

111th Meeting of the Board of Governors
MS Teams
Thursday 26 November 2020, 10:00 AM — 12:00 PM GMT

**Board
Members
Present:**

Lynn Dobbs
Anders Krohn
Baron Anyangwe
Cathy McCabe
Cecile Tschirhart
Margaret Farragher
Mark Anderson
Michael Murphy
Renarta Guy
Rolande Anderson
Shefaly Yogendra
Tim Cochrane
Rosemary Benson
Chrystalle Margallo
Frances Trought
Rohin Aggarwal

Vice Chancellor
Independent Governor
Independent Governor
Independent Governor
Academic Governor
Independent Governor
Chair of the Board
Independent Governor
Independent Governor
Independent Governor
Independent Governor
Staff Governor
Student Governor
Independent Governor
Independent Governor

**Also
Present:**

Eugene McCrossan
Gary Davies

Donna Whitehead
Nikki Le Faou
Zainab Khan
Urmi Dutta- Roy
Mark Ellul
Amy Rogerson

Chief Finance Officer
Pro Vice Chancellor for Student Recruitment
and Business Development
Deputy Vice Chancellor
Interim Clerk to the Board
PVC Outcomes and Inclusion
Board Apprentice
Consultant
Head of the Vice Chancellor's Office

Absent:

Harini Iyengar

Independent Governor

Apologies:

Don MacRaidl

Tricia Croasdell

Pro Vice Chancellor for Research and
Knowledge Ex.
Independent Governor

1 Welcome, Apologies, Announcements and Declarations of Interest

Apologies were received from Independent Governor Tricia Croasdell and Don MacRaidl, Pro Vice Chancellor Research and Knowledge Exchange.

Independent Governor, Margaret Farragher had provided advanced notice advising that owing to a clash of commitments, she would join for parts the meeting.

Independent Governor Mark Anderson declared an interest as a non- executive Director of Higher Education Partnerships and as a fellow of Hughes Hall, University of Cambridge; Independent Governor Michael Murphy declared an interest as an adviser to Lodestone strategy and communications firm; Independent Governor Anders Krohn declared an interest as co-founder and CEO of Aula Education, a communication platform for education, and; Independent Governor Tim Cochrane declared an interest as his wife was a partner at EY.

1.1 Minutes of 8 October 2020 Board meeting

For Approval - Presented by Mark Anderson

The Board approved the minutes of the 8 October 2020 meeting as a correct record.

1.2 Matters arising not covered elsewhere

For Noting

At the October 2020 meeting it had been agreed that the University should commence the recruitment process for an Independent Secretary. The job description was under review and would be submitted to the Governance Committee for recommendation to the Board in due course.

The Board had made a request for the Vice Chancellor to investigate ways to re-engage The Times and The Guardian newspapers to advocate for adjustments to league tables. [REDACTED]

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2 Vice Chancellor's reports

Presented by Lynn Dobbs

The Board considered the Vice Chancellor's report to the Board.

The key points were highlighted as follows:

Covid-19: The University was planning on the basis that the changes to Government restrictions over the Christmas period would create a rise in the number of Covid-19 cases, and consequently may lead to a possible further Lockdown in February 2021.

It was anticipated that the Government would announce requirements for Universities to facilitate staggered arrival dates at the start of the Spring 2021 term. The University would continue with its online and face-to-face offerings wherever possible in-line with Government policy.

The University continued to monitor guidance and advice from Public Health England, the Office for Students and Government. Risk assessments remained under constant review and adjustments and precautions were in place for compliance with the new COVID Safe site rules.

The University had agreed to establish asymptomatic testing centres on site which would be fully operational by 30th November, so that students returning home are proven clear of the virus before travelling.

It was noted that many international students were likely to remain in the UK over the Christmas period. The University was planning a series of daily staff and student community sessions, including on Christmas day. This would include coffee catch-up sessions, games sessions and cocktail-making classes.

