



HARTPURY

MEETINGS OF THE STRATEGY, FINANCE AND RESOURCES COMMITTEES of HARTPURY UNIVERSITY AND HARTPURY COLLEGE

Minutes of Meetings 10am Tuesday 6th May 2025 Gordon Canning Room

Members

Edward Keene
Henry Hodgkins
William Marshall
Fiona Reece
Andy Collop (Professor)
Alastair Grizzell
Chris Moody

In Attendance

Mick Axtell
Rosie Scott-
Claire Whitworth
Lesley Worsfold

Gillian Steels

University SFR Committee

Present (Chair)
Present
Present
Present
Present (Vice-Chancellor)
-
Apologies

Present (Chief Operating Officer)
Present (Deputy-Vice-Chancellor)
Present (Deputy-Principal FE)
Present (Deputy-Principal
Resources)
Present (Clerk to the Board)

College SFR Committee

Present (Chair)
-
Co-opted for meeting
-
Present (Principal)
Apologies
Apologies

Present (Chief Operating Officer)-
Present (Deputy-Vice-Chancellor)
Present (Deputy-Principal FE)
Present (Deputy-Principal Resources)

Present (Clerk to the Board)

		ACTION & ACTION DATE
SFR01/05/25	Apologies Apologies noted as above. Quoracy It was confirmed that the University SFR Committee and the College SFR Committee meetings were quorate, noting the co-option of W Marshall to the FE SFR.	
SFR02/05/25	Declarations of Interest The Clerk advised that members' interests would be taken as those disclosed in the Register of Members' Interests. It was noted that the Chair and Vice-Chancellor/Principal were members of both the University and College Boards and that W Marshall was also a member of the University Board.	
SFR03/05/25	Minutes of the Last Meetings The minutes of the University SFR Committee and the College SFR Committee 4 th February 2025 meetings were agreed as true records.	
SFR04/05/25	Matters Arising The Actions Log update, confirming actions were either complete or in train was noted.	COO

	<p>It was confirmed the Terrorism Policy would be circulated post meeting. (Action Complete – clarification on requirement for cover also raised for consideration).</p> <p>Financial Regulations – working group had met – actions were to be made to improve reporting to provide additional assurance prior to any further changes being made to levels of delegation.</p>	June 2025
SFR05/05/25	<p>Equality Diversity & Inclusion Report</p> <p>The EDI Report provided Governors with an update on Hartpury's EDI objectives/Single Equality Action Plan and any EDI activity. This helps to ensure Governors were meeting their statutory duties to monitor and oversee Hartpury's EDI activity.</p> <p>Key points highlighted were:</p> <ul style="list-style-type: none"> • Gender Pay Gap (report available on the Hartpury website)- as part of our KPI's, we had committed to reducing the median gender gap to 8% for this academic year and the report demonstrates the gap is 5.42%; therefore, our KPI had been exceeded albeit the median pay gap was 3.21% for the previous reporting period. Out of 25 competitor universities and colleges, Hartpury ranks 4th for the mean gender pay gap and 5th in the median pay gap which is a positive result. The target for 2025/6 was to be considered, given that Hartpury had already achieved the current target two years running, although noting that the gap had increased slightly in the latest report. • The EDI Forum continued to progress our EDI objectives as follows: <ul style="list-style-type: none"> ○ Empower our community to embrace equality ○ Celebrate and recognise the strength of diversity ○ Promote an inclusive culture ○ Apply zero tolerance to all forms of harassment and discrimination. • The Wellbeing & Inclusivity Calendar promoted monthly themes and key awareness raising days/weeks. Monthly themes include - respect, kindness, giving, inclusivity, re-adjusting and goal setting, talking and openness, and stress management. The Hartpury Students' Union were heavily involved in promotion to students. 	
	<ul style="list-style-type: none"> • We signed the AoC Mental Health Charter during this reporting period, and were now members of Race Equality Matters. • Our University Mental Health Charter journey review was completed successfully in January 2025, highlighting our continued commitment to promote the mental health and wellbeing of all our members of the Hartpury community. The review offers us an opportunity to reflect on our key achievements, challenges and future plans. We had also been selected to pilot the reassessment process • The University successfully submitted its Access and Participation Plan for the period 2024-25 to 2028-29. • The new Ofsted inspection proposal suggests that there will be further emphasis on inclusivity which will be graded at provider level and consider how well our vulnerable students are supported, including where students have a temporary vulnerability. 	

