

Confirmed Minutes – including reserved items.

Board of Governors

Held on 10 July 2025, at 09:30

Present:	Dame Julia Unwin Neil Braithwaite Jennifer Adams Alison Davies The Rt Revd Richard Frith Prof. Karen Bryan OBE Ann-Marie Mafura Dr Ernestine Gheyoh Ndzi Mohammed Ali OBE Brian Chiyesu Dr Avijit Datta Andy Falconer Mark Fordyce Pauline Waterhouse OBE	Chair of the Board of Governors Deputy Chair of the Board of Governors Chair, Audit & Risk Committee Chair, People Committee Chair, Foundation Committee Vice Chancellor Student Governor Staff Governor Governor Governor Governor Governor Governor Governor
In attendance:	Prof. Richard Bourne Dr Rob Hickey Kathryn Kendon Mia Bryden Christopher Howell	Pro Vice Chancellor (PVC): Education Chief Operating Officer University Secretary & Registrar Head of Governance and Compliance (09:30-10:55 only) Minuting Secretary
Apologies:	The Very Revd Dominic Barrington Andrew Chang Prof. Rob Mortimer	Governor Governor PVC: Research & International

63/24 Welcome, Apologies, and Chair's Business

The Chair welcomed everyone to the meeting and apologies were noted.

The Chair warmly welcomed Ann-Marie Mafura who was attending her first meeting as the Student Governor.

Following the recent Staff Governor election, the Board noted that Dr Matthew Coxon will take over as the Staff Governor from 01 August 2025. On behalf of Governors, the Chair thanked Dr Ernestine Gheyoh Ndzi for her excellent service as the Staff Governor over the last three years.

The Chair noted that the "Gillies Report" had recently been published. The report details the findings of an independent investigation into the financial crisis at the University of Dundee. The report identifies key failings in management, governance, and financial oversight that contributed to the crisis. While Governors agreed that York St John was currently in a robust financial position with appropriate governance arrangements, the difficult outlook for the sector meant the University needed to remain vigilant to upcoming challenges and to ensure it continued to reflect on its governance arrangements. In particular, the Chair suggested that the report should prompt all boards to consider their

agility, thoroughness and impact. The University Secretary & Registrar was leading on a piece of work to review York St John's arrangements against the Gillies Report. A summary of this review will be provided to Governors in the next academic year.

The Committee of University Chairs (CUC) recently launched a major review of its Higher Education Code of Governance. The review will consider the variety of governance practices and arrangements that exist in the sector and ways to ensure they are robust, transparent, and able to respond in an agile and effective way to the growing demands and pressures being placed on them. The Chair reported that she has been appointed as a member of the steering group for this review.

A change was proposed to Governor authorised signatories, as provided for in annex two of the University's Financial Regulations. The Board of Governors **passed a resolution** authorising to add Pauline Waterhouse as an authorised signatory with immediate effect.

64/24 Declarations of Interest

The Chief Operating Officer declared an interest in the matters arising update on the Yorkshire Film Archive (YFA), due to being on the YFA Board. The Board agreed the Chief Operating Officer would leave the room for this item.

The Vice Chancellor, Chief Operating Officer, PVC: Education, and University Secretary & Registrar all declared an interest in agenda item 20 – Annual report on Remuneration and would leave the meeting for this item. In accordance with the Articles of Association, the Student and Staff Governors must also leave the meeting for this item.

The Chair declared an interest in agenda item 21 – Annual evaluation of the Chair of the Board of Governors – and would leave the room for this item.

The Chair noted that she had resigned from the Board of Make it York and the University's Register of Interests had been updated accordingly.

65/24 Minutes of the meeting held on 03 April 2025

The minutes from the meeting held on 03 April 2025 was **approved** as an accurate record, with the following minor amendments:

- M46/24 – clarify that the Students' Union will be drafting papers for the Board of Governors and its sub-Committees going forward, but the Student Governor will finalise the papers; and,
- M52/24 – remove the Chair of People Committee as a presenter of the Student Fees paper.

