

ST HUGH'S COLLEGE, OXFORD

The Third Stated Meeting of the **GOVERNING BODY** in Hilary Term was held on Wednesday, 10 March 2021.

The Meeting was held virtually by Video Conference in Microsoft *Teams* as a result of the Coronavirus (COVID-19) pandemic.

Present:	The Principal (Chair)	Professor Marshall
	Professor Moore	Professor Perera, Dean
	Professor Garnett, Vice-Principal and Library and Archive Fellow	Mr Marshall
	Dr Kuhn	Professor Loutzenhiser
	Professor Getzler	Professor Conway
	Professor Wong	Professor Baker
	Professor Stellardi	Professor Mann
	Professor Mitchell	Dr Sanders
	Professor McDonald	Dr Parkin
	Mrs Vainker	Professor Husband
	Professor Westbrook, Senior Tutor	Professor Doyle (Secretary)
	Professor Grainger	Professor Jérusalem
	Professor Macnair	Professor Saupe
	Professor Wilson	Professor Morisi
	Professor Rood	Professor Cousins
	Dr Perkins	Dr Taylor, Tutor for Equality
	Professor Powell	Professor Kornmann
	Professor Martin	Mr Myring, Bursar
		Professor Abate
In attendance:	Professor Blunsom	Professor Alemany
	Professor Bentley	Dr Smyth
	Dr Large	Mr Lawrence, Director of Development
	Professor Thompson	
	Ms Aitken, University Registrar	

Mr De Luca e Tuma represented the MCR and Mr Bakare the JCR. They attended for items 273-297, 300-304, 306-308 and 320-331. Ms Adesina, JCR Ball President, attended for item 277.

273. Apologies for Absence

Apologies were received from: Professor Duncan, Professor Pašeta, Professor Harnden, Professor Ballentine, Professor Eidenmüller, Professor Chalker, Professor McMahon, Professor Cook, Dr Hein, Professor De Luca, Dr Nichols and Dr Vandi (Professor Plunkett, Professor Stevens, Professor Leach and Professor Biro on leave).

274. Board of Trustees of the Reprieve Charity (Circ Bus 15.02.21)

It was noted that Governing Body had, by circulation, approved and endorsed the proposal for the Principal to Chair the Board of Trustees of the charity, Reprieve.

275. The Minutes of the Second Stated Meeting in Hilary Term held on 10 February 2021 had been circulated and were approved.

276. Conflicts of Interest

None were declared.

277. JCR St Hugh's College Ball 2021 (GB 202, 14.01.21)

[Ms Adesina, JCR Ball President, was welcomed to Governing Body for this item.]

A proposal from the JCR Ball Committee for the 2021 St Hugh's College Ball to be held in October 2021 had been circulated and was received. It was noted that the Ball had originally been proposed for May 2021, but had been postponed in the light of the continuing Coronavirus (COVID-19) pandemic.

The JCR Ball President advised that the current success of the vaccination programme, and the current Government plan that life should return closer to normal from 21 June 2021 made the Ball Committee confident that the Ball could take place in early October. While the Committee remained optimistic about the prospect of holding the Ball in October, they conceded that an attendance of 1,700, the usual capacity of the Ball, would be unlikely for this year and that they would be content to plan for a reduced number of guests. However, they considered that there was strong demand for the Ball as there had been no opportunity in the past year for St Hugh's students to enjoy an event together. The JCR Ball Committee had also spoken with alumni, in particular the graduating cohort of 2020, who were very keen to return to St Hugh's for a Ball this year. There was also concern that holding the Ball in Trinity Term 2022 would force the Ball to compete with a number of other postponed Balls for entertainment, contractors and guests.

