

COUNCIL

Thursday 15 May 2025

CONFIRMED MINUTES

Present:

Melissa Tatton CBE (Chair)	Professor Colin Bailey CBE	Gil Baldwin
Ken Batty	Patricia Gallan QPM	Malcolm Hitching
Indy Hothi	Isabelle Jenkins	Tahmid Khan
Maryanne Matthews	Dr Natalie McCloskey	Professor Mangala Patel
Dr Anthony Phillips	Dr Alix Pryde	Peter Thompson

In attendance:

Dr Sharon Ellis	Rahma Hegy	Karen Kröger
Dr Nadine Lewycky	Jonathan Morgan	

Apologies:

Professor Kavita Datta	Rob Whiteman CBE
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Welcome, apologies and declaration of interests

2024.065 The Chair welcomed everyone to the meeting and noted the apologies. There were no declarations of interests.

Update from the Chair (Oral report)

2024.066 Council **received** an oral update from the Chair. The Chair said that she had started having one-to-one meetings with Council members. The meetings had been informative, and suggestions were being passed on to the Secretariat.

President and Principal's Report (QM2024/61)

2024.067 *Minute 2024.067 is confidential.*

QMSU President's report (QM2024/62)

2024.068 Council **considered** the QMSU President's report. The following points were noted in the discussion.

[a] The student experience forum had been relaunched and research on the experiences of current students had been presented at an event for staff and students. This focused on issues of engagement, disengagement and belonging through 15 in-depth interviews with students.

- [b] The QMSU executive officers had been working with the University's EDI team on training for staff, with a focus on Islamophobia in a higher education setting. QMSU had appointed independent advisors to support this work, as well as the development of sensitive communications and joint case studies towards a shared understanding of what constitutes Islamophobia.
- [c] The QMSU President had chaired the Ethical and Sustainable Investments Student Forum, which launched in the last month as an initiative between QMSU and the University. It aimed to provide students with a space to share their views on how the QMSU and University approach investments and to feed into the formal governance processes of QMSU and the University.
- [d] QMSU had been shortlisted in the 'Best Students' Union' category of the 2025 WhatUni Student Choice awards. The shortlist was based on student feedback and reflected how hard student leaders, staff and volunteers at QMSU work for students all year round. The winners would be selected by an independent panel and announced at a ceremony in central London later in the month.
- [e] The election results had been confirmed for all next year's executive officers. There would be significant changes to the part-time officer roles and the handover had been designed to capture knowledge for the incoming officers and for the outgoing officers to reflect on their experiences this year.
- [f] The Students Who Work survey had reached 500 respondents. The data showed how many of the students surveyed were in paid work, the number of hours they worked, the challenges they faced and how they could be supported more effectively. Council commended QMSU for achieving the target of 500 students and encouraged the creation of opportunities for more students to be interviewed for in-depth feedback. Collecting the data over several years would also show the effect of paid work on student engagement and achievement.
- [g] QMSU had hosted its first ever liberation awards, which celebrated the work of student representatives, community organisers, societies and individual students who work on liberation and wellbeing initiatives.

Confidential item

2024.069 *Minute 2024.069 is confidential.*

2024.070 *Minute 2024.070 is confidential.*

Remuneration Committee report (QM2024/64)

2024.071 Council **considered** a report of the Remuneration Committee meeting held on 20 March 2025.

Annual pay gaps report (QM2024/65)

2024.072 Council **considered** the annual pay gaps report. The following points were noted in the discussion:

- [a] In line with our intention to have the most transparent publication among the

Russell Group, data reporting included sexual orientation pay gaps for the first time alongside pay gap reporting for gender, ethnicity and disability. Representation for women and BAME staff had increased in the middle pay grades. Our median gender pay gap had not reduced this year. We continued to see under-representation of BAME colleagues at the higher pay grades and were looking to bring forward positive interventions.

- [b] Council questioned the positive framing around the success rate for women applicants for academic promotions. This could reflect the fact that women with ability were still not applying for academic promotion so that those who did were more successful. There should be equal success and failure rates between the genders.

Governance Committee report (QM2024/66)

- 2024.073 Council **considered** a report from the Governance Committee meeting held on 11 April 2025. The Committee had discussed a proposal to review the information provided to Council. Council members would be invited to put forward suggestions at the next meeting when the schedule of business for 2025–26 was due to be discussed.

Minutes of the last meeting (QM2024/67)

- 2024.074 Council **confirmed** the minutes of the meeting held on 27 March 2025.

Matters arising (QM2024/68)

- 2024.075 Council **noted** the matters arising from the last meeting.

Decisions taken and use of the Common Seal since the last meeting (QM2024/69)

- 2024.076 Council **noted** the decisions taken and the use of the Common Seal since the last meeting.

Draft agenda for the next meeting (QM2024/70)

- 2024.077 Council **noted** the draft agenda for the next meeting on 10 July 2025.

Dates of Meetings 2024–25

- Thursday 10 July 2025 at 1600 hours.