66/24 Matters Arising

There were two matters arising:

1. Student Disciplinary Hearings - action taken

Reserved minute: commercially sensitive and Freedom of Information exempt

The University Secretary & Registrar provided a verbal update to the Board of Governors on the outcome of two student disciplinary hearings.

2. Yorkshire Film Archive

Reserved minute: commercially sensitive and Freedom of Information exempt

The Chief Operating Officer left the meeting for this item.

Paper BoG.24.04.49 was tabled. The Vice Chancellor and University Secretary & Registrar spoke to the paper.

The Chief Operating officer re-joined the meeting.

67/24 Strategy: Indicators of Success Progress Report

Paper BoG.24.04.31 was received. The Vice Chancellor spoke to the paper.

The report provided an update on progress against the University for Social Impact Strategy's Indicators of Success.

The four frameworks that underpin the Strategy had now been developed, alongside School Roadmaps, and the projects within the "Path to 2030" identified. Enabling Plans were currently under development for finalisation in the summer.

Indicators 1, 2, 4, 6, 7 and 10, and their progress indicators, were noted. Further discussion was held as follows:

For Indicator 3, 'Demonstrate students and staff from all cultures and backgrounds feel valued within the YSJ community', which was noted as 'minor concerns on progress':

- Outcomes of the recent Race Equality Charter student and staff survey indicated substantial increases in positive responses to questions regarding equal and respectful treatment and sense of belonging. Staff survey scores rose from 55.6% to 86.8%, and a student question on sense of belonging improved from 29% to 83.4%.
- Work had been undertaken by Human Resources and Organisational Development team to gather insights from all staff on workload, management and strategic workforce planning, which will be used to inform the People and Culture Plan and future projects aligned to this Indicator of Success.

For Indicator 5, 'Demonstrate an increase in educational equality and opportunity', which was noted as 'minor concerns on progress':

- Implementation of interventions relating to the Access and Participation Plan (APP) had commenced alongside a number of projects identified during the development of the strategic frameworks.
- The amber rating was indicative of the data showing some concerns (e.g., awarding gaps between white and BAME students and white and Asian students), but positive progress in the actions identified to address this.
- Governors noted that the BAME awarding gap reported was a 4-year aggregate, as per the APP target; however, the trend in the past two years showed a considerable reduction which, if sustained, should enable the University to meet its target.

For Indicator 8, 'Reduce our environmental footprint', which was noted as 'progress on track':

- the University had commenced a two-year project to enter the Times Higher Global Impact Rankings.

For Indicator 9, 'Empower more students to secure meaningful employment or progress onto further study', this was noted as the only indicator to be rated as a major concern in terms of progress:

- The annual Graduate Outcomes survey from July 2024 showed that the University's current scores were low compared with sector comparisons; data for 2025 had not yet been received.
- Several projects aimed to improve the University's position in this area. This included the Work-Related Experiential Learning (WREL) project and a new Student Journey Programme on Outcomes and Progression.
- Whilst progress was ongoing, the major concern rating related to:
 - the lag between action and impact (Graduate Outcomes are measured 15-months post-graduation);
 - the alignment with the Office for Students (OfS) B3 Conditions of Registration; and,
 - clear evidence that the graduate job market is tightening, not least due to the impact of artificial intelligence.
- The Board highlighted that it was likely that the profile of York St John students meant that some were likely to need additional support in this area.
- Furthermore, while Governors had previously received insight into this area, they identified revisiting this area in the future would be beneficial, particularly given how important it was to students to be able to gain graduate employment at the end of their studies.

Governors noted that the University was in a strong position, and was improving in terms of overall student satisfaction. However, it was also noted that other universities in the sector were progressing faster (although notably many were from a lower base point). It was noted that the University had a range of projects and initiatives which were designed to rectify this over the next 1-3 years. These included the implementation of the Student Hub, the embedding of the YSJ Pedagogy and the completion of the projects within the Learning, Teaching and Student Experience Framework.