However, Governing Body had serious concerns about hosting the College Ball in October 2021. Among the concerns raised were:

- The serious and credible risk that even given the vaccination programme, the pandemic could be resurgent by October, as it had been in autumn 2020.
- The requirement that all contractual arrangements included indemnity cover, in case the Ball had to be cancelled or further postponed because of the pandemic, might be difficult and costly to arrange.
- Holding the Ball in October would present issues if it was held in Freshers' Week, that new students could very likely feel included or excluded by the Ball, which might be divisive and not the best initial experience for new students. It would also distract greatly from the necessary functions of Freshers' Week for all students.
- If held before Freshers' Week, there were issues about students coming up to Oxford before the start of term and with accommodation and vacation residence.

In a show of hands, it was agreed that the Ball should NOT proceed in October 2021, but should be held at a later date. The Ball Committee was asked to bring a further proposal to Governing Body for a new date.

Governing Body thanked the JCR Ball Committee for all the work that they had undertaken to date in preparation for the College Ball. The Ball President was assured that even if the current Committee was unable to plan for a Ball in 2022, that their efforts to date would not have been in vain and that a new Committee would be required to build upon the good work to-date and to credit the current Committee with their work to-date.

[Ms Adesina, JCR Ball President, left the meeting.]

278. Coronavirus (COVID-19) Pandemic Update (GB 239, 10.02.21)

The Bursar advised that partly as the result of intensive lobbying by the University, the Government was now allowing students an exemption to travel home once from College after the end of term and to return to College before the start of Trinity Term.

It was hoped that the College would be able to invite all of its students back for Trinity Term and to resume face-to-face teaching, but this would not be known until the Government announced its plans for next Term on 5 April. There will therefore necessarily be late communications to students in the Easter vacation.

The JCR President thanked the Principal, Bursar, Tutor for Equality and Governing Body for their work in supporting students during a difficult term. By return, the Principal and Governing Body thanked the JCR and MCR Presidents, their Committees and the student body for their co-operation and understanding during the past term spent in lockdown.

279. Report and Recommendations from Finance Committee

The unconfirmed Minutes of the Second Stated Meeting of the Finance Committee in Hilary Term held on 3 March 2021 had been circulated and were received.

280. Management Accounts, Period 6 - Six Months to 31 January 2021 (FC 7) (GB 241, 10.02.21)

The Management Accounts for Period 6 (1 August 2020–31 January 2021) and 5+7 Forecast to 31 July 2021 had been circulated and were received. It was confirmed that there were no new issues to draw to the attention of the Governing Body and that the Accounts were in line with what was expected.

The Bursar advised that there were no substantive impacts on the 5+7 Forecast from the latest set of Management Accounts and that the expectations of the year-end out-turn, a £900k cash operating deficit, remained in line with that presented at the previous meeting of the Governing Body. The Forecast would be updated and revised in Trinity Term.

A Budget for 2021-22 was currently being prepared for approval by Governing Body in Trinity Term and it already seemed likely that there would be an operating deficit next year, with conference and summer school income slow to recover after the pandemic.

On the recommendation of the Finance Committee, the Management Accounts for Period 6, to 31 January 2021, were approved.

281. Report and Recommendations from Investment Committee (FC 8)

The unconfirmed report and recommendations from the Stated Meeting of the Investment Committee in Hilary Term held on 2 February 2021 had been circulated and were received.

282. College Investment Policy, v3 February 2021 (FC 10) (GB 139, 02.12.20)

The revised College Investment Policy, v3 February 2021, updated and to include the change from passively- to actively-managed endowment funds as a result of the College Investment Review, had been circulated and, on the recommendation of the Finance Committee, was approved.

It was noted that as all the College's investment funds were now invested in climate-active, ethically-invested funds that were actively-managed, the Finance Committee had recommended that the Investment Committee should be asked to look at how the College presented this

information, both for the benefit of the student body and the wider world. The Bursar advised that this would also be taken forward as part of the work of the Climate Strategy Sub-Committee (see Minute 285, below).

283. Report and Recommendations from Infrastructure Committee (FC 11)

The unconfirmed report and recommendations from the Stated Meeting of the Infrastructure Committee in Hilary Term held on 23 February 2021 had been circulated and were received.

