

**Key Messages from the Meeting of Council
on 20 January 2025**

Strategic Items

Business Case for Workforce Resizing	Council considered and approved a business case setting out the University's approach to achieve financial sustainability. A two-year programme of activity was planned, with the business case addressing the first phase of the programme in proposing a 5% reduction in the size of the staffing bill. Council also agreed permission to proceed with a redundancy process should the desired savings not be achieved through voluntary means.
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Approvals

Annual Report on Equality, Diversity, and Inclusion, and Gender Pay Gap Summary	Council approved the annual report. Both the median and mean gender pay gap had increased since the previous year. A population shift across the quartiles was the major factor in the median and mean pay gaps increasing since 2023.
Assurance of Academic Quality and Standards	Council approved the University's annual report and received the University's updated Degree Outcomes Statement.
Risk Appetite	Council approved an updated version of the University's Risk Appetite Statement.
Pro-Vice-Chancellor Medical Sciences	Council approved proposed arrangements which would lead to the appointment of a replacement Pro-Vice-Chancellor Medical Sciences.

Reports

Vice-Chancellor's Business	<p>Council received updates on:</p> <ul style="list-style-type: none"> ▪ New Year's Honours ▪ Student Cost of Living ▪ Joint International Institute for Clean Hydrogen ▪ 4th Generation Universities ▪ North Sea University Partnership ▪ Coimbra Group ▪ Research Success ▪ Due Diligence ▪ Freedom of Speech ▪ Artificial Intelligence
Risk Management	Council confirmed it had received sufficient assurance that risks relating to strategic objectives and enablers were being managed appropriately.
Additional reports considered by Council	<ul style="list-style-type: none"> ▪ Athena Swan Gold Award Application ▪ Audit, Risk and Assurance Committee ▪ Newcastle University Students' Union Impact Report ▪ Annual Report on Research Integrity

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Head of Executive and Governance Office
23 January 2025