

MEETING OF THE COUNCIL

MINUTES (UNRESERVED)

2.00pm on Monday, 28 February 2022

Elton and Bowring Room

Present (Reserved): Ms Loretta Minghella (Chair); Mr David Ball; Professor Jason Carroll; Dr Andrew Carter; Professor Maciej Dunajski; Professor Jonathan Goodman; Professor Sian Lazar; Professor Fred Parker; Professor Oliver Shorttle; The Rev'd Dr Mark Smith; and Professor Jacqueline Tasioulas (Senior Tutor).

Present (Unreserved): Ms Samantha Mason (MCR President); and Ms Lily Rafalin (UCS President).

In Attendance: Miss Emma Easterbrook (Secretary); Ms Lola Lopez Lungo (Co-President, Clare Garden Party 2022) (up to and including Item 3(i); for Item 3(i)) ; and Mr Saul Samuels Moselle (Co-President, Clare Garden Party 2022) (up to and including Item 3(i); for Item 3(i)).

1. **Apologies**

Professor Howard Griffiths.

2. **Declarations of Interest**

None.

3. **UNRESERVED**

(i) **Clare Garden Party**

The Co-Presidents, Saul Samuels Moselle and Lola Lopez Lungo, circulated four papers to Council including Plan and Site Plan, Risk Assessment, COVID-19 Risk Assessment, and Fire Risk Assessment. The proposal was to hold the Clare Garden Party between 2.00pm and 7.00pm on Wednesday, 22 June 2022 at the Sportsground, Bentley Road. There would be an increase on last year from 450 to 500 guests. Tickets went on sale to current Clare students on Saturday, 26 February and 400 tickets had already been sold. There was a contingency of £2,000 in place. The Clare Garden Party Committee was continuing to liaise with the College and the Local Authority as appropriate. The Clare Garden Party had registered as a limited company and the implications of this were being checked. Council formally approved of the Clare Garden Party taking place between 2.00pm and 7.00pm on 22 June at the Sportsground for 500 guests.

(ii) **Minutes of 24 January 2022**

Approved.

(iii) **Matters Arising**

- a. *Item 3(iii), Annual Report of the Computing Committee:* The Computing Committee will report back to Council in due course on the replacement of G Suite for Education licence that the University has been using for the past 12 years with Google Workspace Education Fundamentals.
- b. *Item 3(v), Student suicide prevention and response strategy:* This was now live on the University's website but may be updated in due course after feedback from the colleges.

(iv) **Living Wage Accreditation**

The UCS President circulated four papers from the Clare College Living Wage Campaign including a cover letter, and three papers originally circulated to Council for its meeting on 24 February 2020 (cover letter, open letter, and report).

At that meeting the Clare College Living Wage Campaign recommended to the College that it become an accredited UK Living Wage employer. After discussion it was agreed that the Finance Committee would consider the proposal at its meeting on 2 March 2020. At that meeting the Finance Committee approved with the support of the Clare College Living Wage Campaign, the UCS, and the MCR the first recommendation from the Salaries and Stipends Committee. Namely, the timing of the annual cost of living increase for permanent staff would change from 1 July to 1 January of each year starting from 1 January 2021. This change mainly affected staff in Housekeeping and Catering and the wage costs rose by approximately £15,000 per annum. This was funded by an additional 0.03% increase to student rents from 1 October 2020.

Regarding the second recommendation from the Salaries and Stipends Committee the UCS and MCR agreed to hold a vote on whether or not they would support it. Namely, the introduction of a new policy that all casual staff (including student workers) be paid the Living Wage. The cost of these wage increases would have a significant impact on catering budgets and they would be fully funded by increases in the Kitchen Fixed Charge (KFC), higher Formal Hall prices and increases in bar prices.

The Clare College Living Wage Campaign again recommended to the College that it become an accredited UK Living Wage employer. After discussion which included consideration of the ethical principle for paying the Living Wage, market rates, the effect on student provision, and how it would affect staff overall, the Council agreed to recommend to the Finance Committee that the Living Wage be paid to all staff. Council also recommended that Finance Committee consider the implications for the College of becoming an accredited UK Living Wage employer. Meanwhile, the UCS President should review the funding issue with current students with regard to increases in bar

prices and the effect on student provision. This should be done before the matter is considered by Finance Committee.

(v) **Postgraduate Funding Proposal**

The Senior Tutor circulated the University' paper for consultation, '*Minimum standard for 'fully funded' postgraduate studentships*'. One of the University's key priorities was to provide funding for postgraduates. The proposal included suggesting to colleges that they pay the equivalent of UKRI costs in terms of maintenance, provision for maternity and paternity pay, and sick pay. In addition, students would be able to ask for an additional six months over and above the standard three years, which would be approved without the need for financial testing. Council agreed that additional funding over and above the standard three years might be defensible in some, but not all, subjects. Additional payments for maternity and paternity pay and sick pay were felt to be matters that fell outside the provision of studentships. However, it was hoped that hardship funds would remain available when necessary. It was noted that the simple outcome of increasing stipends, duration, and allowances would be a decrease in the number of studentships available at a time when there is a need for more rather than fewer.

(vi) **Annual Review of GDPR**

The College Data Protection Lead (CDPL), Miss Emma Easterbrook, circulated the Annual Accountability Self-Assessment Report for Clare College, which had been reviewed by the Data Protection Officer (DPO) for the Cambridge Colleges, Ms Beatrice Jamnezhad. The College a high/green assurance rating across all sections. The CDPL will meet with the DPO in due course to discuss the Report.

(vii) **Minutes of College Committees:** for note only.

- a. *OCIG*: 17 January 2022 (DRAFT).
- b. *Library Committee*: 30 November 2021

(viii) **Any Other Business**

- a. *UCS President*: The UCS President formally thanked Council for their work over the last year as this was her last meeting. Council also responded formally to thank the UCS President for all her hard work and contributions over the last year.

4. **RESERVED**

5. **Date of Next Meeting**

2.00pm on Tuesday, 3 May 2022

Elton & Bowring Room

Distribution (Reserved): Ms Loretta Minghella (Chair); Mr David Ball; Professor Jason Carroll; Dr Andrew Carter; Professor Maciej Dunajski; Professor Jonathan Goodman; Professor Howard Griffiths; Professor Sian Lazar; Professor Fred Parker; Professor Oliver Shorttle; The Rev'd Dr Mark Smith; Professor Jacqueline Tasioulas (Senior Tutor); and the Governing Body.

Distribution (Unreserved): Ms Samantha Mason (MCR President); and Ms Lily Rafalin (UCS President).

In Attendance: Miss Emma Easterbrook (Secretary); Ms Lola Lopez Lungo (Co-President, Clare Garden Party 2022); and Mr Saul Samuels Moselle (Co-President, Clare Garden Party 2022).

Emma Easterbrook

4 March 2022