284. Maplethorpe Building Refurbishment Project Update (FC 12) (GB 243, 10.02.21)

The Bursar advised that planning was progressing well with the Project to be completed during the summer vacation 2021, to address long-standing issues with the Maplethorpe Building and to improve the accommodation for students. Focus groups were now meeting weekly, involving key staff from across the College as well as student representatives. One focus group was working on facilities and maintenance, while the other was considering health and safety, equality matters and environmental and sustainability issues. The focus groups now fed into the Project Board, which had met for the first time the previous day, and had been convened to oversee the Project. The Senior Tutor and Professor McDonald were thanked for joining the Project Board, the Senior Tutor as the Project Sponsor and Professor McDonald as a Governing Body Representative.

The Bursar further advised that regular progress updates will be presented to Governing Body in Trinity Term.

285. Report and Recommendations from the Climate Strategy Sub-Committee (FC 13) (GB 378a, 17.06.20)

The unconfirmed Minutes of the Meeting of the Climate Strategy Sub-Committee of the Infrastructure Committee held on 15 February 2021 had been circulated and were received.

The Bursar advised that the Sub-Committee was now meeting again after a hiatus in Michaelmas Term. The Sub-Committee was looking to develop the College Climate Strategy and to reduce the carbon footprint of the College.

The University was launching its Environmental Sustainability Strategy, which aimed for the University to be Carbon zero by 2035. While the College would hope to at least match this, it was important for the College to understand the financial and other implications before making such a commitment. However, it was also noted that while the Strategy is developed it is important for the College to continue making the small, measurable improvements to its environmental and sustainability footprint.

286. Report and Recommendations from the Head Gardener and Grounds Manager (FC 14)

The Hilary Term report from the Head Gardener and Grounds Manager had been circulated and was received.

287. Head of Estates' Report and Recommendations (FC 15)

The Hilary Term report from the Head of Estates had been circulated and was received.

288. Responsive Repairs and Statutory Servicing Work (FC 16)

It was noted that the Head of Estates had advised the Infrastructure Committee that Michaelmas and Hilary Terms had been busy with responsive repairs (consistent with the reduced number of students on site) and statutory servicing work. The Maintenance Team has been reduced in size due to the reduced demand and approximately 50% of the staff have been furloughed, but servicing activity has remained constant.

289. 9 and 10 Canterbury Road Houses (FC 17) (GB 144, 02.12.20)

It was noted that the Bursar had advised the Infrastructure Committee that the return of the 9 and 10 Canterbury Road houses to the College accommodation stock had afforded the College capacity to house many of its increased number of students this academic year. As it is likely that the College will continue to have a larger student body than previously this coming academic year, 2021-22, it was agreed, on the recommendation of the Finance Committee, that these two houses should continue to be used as student accommodation at least for next year, with a review of their use for the longer-term to take place in 2022.

290. Health and Safety Report and Recommendations (FC 18)

The Hilary Term Health and Safety report from the Head of Estates, including the most recent accident statistics reporting, had been circulated and was received.

291. Accident and Injury Statistics (FC 19) (GB 148, 02.12.20)

It was noted that there was currently a very low rate of accidents on site, as had also been the case in Michaelmas Term, which was largely the result of the furloughing of staff and minimal activity on the site due to the impact of the Coronavirus pandemic.

292. COVID-19 Risk Assessment (FC 20)

It was noted that the Head of Estates had advised the Infrastructure Committee that a COVID-secure environment continues to remain in place in the College and that risk assessments are reviewed and updated regularly to accommodate any changes and new controls that may arise.

293. Annual Health and Safety Audit Compliance Survey, January 2021 (FC 21) (GB 141, 04.12.19)

The Gold Status certificate confirming a rating of over 95% in the annual Health and Safety Audit Compliance Survey had been circulated and was received. It was noted that the official report from the virtual Audit held on 19 January 2021 is still awaited, but that the Gold Status recognises further improvement since last year when Silver Status had been achieved with a rating of over 90%. The Estates Team was thanked for leading on this Audit and the excellent outcome.

