

Council 9 November, 2017

University of Bath

Labour Group to move:

Council:

1. Notes that the University of Bath is an independent academic institution, whose autonomy must be respected.
2. Further notes, though, that the University of Bath does not operate in isolation, and does impact on the Council. The University of Bath main campus is situated on land owned by the Council, it is the second largest employer in the authority area, and impacts on the planning and housing policy of the Council.
3. Notes that some officers and councillors from the Council sit as ex-officio members of the University of Bath Court.
4. Recognises the immense positive impact that the University of Bath has on the local economy, and recognises how successful it has been in recent years.
5. Notes that Home students at the University of Bath are now paying tuition fees of £9,250 per year.
6. Notes that staff paid according to the Higher Education single pay spine have suffered a real terms pay cut of over 16% since 2009.
7. Notes that the latest available figure for the Vice Chancellor (Chief Executive Officer) of the University of Bath is £451,000 for 2015-16 year. This was an 11% rise, compared to a 1% rise in that year for staff paid according to the national pay spine.
8. Notes that the figure of £451,000 is the highest for any Vice Chancellor in the UK.
9. Notes that the pay ratio between the highest and lowest paid member of staff at the University of Bath is approximately 30:1.
10. Notes that the Vice Chancellor of the University of Bath also occupies a grace and favour house in the city, for which the University pays approximately £20,000 each year for running costs including: Council Tax, utility bills, and a housekeeper with such responsibilities as ironing bed linen and towels.
11. Notes that the University of Bath provided its Vice Chancellor with an interest free loan of £31,489 with which to buy a car.
12. Further notes that the University of Bath has confirmed that no other member of staff has been eligible to receive such a loan.
13. Further notes that students of the University of Bath can expect to pay interest rates of 6% on their tuition fee and maintenance loans.
14. Notes that the 2017 meeting of the University of Bath Court included a vote on whether to express concern about the decisions of and transparency of the Remuneration Committee – which sets the pay of the most senior managers at the University. This vote was defeated by 33 votes to 30.

15. Further notes that the Higher Education Funding Council for England are conducting an inquiry into the University of Bath's governance surrounding remuneration of senior managers, since several members of the Remuneration Committee, or people whose pay is set by the committee, voted against the Court motion without declaring an interest.
16. Notes that Conservative MP for South West Wiltshire, Dr Andrew Murrison, has resigned from the University of Bath Court in protest at the high pay and perks of the Vice Chancellor.
17. Notes that Dr Murrison has also led an adjournment debate in the House of Commons about the pay of Vice Chancellors, which revolved primarily around the pay of the University of Bath Vice Chancellor.
18. Notes that three further MPs from the region have resigned from the University of Bath Court: Kerry McCarthy (Bristol East, Labour), Dr David Drew (Stroud, Labour), and Darren Jones (Bristol North West, Labour).
19. Notes that the Liberal Democrat MP for Bath, Wera Hobhouse, has been critical of the high pay and perks of the Vice Chancellor and has called for governance arrangements to be reformed.
20. Notes that the pay of the Vice Chancellor of the University of Bath has been referenced in the House of Lords by Lord Adonis (Labour), and that in response Lord Bates (Conservative) stated that he thought 'the House will have been in some state of shock' at the figures quoted.
21. Notes that the University of Bath has been at the forefront of a national debate about the issue of Vice Chancellor pay over the past year.
22. Notes this national debate has led to the Minister of State for Universities and Science (Jo Johnson, Conservative) to announce that the new Office for Students will require universities to publish justifications for any pay over £150,000. This has followed repeated calls for the sector to show restraint in setting levels of senior pay.
23. Believes that the year of constant negative press attention for the University of Bath, and the reputational damage this has caused to the University, is of concern to the Council, as the University of Bath is the second biggest employer in the area.
24. Believes that the success of the University of Bath can be credited to its leadership as well as the work of the staff and students across the institution.
25. Expresses concern at the levels of pay inequality at the University of Bath and at the governance arrangements which have led to this pay inequality.