii) ensured compliance with the Office for Students ongoing conditions of registration, including those conditions relating to quality and standards; and (iii) reviewed emerging strategic issues to inform decision making.

It was noted that Mr Baldwin and Mrs Lowry had recently been nominated by the University Board to attend the Academic Board as a further method of providing assurance.

Resolved: That the report be approved as -

- (i) an accurate reflection of the business conducted through the Academic Governance structure during 2022/23; and
- (ii) providing appropriate assurance to the University Board that the Academic Board and its Sub-Committees had fulfilled the key responsibilities delegated to them.

#### UB1142 . Gender Pay Gap

A copy of a report analysing the gender pay gap figures at UCLan for 2023 was received, as set out in the Minute Book.

The Chief People Officer reported that public sector employers had been required to publish their gender pay gap figures since March 2018. The gender pay gap was an aggregated comparison of male and female hourly pay, regardless of job role, rather than a question of whether men and women were receiving comparable pay for comparable work, which was covered by separate Equal Pay legislation.

The University's figures for the 2023 reporting round showed a 9.08% (mean) and 8.26% (median) gender pay gap. This could be attributed in part to the disproportionate number of men in more highly paid roles and a tendency for successful male applicants to negotiate higher starting salaries.

Mr Lee commented that the figures showed positive development since the previous year and compared reasonably well with the sector and with the national picture. However, there were no grounds for complacency and a series of actions had been identified within the context of the Equality, Diversity and Inclusion Strategy, focusing on: recruitment and development of female colleagues; reviewing the workload model and blended working policies; and supporting women to apply for senior positions.

Members thanked Mr Lee for the report and concurred that the University needed to continue to improve in this area.

Resolved: That the report on the Gender Pay Gap be noted and that the actions be approved to facilitate further improvement.

#### UB1143 . Staff Survey 2023

The Chief People Officer presented a report on the results of the Staff Survey 2023, a copy of which is set out in the Minute Book.

Mr Lee confirmed that the report was self-explanatory and would be taken as read. In briefly summarising the report, he noted that there had been a steady improvement in most key performance indicators by comparison with previous surveys, notwithstanding the challenges currently facing the sector.

Priorities for action had been identified at both a local and University level in the areas of: (i) managing workload and stress; (ii) communicating a clear and motivating future vision; and (iii) giving confidence that action would be taken as a result of the survey.

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Resolved: That the main outcomes from the Staff Survey 2023 be noted and the priorities for action be endorsed.

UB1144 . Text Redacted –Reserved Minute

UB1145 . Safety, Health and Environment Policy

A copy of the latest version of the Safety, Health and Environment Policy was received, as set out in the Minute Book.

The aim of the Policy was to reinforce the University's commitment to reduce accidents and ill health to a minimum, achieve excellence in environmental sustainability and strive for continual improvement.

Members agreed to take the Policy as read.

Resolved: That the Safety, Health and Environment Policy be noted.

UB1146 . Board Appointments

The Clerk to the Board reported that the Governance, Risk and Nominations Committee ('GRNC') had considered the need to formalise the terms of office of four Board members, namely, Mr Baldwin, Dr Smith and Mr Tynan who had now almost completed their probationary year, and Mr Hext who was nearing the end of his current term. The reason for the report at this time being that the existing terms of office of all four members expired prior to the September meeting of the Board.

Mr Fisher also asked the Board to consider a proposal to defer the appointment of Dr Ion as Chair to 1 November 2023. This would give Mr Taylor more time to seek to oversee the discussions about the future of the Cyprus Campus, given his close involvement to date in this complex matter. Accordingly, it was noted that his term of office extended to the end of October 2023.

Resolved: That

- (i) Mr J Baldwin, Dr Smith and Mr Tynan be appointed for a substantive term of three years with effect from 1 September 2023 as recommended by the GRNC ;
- (ii) Mr Hext be appointed for a final term of two years with effect from 20 September 2023, as recommended by the GRNC ; and



- (iii) the formal appointment of Dr Ion as Chair of the Board be deferred from 1 September to 1 November 2023 and Mr Taylor remain as a member and Chair of the Board until 31 October 2023 .

#### UB1147 . Committee Chair's Updates

- (i) Audit Committee

Mrs Lowry briefly updated the Board on items considered by the Audit Committee at its meeting on 7 June 2023.

There had been a useful discussion about the role of Committee members in terms of governance and oversight of risk and the provision of assurance that actions had been taken following each audit. This had resulted in a number of points of procedure being clarified .

The Committee had considered the outcomes of the two most recent internal audits on Physical Security and Secure Remote Working & Operational Resilience. RSM had concluded that reasonable assurance could be given and had made recommendations for further enhancements.

With regard to the external audit plan and strategy, the Committee had considered the impact of two new auditing standards and noted that the risk profile remained largely consistent.

- (ii) Governance, Risk and Nominations Committee

The Clerk to the Board gave an update on the items considered by the Governance, Risk and Nominations C ommittee at its meeting on 12 June 2023.

These included updates on the University's O fS regulatory compliance which did not raise any particular matters of concern, and on the latest review of the Risk Register, including an update on the finance position and student recruitment.

The Committee also addressed the ongoing process of succession planning for the Board for a new staff memb er and independents. It was hoped that recommendations would be presented to the Board at its meeting in September.

- (iii) Resources Committee

Dr Ion briefly updated the Board on items considered by the Resources Committee at its meeting on 12 June 2023.

The Committee had endorsed a proposal to constitute an IP/Commercialisation Panel. Mr Fisher confirmed that he had since spoken with prospective members of the Panel and would aim to convene the inaugural meeting over the summer , with a view to r eporting to the next meeting of the Committee.

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UB1148. Any Other Business

The Chair thanked Fiona Armstrong for her 10 years of service to the Board and wished her well for the future.

UB1149 . Date and Time of the Next Meeting

The next meeting would take place at 5.00pm on 21 September 2023 in the Student Centre at the Preston Campus.

Ian Fisher  
Clerk to the Board