294. Head of ICT for NOSCS's Report (FC 22-25)

The Hilary Term report from the Head of ICT for NOSCS (North Oxford Shared College Services) had been circulated and was received.

The progress made against the ICT business plan was noted:

- a. Most items that had been planned for 2020-21 have been deferred to a later year, as a result of the pandemic.
- b. The Team was looking at solutions for future staff working patterns, with an expected combination of on-site working, home-working, and a hybrid model of working both in the College and at home.

- c. The Miro whiteboard application used during Admissions in December 2020 was still available for academic colleagues to use, even if it is not being widely publicised.
- d. The NOSCS colleges have updated their view, guidelines and policy concerning *Zoom*, and have produced a more streamlined approach to account management, details of which had been included in Appendix C of the Head of ICT for NOSCS's report.
- e. The recent student wireless survey had not revealed any new or surprising information, but a professional Wi-Fi survey had since been commissioned and quotes had now been collected for work to be undertaken. The College ICT Team was working to enhance everyone's experience of the wireless network.
- f. The roll-out of the University's process of moving to Multi-Factor Authentication (MFA) for the Single Sign-On (SSO) was proceeding successfully and the majority of users have now been migrated to MFA. There had been some issues with the early introduction phase, but recent experiences had been much more positive.

295. ACoP (Accommodation Code of Practice) Audit 2020 (FC 26)

The Audit Report for the ACoP (Accommodation Code of Practice) Audit 2020, together with an explanatory note about the Audit, had been circulated and were received. The Domestic Bursar had advised the Infrastructure Committee that the Audit Report highlighted that the College was fully compliant with the Code of Practice and that there were no areas that required further attention. The Domestic Bursary Team was thanked for their work on leading on the Audit preparation and congratulated on this highly successful result.

296. Report and Recommendations from Student Support Committee (FC 27)

The unconfirmed Minutes of the Stated Meeting of the Student Support Committee in Hilary Term held on 24 February 2021 had been circulated and were received.

297. Student Rents 2021-22 (FC 29)

A discussion paper from the Bursar regarding student rents proposals for 2021-22 and beyond had been circulated and was received. The Bursar advised that the student response to this paper was pending and that a final recommendation will be brought back to Governing Body.

300. Principal's Report and Development Update

The Principal's Report and Development Update had been circulated and was received.

The Principal advised that:

a. Recent Events:

- i. Online Academic Lecture with Professor Doyle: 23 February 2021  
Professor Doyle was thanked for delivering his highly successful Academic Lecture on 'Remitting Political Instability? The COVID-19 shock and the implications for remittance dependent states'. It was noted that 128 participants had registered, with 86 attending, including several prominent alumni and major donors. The event had raised a significant sum in donations to the College's COVID-19 Support Fund.
- ii. International Women's Day event - An Evening with Rebecca Front, hosted by the Principal, 8 March 2021  
Alumna and Honorary Fellow Rebecca Front (English, 1982) had taken part in an online conversation with the Principal. More than 300 guests had registered and a substantial amount had been raised in donations to the College's COVID-19 Support Fund. The

majority of these donors were new or severely-lapsed donors. The initial feedback from the event had been excellent.

b. Future Event:

i. Meeting Minds Global, 12–18 April 2021

The University's virtual alumni reunion focusing on North America, Europe and Asia alumni will be held in April. The College will hold a number of alumni events and host a virtual booth throughout the week.

301. Legacies and Donations

An update was received from the Principal.

302. Direct Mail Campaign (GB 246b, 10.02.21)

The Principal advised that, to date, the 2020-21 Direct Mail Campaign had seen an increase of 26% in the total number of donors, and the total amount pledged was up by 29%.

303. Annual Telethon Appeal (GB 246b, 10.02.21)

The Principal advised that the Telethon would be held virtually this year and is due to run from 15-29 March.

