The Chair welcomed Professor Peter Kopelman and congratulated him on his appointment as interim Vice-Chancellor to succeed Professor Sir Adrian Smith at the end of August 2018. The Chair also welcomed Simon Cain, Director of Human Resources (HR), who was attending his first meeting of the
Minutes of the Meeting Held on 23 May 2018

The Board confirmed the minutes of the meeting held on 23 May 2018.

Business Conducted by Correspondence since the Previous Meeting

The Board noted the three appointments considered and approved by the Board by correspondence (BT1236):

(i) the appointment of Professor Peter Kopelman as interim Vice-Chancellor of the University;
(ii) the reappointment of Professor Edward Byrne as Deputy Vice-Chancellor of the University for a further year from 1 August 2018 to 31 July 2019; and
(iii) the appointment of Rosalind Frendo as Director of Compliance and Secretary to the Board.

Matters Arising

Matters arising since the previous meeting were covered elsewhere on the agenda.

Vice-Chancellor's Report

The Vice-Chancellor introduced his report (BT1237, Confidential), including the list of his main activities and meetings since the Board’s previous meeting (Appendix BT1237A). The Vice-Chancellor highlighted the following.

University of London Bill

The University of London Bill had reached its second reading in the House of Commons on 14 June 2018 when it had been blocked by Sir Christopher Chope, MP, and would now need to be timetabled for a debate in the Commons. The second reading of the Bill had therefore been deferred to the autumn.

Queen’s Birthday Honours

A number of individuals connected with the University and Member Institutions had been recognised in the 2018 Queen’s Birthday Honours List (see also BTM 4304 below). The Vice-Chancellor congratulated, in particular, Professor Stuart Reid, the Principal of the Royal Veterinary College, who had been made a Commander of the Order of the British Empire for services to the veterinary profession and to higher education.

Staffing Changes

The Vice-Chancellor highlighted that two senior members of staff would be leaving to take up new positions elsewhere: Andrew Murphy, the Chief
Financial Officer; and Stuart Brown, the Director of Information and Communications Technology (ICT).

4225 The Board was content with a proposal that, after the departure of the Chief Financial Officer, the two current Deputy Directors of Finance share the responsibilities that he had previously undertaken, for the duration of the recruitment process, which would enable the new permanent Vice-Chancellor, once appointed, to contribute to the process.

4226 Members noted that, on the departure of Stuart Brown, the current Deputy Director, IT Projects and Architecture, would assume the role of interim Director of ICT, pending a permanent recruitment process.

4227 The Vice-Chancellor highlighted the appointment, by the University, of Sam Brenton, a leading expert on digital learning and distance education, as the Director of Educational Innovation and Development in University of London Worldwide, who would take up his new post on 3 September 2018.

*BTM 4228 is considered exempt from disclosure in accordance with Part II of the Freedom of Information Act 2000.*

**Indian Goods and Services Taxes (GST)**

4229 The Vice-Chancellor highlighted the update on the new Indian GST on digital services and the actions being taken by the University (see also BTMM 4293-94 below). He suggested that this was a matter that could have implications across the higher education (HE) sector, and that a watching brief should be kept on developments (see also BTM 4293 below).

*Heythrop College: Formalities of Withdrawal*

4230 In accordance with the procedure for the withdrawal of a Member Institution (MI) from the federation as set out in Ordinance 9, the Board would receive a letter on this matter from Heythrop College in due course. The procedure required the Board to consult with the Collegiate Council, which would then make a recommendation to the Board.

4231 Noting the forthcoming schedule of meetings, the Collegiate Council, at its recent meeting on 6 July 2018, had authorised the Vice-Chancellor, as Chair of the Collegiate Council, to consider the matter on its behalf and to make a formal recommendation to the Board for consideration at its meeting on 28 November 2018.

*Office for Students (OfS)*

4232 As reported previously, the University had submitted its application for registration with the OfS on 23 May 2018, the deadline specified by the OfS for providers wishing to admit students to programmes at the start of the 2019-20 session. The submission documentation had been made available to the Board on the online repository MinutePad.
2018 Teaching Excellence Framework (TEF) Awards

4233 Members noted that the annual TEF assessments had been published on 6 June 2018.

University of London Website

4234 Following its recent extensive refresh, the University’s website had been shortlisted for a HEIST Award under the category of ‘Best Website’. Whilst the website had not won the award, the shortlisting of the website was testament to the work undertaken to develop the website and those involved were congratulated on its success.