It was agreed that there was a role for the Board's sub-committees in overseeing progress against specific indicators of success. The review of the Board's sub-Committees' schedule of businesses in the summer who ensure that this oversight was captured appropriately.

The Board of Governors received and **discussed** the report.

68/24 Vice Chancellor's Strategic Update

Reserved minute: commercially sensitive and Freedom of Information exempt

Paper BoG.24.04.32 was received. The Vice Chancellor spoke to the paper.

At each meeting, the Board of Governors receives a strategic update from the Vice Chancellor.

In May 2025, the government published its Immigration White Paper, setting out a series of proposals aimed to promote a controlled and managed growth in migration. This included: changes to the requirements institutions must meet to recruit international students; the graduate route visa being reduced to 18 months; and, the introduction of a levy on income from international students. The Board discussed how it was kept abreast of the University's position with regards to international students, in terms of risk, future direction, level of financial reliance and growth. It was noted that FCDC regularly reviewed this aspect of the University's provision and that the five-year forecast to be received by FCDC in October 2025 would include information on the potential impact of the levy.

The OfS has opened a call for evidence, seeking views from the sector on how best to create new regional access partnerships to succeed Uni Connect. These partnerships will bring together all higher education providers in a specific region under combined access and participation plans. Inspiring Choices, York and North Yorkshire's branch of Uni Connect (hosted at York St John), will be submitting its own response to the consultation with input from the University. York St John will also be collaborating with other local institutions to submit a joint Higher York response.

The end of July marks the launch of York St John's new Student Hub in York and London. Recruitment was being finalised for the dedicated HELP team, which will be responsible for delivering the triage and initial advice aspects of Hub's services. The new team will undergo training to ensure they are fully equipped with the Hub's processes and procedures. The aim was for a soft launch prior to the start of the new academic year in September 2025.

The University continued to consider a broader range of partnership opportunities to enhance its reputation and provide additional opportunities for students.

In June, the NHS York and Scarborough Teaching Hospital Trust launched its additional MRI clinic in partnership with the University, operating two days a week from the expanded health facilities in the Foss building.

To support positive models of leadership at York St John, a refreshed leadership framework had been developed, for roll-out in the 2025-26 academic year. The new framework seeks to establish a unified set of behaviours expected from leaders, supported by examples at senior leadership, manager and all staff levels.

The Department for Education has published an independent review of Higher Education student suicides. The review was launched in 2023 as part of the Government's response to calls from families for a new statutory duty of care towards students. York St John submitted two cases as part of the review. Key learning from the review will be taken to People Committee and Health, Safety & Wellbeing Committee in the Autumn.

The results from the National Student Survey 2025 show that the University has achieved a student positivity score of 83.5%, a 1.2% increase from 2024. A similar improvement had been made in the internal YES survey results.

The Board of Governors received and: **discussed** the update.

69/24 Key discussion item: OfS Condition of Registration - E6

The Head of Governance & Compliance delivered a presentation that aimed to support the Board's understanding of the new OfS Condition E6: Harassment and Sexual Misconduct, which will come into force in full from 1 August 2025. This included what is required under the Condition, what work has already been undertaken, and the next steps. The Head of Governance and Compliance noted that this condition represented a step change in regulatory expectations on higher education providers, as well as being an area of media and public interest.

There are two key objectives of the E6 Condition - to ensure harassment and sexual misconduct are addressed effectively, and to ensure that Higher Education providers demonstrate a "significant and credible difference" in their approach to preventing and addressing harassment and sexual misconduct.

The condition applies to cases involving at least one registered student (including those studying internationally and via collaborative provision).

To ensure compliance, universities must:

- publish a single source of information on sexual misconduct and harassment;
- have clear policies outlining definitions, reporting, investigations, support, and outcomes;
- put in place clear guidance and controls around intimate personal relationships between staff and students;
- ban non-disclosure agreements that prevent students speaking about harassment and sexual misconduct experiences;
- deliver training to students and staff;
- have appropriate capacity and resources across this area; and,
- monitor and review compliance across the institution and partners.

