



MINUTES

*of a remote meeting of the College Council
at 1:10pm on Tuesday 14 September 2021*

There were present the Master, the Vice-Master, the Senior Tutor, the Bursar, Professor Ellis, Dr Beauregard, Mr Nicholson, Mr Matheson, Professor Cant, Ms MacDonald, Dr O'Donnell, the JCR President, Ms Issy Roberts, the JCR Treasurer, Mr Henry Campos, and the MCR President, Ms Mariana Ramos de Lima. The MCR Treasurer, Mr Mehmet Dogar, was also in attendance. Dr Woodford was in attendance as secretary.

UNRESERVED BUSINESS

- cc2021.180* *Statement of Conflicts of Interest*
There were no conflicts of interest arising from the Unreserved Agenda.
- cc2021.181* *Apologies for Absence*
Apologies were received from Canon Shilson-Thomas.
- cc2021.182* *Minutes of the Unreserved Council Meeting held on 13 July 2021*
The minutes were received and signed.
- cc2021.183* *Matters arising*
There were no matters arising.
- cc2021.184* *Covid Update*
The Bursar introduced **CP2021/77a**: the Covid situation in College is currently stable and most restrictions have been lifted in line with national guidance. Households will continue to be required in Michaelmas 2021 but only for a limited number of situations, e.g. students who have not been fully vaccinated will need to self-isolate if someone they are living with tests positive. The College will need to know residents' vaccination status for the purposes of legal self-isolation requirements. The University has organised asymptomatic pooled testing for Michaelmas. Students should take a LFT before travel to Cambridge and should aim to arrive no sooner than four days before the regular college testing day. Students who do arrive earlier will need a separate return-to-Cambridge PCR test. Facemasks are now optional, however the University strongly recommend them indoors where sufficient ventilation and distancing is not possible. Council reiterated the importance of good ventilation in College rooms and buildings. The marquee will be removed at the end of October, as planned and

previously advised to Council.

The Senior Tutor emphasised the important principle that the College approach should be as closely aligned with the University approach as possible. There are some issues which remain to be clarified at University level. The JCR plans for freshers' events were circulated and noted (CP2021/77b). The University recommends that colleges encourage freshers to spend as much time as possible in colleges to avoid spread of infection. It was recommended that freshers should not be encouraged to go into clubs and bars in the city centre. Council recommended that the discussion on clubs and bars be kept under review with the Senior Tutor and the Deans.

cc2021.185 *Financial Outturn 2020-21 – Early indications*

The Bursar reported on the provisional financial figures for 2020-21 (CP2021/78). Council noted the provisional cash surplus of £800,000 which, if realised, would be a good result in a difficult year.

cc2021.186 *Hybrid Working Policy*

During Covid, non-academic staff have successfully worked periods from home. Moving forward, the College recognizes the advantages for some employees of spending some time working from home and will allow some flexibility on it but has a clear expectation that non-academic staff should spend the majority of their time working in College and that meetings will take generally place in person as first preference. Council approved the policy (CP2021/79).

cc2021.187 *Update on the Hostels Tender Process and the Old Library*

The Senior Tutor reported from the tender process for the renovation of the three graduate hostels. Tender interviews were carried out on 9 September. The Senior Tutor reported that all the bids were more expensive than the pre-tender report, owing to the high cost of building materials in the current climate. The working group had met to discuss the bids and was seeking further clarification on costs before deciding between the two front runners. Plans to install a ground source heat pump in the garden of 1 Selwyn Gardens were approved, subject to a final decision on the tenders overall, and the overall scope of the development and its environmental sustainability were commended. Council delegated final approval of the tenders to the Senior Tutor and Bursar in consultation with the Postgraduate Hostels working group. Council also gave approval for the College to take a commercial loan up to a ceiling of £6m to fund the renovation work and the work on the Old Library, and delegated authority to the Master and Bursar to sign and seal the final version of the loan documentation.

cc2021.188 *Staff Pay Increase*

Further to the College's decision to award a 1.5% pay increase to non-academic staff with effect from 1 August 2021, the Bursar reported on the University's decision to award a 1.5% pay increase with an



additional tapered increase for lower-paid staff. The College agreed to match the additional increases to lower-paid staff at a cost of £11,600 including extra national insurance and pension contributions. (CP2021/80).

cc2021.189 *Investment Committee*

The minutes of a meeting of the Investment Committee held on 15 July 2021 were received and noted (CP2021/81).

cc2021.190 *Black History Month*

The JCR plans to celebrate Black History Month were received and noted (CP2021/82) and thanks were extended to the JCR President and the BAME officer, Mr Ryan Kinkela.

cc2021.191 *Equality & Diversity Flags*

The Senior Tutor reported that the JCR and MCR had, after a process of consultation, requested that the progress flag be flown on 1 June 2022 and the transgender flag on 20 November 2021. The Council approved the request.

cc2021.192 *Any Other Unreserved Business*

There was no other unreserved business.