	<p>Gender identity Supreme Court - recent ruling – an update</p> <p>"The unanimous decision of this court is that the terms woman and sex in the Equality Act 2010 refer to a biological woman and biological sex". It found that this does not include those who hold a gender recognition certificate (trans people who have had their chosen gender legally recognised). In simple terms, "women" does not include transgender women.</p> <p>Hartpury would now be reviewing operational practice, policies and processes to see if any changes were required. There were no major concerns at this point.</p> <p>It was confirmed that trans-gender individuals remained protected through equality legislation. Governors queried the number of trans students and staff. The Deputy Principal Resources advised that there were a number, and commented on the importance of disclosure so that appropriate provision could be made. It was confirmed this was requested through a range of forms. Governors queried whether the legal decision was immediately binding. The Deputy Principal Resources advised that we were awaiting some further guidance on what the ruling meant in practice, but that a review was now ongoing and the Board would be updated.</p> <p>A governor queried the classification of "prefer not to say" as white within the ethnicity data. The Deputy Principal Resources advised that she believed the information reflected the requirements of the HESA Return, but that she would check.</p> <p>Governors considered the bullying data. It was recognised this could take a variety of forms and governors questioned whether the data enabled the identification of a type which was more prevalent and required targeting. The Deputy Principal Resources advised that the focus was on encouraging individuals to disclose so that action could be taken. She advised that bullying was a fixed item on the safeguarding meetings agendas. The links between bullying and mental health were highlighted. The Deputy Principal advised that a range of mechanisms were used to support students who highlighted bullying concerns, for example behavioural policy, reinforcement code of conduct, use of specialist speakers for a cohort where this was an issue.</p>	<p>DP Res May/July 25</p> <p>DP Res June 2025</p>
	<p>Governors considered the staff survey results relating to professional staff being valued. They requested clarification on whether this question was completed by all staff or only professional services staff. They questioned whether outsourced services, such as Aramark were included in the survey. The Deputy Principal Resources agreed to check the position. Governors stressed the importance of a clear understanding on who was included in order to plan appropriate actions. It was noted that Jan 2025 had been the first-year professional services had been eligible for assessment</p>	<p>Dep Prin Res June 2025 Confirmed post meeting:</p>

	<p>on the new professional services salary scale, and that it was hoped this would improve the response in future.</p> <p>Governors queried the checks in place for outsourced services in relation to EDI policies etc. The Deputy Principal Resources advised that key policies and processes were reviewed as part of the tender process. The Deputy Principal Resources advised she had monthly meetings with Aramark, which included discussion of policy matters.</p> <p>10.25 Director of Finance joined the meeting and was welcomed to Hartpury</p>	Aramark staff not included in survey. All Hartpury staff able to answer Qu re Prof Services Staff
SFR06/05/25	<p>Management Accounts - March</p> <p>The Committees considered the March Management Accounts, challenging whether financial performance was on track and seeking assurance on any areas of potential concern.</p> <p>The following points were highlighted. The operating result for the eight months ending March 2025 was a surplus of £1,996K compared to a budgeted surplus of £24K. Surplus was ahead of budget due to a combination of higher revenue (a record number of students at enrolment and the mix of courses), some Research Income carried forward from last year and a focus on cost control.</p> <p>Cash balances at the month end totalled £981K. The University has an overdraft facility of £1m that we do not anticipate using in the current financial year. The University complies with its bank covenants and was forecast to continue to do so. The high-level reforecast showed a projected surplus of £1,670k compared to an original budget of £488k. Key changes included:</p> <ul style="list-style-type: none"> • Good student retention in Higher Education. • Announcement from the ESFA regarding further in-year funding for T-levels and for higher student numbers generally. • Impact of the January 2025 pay award • A better understanding of the move to outsource catering to Aramark • Full year impact of Zeelo contract for the transport provision. <p>The 2024/25 figures provided were based on the forecast prepared in January 2025.</p> <p>Confidential – Commercial sensitivity – 2 years</p>	
	The Management Accounts were NOTED.	
SFR07/05/25	Confidential Item – Commercially sensitive 2 years	
SFR08/05/25	CONFIDENTIAL ITEM – 5 Years commercial sensitivity	
SFR11/05/25	- CONFIDENTIAL Item – 2 Years commercial sensitivity	

SFR09/05/25	CONFIDENTIAL – 5 Years commercial sensitivity	
SFR10/05/25	CONFIDENTIAL – 5 Years commercial sensitivity	
SFR 12/05/25	Policy Update	
	FE International Fees Policy There were no changes. The Policy was APPROVED.	
SFR13/05/25	Any Other Business	
	None.	
	Dates of future meetings were noted.	

The meeting closed at 12.55pm