

**CONFIDENTIAL**  
**KING'S COLLEGE, CAMBRIDGE**

At a meeting of the Council held  
on Tuesday 13 May 2025 at 14:00 in the Audit Room

|          |                        |                |                               |
|----------|------------------------|----------------|-------------------------------|
| Present: | Provost                | In Attendance: | Vice Provost                  |
|          | Dr Good                |                | Senior Tutor                  |
|          | Ms Headen              |                | First Bursar                  |
|          | Professor Gross Ruse-  |                | Domus Bursar                  |
|          | Khan                   |                | Mr Warner (KCSU President)*   |
|          | Dr Russell             |                | Ms Robinson (KCGU President)* |
|          | Professor Bullock      |                | Miss Kelly (KCGU Treasurer)*  |
|          | Professor Hall         |                | Dr Mohaddes (Item 246 only)   |
|          | Professor Foley        |                | Registrar                     |
|          | Dr Sarkovic            |                |                               |
|          | Mr Erwig (KCSU Interim |                |                               |
|          | Vice President)*       |                |                               |

\*Open Business

**242. Apologies for Absence**

Dr Knox and Professor Giannitsarou apologised for their absence.

**OPEN BUSINESS**

**243. Declarations of Interest**

None.

**244. Minutes of Open Business 29 April 2025**

Approved, with amendments to version one draft shown in track in Council's papers, and further amendments proposed by the KCGU President during the meeting.

**245. Matters arising**

The KCGU President provided an update to Council's discussion of concerns raised about recent E-Lab use of the College Bar (Item 221). It had come to light that the recent events of particular concern involved Judge Business School students, not the E-Lab, and will be addressed accordingly.

**246. Oral reports**

*Hackathon Update*

Dr Mohaddes joined the meeting to provide an update on the E-Lab's 2025 Hackathon event. Dr Mohaddes explained that the proposed venue had been changed from College to the Judge Business School. This will enable the event to take place during in the period after the end of term when many undergraduates are still in residence (but after exams), facilitating undergraduate participation whilst minimising impact on College. The event will still be a collaboration with Stanford University.

In response to the KCSU President's queries, Dr Mohaddes clarified that tools used by participants run from their own laptops, and that energy-intensive computing systems associated with some AI-related activities were not involved in this event.

Council thanked Dr Mohaddes for his update. Dr Mohaddes left the meeting.

### Fences

The Domus Bursar asked Council's view on temporary fencing outside the College. In January 2025 Council had agreed to remove the fencing as soon as practicable, but changes to the College and University's risk profiles had resulted in the fences remaining in place. Council were asked to confirm that College Officers were authorised to take a view on when it would be appropriate to remove the fencing.

Council discussed considerations relevant to Officers' decision-making. College Officers confirmed matters like the likelihood and nature of local protest activity would be taken into account, along with students' experience of end-of-year activities like graduation and King's Affair.

Council agreed:

- a) To confirm that College Officers had authority to decide when the temporary fencing should be removed, and to implement that decision; and
- b) To ask College Officers to bring the matter back to Council if the fencing has not been removed by General Admission.

### Arts Theatre

The First Bursar provided an update on the Arts Theatre's ongoing works project. Council had (in the College's capacity as the Theatre's landlord) approved 'Phase 1' of the works in December 2018. 'Phase 2' proposals (for a more significant programme) were expected this term, however, a delay to Phase 2 appeared likely. The First Bursar will provide Council with further updates as required.

### Supreme Court Judgement (For Women Scotland v The Scottish Ministers) and ECHR Guidance

The Senior Tutor raised recent legal developments relating to the definition of women for the purposes of the Equality Act, noting the significant impact on the College and wider HE sector, and asked Council's views on how the College might respond both practically and publicly.

Council noted that the University had not yet issued a statement on this issue, and there was no current intention to do so, but that some other higher education bodies had done so.