The OfS had set a phased timeframe for implementation, with provision on non-disclosure agreements coming into force on 1 September 2024 and all other aspects coming into force on 1 August 2025. Governors were assured that the University had already made good progress in ensuring compliance. Action taken included: developing a new Student Behaviour and Disciplinary Policy, as well as updating several related staff policies; creating a dedicated E6 Condition intranet page to support staff understanding and compliance; amending the Student Charter and Student Terms & Conditions; providing guidance for placement providers and collaborative partners; and, developing and delivering training.

There was a clear action plan to address the remaining requirements by the 1 August 2025 implementation date. This included formally publishing the single source of information on the University website; ensuring there is a clear plan in place for staff and student training; running further awareness raising campaigns; and, monitoring compliance at the University and external providers.

The Board was assured that the University was working effectively both to address this crucial issue and to comply with the OfS condition.

The Board received an overview of the harassment and sexual misconduct cases that had occurred during the 2024-25 academic year. This included the specific types of cases, the investigation process, and the outcomes. Governors noted that cases tended to be higher in the first semester related to first-year students, as well as a higher proportion of cases involving neurodivergent students. A range of additional support measures had been put in place to support these students.

In terms of risk, the main concern for the sector was ensuring compliance by external partners due to having less operational control. This is particularly the case for international partners where their own country's rules on harassment and sexual violence may differ to that of the United Kingdom.

Governors praised that exhaustive work undertaken by the Head of Governance & Compliance, the Consent & Sexual Violence Working Group, and colleagues in this area. The Board noted that future consideration of the implementation of this new condition of registration, and its impact, would be discussed at People Committee.

The Board of Governors **discussed** the update.

The Head of Governance & Compliance departed the meeting.

70/24 Business Case – King's Manor

Reserved minute: commercially sensitive and Freedom of Information exempt

Paper BoG.24.04.33 was received. The Chief Operating Officer spoke to the paper.

71/24 Students' Union President's report

Paper BoG.24.04.34 was received. The Student Governor spoke to the paper.

The report updated the Board on the latest activities of the Students' Union (SU).

The SU was actively engaged in ongoing national and local conversations around enhancing student mental health support. This included: contributing to the national "Mental Health for All" campaign; encouraging diverse student voices to take part in shaping policy; and, undertaking work in alignment with the University's Mental Health Charter.

The SU continued to implement the outcomes of its representation review. Phase 1 had included: the introduction of new sabbatical officer roles; a new approach to student leadership via a Student Leadership Group; and, a reformed Student Council. Phase 2 will particularly focus on Course Representatives e.g., their function, effectiveness, reward and recognition, and outcomes and impact.

The Student Governor outlined the SU Presidents' priorities for 2025-26, these were:

- more effective communication between the student body and the University;
- providing opportunities to students to enhance enterprise;
- promote and seek opportunities to enhance the equality of experience for students, including through exploring barriers to engagement and celebrating diversity; and,
- lead the conversation within the University, City of York, and nationally around student funding and student housing.

The Board thanked the Student Governor for the report and reaffirmed their commitment to hearing more of the student voice on a range of agenda items at meetings.

The Board of Governors received the report and **discussed** the update from the Students' Union.

72/24 Articles of Association

Paper BoG.24.04.35 was received. The University Secretary & Registrar spoke to the paper.

Articles of Association are a crucial legal document for UK limited companies, outlining the rules for a company's internal governance and operations.

Following changes by the SU to how the Student Governor is appointed to the University's Board of Governors, York St John's Articles required amending.

The University Secretary & Registrar and Governance & Compliance team took the opportunity to carry out a full review of the Articles and proposed several further amendments. These were reviewed by Governance & Nominations Committee who recommended the following changes for Board of Governors approval:

- amending the name 'Co-opted Governors' to 'Independent Governor' to better define their status and clearly differentiate from 'Co-opted Members' of committees;
- adding a definition for Co-opted Members;
- simplifying the definition of 'student' and creating a separate definition for 'sabbatical officer';
- adding a new section on Freedom of Speech and Academic Freedom;
- amending the section on registered interests has been updated to reflect good practice;
- updating the SU process for appointing the Student Governor;
- changing the section on the Register of Members due to legal requirements.