Empowering Black, Asian and Minority Ethnic Communities at London Met: The University was planning a major initiative to empower Black, Asian and Minority Ethnic communities at the University. A suite of initiatives would be introduced to transcend racism that would ensure that staff and students from these communities feel empowered, inspired and supported. The proposed initiatives comprised a wide range of activity, which included:

- Establishing partnerships between the University and historically black colleges and universities in the US which tend to produce black graduates who do better than those from mainstream institutions because of an inherent sense of worth, value and belonging
- Working with our Partners in Education Colleges to develop a London-wide approach to transcend racism

- Working with industry to increase Graduate opportunities for our Black, Asian and Minority Ethnic students
- Working with the Board to increase the representation of Black, Asian and Minority Ethnic individuals at Board, SLT and SMT level
- Introducing an initiative to increase the percentage of Black, Asian and Minority Ethnic academic staff at the University so we are better able to reflect the students that we teach. This will include a major campaign to explicitly attract additional Black, Asian and Minority Ethnic academic staff to the University and an associated emphasis on ensuring that replacement posts are designed to further increase representation
- Introducing a behavioural change programme to challenge racism across the University
- Creating a suite of modules teaching and exploring world and diasporic cultures and race across the University.
- Developing and implementing our Education for Social Justice Framework

A report regarding the development of the academic pipeline would be developed and submitted to a future meeting of the Board for consideration, to include detail regarding Key Performance Indicators.

Conclusions:

The Board noted the Vice Chancellor's general report.

3 Student Governor's Reports

For Noting - Presented by Chrystalle Margallo

The Board considered the Student Governor's report, which is a standing item.

The Student Union President highlighted that the Students' Union and University had continued to work effectively in collaboration to support students in response to the Pandemic.

Conclusions:

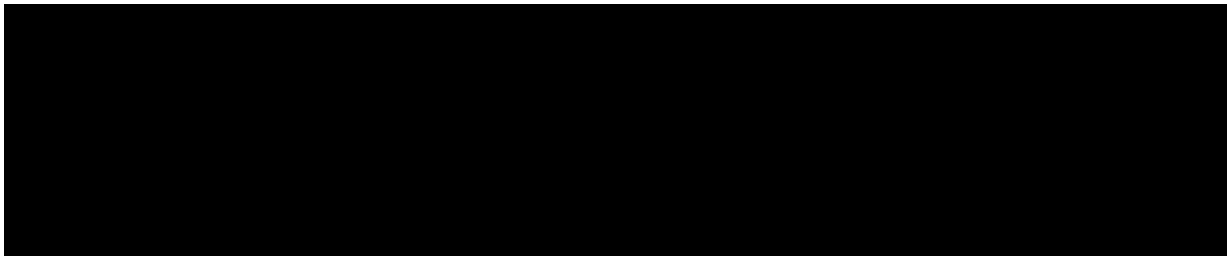
The Board noted the update report.

Finance Updates

4 Financial Reforecast

For Noting - Presented by Eugene McCrossan

The Board of Governors considered the October 2020 Financial re-forecast for the projected financial position at the end of July 2021.



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It was confirmed that tuition fee and franchise fees would be reviewed on a regular basis throughout the year as cohorts were recruited and join the University.



[REDACTED]. It was noted that the Board would continue to monitor the success of the University's partnerships.

Conclusions

The Board noted the Financial Reforecast.

5 Financial Management Report

For Noting - Presented by Eugene McCrossan

The Board considered the October 2020 Financial Management report.

It was noted that spend on IT had been lower than forecast, investments would be made in 2021 to ensure the University had the right IT infrastructure in place.

Conclusions

The Board noted the October 2020 Financial Management report.

6 Accountability Returns

6.1 Audit Committee annual report

For Approval - Presented by Shefaly Yogendra

The Board considered the annual report of the Audit Committee. The draft of the report had been considered and approved by the Audit Committee at their meeting on 12 November 2020.

Conclusions

The Board of Governors approved the Audit Committee's Annual Report.

6.2 Internal Audit annual report

For Approval - Presented by Eugene McCrossan

The Board considered a report which presented the internal auditor's view on the adequacy and effectiveness of London Met's arrangements for risk management, internal control and governance; and economy, efficiency and effectiveness. This had been considered in detail by the Audit Committee.

In considering the report the Board noted that three priority 1 actions remained open, the Board requested that details of the actions be circulated for information.

Conclusions

The Board of Governors approved the final 2019/20 Audit Annual Report

6.3 Audited 2019/20 financial statements and commentary, letter of representation, and external audit ISA 260 management report (management letter)

For Approval - Presented by Eugene McCrossan

The Board considered the Financial Statements for 2019/20. The joint meeting of the Audit Committee and Finance and Resources Committee held on 12 November had considered the draft Financial Statements and both committees had separately recommended them for approval.

The Board noted a supplementary document included with the report which highlighted changes made following the consideration of the Financial Statements by the Audit Committee and Finance and Resources Committee. It was noted that the University's Financial Statements were currently under review by the External Auditor's Technical Risk Team. The Statements had been subject to additional scrutiny by the External Auditors this year owing to concerns related to the impact of Covid-19 pandemic on the sector.

