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**NATIONAL  
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**Nominations Committee  
CD7**

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# Nominations Committee

<b>Author:</b>	Toni Pearce
<b>Date Produced:</b>	05/03/2014
<b>Committee:</b>	Toni Pearce (Chair) Kayode Damali (Trustee Board) Jessica Goldstone (NEC) Jawanza Ipyana (NEC) Dianne Nelmes (Trustee Board)
<b>Action:</b>	National Conference will be asked to vote to approve this report

## Introduction from the Chair of Nominations Committee

The nominations committee is made up of members from both the Trustee Board and National Executive Council, and exists to ensure NUS is a strong organisation through Board skills, diversity and development as well as proposing candidates to non-political appointments within the National Union.

The last two years has seen quite a bit of change to the Lay Trustee positions of the NUS UK Trustee Board with members coming to an end of their terms of office on the Board. This year there is just one Lay member who is coming to the end of their first term and as a valued member of the Board the committee is recommending they are re-appointed for a second term. Part of the remit of the Nominations Committee is to carry out a Skills, Knowledge and Diversity audit and this year this audit helped in revealing the areas where additional experience would be beneficial. The results of the survey reveal the value of having a diverse Board and the range of skills, knowledge and experiences each person brings with them.

The committee is also recommending to National Conference to approve the re-appointment of the Chief Returning Officer for a second term and an overview of this recommendation is outlined within the report. A more detailed overview of the work of the Chief Returning Officer can be found in their report.

I present the work of the Committee to National Conference and ask you to approve its recommendations.

Toni Pearce, Nominations Committee Chair

## Overview of work this year

Main Priorities	Progress to date since National Conference 2013
Skills, Knowledge and Diversity Audit of the NUS UK Trustee Board	A survey is done every year on the NUS UK Trustee Board in order to understand the skills, knowledge and diversity of the Board. The survey has been completed and an analysis on the results is contained within this report
Recommendations for appointment	A proposal to re-appointment of a Lay Trustee on the NUS UK Board and the Chief Returning Officer is recommended within this report
Oversight of non-political appointments within the National Union	This year the committee ensured that every appointment made had oversight and approval of the elected student leadership of the National Union and the following positions were filled: Two Student Trustee positions on the NUS Scotland Charitable Services Board with recommendation from the Chair, Robert Foster Two Student Union Staff Director positions on the NUS Services Board at the recommendation from the Chair, Raechel Matthey Two Student Union Staff Trustee positions on the NUS Charitable Services board at the recommendation from the Chair, Raechel Matthey



## Priorities for next year

Main Priorities	To be completed by National Conference 2015
Skills, Knowledge and Diversity Audit of the NUS UK Trustee Board	The committee will carry out another survey of the Board in order to keep a record of its development which will provide a helpful steer on any future appointments
Recommendations for appointment	Two of the Lay Trustee members will be coming to the end of their first term of office and therefore the committee will review and make a recommendation on these positions
Oversight of non-political appointments within the National Union	The committee will continue to ensure that non-political appointment on the Boards and subcommittees are led by the elected student leadership of the National Union. The committee plans to carry out a Skills, Knowledge and Diversity Audit on other Boards within NUS' Governance which will provide a helpful steer on any future appointments

## Skills, Knowledge and Diversity Audit

Members of the NUS UK Board were all sent a survey in order to analyse the diversity of the Board as well as the range of skills and knowledge among them relevant to their role as Trustees of the organisation. Nine responses were received from the fifteen trustees. Of these nine, four chose not to answer any of the demographic questions. Therefore this has an impact on being able to effectively analyse the diversity of the Board.

The Audit first looked at the five core areas of skills and knowledge that are required for the board; a) Organisational Planning and Strategic Management, b) Strategic Financial Management, c) Risk Management, d) Staff Management and Performance and e) Evaluating Operational Effectiveness.

The audit questionnaire also asked trustees to give their understanding of membership organisations and of diversity. For each area, Trustees were asked to describe their experience, choosing from the options: 'None', 'A Little', 'A Moderate Amount', and 'A Substantial Amount' and were given the opportunity to provide written examples.