- amending the 'Proceedings of Governors' to make the use of electronic approvals clearer.
- clarifying the proportion of Governors on Foundation Committee.
- changing the section on 'Representation of Students' to reference the Education Act 1994.

None of the changes will have a fundamental impact on how the University and the Board of Governors operates.

The Board of Governors received the report and:

- a) **approved by Special Resolution** the Board of Governors York St John Articles of Association.

73/24 Students' Union Governance Documentation:

- a) Articles of Association
- b) Annual review of the York St John University and Students' Union Code of Practice.

Paper BoG.24.04.36 was received. The University Secretary & Registrar spoke to the paper.

Under the Education Act 1994, the Board of Governors is required to review the SU's Articles of Association at least every five years (Education Act article 22.2b), and the 'York St John University and SU's Code of Practice' (Education Act article 22.3) annually.

The SU had proposed minor changes to their Articles, specifically around membership and meeting processes. Governors noted they were legally required to review the Articles, but recognised that the SU is an independent organisation.

Minor changes were also proposed to the Code of Practice. These were mainly focused on ensuring the Code delivered its purpose for evidencing how obligations under the Education Act 1994 were met.

The Board of Governors noted that the SU and the University were currently reviewing their Memorandum of Understanding and this would be brought to governors in the next academic year for consideration. It was expected that significant changes would be proposed to this document, including adding sections on freedom of speech and harassment; these sections had been removed from the Code of Practice due to the areas falling under different legislation to the Education Act.

The Board of Governors received the report and:

- a) **approved** the Students' Union Articles of Association; and,
- b) **approved** the York St John University and Students' Union Code of Practice.

74/24 Governor Code of Conduct – OfS E6 Condition

- .1 Code of Conduct process
- .2 GNC Constitution & Terms of Reference

Paper BoG.24.04.37 was received. The University Secretary & Registrar spoke to the paper.

Following on from the meeting's discussion topic, this item updated the Governor Code of Conduct to ensure compliance with the OfS E6 condition.

The paper included a formal process to investigate allegations of breaches of the Code of Conduct, particularly those involving harassment, misconduct, or failures to disclose intimate and close personal relationships.

Governance and Nominations Committee Constitution and Terms of Reference had been updated to include a responsibility for recommending the removal of any governor for breaches of the Code of Conduct.

The Board of Governors received the report and:

- a) **noted** the addition to the Governor Code of Conduct;
- b) **noted** the process to investigate allegations of breaches of the Governor Code of Conduct (approved by Governance & Nominations Committee);
- c) **approved** revisions to Governance and Nominations Committee's Constitution and Terms of Reference; and,
- d) **agreed** Governance and Nominations Committee's Constitution and Terms of Reference does not need to be reviewed again in November 2025.

75/24 Annual report on Freedom of Speech and Code of Practice.

Paper BoG.24.04.38a was received. The University Secretary & Registrar spoke to the paper.

This paper detailed action taken under the Code of Practice on Freedom of Speech in 2024-25 (up to the end of May 2025).

The Board of Governors received the report and:

- a) **noted** action taken by the Decision Maker under the Freedom of Speech Code of Practice in 2024-25; and,
- b) **noted** that no activities which have followed the correct process have been deemed to be in breach of the Code of Practice.

76/24 Code of Practice on Freedom of Speech and Academic Freedom, and Speaker Approval Policy

Paper BoG.24.04.38b was received. The University Secretary & Registrar spoke to the paper.

The paper proposed revisions to the University's Code of Practice on Freedom of Speech and Academic Freedom and the Speakers Approval Policy to reflect the statutory duties and guidance introduced under the Higher Education (Freedom of Speech) Act 2023 and associated OfS regulatory advice.

The paper included a list of other policies that had been actioned for review by the University over coming months, due to their connection with Academic Freedom and Freedom of Speech.

