



University of Exeter
COUNCIL

MINUTES AND ACTIONS – APPROVED BY COUNCIL

22nd June 2026

11.30am-1.00pm

Online via Microsoft Teams

NB text in BLACK for publication; text in BLUE has been redacted for publication

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Council Meeting

No: Item:

25.130 Chair's Welcome, Introduction and Declarations of Interest

25.131 Minutes from the meetings held on 12th June 2026

25.132 Enabling Strategy 2030: Workforce Planning Proposal

25.133 Chair's Closing Remarks

Attendees:

MEMBERS PRESENT

Quentin Woodley (Chair)	Pro-Chancellor and Chair of Council
Professor Malcolm Skingle	Pro-Chancellor and Deputy Chair of Council
Sally Cabrini	Pro-Chancellor and Senior Independent Governor
Professor Lisa Roberts	President and Vice-Chancellor
Professor Dan Charman	Senior Vice-President and Provost
Professor Liz Jones	Vice-President and Deputy Vice-Chancellor (Education and Student Experience)
Lauren Aste	Independent Member
Nigel Cain	Independent Member
Adrian Harris	Independent Member
Karime Hassan	Independent Member
Sarah Matthews-DeMers	Independent Member
Glenn Woodcock	Independent Member
Tim Weller	Independent Member
Dr Sarah Hodge	Senate Representative
Professor Maisha Reza	Senate Representative
Professor Karen Knapp	Senate Representative
Elaine Cordy	Professional Services Representative
Izzy Brinkley	President Exeter, Falmouth and Exeter Students' Union
Seb Racisz	Guild President, Exeter Students' Guild

SECRETARY

Mike Shore-Nye Senior Vice-President and Registrar & Secretary

STANDING ATTENDEES

Imelda Rogers Deputy Registrar and Executive Divisional Director of Human Resources, Assurance and Culture

Dave Stacey Chief Financial Officer (CFO) and Executive Divisional Director of Finance, Infrastructure and Commercial Services

Dr Jeremy Diaper Director of Governance Services (*minutes*)

Alison Chambers Chief Executive Officer, University of Exeter Guild of Students

APOLOGIES

Damaris Anderson-Supple Independent Member

Rebecca Boomer-Clark Independent Member

Gareth Mostyn Independent Member

Salam Katbi Independent Member

INVITED TO ATTEND**MINUTE ITEM 132 - Mitigating our Financial Challenge - Options**

Gill Preston Director of the Strategic Delivery Unit

130. Chair's Introduction, Welcome and Declarations of Interest

130.1 The Chair welcomed Council members to the extraordinary online meeting of Council and invited any declarations of interest. There were no new declarations of interest in relation to items on the agenda.

130.2 The Chair noted that apologies had been received from Damaris Anderson-Supple, Rebecca Boomer-Clark, Gareth Mostyn and Salam Katbi.

131. Minutes from the Meetings held on 12th June 2026 (CNL/178/25-26 and CNL/178a/25-26 Strictly Confidential)

131.1 Council **APPROVED** the minutes of the Council business meeting (12th June 2026).

132. Mitigating our Financial Challenge (CNL/179/25-26 and appendices CNL/179a-g/25-26 Strictly Private and Commercial in Confidence)

132.1 The Chair invited the President and Vice Chancellor, Senior Vice-President and Provost, Senior Vice-President and Registrar & Secretary, the Chief Financial Officer and Deputy Registrar and Executive Divisional Director of Human Resources, Culture and Assurance to deliver a presentation outlining the key elements of the Enabling Strategy 2030 Workforce Planning Proposal;

132.2 The President and Vice-Chancellor thanked Council for its invaluable input and engagement since 30 April 2026. The extraordinarily difficult and challenging nature of the proposals being considered were also acknowledged from the outset of discussion;

- 132.3 Council noted that there would be a period of formal consultation on the proposals, which included potential reductions in staffing in some areas of the University's academic Faculties. It was recognised that the constructive and consultative process would include active engagement with Trade Unions and potentially affected colleagues on the proposals under consideration;
- 132.4 It was recognised that the University would approach the consultation process in a fair, transparent and consistent manner, whilst seeking to avoid or minimise compulsory redundancies wherever possible by offering staff in areas of change the opportunity to apply for TERS. The University would assess the outcome of the consultation, including any alternative proposals, before deciding how and whether to process;
- 132.5 Council noted that no final decisions had been made and no Departments would be closed, with the University continuing its commitment to offering a broad academic portfolio and remaining a comprehensive research-intensive University;
- 132.6 The University would continue to use careful permanent vacancy removal, alongside other workforce planning mechanisms and a time limited recruitment freeze, with growth limited to areas of strategic investment;
- 132.7 It was noted that there was no additional reshaping of Professional Services proposed as part of this consultation. This would help ensure that over the summer period and into the autumn Professional Services would be appropriately resourced and structured to support academic colleagues and new student intake, whilst also having sufficient capacity to respond to any changes in the University's strategic priorities for the next academic year.

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- 132.32 Following in-depth and careful consideration of the feedback from Senate, Senior Leaders Forum, the recognised Trade Unions, and Student Sabbatical Officers, Council **APPROVED** the proposal to open staff consultation across the proposed 17 areas of change from the 23rd June 2026 as outlined in the proposal, noting the wider implications, risks and potential impacts on staff, students and reputation.

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