

DIARY CASE



Llywodraeth Cymru
Welsh Government

PREAMBLE

Meeting date/time	[REDACTED]
Who is the Minister meeting?	[REDACTED]
Who requested the meeting?	[REDACTED]
Primary purpose	[REDACTED]
Is there an agreed agenda?	[REDACTED]
Which officials are supporting the Minister?	[REDACTED]
Where is the meeting?	[REDACTED]
Other practical considerations	

DIARY CASE BRIEFING

Purpose

[Redacted text block]

Points to make

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

Background:

[Redacted text block]

[Redacted text block]

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I fully understand the worry and distress for staff in this situation. It is important that any institution fully engages with staff and ensures appropriate support is in place.

At challenging times such as this I would expect institutions to adhere to the principles of social partnership and that the trade unions and the affected workforce are involved and engaged on the proposed restructuring process, and that students affected by the proposed changes are fully supported.

[REDACTED]

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[REDACTED]

Re-assurance for students

- Cardiff University have committed to their students that:
“In the immediate term, there will be no impact on teaching. The University will ensure that all students who are enrolled in programmes are able to complete their studies. Where programmes are closed as a result of these proposals, teach-out plans will be developed to protect and support students, ensuring that all students continue to receive a high-quality student experience. There will be consultation with students and staff to inform the development of teach-out plans. A Discontinuation of Programmes Oversight Group – chaired by the Pro-Vice Chancellor (Education and Student Experience) will provide oversight on the appropriateness of the teach-out plans, the delivery of these plans, impact on students, and the mitigation of risks.

Background

On Wednesday 29 January Cardiff University [announced a proposal](#) for the restructuring of provision and closure of specific courses. The University will commence a statutory consultation on redundancies of up to 400 staff (via voluntary and as a last resort compulsory redundancies), and the potential closure of specific courses.

The higher education sector in Wales is currently facing significant financial instability. Cardiff University is currently in financial deficit and over the past year has been openly engaging staff and stakeholders in considering its future strategy. Increasing costs and falling resource from international students, has resulted in the University concluding significant strategic change is needed and are working to determine what Cardiff’s future academic footprint might look like. The consideration has involved departments across the

University and resulted in the publication of its new strategic plan for change. *Our future, together, Our Path to 2035.*

Wendy Larner, VC, notified officials that the university was planning to launch proposals for restructuring the workforce, reducing the headcount by up to 400 and ceasing several academic courses. The University wants to focus on better outcomes with improved academic and financial stability.

The proposal for consultation identifies the following provision for closure

- Nursing (excluding Midwifery)
- Ancient History
- Modern Foreign Languages
- Music
- Religion and Theology

The proposals currently outline the intention to continue the nursing courses for current students, with a final intake for 2025-2026, however the university do not want to pre-empt the legally required consultation which will commence from 29 January for 90 days. The university has confirmed that it is proposing to keep midwifery, Allied Health Professions and other medical courses in place and would work to improve its other medical provision.

[REDACTED]

[REDACTED] It will consider VES and opportunities for deployment and staff transfers, as it develops its Trans-National Education offer, more flexible lifelong learning provision and enhancing pedagogy. Early engagement is planned with the unions, HEIW and the RCN.