304. Statutes and Bylaws Committee (GB 249, 10.02.21)

The Principal advised that the College review of its Statutes and Bylaws was making good progress and that a further meeting had been held in place of the Stated Meeting of the Statutes and Bylaws Committee in 5<sup>th</sup> Week. The review so far had concentrated on policy issues, and that the next step, once the internal review had been completed, was for the Statutes and Bylaws to be considered by a lawyer.

The Principal thanked the members of the Statutes and Bylaws Committee for taking part in the review, which was involving the members in considerable work.

306. Report and Recommendations from Equality Committee

The unconfirmed Minutes of the Stated Meeting of the Equality Committee in Hilary Term held on 1 March 2021 had been circulated and were received.

307. The Roles of the Tutor for Equality and the Harassment Advisors (EC 5)

The Tutor for Equality advised that the issue of the role and workload of the Tutor for Equality had been discussed at length by the Equality Committee. The workload of the Tutor for Equality had risen dramatically in the past year, partly as the role had become more visible and partly as more students were having the courage to speak out about issues affecting them. This openness was very warmly welcomed, but it was considered that this was making the volume of work for the Tutor for Equality unmanageable. It was confirmed that the rise in cases was the result of more openness and frank discussion rather than an increase in cases.

On the recommendation of the Equality Committee, it was agreed that it had become necessary to split the role into two and that there should be two Tutors for Equality. It was recommended that each should serve a three-year term, with an overlap in the appointments, so there were never two new Tutors at the same time. This would help maintain the momentum of work as

well as institutional memory. The Tutors would agree a split of work, possibly overseeing different protected characteristics, although it was noted that separating out responsibilities could be problematic as people are complex and don't simply fit the protected characteristics' descriptors. The Tutor for Equality advised that he was working on role descriptors for the posts that would be brought to Governing Body in Trinity Term.

It was also agreed that the role of the Harassment Advisors should be more widely promoted within the College, and that some of the cases being reported to the Tutor for Equality might be dealt with by them. The Tutor for Equality advised that there had been a highly productive meeting between himself, the two Harassment Advisors and the Dean the previous week concerning how the roles worked together, which should lead to better communication and sharing of work. It was also noted that every Personal Tutor also had equality and diversity as part of their brief, and should be prepared for their personal tutees to come to them with concerns.

Even with higher profile Harassment Advisors, it was agreed that there was need for extra resource for the Tutor for Equality. The JCR President agreed to sign-post the Harassment Advisors more widely among the student body.

The JCR President also noted that some of the welfare support in College was provided by staff who had this as an additional part of their regular role, rather than by dedicated staff working in a clear College welfare structure. The Principal noted the role of the College Nurse and Wellbeing Coordinator, but agreed that the College would benefit from a clear, defined welfare structure that was transparent to students: that there should be a review of the structure and how students get information about where to go for support. It was considered beneficial to have multiple people in welfare roles, to allow students a choice of whom to approach with issues.

There was discussion of the need to ensure that welfare and disciplinary issues did not get mixed in the work of the Decanal Team, and the Principal noted the idea of having Academic Deans and 'Listening Deans'. The Dean advised that most disciplinary cases had welfare aspects and that the Decanal Team and Welfare Teams already worked very closely on many cases. The Tutor for Equality thanked the Dean for his huge support during the past term.

The Tutor for Equality was thanked for the excellent work that he continues to undertake and the huge amount of effort he has been putting into this role.

308. Public Sector Equality Duty Reports (EC 7, 01.03.21)

The Public Sector Equality Duty reports for On-course Students, December 2020 and for Withdrawals, December 2020, had been circulated and were received. The Senior Tutor advised that these reports had been considered by the Equality Committee at its 7<sup>th</sup> Week meeting and it was agreed that these reports did also need to be considered separately by Governing Body, as they were part of the fiduciary duties of Governing Body and of the Trustees.