Emma Burns

4235 The Vice-Chancellor expressed his gratitude to Emma Burns, who would complete her term of office on the Board at the end of July 2018. Emma Burns had served as an independent member of the Board for eight years and had made a significant contribution to the University, serving also on a number of other boards and committees.

Vice-Chancellor Recruitment – Progress Report

4236 The Director of HR presented a report on the recruitment of the permanent Vice-Chancellor (BT1238), highlighting the timetable for the process. Odgers Berndtson, which had been appointed to conduct the recruitment exercise, had approached about 30 individuals. Twenty formal applications had been circulated to the Advisory Group, which would determine the candidates to be taken forward to the next stage of the process. The Chair was confident that a strong shortlist could be produced.

4237 It was noted that there was an almost equal gender split between the individuals approached and agreed that due attention should be paid to the gender split of the shortlist.

4238 The Board noted that, as part of the recruitment process, informal meetings between the shortlisted candidates and stakeholders would be arranged. A number of Board members would be involved in the recruitment process, as Trustees were included in the membership of both the Joint Appointments Committee and the Advisory Group, although additional members of the Board could be involved if required. Support was expressed for engaging a broader group of heads of MIs in the process, through the informal meetings between the candidates and stakeholders.

Proposed University Budget for 2018-19 and Future Year Forecasts to 2021-22

4239 The Deputy Director of Finance (Financial Services, Tax and Treasury) and the Deputy Director of Finance (Financial Planning and Analysis) joined the meeting.
University Budget

4251 Members expressed support for the budget for 2018-19. They noted potential challenges for the sector over the planning period, including: uncertainty regarding the outcome of the Review of Post-18 Education and Funding; the impact of Brexit; and possible pension scheme changes; and it was suggested that a cautious financial approach might be required in future years. The Vice-Chancellor commended the diligent work undertaken by the Finance and Planning Department in formulating the budget. He concurred that the University would need to monitor the HE landscape closely, both in terms of direct implications for the University and also those for the MIs.

4252 AGREED
   (i) To approve the University Budget for 2018-19.
   (ii) To note the future year financial forecasts for 2019-20, 2020-21 and 2021-22.
   (iii) To delegate authority to the Chair and the Vice-Chancellor to approve the annual financial forecast return to the OfS prior to its submission in September 2018.
   (iv) To delegate authority to the Chair to agree the University’s response to the current invitation for comments from the UUK in relation to the USS Trustee’s proposals.

Finance Report

4253 The Board considered the Finance Report (BT1240, Confidential) and noted the management accounts for the ten months to 31 May 2018 (Appendix BT1240A, Confidential) and the quarter 3 forecast for 2017-18 (Appendix BT1240B, Confidential).

People Strategy – Progress Report

4254 The Director of HR presented an update on progress against the People Strategy (BT1241). He highlighted developments in the area of equality and diversity, in particular, work conducted by the Head of Inclusion in conjunction with HR colleagues and staff and Trade Union representatives, on a revised Dignity at Work Policy

4255 Working together with the Organisational and Staff Development (OSD) team, the Head of Inclusion had organised a pilot of the Active Bystander initiative aimed at providing individuals with a set of tools for addressing unwanted behaviour in the workplace. Feedback on the pilot was being gathered and analysed with a view to rolling out the training more widely.

4256 Members were updated on a process to centralise a greater proportion of the budget for training across the University and to agree a consistent per head spend on development. It was anticipated that this would provide more equitable access to training. The Director of HR reported also on funding secured through the Staff Discretionary Fund for specialist support for
organisational development, to provide enhanced support for envisaged organisational change.

4257 The HR and Payroll enterprise resource planning (ERP) project continued to progress. Following the implementation of the system, some challenges remained and work was being undertaken to address any remaining issues and to realise the full benefits of the system.

**Estates Matters**

*Report from the Estates Committee*

4258 The Chair of the Estates Committee presented the Committee’s report (BT1242, Confidential), including a list of recent lease agreements (Appendix BT1242A, Confidential). He commended staff on the work undertaken to date in relation to the development of a new Estates Strategy. Although much remained to be done, a good deal of progress had been made. He also expressed his gratitude to Professor Edward Byrne, the Chair of the Accommodation Working Group (AWG), for the work undertaken by the AWG and the tangible and valuable outcomes of its deliberations, which would inform decisions and enable good progress to be made in this area.

