

- Recruitment targets for Senior Members. The E & D Working Group had advised that rather than going straight to appointments targets, to first consider targets for diverse applicant pools, then work through appointment panels, and then appointments targets.
- The College had commissioned the services of a Student Counsellor, Isha Mehta, who was British Asian, thus adding diversity to the welfare team. Feedback from students had been extremely positive, especially from BAME students.
- Postgraduate admissions data. Following a presentation at the Graduate Tutors' Committee, the Admissions Tutors were considering what could be learned from the University's work on widening participation.

98.9. Possible revisions to the College Agenda 2020-21

The Bursar reported that the aim of recovering conference profitability would be difficult to achieve, given the likelihood that it would not be possible to book conferences in the coming months.

98. 10. Senior Tutor's report (CC98 05)

The Senior Tutor reported that a substantial amount of tutorial work had been devoted to tackling the implications of COVID. Despite this, all regular activities had continued as noted in his report.

Prof Sabates proposed a vote of thanks to the Senior Tutor and Deputy Senior Tutors, which was agreed enthusiastically.

98.11. Bursarial:

98.11.1. Bursar's report (CC98 06)

The Bursar reported that no staff were currently on furlough and gave an account of how staff were being supported in the current challenging environment. She said that the staff Christmas party had been cancelled and that to compensate all staff would receive a hamper. In addition, College would close on 23 December and staff would be given the 24th as an extra day of leave; those who had to work on Christmas Eve would be able to take the leave at a different time.

The Bursar outlined the plans for supporting students who were isolating over the Christmas break, which included keeping the kitchens open until 2pm on Christmas Day, if necessary, and keeping the Porters' Lodge open from 9am to 2pm on the three bank holidays. There would also be extensive welfare support in place coordinated by the Deputy Senior Tutor (Welfare).

{REDACTED}

98.11.2. Management accounts update (CC98 07)

The Bursar presented the management accounts to 31 October 2020. There were no comments or questions.

98.12. Director of Institutional Advancement's report (CC98 08)

The Director of Institutional Advancement highlighted the following:

- The year-end campaign, a joint project with Cambridge in America, had recently been launched.
- There had been a good response to the photography competition and the Development Office was looking for two volunteers to help with the judging.
- {REDACTED}
- A joint meeting of the Development Strategy Group and the International Group for Development had taken place on 14 October and had focused on Bridge-related fundraising and an update on estates planning.

98.13. *Minutes of Committees**

Council received the minutes of the following committees without discussion:

98.13.1. Unconfirmed minutes Estates Committee, of 30 September 2020 **(CC98 09)**

98.13.2. Unconfirmed minutes Finance Committee, of 12 October 2020 **(CC98 10)**

98.13.3. Unconfirmed minutes House Committee, of 21 October 2020 **(CC98 11)**

98.13.4. Unconfirmed minutes Development Strategy Group/International Group for Development, of 14 October 2020 **(CC98 12)**

98.14. Any other Open Business

There was no other Open Business.

End of Open Business WS