It was noted that the summary data for on-course students, based on the Student Statistics Snapshot of 1 December 2020, indicated that the College had a slightly lower proportion of female students than the University average, but a higher proportion of BAME students.

309. Report and Recommendations from Academic Committee

The unconfirmed Minutes of the Second Stated Meeting of the Academic Committee in Hilary Term held on 24 February 2021 had been circulated and were received.

310. 2020 Admissions Statistics (AC 4.2, 24.02.21) (EC 6, 01.03.21)

The numerical summary of the College's admissions processes this year for the 2021 Admissions Cycle had been circulated and was received. It was confirmed that this data had also been considered by the Academic Committee in 6<sup>th</sup> Week and the Equality Committee in 7<sup>th</sup> Week.

The Senior Tutor advised that the most recent admissions round was conducted successfully despite the unusual circumstances. The University had asked colleges to consider how far they would be able to admit in October everyone who currently held an offer, as this was once again a plausible outcome when offers had to be confirmed in August.

311. Consultation on Post-Qualifications Admissions ('PQA') Reform (AC 4.3, 24.02.21)

A note by the Director of Undergraduate Admissions and Outreach for the Conference of Colleges Admissions Committee on the Department for Education consultation on post-qualifications admissions reform had been circulated and was received.

The Senior Tutor advised that the Department for Education is consulting universities on proposals for introducing post-qualification applications (or post-qualification offers) as a means of removing a reliance on predicted grades, and encouraging candidates from disadvantaged backgrounds to apply to higher-tariff institutions. The Senior Tutor invited views from Governing Body to pass back to the University.

312. Teaching in Music (AC 16)

The *Curriculum Vitae* for Dr Reuben Phillips had been circulated and was received. On the recommendation of the Academic Committee, the appointment of Dr Reuben Phillips to a Non-Stipendiary Lectureship in Music from Trinity Term 2021 until the end of his BA Post-Doctoral Fellowship in December 2023, was approved.

313. Leave and Buyouts (AC 17) (GB 174, 02.12.20)

On the recommendation of the Academic Committee, it was agreed to grant:

- i. to Professor Rood, sabbatical leave, according to entitlement, for the 2022-23 academic year, with continued use of his room.

It was noted that Professor Mitchell had confirmed to the Academic Committee that he wished to take sabbatical leave, according to entitlement, with continued use of his room for Michaelmas Term 2021 and Hilary Term 2022. Arrangements are being made for teaching cover.

314. APTF in Economics (vice McMahon) (GB 258, 10.02.21)

The report of the initial Joint Appointment Committee (JAC) held in February 2021 for the Associate Professorship in Economics, and the *Curriculum Vitae* for the preferred candidate, had been circulated and were received. Dr Sarah Clifford was elected to the Tutorial Fellowship in Economics from 1 September 2021.

318. The Hurry Prize 2019 and 2020 (GB 223, 14.01.21)

On the recommendation of the Hurry Prize Committee, the Hurry Prize (for the most distinguished Finalist) in 2019 and in 2020 was awarded to:

2019: Khalil Mair, and  
2020: Aleksandar Shtedritski.

It was noted that Khalil Mair had achieved the top PPE mark in the University in 2019.

319. Avril Bruten Creative Writing Award

It was noted that this year's winner of the Avril Bruten Creative Writing Award is Kitty Blain (2<sup>nd</sup> year, Philosophy and Modern Languages), and that Afua (Nana) Sarfo-Bonsu (3<sup>rd</sup> year, Classics and English) and Molly Stock-Duerdoth (MSt in Greek and Latin Language and Literature) had been Commended.

320. Organ Scholarships

It was agreed that the following two students should take up Organ Scholarships in the College Chapel:

Jieun Lee (1st year Music), and  
Taro Kobayashi (DPhil Music).

It was noted that both had Tutorial approval to take up their Scholarships.