4259 The Director of Property and FM highlighted three leases that were presented to the Board for approval in accordance with the requirements of the Scheme of Delegation. The Board approved the leases as set out in the report.

4260 The Director of Property and FM highlighted recent work in a number of areas:

(i) Further to the Board’s decision, at its meeting on 23 May 2018, to delegate authority to the Chair of the Estates Committee to consider a proposal with regard to an Asbestos Framework Agreement, the Chair of the Committee had approved the proposal on 4 July 2018. The Director of Property and FM highlighted the progress being made in this area; with the Framework Agreement having been approved, contractors were now taking the work forward, and a rigorous risk register was in place.

(ii) Progress had been made in re-phasing the programme of estates projects to prioritise those that were income-generating.

*BTM 4260(iii) is considered exempt from disclosure in accordance with Part II of the Freedom of Information Act 2000.*

(iv) Work was continuing on intercollegiate student accommodation, including that of the AWG (see BTMM 4273-77 below).

(v) Consideration of options to ensure sufficient finance was in place for future estates projects, as highlighted earlier in the meeting (BTM 4244 above refers), which included the potential to take advantage of current low commercial funding rates.

(vi) 4261 Following the suggestion of the Chair of the Estates Committee that the University seek to generate greater awareness within the property community of its ambitions for the development of student
accommodation across London, the University had recently featured in an article in Property Week. This approach had already proved beneficial, with a number of organisations approaching the University to discuss potential developments in response to the article.

**Review of FM Services**

4262 Further to the Board’s decision at its meeting on 23 May 2018 to accept the recommendation of the FM Steering Group, work had progressed to develop the more detailed plans and costs requested by the Board. The other agreed actions were also being taken forward.

4263 Discussions had proceeded as a matter of priority with regard to ending the use of zero-hours contracts by the University’s contracted service providers. The University had been informed of the intention to offer alternative contracts by the end of the calendar year.

4264 Work on the development of an effective Residential Student Life programme was being progressed and consultation had commenced with students and professional stakeholders. Additionally, preparatory work for the full security review of the Estate was underway.

4265 The Director of Property and FM also reported on the extensive detailed work that would be necessary on the requirements and nature of the overall service model.

4266 The Pro Vice-Chancellor (Operations) reported that a dedicated meeting had been held for University staff to update them on the progress of the various actions following the Board’s decision. Staff had been advised of the complexities of the work and the need to progress according to a realistic timeframe to ensure there was no adverse impact on the University’s core academic agenda and also to mitigate against financial and contractual risks.

4267 The Board supported the approach being taken by the University. A member of the Board reminded members of the need to consider issues of equality and diversity in relation to any contracted staff who transitioned to a University contract with fixed hours.

**Senate House Intercollegiate Teaching Block**

4268 The Board noted progress on a proposal to develop an Intercollegiate teaching block on the empty north east quadrant site of Senate House. A meeting had been held with those Mls interested in the proposal. Discussions with Mls, which were at an early stage, would continue. Members noted the need to strike a balance between recognising the needs of Mls and ensuring there was an appropriate commercial return for the University.

*Information at BTM 4269(ii) is considered exempt from disclosure in accordance with Part II of the Freedom of Information Act 2000.*
4269 **AGREED**
The Board approved the following lease agreements:

(i) An additional letting to UCL: a new lease of space on the lower ground and first floors of Stewart House, as detailed at paragraph 5 of BT1242, Confidential.

(ii) 18-20 Gower Street - Medical Practice: a renewal lease of the basement, ground, first and part third floors of 18-20 Gower Street (approximately 495m²), as detailed at paragraph 6 of BT1242, Confidential.

(iii) A renewal lease of 2 Gower Street (approximately 380m²) to Vision 3 Limited, as detailed at paragraph 7 of BT1242, Confidential.

**Institute of Advanced Legal Studies (IALS) Refurbishment**

4270 The Deputy Director of Property and FM presented a proposal for the award of a contract for Phase 1 of the IALS refurbishment project (BT1262, Confidential). This followed the Board’s approval, at its meeting on 27 November 2017, of the business case for the refurbishment.

Information at BTM 4271 is considered exempt from disclosure in accordance with Part II of the Freedom of Information Act 2000.

4271 The Board was informed that a robust tendering process had been undertaken, as detailed in the Tender Award Recommendation Report (Appendix BT1262A, Confidential), further to which it was recommended that the contract be awarded to Overbury. The Board noted that the value of the contract fell within the [redacted] budget set out in the approved business case, as demonstrated in the financial summary appended to the report (Appendix BT1262B, Confidential).

