

APPROVED

**MINUTES OF THE MEETING OF THE MEETING OF THE RESOURCES COMMITTEE HELD ON THURSDAY
21 JANUARY 2021 VIA MICROSOFT TEAMS**

PRESENT:	G Morley (Chair) J Bairamian Dr P Bonfield D Hoyle T Lovell	K McLeod The Venerable Canon D Stanton P Wales S Wylie (Deputy Chair)
IN ATTENDANCE:	D Barratt J Cappock (Company Secretary) D Cheeseman J Fowler, ISIO (to Minute 20.21) E McMillan (Clerk to the Court)	L Pacekajute (Observer) L Phillips D Spreckley, ISIO (to Minute 20.21) I Wilmot D Yeo

APOLOGIES:

20.20 ANNOUNCEMENTS

- 20.20.1 The Chair welcomed members and attendees to the meeting. He welcomed particularly David Spreckley and Joanna Fowler, pension consultants from ISIO, Di Yeo – Chair to the Court of Governors, David Cheeseman – Deputy Chair to the Court and Chair of Remuneration Committee and Lin Phillips – Deputy Chair to the Court.
- 20.20.2 Members did not receive any apologies for the meeting.
- 20.20.3 The Chair noted a declaration of interest from John Cappock on behalf of himself, Duncan Barratt, Elaine McMillan and Ian Wilmot; all are beneficiaries of the pension schemes under discussion.

20.21 PENSIONS OPTIONS

- 20.21.1 John Cappock, University Secretary and Chief Operating Officer (USCOO) confirmed that the purpose of the discussion is to provide a briefing on the context and issues and there are no proposals for the Committee to decide on.
- 20.21.2 The USCOO referred members to the paper produced by ISIO on pensions cost mitigation (Document RES 210121A) and briefed members on the University's three pension schemes, their current deficit position and the schemes approaches to reducing that deficit.
- 20.21.3 In response to a member's query, the USCOO and Duncan Barratt, Director of People, Culture and Inclusion (PCI), explained the history that led to the University adopting multiple pension schemes.
- 20.21.4 [Redacted]
- 20.21.5 [Redacted]
- 20.21.6 [Redacted]
- 20.21.7 [Redacted]
- 20.21.8 [Redacted]

20.21.9 [Redacted]

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20.21.10 [Redacted]

20.21.11 [Redacted]

20.21.12 [Redacted]

20.21.13 [Redacted]

20.21.14 The Chair thanked the ISIO consultants for their contribution and the consultants left the meeting.

20.22 FIVE YEAR FORECAST

20.22.1 The Director of Finance presented the five-year forecast and the workbook and commentary for submission to the Office for Students (OfS) (Document RES 210121B), which had been circulated to governors also.

20.22.2 Members noted that the OfS extended the deadline for submission of five-year forecasts from 31 December 2020 to 3 March 2021 to provide HEIs with time to better assess the financial impact Covid-19 might have on financial sustainability.

20.22.3 The Director informed members that the five-year forecast has been prepared using the actual/forecast enrolment numbers for 2020/21 and the student recruitment numbers from the 2021/22 Student Number Planning round held in December 2020. He

20.22.4 In response to a member's query, the Director confirmed that the format of the worksheet and commentary document are prescribed by the OfS. The member suggested that for the purposes of the Committee it would be useful for the cash forecasts to be reconciled to financial accounts rather than the other way around.

20.22.5 A member queried whether the 6% surplus target is enough in the light of earlier discussions on the cost of pensions. The Director agreed to consider the surplus target in the mid-year review.

20.22.6 A member referenced a query he raised by email in advance of the meeting and the Director confirmed he would make the correction to the FRS17 pension adjustment amount in question 4 in the commentary prior to submission.

20.22.7 The Clerk to the Court summarised the responses from members of the Court who are not members of the Committee.

20.22.8 **AGREED** Members recommend the OfS Annual Financial Return 2020 workbook and supporting commentary to the Court for approval to submit to the OfS.