321. Report and Recommendations from Nominations for Vacancies Committee

The unconfirmed Minutes of the Extraordinary Meeting of the Nominations for Vacancies Committee in Hilary Term held on 9 March 2021 had been circulated and were received.

322. Membership of the Student Members' Appeals Committee (NVC 3)

On the recommendation of the Nominations for Vacancies Committee, the proposals for Professor Garnett and Dr Kuhn to join the Student Members' Appeals Committee were approved.

323. The Library (GB 264, 10.02.21)

The Library and Archive Fellow advised that there had been no further breaches of COVID regulations in the Library.

324. The Domestic Bursar (GB 185, 02.12.20)

The Bursar advised that Mrs Rahele Mirnateghi, the Domestic Bursar, had now started her period of maternity leave. During her absence, Ms Gemma Sedgwick, Conference and Events Manager, would be the first point of contact for enquiries that would previously have been directed to the Domestic Bursar. Ms Sedgwick would liaise with the Bursar, Accommodation Manager, Catering Manager and Head Housekeeper as appropriate.

Governing Body sent its very best wishes to the Domestic Bursar.

325. Report and Recommendations from Fundraising Committee

The unconfirmed Minutes of the Stated Meeting of the Fundraising Committee in Hilary Term held on 18 February 2021 had been circulated and were received.

326. Report and Recommendations from Welfare Committee

The unconfirmed Minutes of the Stated Meeting of the Welfare Committee in Hilary Term held on 2 March 2021 had been circulated and were received.

327. Out-of-Hours Welfare Provision (WC 6)

It was noted that the Welfare Committee had discussed out-of-hours welfare provision and it had been agreed by the Welfare Committee that a better understanding and integration of existing systems would be beneficial.

On the recommendation of the Welfare Committee, the following proposals were approved:

- i. That the Decanal Team meet the Peer Supporters regularly  
Building trust between the Peer Supporters and the Decanal Team would allow Peer Supporters to feel more comfortable about signposting, or asking for help from the Junior Deans, out of hours.
- ii. An increase to the number of St Hugh's Peer Supporters  
These are students who undergo around 30 hours of training, paid for by the College; they receive supervision from the Counselling Service. Increasing the number would help to relieve pressure at busy times.
- iii. To particularly promote Peer Support training to Graduate students  
In recent years more JCR than MCR members have volunteered; also, having the option to speak to a person slightly older than themselves would be welcomed by some JCR members.
- iv. That no other changes be made to the Peer Support structure  
Students would continue to advertise their preferred means of communication, giving those seeking help more choice (to use messaging apps for example), whilst retaining a single point of contact for emergencies: the Lodge.

The Welfare Committee had noted that an over-reliance on Peer-Supporters should be avoided, and that this proposal would serve to provide better support for student volunteers.

328. Conference of Colleges

The Principal advised that COVID-related discussions were still taking most of the energies of the Conference, with adaptation to fast-changing regulations and developments.

329. Equality and Diversity Issues Arising

No equality and diversity issues were identified other than those raised in the meeting, including the discussion and actions agreed with regard to the Tutor for Equality role, the raising of the visibility of the Harassment Advisor roles and a College-wide review of Welfare provision (see Minute 307, above) and from the consideration of the Public Sector Equality Duty reports (see Minute 308, above).

330. Environmental Issues Arising

No environmental issues were identified, other than those raised during the meeting concerning the wider promotion of the College's increased climate-active investment (see Minute 282, above), the proposed Maplethorpe Building Refurbishment Project that was being planned to the highest environmentally-friendly and climate-friendly standards (see Minute 284, above), and of the work of the Climate Strategy Sub-Committee of the Infrastructure Committee (see Minute 285, above).

331. Date of Next Meeting

The First Stated Meeting of the Governing Body in Trinity Term will be held in 0<sup>th</sup> Week on Thursday, 22 April 2021 at 11.00am in Microsoft *Teams*.

This ended the business of the meeting.

PROFESSOR D DOYLE  
Secretary