4272 **AGREED**
To award the contract to the preferred contractor, Overbury, as set out in the report.

**Report from the AWG**

4273 The Deputy Vice-Chancellor, as Chair of the AWG, presented its report (BT1243 and Appendix BT1243A, both Confidential). Reporting on the work undertaken and highlighting the involvement of MIs in the process, he outlined two key stages of the AWG’s activities: the compilation of data following a survey of MIs’ requirements in relation to student accommodation; and discussion on potential development opportunities across London at the present time and in future years.

4274 In order to mitigate risk to the University and potential project partners, the AWG had recommended a staged approach whereby a project would be progressed to develop an additional *circa* 2,500 bed spaces. This was significantly fewer than the additional *circa* 6,000 bed spaces that the Estates Committee had indicated that the University might wish to aim for, in earlier
discussions. The Chair of the AWG suggested that, at a later stage, the University might wish to consider more ambitious proposals, as discussed at the Estates Committee Away Day in February 2018, such as a circa 5,000 bed space student village, which could deliver an enhanced student experience.

4275 The Director of Property and FM stated that meetings with potential development partners were being progressed. She also reported on the Mapping Higher Education Estates for Regeneration Partnerships launch event, held at City Hall London on 19 June 2018, and expressed her gratitude to Professor Colin Bailey, the President and Principal of QMUL, who had spoken on the contribution of universities to their communities, and had closed the event on behalf of the University. Attendees had been welcomed to City Hall by Jules Pipe, the Deputy Mayor for Planning, Regeneration and Skills, who had spoken of the importance of HE to London, and encouraged partnerships for regeneration.

4276 The Board welcomed the report and thanked the Chair of the AWG for the valuable work undertaken by the AWG. The Chair of the AWG expressed the view that the exercise had provided an excellent example of the ways that the University and the MIs could work together for mutual benefit.

4277 **AGREED**

The Board approved the report from the AWG (Appendix BT1243A, Confidential).

**Report from the Investments Committee**

4278 The Board received a report on the matters discussed by the Investments Committee at its meeting on 6 June 2018 (BT1244). The report included an information sheet, provided in response to the Board’s suggestion at its meeting on 21 March 2018, that it would benefit from an overview of the Unified Trust Fund. The Board welcomed the report and the summary overview.

**Update on Strategic Risks**

4279 The Pro Vice-Chancellor (Operations) presented an update on strategic risks (BT1245, Confidential) and drew attention to the list of areas, provided within the report, that would be reflected in the forthcoming revision of the Strategic Risk Register (SRR) in September 2018. Members noted risks associated with the Review of Post-18 Education and Funding and the benefits of discussing the impact of, and any possible opportunities arising from, the potential outcomes of the Review, possibly through the forum of the Collegiate Council.

**Appointment of Trustees**

4280 The Board was content for Stella Beaumont to remain in the room for the item.
The Board considered a report (BT1246) setting out the recommendations of the Nominations Committee in relation to the appointment of independent members of the Board. The Board welcomed and supported the recommendations.

AGREED
(i) The Board approved the reappointment of Stella Beaumont as an independent member of the Board for a further four years to 31 July 2022.
(ii) The Board approved the appointment of Abdul Bhanji as an independent member of the Board for a period of four years to 31 July 2022. As this followed an interval of one year, prior to which he had served on the Board for nine years, this would be Abdul Bhanji’s final term of office and would not be renewed.

CoSector Progress Report

The Managing Director of CoSector joined the meeting and presented a progress report on CoSector (BT1247 and Appendix BT1247A, both Confidential). He highlighted significantly improved results in recent months following the plateauing of net income earlier in the year that he had reported at the Board’s previous meeting. He informed the Board that, if the current level of performance could be sustained throughout the forthcoming financial year, the 2018-19 target surplus should be achievable. CoSector was showing a surplus of £445k for the year-to-date, with two months remaining, having exceeded the target for 2017-18, and it was also anticipated that circa £300k could be reinvested; the Board noted that this represented a significant turnaround from the position at the end of the 2016-17 session and welcomed the continued progress of CoSector. Members noted also that the current CoSector sales pipeline had increased since the last report to the Board, due to new partner opportunities.

The Managing Director of CoSector explained that the risks reported previously, arising from potential student action or occupation and from staff strike action, remained, and consideration was being given to how best to mitigate against them.