Conclusions

The Board approved the Financial Statements, letter of representation and external audit ISA 260 report.

6.4 Annual report on Prevent duty compliance

For Approval - Presented by Zainab Khan

The Board of Governors considered the University's annual report on compliance with the Prevent duty covering the academic year to 31 July 2020 and any significant matters up to the date of approval of the report.

Conclusions:

The Board of Governors approved the annual report on the University's compliance with the Prevent duty, for the submission to the Office for Students and to authorised the Chair of the Board to sign the declaration on compliance with the Prevent duty required by the Office for Students.

7 Centre for Equality & Inclusion update

For Noting - Presented by Zainab Khan

The Board considered a report which provided an update on the Centre for Equity and Inclusion.

The key points were highlighted as follows:

Launch of the Centre for Equity and Inclusion: The University formally launched the Centre on 2nd November. Dawn Butler MP provided welcome remarks and the centre's web-presence was now live.

Fair outcomes (Teaching, Learning & Student Experience Activities): It was noted that despite the challenges presented by the pandemic and remote working, the University had not lost momentum in moving forward with addressing differentials in student outcomes.

Staff Inclusivity: In particular it was noted that in readiness for full institutional roll-out of the Education for Social Justice Programme in Summer 2021 and to advance our overall strategic mission to make London Met a leading force for inclusivity and anti-discrimination practice in the Sector, management teams will be undertaking equality essentials training from January. The training would be tailored to the department's specific needs with a particular focus on race, in order to ensure the cultural readiness for the University's work to diversify the staff pipeline.

Conclusions

The Board noted the update and expressed their support to the initiatives under development by the

Centre for Equity and Inclusion.

7.1 Adoption of definition of Islamophobia

For Approval - Presented by Zainab Khan

The Board considered a report which presented proposals for the University to adopt a working definition of Islamophobia. The proposals had been subject to student and staff consultation.

In November 2018 the All Party Parliamentary Group on British Muslims published a report 'Islamophobia Defined: the inquiry into a working definition of Islamophobia' which highlighted the prevalence of Islamophobic racism in Britain.

The group recommended the adoption of the following definition: 'Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness.'

Conclusions

The Board approved the proposals to adopt the working definition of Islamophobia as well as a schedule of non-exhaustive examples for inclusion on the University's web pages. The web pages would provide guidance on creating a community which is inclusive of our Muslim members.

8 Reports from Sub-committees

8.1 *Finance and Resources Committee- 12 November 2020 meeting

For Noting - Presented by Tim Cochrane

The Board noted the Finance and Resources Committee report.

8.2 * Annual HR and workforce report

For Reference

The Board noted the Annual HR and workforce report.

8.2.1 *Audit Committee - 12 November 2020 meetings

For Noting - Presented by Shefaly Yogendra

The Board noted the Audit Committee Report.

8.3 *Remuneration Committee - 19 November 2020 meeting

For Noting - Presented by Rolande Anderson

The Board noted the Remuneration Committee report.

8.3.1 Remuneration Committee annual report to the Board

For Noting - Presented by Rolande Anderson

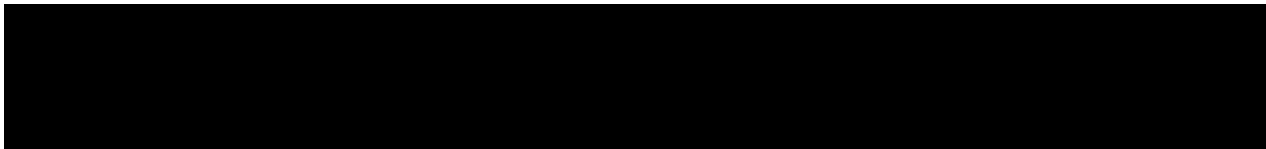
The Board received the annual report of the Remuneration Committee.

9 *Governance matters - Committee Terms of Reference and membership matters annual review

For Approval - Presented by Nikki Le Faou

The Board approved the annual review of the Audit Committee, Finance and Resources Committee, Governance Committee and Remuneration Committee Terms of Reference.

10 Any Other Business and Close



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The Board were reminded that a session on the University's Digital Strategy was scheduled for 14 December 2020.

The Board marked the departure of Michael Murphy from the Board of Governors with a virtual gift presentation. The Board expressed their thanks to Michael for his contributions to the University since joining as a Governor in 2014.



Item	Paragraph	For action by who	By when	Update on action
Internal Audit Annual Report	The Board noted that three priority 1 actions remained open, the Board requested that details of the actions be circulated for information.	CFO	ASAP after meeting	Completed- 9 December 2020.