



**MEETING OF SENATE
MINUTES**

Monday 2 June 2025

14.00, [REDACTED]

Present:

Professors: Barry Main, Michael Banissy, Michele Barbour, Ian Bond, Matthew Brown (from 1500), William Browne, Craig Butts, Emma Clark, Tristan Cogan, Ryerson Christie, Ian Craddock, Natalie Edwards, Tom Ellson, Charl Faul, , Sarah George, Ruth Glynn, Darryl Hill, Jonathan Ives, Tansy Jessop, Oliver Johnson, Catherine Kelly, Astrid Linthorst, David Manley, Richard Martin, Jennifer McManus, Harry Mellor, Anthony Mulholland, Stuart Mundell, Ian Nabney, Aydin Nassehi, Leah Tether, Therese O'Toole, Tim Parkin, Hugh Piggins, Guy Poppy, Martyn Powell, Brian Squire, Tuomas Tahko, Jeremy Tavare, Nicholas Roberts, Alison Rust, Nigel Savery, Annela Seddon, , Palie Smart, Michelle Spear, Brian Squire, Judith Squires, Chrissie Thirlwell, Evelyn Welch (**Chair**), Karen West, Kate Whittington, Liang-Fong Wong, John Wylie.

Dr Peter Allen, Mr Yogadhveep Arora, Miss Sarah Bain, Professor Alvin Birdi, Dr Edmund Cannon, Dr Ruzanna Chitchyan, Miss Gurvin Chopra, Dr Jennifer Collins, Dr Suchandrima Das, Dr Amy Edwards, Mr Ed Fay, Dr Jonathan Fellows, Mr Jordan Fung, Dr Hermes Gadelha, Dr Lauran Goodhead, Dr Maxine Gillway, Dr Gibran Hemani, Dr Chris Kent, Dr Zoe Leinhardt, Dr Alison McClean, Mrs Mary Millard, Dr James Palmer, Dr Dinesh Pamunuwa, Ms Lucinda Parr, Miss Lucy Pears, Professor Benjamin Pohl, , Jo-Jo Vyvyan-Jones, Dr Meng Wang.

Apologies: Professor Michele Acuto, Professor Melissa Allen, Professor Alvin Birdi, Professor Jonathan Beaverstock, Miss Gurvin Chopra, Professor Esther Dermott, Professor Alison Donnell, Professor Mike Fraser, Professor Paola Manzini, Professor Helen Simpson, Dr Matthew Tointon, Professor Chris Willis

In attendance: Chaitali Desai (Head of Research Compliance) for item 9, Alison Evans (Director of Research Contracts) for item 9, Michael Flay (Head of Governance and Interim Deputy Secretary) for item 5, Steve Hall (Acting Executive Director for Education & Students), Lucy Penrose (Deputy Head of Governance and **minutes**), Laura Trescothick-Martin, Associate Director of Legal Services for item 5, Hannah Quinn (Chief of Staff).

1. MINUTES OF THE PREVIOUS MEETING ON 7 April 2025 (on file)

1.1 **APPROVED** as a true and accurate record.

2. CHAIR'S REPORT

2.1 RECEIVED and **DISCUSSED**: paper ref: (**SN/24-25/035**) (on file).

2.2. **NOTED**: the Annual Report on Appointed Emeritus Professors & Honorary Appointments.

2.3 **NOTED**: on the recommendation of the Chair of Senate, the approval of graduation and reassessment dates.

2.4 **NOTED**: an update on the Immigration White Paper from the Vice-Chancellor and the impact on the University. Specifically: The UUK Russell Group was lobbying against the proposed levy on international students. It was noted that this cost could not be passed

on through tuition fees and would therefore need to be absorbed internally. The cost to Bristol would be £14.4m and the University would model the impact and associated actions over the summer. The levy was outlined as a 'model', not a confirmed policy, but there were concerns in the sector that it could divert funding away from higher education. UUK was working to try and understand the government's motives. GW4 universities were also jointly lobbying regional leaders to highlight their regional economic impact and graduate contributions, aiming to mitigate or reshape the proposed levy.

2.5 The following was **DISCUSSED**:

2.5.1 Concerns were raised about the CALD restructure, particularly regarding potential redundancies and the loss of expertise in pedagogical research and academic skills support. The Vice-Chancellor acknowledged the value of CALD but emphasised that action was necessary due to a significant and sustained downward shift in the international student market, particularly for Foundation degrees. The decision reflected a broader, carefully targeted approach to ensure long-term financial sustainability, avoiding more drastic, sector-wide cuts seen elsewhere. Every effort was being made to focus resources wisely, and while the process was difficult, it was driven by the shared responsibility to protect the University's future.

2.5.2 In response to concerns about mixed government messages and a possible HE sector shake-up, it was acknowledged that universities were dealing with conflicting signals from multiple departments—while HE sat under the Department for Education, other departments like DSIT, the Home Office, and Health also played important roles in the sector. This fragmentation added to the challenge. However, it was noted that the sector must also reflect on how it had become an easy target in public discourse. There was a call for collective effort, including from Senate and the wider academic community, to demonstrate value and relevance both locally and nationally, and to rebuild public trust and support.