The Board was also updated on actions being undertaken in relation to historic bad debt; systems and procedures now in place would help to ensure the same issues would not occur in the future.

Review of Regulations/Delegations

Updated Financial Regulations and Scheme of Delegation

The Board considered a report (BT1248) on updated Financial Regulations (Appendix BT1248A) and an amended Scheme of Delegation (Appendix BT1248B). The two documents had been considered by the Audit and Risk Assurance Committee at its meeting on 13 June 2018, when it had recommended them to the Board for approval.
4287 Further to the discussions earlier in the meeting (BTMM 4224-25 above refer), the Pro Vice-Chancellor (Operations) suggested that it might, in due course, be necessary to amend the references to the Chief Financial Officer within the Financial Regulations and the Scheme of Delegation to reflect the arrangements put in place after the departure of the current Chief Financial Officer. The Board agreed to delegate authority to the Chair of the Board and the Chair of the Audit and Risk Assurance Committee to enable either to authorise any changes in this regard on the Board’s behalf.

4288 **AGREED**

(i) The Board approved the updated Financial Regulations and the amended Scheme of Delegation.

(ii) The Board delegated authority to the Chair of the Board and the Chair of the Audit and Risk Assurance Committee to enable either to authorise any changes required to references to the Chief Financial Officer within the Financial Regulations and the Scheme of Delegation to reflect the arrangements put in place after the departure of the current Chief Financial Officer.

**Review of Standing Delegated Functions**

4289 The Board noted that Ordinance 6 *Delegation of Functions* stated that the terms of reference for any delegation by the Board or the Collegiate Council and the list of standing functions delegated to members of the Board or the Collegiate Council, or members of the University’s staff, would be subject to review by the body which delegated the function. The report before the Board provided details of the relevant delegations (BT1249) for the Board’s consideration.

4290 The report also proposed a revision to the list of standing delegated functions, to incorporate a delegation to the Vice-Chancellor to amend the Ordinances where the amendment was considered by the Vice-Chancellor to be non-contentious and/or technical in nature.

4291 **AGREED**

(i) That the Board was content with the standing functions that it had delegated to:

   (a) the boards and committees (listed at paragraphs 2-3 of the report), as set out in Ordinances 2, 4 and 6; and

   (b) members of the University’s staff (detailed at paragraph 4 of the report), as set out within Annex 2 of Ordinance 6 (*Standing Functions Delegated by the Board of Trustees or Collegiate Council to University Staff*).

(ii) The Board approved the amendment of the list of standing functions within Ordinance 6, as detailed at paragraph 4 of the report.

**Update on the work of the Central Academic Bodies (CABs) and Activities**

4292 The Board considered a report on the work of the CABs and Senate House Library during 2017-18, as reported to their respective Boards (BT1250, Confidential). This followed previous comments by the Board of Trustees that
it would welcome more information on their activities. The Chair thanked the Director of Compliance and Secretary to the Board for the report, which provided a useful overview for the Board.

Indian Goods and Services Taxes

4293 The Board considered a report (BT1251, Confidential) outlining the background to a proposal that the University register for the Goods and Services Tax in India. Advice received from KPMG in relation to the matter was appended (Appendix BT1251A, Confidential). Under the Scheme of Delegation, the Board was required to approve any new overseas tax registration. The Audit and Risk Assurance Committee had considered the matter at its meeting on 13 June 2018 and agreed to recommend it to the Board for approval.

4294 AGREED
The Board approved, in line with the Scheme of Delegation, that the University register for the Goods and Services Tax in India.

Committees of the Board of Trustees

4295 The Board considered a report (BT1252) on membership proposals for committees of the Board and for members of the Board to serve on boards of the Collegiate Council, as well as proposed amendments to Committee constitutions and terms of reference.

4296 AGREED
(i) The Board approved the appointments to the committees/boards as set out in the report.

(ii) The Board authorised the Vice-Chancellor to approve, on behalf of the Board, appointments to outstanding vacancies at the appropriate time (including the appointment of any members of the Board to serve on boards of the Collegiate Council should such vacancies arise).

(iii) The Board approved the amendment of the constituency on the Equality and Diversity Committee for ‘The University’s staff equality and diversity adviser(s)’ to ‘The Head of Inclusion’ and the consequential amendment of Ordinance 6 Delegation of Functions, Annex 1.