The Board praised the University Secretary & Registrar and Head of Governance & Compliance for their work in this area and for ensuring compliance with a wide range of legislative changes. Governors also

acknowledged the University's proactive approach to managing and responding to these changes.

The Board of Governors received the report and:

- a) **approved** the changes to the Code of Practice on Freedom of Speech and Academic Freedom; and,
- b) **noted** the changes to the Speaker Approval Policy.

77/24 Annual Safeguarding Report

Paper BoG.24.04.39 was received. The University Secretary & Registrar spoke to the paper.

The University has specific legal responsibilities to safeguard children and young people under-18 and adults at risk. The Safeguarding Policy sets out York St John's approach to these responsibilities. This report delivers the Policy's requirement for the Committee to receive an annual safeguarding update on incidents, changes to policy and procedures and training needs.

Over the last year, there were a range of developments in this area. This included: implementing the Trusted Contacts policy, creating a separate Prevent policy, and the rollout of 'Safe and Supported in Higher Education' training for all staff. Governors noted that the training module had a 76% completion rate within four months, but encouraged Executive Board colleagues to push for higher rates of completion due its mandatory nature.

There were 27 Safeguarding cases or incidents between June 2024 and May 2025. This continued a trend of the number of safeguarding incidents being reported rising year on year; however, this was expected due to the significant increase in the student population over recent years. There was no material increase in the number of cases that met the statutory thresholds and were therefore referred externally.

The Board of Governors received the report and **approved** the Annual Safeguarding Report.

79/24 OfS ongoing registration requirements annual assurance

Paper BoG.24.04.40 was received. The University Secretary & Registrar spoke to the paper.

This annual assurance report explains how the University continued to comply with the general ongoing conditions of registration. The report concluded that the Governors could be assured that the University continues to meet its obligations regarding the ongoing conditions of registration, and that areas requiring a particular focus are being managed proactively and effectively.

Executive Board had agreed to undertake an internal mock investigation based on the Office for Students' investigative approach, with the aim of identifying any areas of concern and determining any areas requiring targeted interventions to ensure ongoing compliance. There was no suggestion that York St John would be subject to an OfS investigation, but it was considered good practice to be prepared. The investigation had been completed last week. The

outcomes of the investigation would be shared with Governance & Nominations Committee in the Autumn.

Going forward, it was agreed this report would include a summary of what each condition entailed to support the readability for Governors.

The Board of Governors received and **discussed** the report.

80/24 Draft Budget Principles

Reserved minute: commercially sensitive and Freedom of Information exempt

Paper BoG.24.04.41 was received. The Chief Operating Officer spoke to the paper.

The paper outlined the draft budget principles for the next financial year.

81/24 Amendments to the University's Balance Sheet Cash Surplus with NatWest Bank

Reserved minute: commercially sensitive and Freedom of Information exempt

Paper BoG.24.04.42 was received. The Chief Operating Officer spoke to the paper.

82/24 Annual Equality, Diversity and Inclusion report

Paper BoG.24.04.43 was received. The University Secretary & Registrar spoke to the paper.

The report provided a comprehensive overview of York St John University's progress in advancing Equality, Diversity, and Inclusion (EDI) during the academic year.

Key achievements included the development of a new EDI Framework and revised governance structure; interventions taken to address differentials in access, continuation, completion, award and progression as confirmed in the new Access and Participation Plan; and, policy developments.

Governors noted that the ethnicity awarding gap was a concern for the University and the sector, but progress was being made in closing the gap quicker at York St John than at many other institutions.

Looking ahead, the University had established a new EDI Governance and Impact Group that would ensure EDI work across the institution was coordinated and appropriately prioritised. It was noted that this report would likely undergo some structural revisions next year as a result of this new Group overseeing its production.

The Board of Governors **approved** the Annual Equality, Diversity and Inclusion report

83/24 Committee reports from: Academic Board; Audit & Risk Committee; Finance & Capital Development Committee; Foundation Committee, Governance & Nominations Committee; Health, Safety & Wellbeing Committee; and People Committee

Paper BoG.24.04.44 was received. The Chairs of their respective Committees spoke to the paper.