Council discussed practical difficulties involved with implementing the guidance recently issued by the EHRC, as well as the potential community impacts of doing so. Council considered whether such action would undermine the College's values, and its endeavours to be an open and inclusive academic community.

The student representatives spoke to the actions KCGS and KCGU had recently taken to affirm the rights of transgender members. Council discussed whether some of those actions might expose KCGS and KCGU to legal risk, and whether this risk could extend to the College. The Senior Tutor emphasised the responsibility of the College to support the College's student unions to navigate this issue.

Council were minded to provide maximal inclusivity, while also responding in a way that remained lawful, and which would be in the College's best interests in light of its charitable objects.

Council asked College Officers to return to Council with a proposed College position, and detail of any practical steps required.

**247. Council Timetable – Open Matters**

In agenda:

- OIA Annual Return
- Domus Policies (those reviewed by Council annually, and other additional policies reviewed this academic year)
- Development Report on gifts of £10,000 or more

**248. Council Action List – Open Matters**

Hackathon update to Council (E-Lab Directors) received as an oral item.

Remaining actions due to be completed in Easter Term:

- Report options to Council following tender for external review of College financial systems (First Bursar)
- Review Council Microsoft Teams trial (First Bursar and Registrar)
- Provide review of Henry Louis Gates Fellowship Scheme (with proposal to amend College processes accordingly if required) (Vice Provost)
- Provide report on effectiveness of EDI Committee (Chair of EDI Committee – Vice Provost)
- Report on outcomes of events and room bookings working groups process (Domus Bursar)
- Report on outcomes of working group on accommodation management (Domus Bursar)
- Report on progress of plans to install memorial tablet in Chapel for Sir Stephen Cleobury (Dean of Chapel, Memorial Consideration Group)

Note of reflections and recommendations on future models for King's Affair expected from King's Affair Committee during the Vacation meetings.

**Strategic**

None.

**Routine**

**249. Audit & Scrutiny – External Member**

At Council on 29 April 2025 Council were asked to consider and confirm whether the external member of the Audit & Scrutiny Committee would remain a member of the Committee in 2025. The Provost proposed that, considering experiences last year, it would be most effective to appoint an alternative external member in 2025.

College Officers asked Council to consider whether a former Bursar or Head of House might be an effective appointee, able to support the Committee's current scrutiny focus.

Council asked how the substantive issue of the Audit & Scrutiny's terms of reference should be addressed. Council were inclined to task a small working group with a review, with a view to proposals being presented to Governing Body in Michaelmas term.

Council agreed:

- a) that the College should seek to appoint an alternative external member to the Audit & Scrutiny Committee for 2025;

- b) to ask College Officers to take a view on whether it would be appropriate for the external member to be a former Bursar or Head of House, and to approach potential appointees accordingly; and
- c) to ask Dr Good to lead a small Working Group to review the Audit & Scrutiny Committee's terms of reference and bring amendment proposals back to Council before the end of the Vacation meetings.

**250. Master Planning Working Group Membership**

The Domus Bursar asked Council to approve the proposed final member of the Master Plan Working Group.

The KCGU President asked the Domus Bursar to comment on the lack of Junior Member representation on the Working Group, and how students would be involved in this significant project. The Domus Bursar described consultation mechanisms built into the master plan's development, which will involve the whole College community. Council noted the distinct, multi-year and estate-wide, nature of a master planning process and the need for consultation processed tailored to this.

The Domus Bursar and Senior Tutor reassured the students representatives that where specific building projects (which will each fall within the College masterplan) commence they will, equally, involve engagement with students.

Council agreed to approve the proposed final member of the Masterplan Working Group (Professor van Eck).

**251. Use of Hall - Cambridge University LGBT+ Alumni Association Dinner (November 2025)**

The Provost asked Council to approve use of the Hall during Michaelmas Term 2025 by the Cambridge University LGBT+ Alumni Association. The Provost also asked Council to agree that the College should offer the organisers a discounted cost per attendee.