(iv) The Board approved the proposed revisions to the Terms of Reference of the Estates Committee, as detailed at paragraphs 10-11 of BT1252.

(v) The Board approved the amendment of the constitution of the Safety Committee, as detailed in paragraph 24, to permit alternates for the constituency of ‘Up to six representatives of the staff of the University…’, and the consequential amendment of Ordinance 6, Annex 1, to reflect the change.

(vii) The Board approved the amendment of the constitution of the Trust Funds Committee to replace the constituency of ‘The University
The Board approved that the Ordinances be amended to reflect the changes to the constitutions of the Board of ULIP and the SHL Board agreed by the Collegiate Council, as detailed in paragraphs 28 and 31 of BT1252.

Reappointment of External Audit Service Providers

The Board considered a report (BT1253, Confidential) on the recommendation of the Audit and Risk Assurance Committee regarding the University’s external audit service providers. The Board recalled that it was required formally to reappoint the University’s external audit service providers on an annual basis. HE institutions were required to undertake market testing of external auditors at least every seven years; the University was not, therefore, required to undertake market testing or a retendering exercise until after the audit of the financial year ending 31 July 2019. Members noted plans for the retendering process to commence during the 2018-19 session.

AGREED
To reappoint Deloitte LLP as the University’s External Auditors and to approve the proposed external audit fee, as detailed in the report (BT1253, Confidential).

Research Integrity Annual Statement

The Board noted the SAS Research Integrity Annual Statement under the Universities UK Concordat to Support Research Integrity (BT1254).

General Data Protection Regulation (GDPR) Update

The Board noted an update on the work being undertaken by the University in connection with the GDPR (BT1255).

Confirmed Minutes of the Collegiate Council Meeting on 4 May 2018

The Board noted the confirmed minutes of the Collegiate Council meeting held on 4 May 2018 (BT1256, Confidential).

Leading Women

Members noted an update on the Leading Women Campaign (BT1257).

Transfer of Council for National Academic Awards (CNAA) Art Collection to the University

The Board noted the transfer from the CNAA Art Collection Trust to the University of the CNAA Art Collection and financial assets, as outlined in Document BT1258.
Queen’s Birthday Honours

4304 The Board noted a report on honours bestowed in the 2018 Queen’s Birthday Honours List (BT1259).

Action Taken Under Delegated Authority

4305 The Board noted Document BT1260 on action taken under delegated authority not reported elsewhere on the agenda, which reported the Vice-Chancellor’s approval, on behalf of the Board, of a nominee to be a Director of the Board for the Central Foundation Schools of London.

Sealings

4306 The Board noted a report on documents sealed during the period 8 July 2017 to 4 July 2018 inclusive (BT1261).

Dates of Future Meetings

4307 The Board noted the dates of future meetings as follows (all meetings were scheduled to commence at 4.00 pm):

**2018-19**
- Wednesday, 17 October 2018
- Wednesday, 28 November 2018
- Wednesday, 30 January 2019
- Thursday, 21 March 2019
- Wednesday, 22 May 2019
- Wednesday, 17 July 2019

**2019-20**
- Wednesday, 16 October 2019
- Wednesday, 27 November 2019
- Wednesday, 29 January 2020
- Wednesday, 25 March 2020
- Wednesday, 20 May 2020
- Wednesday, 15 July 2020

Any Other Business

*Tributes*

Tribute to the Vice-Chancellor

4308 The Chair reported that this would be Professor Sir Adrian Smith’s final Board meeting before he departed the University to become Director of The Alan Turing Institute. Sir Adrian had been Vice-Chancellor of the University since 2012. On behalf of the Board, the Chair thanked Sir Adrian for his outstanding and extensive contribution to the University; a full tribute would be paid at an event following the meeting.
Tribute to Andrew Murphy

4309 Noting that this would also be Andrew Murphy’s last Board meeting, the Chair thanked him for all of his work for the Board; his thorough approach had ensured that members were well informed, greatly assisting the Board’s deliberations and its decision-making. The Chair wished Andrew Murphy well for the future.

Tribute to Emma Burns

4310 Emma Burns had served for eight years as an independent member of the Board of Trustees. She had also served as a member of the Audit and Risk Assurance Committee since 2011 and as its Deputy Chair since 2015, and had been a much valued member of the Board of ULIP, the Honorary Degrees and Fellowships Committee, Nominations Committee and the Trust Funds Committee. On behalf of the Board, the Chair expressed his gratitude for Emma’s contribution.