The report provided an overview of the meetings held by Academic Board, Health, Safety & Wellbeing Committee, and sub-Committees of the Board of Governors between April and July 2025.

Aside from the 'OfS ongoing registration requirements annual assurance' (M79/24), the Vice Chancellor highlighted that Academic Board had approved the revised Student Charter. She also highlighted that it had been noted that the University would not be renewing its partnership with one of its current franchise providers after October 2025, and would instead move into a teach-out relationship. Academic Board had also noted an annual paper on continuation and attainment rates data that showed a significant positive improvement in these areas.

The Chair of Audit & Risk Committee highlighted information provided by the University's Internal Auditors in relation to the OfS's expectations for Higher Education providers regarding protecting the experience of students during industrial action. At the Committee meeting, the University Secretary & Registrar had provided an overview of how the Committee currently receives assurance in these areas, as well as noting that certain aspects are under the remit of Academic Board or People Committee. The Committee had also approved updates to the Anti-Fraud Policy and reviewed the use of the policy during the academic year. The policy's updates were mainly focussed on ensuring compliance with the new requirements of the Economic Crime and Corporate Transparency Act (2023). As part of the Act, Governors will be required to undertake additional checks by Companies House. The Governance & Compliance team will provide guidance regarding the action Governors need to undertake over the summer.

The Chair of Finance & Capital Development Committee commented that the key elements of its last meeting had been covered in the papers presented to the Board (M70/24, M80/24, M81/24, and M86/24).

Foundation Committee had discussed the role of the University's foundation in relation to its new Strategy, as well as receiving an update on the wide range of activities undertaken by the Chaplaincy. The Board noted that the Committee had been informed that York Minster had decided organisations can only hold Christmas Carol services at the Minster once every two years.

Governance & Nominations Committee key items were largely covered at the Board meeting (M72/24-M74/24), but Governors also noted the Committee was reviewing the rationale for all Board approval papers in order to ensure delegations are appropriate.

Health, Safety & Wellbeing Committee had reviewed the Annual Safeguarding report presented at this meeting to the Board (M77/24). The Committee had also noted the Terrorism (Protection of Premises) Act, otherwise known as Martyn's Law, had received royal assent and the Act's regulator had been

appointed - the Security Industry Authority. It was noted that the Security Industry Authority had up to two years to provide guidance.

The Chair of People Committee highlighted a robust discussion on the SU and University's relationship.

The Board of Governors received and **noted** the report.

84/24 Annual report on Remuneration

Reserved minute: commercially sensitive and Freedom of Information exempt

The following left the meeting for this item: the Vice Chancellor, Student Governor, Staff Governor, Chief Operation Officer, PVC: Education, and University Secretary & Registrar.

Paper BoG.24.04.45 was received. The Deputy Chair spoke to the paper.

The paper updated the Board of Governors on the action taken by the Remuneration Committees (Vice Chancellor and Senior Leadership Team).

The Student and Staff Governors re-joined the meeting.

85/24 Annual evaluation of the Chair of the Board of Governors

Reserved minute: commercially sensitive and Freedom of Information exempt

The Chair left the meeting for this item.

Paper BoG.24.04.46 was received. The Deputy Chair spoke to the paper.

Part E of the agenda

The following starred items were in the Part E section of the meeting's agenda. No request was made for these items to be brought forward and therefore were noted without discussion.

86/24* Period 9 Budget and Forecast Report

Paper BoG.24.04.47 was received.

The Board of Governors **noted** the report

87/24* Annual report on participation in Institute of Technology

Paper BoG.24.04.48 was received.

The Board **noted** the report

88/24 Any other business

There was no other business.

89/24 Review of the meeting

Governors were happy all items had been covered appropriately.

90/24 Dates of next meetings

Thursday 27 November 2025

Thursday 26 March 2026

Thursday 09 July 2026