The Vice Provost highlighted that the event would be held by a University alumni group. He noted that the College rarely permits use of Hall by external groups during term, and that this was rather different to the dinner for a University student society which had recently been agreed.

Members of Council were inclined to take the view that it would not be appropriate for the College to offer a discount of the kind proposed to an external group. Council endorsed the event in principle, noting that King's students may attend, and discussed whether there were ways that the cost of King's students' tickets could be subsidised (either by the organiser, or the College).

Council agreed:

- a) To approve the use of the Hall for the 5th annual dinner of the Cambridge University LGBT+ Alumni Association on 8 November 2025;
- b) To support the College charging the organisers standard rates for external event catering; and
- c) To ask College Officers to explore ways to support discounting or subsidising tickets for King's students.

**Compliance**

**252. Domus Policies**

The Domus Bursar presented the proposed 2025 versions of policies reviewed annually by Council (Health and Safety, Incident Management, CCTV), along with further policies

recently reviewed by relevant staff and committees (a review having become due), and proposed dates for subsequent reviews.

She also proposed that the College's Environment Policy (2009), be deemed defunct, and in time superseded by the Sustainability Strategy currently under development.

In response to the KCGU President's queries, the Domus Bursar and Senior Tutor reassured Council that the College applied a cautious approach to all use of CCTV. The Domus Bursar confirmed that the Policy adopted relevant legal standards, and that the CCTV policy had been reviewed by the College's Data Protection Lead.

The KCGU President queried whether current CCTV signage in College was adequate. The Domus Bursar will raise this with the Head Porter.

The KCGU President asked Council to note feedback from graduate students, who had queried why the College permitted any smoking in College. Council were not inclined to review the substance of the smoking policy at this time, noting the outcome of surveys that took place when it was last reviewed in 2022, and the experiences of other Colleges who have adopted smoke-free site policies.

Council agreed to approve reviewed versions of the following policies, and the dates proposed for their next review:

- i. Health and Safety Policy 2025
- ii. CCTV Policy 2025
- iii. Incident Management Plan V3.2
- iv. Smoking Policy 2025
- v. Scattering of Ashes Policy 2025
- vi. Privately Owned Electrical Items Policy 2025

Council agreed that the Environmental Policy 2009 be superseded by the Sustainability Strategy once formed, with the Environmental Policy now being defunct.

**253. Development Report – Gifts of £10,000 or more**

Council were asked to accept gifts of over £10,000 received by the College between 19 February 2025 and 12 May 2025. Council were provided with information about the gift types, sum, and purpose. The Development Office provided assurances that it had carried out appropriate due diligence for the gifts included in the paper.

Council agreed to accept the gifts set out in the paper.

**254. OIA Annual Return**

Council noted the College's OIA Annual Return for the 2023-2024 academic year.

**255. Terms of Reference (Sustainability Committee)**

The Sustainability Committee met on 19 March 2025 and comprehensively reviewed its terms of reference. The proposed changes will position the Committee to oversee the development of a College sustainability strategy and the College's continuing work towards its sustainability goals.

The Vice Provost proposed a further amendment to Council, to update the Research Manager role title to Research Director and Deputy Research Director.

The KCGU President also asked that, rather than only permitting the Unions' Presidents or Green Officers to attend, the membership permitted any representative from the

Unions' to attend on their behalf. The Domus Bursar, the Committee's secretary, supported this.

Council agreed to approve revised Terms of Reference for the Sustainability Committee, including the further changes proposed during the meeting.

### **Minutes**

**256. Minutes of the Finance Committee meeting on 28 February 2025**

Noted.

**257. Minutes of the Investment Committee meeting on 14 March 2025**

Noted.

**258. Minutes of the Sustainability Committee meeting on 19 March 2025**

Noted.

**259. Any Other Business**

None.