2.5.3 Concerns were raised about the perception that faculty restructures were not bottom-up, especially in light of staff survey feedback highlighting a lack of listening from leadership. There was a call for improved communication between schools and greater transparency. In response, it was noted that extensive consultation had taken place within the Faculties around their new strategies and structures. Staff were also encouraged to engage in upcoming forums as an opportunity to raise questions and contribute directly. The Faculty of Science & Engineering would be holding an awayday shortly where questions around school structures could be addressed directly.

3. **REPORT FROM THE ACADEMIC TRUSTEES ON BOARD-RELATED BUSINESS**

3.1 RECEIVED and **NOTED**: a verbal update from Professor Ian Craddock and Professor Natalie Edwards (academic staff trustees) on the business undertaken by the Board of Trustees at its meeting on 23 May 2025.

4. **US2030 PROGRAMME UPDATE & FACULTY STRATEGIES**

4.1 RECEIVED and **DISCUSSED**: progress around the US2030 Programme, paper ref: (SN/24-25/036) and PowerPoint presentation (*both on file*).

4.2 The DVC & Provost introduced the item and delivered some PowerPoint slides which covered the following: the rationale, the benefits, a reminder of the Senate Working Group Principles, the progress that had been made, and the next steps.

4.3 Each Faculty PVC provided a more detailed update on the new structures in their respective Faculties.

4.4 **NOTED**: assurances were given around the planned one-year review of the academic restructure. The DVC & Provost, as programme lead, would ensure the review was transparent and robust, with a clear framework brought back to Senate for input—

mirroring the approach used to initiate the changes which had involved the Senate Working Group. The review would evaluate outcomes against agreed principles, including financial sustainability and delivery of strategic goals. Senate members would be invited to help shape the process, and the Executive would be held to the same standards as the wider university community, reinforcing credibility and accountability.

5. NEW OFS CONDITION OF REGISTRATION E6

- 5.1 **RECEIVED** and **DISCUSSED**: an update Report on the Office for Students Condition E6: Harassment and Sexual Misconduct, paper ref: (**SN/24-25/037A**) (*on file*).
- 5.2 **NOTED**: that the University was well advanced in meeting the new OfS condition of registration E6, having already taken proactive steps prior to the OfS's formal requirements. A key part of compliance had been the development of a single, comprehensive source of information on sexual misconduct and harassment, which had been published and updated to align with OfS expectations. Further, following extensive consultation, a new policy on staff-student relationships had been adopted, prohibiting such relationships where there was a pastoral or academic responsibility and requiring declaration of any others. The information hub also outlined responsibilities, reporting procedures, training, and the use of non-disclosure agreements. Final updates would be completed by July in readiness for the 1 August OfS implementation deadline.
- 5.3 **NOTED**: that in respect of how colleagues would be made aware of the changes related to OfS condition E6, it was confirmed that a sustained communications campaign was planned across the summer and into the new academic year. This would include targeted messaging for specific staff roles where enhanced training was required. The University recognised this was a wider culture change and would support it accordingly. Assurance was also given by the strong engagement seen during the recent consultation on staff-student relationships, reflecting the effectiveness of existing communication channels.

B. HARASSMENT AND SEXUAL MISCONDUCT POLICY

- 5.3 **RECEIVED** and **NOTED**: paper ref: (**SN/24-25/037B**) (*on file*).

6. CHANGES TO ORDINANCE 8

- 6.1 **RECEIVED** and **ENDORSED** paper ref: (**SN/24-25/038**) (*on file*).
- 6.2 **RECOMMENDED approval by the Board of Trustees**, subject to some minor changes to role title nomenclature provided to the Governance team outside of today's Senate meeting.

7. FACULTY BOARD TERMS OF REFERENCE AND STANDING ORDERS

- 7.1 **RECEIVED** and **APPROVED**, subject to some minor changes to role title nomenclature on page 68 of the pack, the Faculty Boards' terms of reference and standing orders, paper ref (**SN/24-25/039**) (*on file*).

8. EDUCATION COMMITTEE REPORT

- 8.1 **RECEIVED** and **APPROVED**: the University Education Committee report from the meetings held on 2nd April and 7th May 2025, paper ref: (**SN/24-25/00**) (*on file*).
- 8.2 **ENDORSED**: the Degree Outcomes Statement and **RECOMMENDED to the Board of Trustees for final approval**.
- 8.3 **APPROVED**: a change to streamline the appointment of external examiners. **NOTED**: that the Senate Delegation Schedule had also been amended to align with this new delegation from Faculty Boards.

8.4 **APPROVED:** changes to the Student Complaints Procedure for 2025/26.

8.5 **APPROVED:** changes to the Student Disciplinary Regulations for 2025/26.

8.6 **NOTED:** the remaining items in the report, for information.

9. UPDATE ON TRUSTED RESEARCH EVALUATION FRAMEWORK (TREF) AND FOREIGN INFLUENCE REGISTRATION SCHEME (FIRS)

9.1 RECEIVED and **NOTED:** paper ref: (SN/24-25/42) (*on file*).

9.2 Senate **NOTED** the paper and articulated their continued support for the proposed efforts to manage Trusted Research and the Foreign Influence Registration Scheme at the University of Bristol.

9.3 The Head of School for Modern Languages noted that the Russian Department had excellent due diligence processes and could be used as a model of best practice in this area.

10. ANY OTHER BUSINESS

10.1 There was none.

MEETING CLOSED.

Next meeting Monday 6 October 2025, 2pm