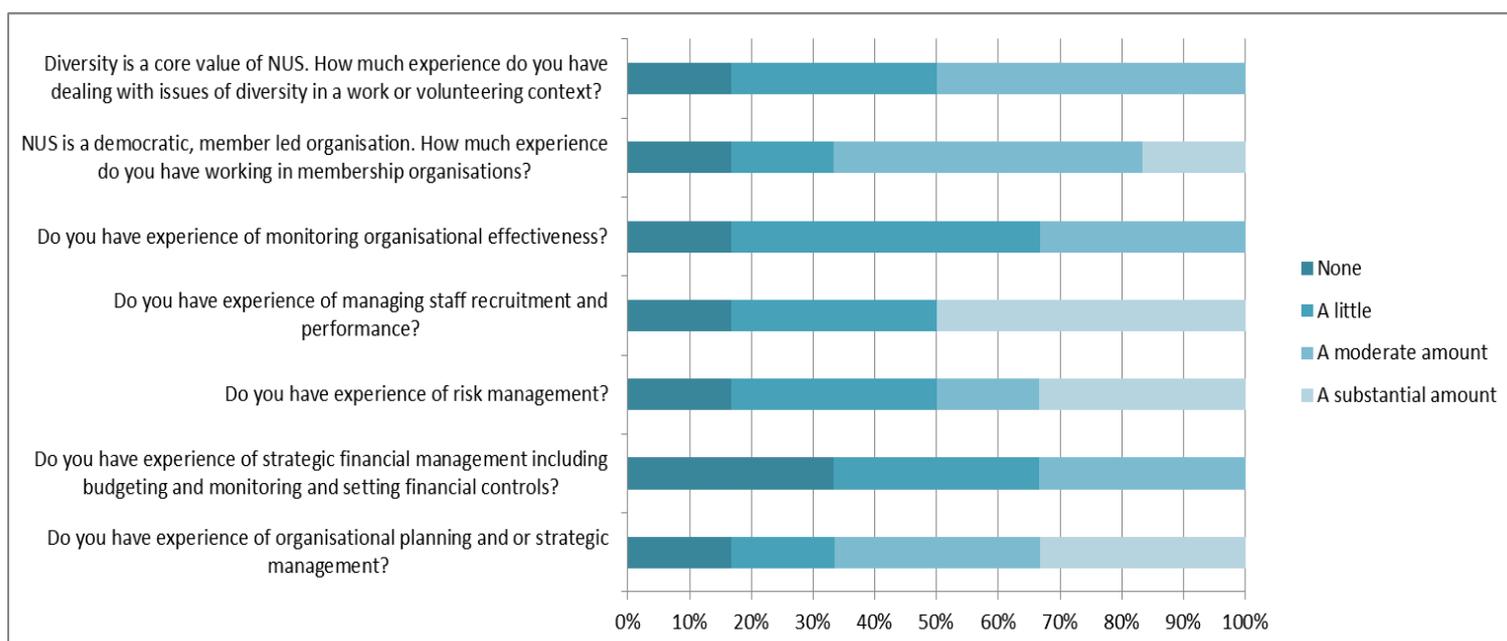


Figure 1: Skill and Knowledge Audit results

The audit suggests that the two main areas of strength in this year's Board is in membership organisations and organisational planning and strategic management with over 60% of the overall response showing a moderate to substantial amount of experience.

The audit also suggests that there is strength in managing staff recruitment and performance with 50% of the overall response showing a substantial amount of experience. This is an improvement from last year where the audit identified this area as a need for further experience and addressed it by ensuring the Lay Trustee appointee had strength is HR. There also appears to be strength in risk management with 50% of the overall response showing a moderate to substantial amount of experience.

Financial management and monitoring organisational effectiveness are the two areas where there is less experience by the Board as a whole and therefore areas that should be considered for any recruitment process in future.

## Diversity Audit

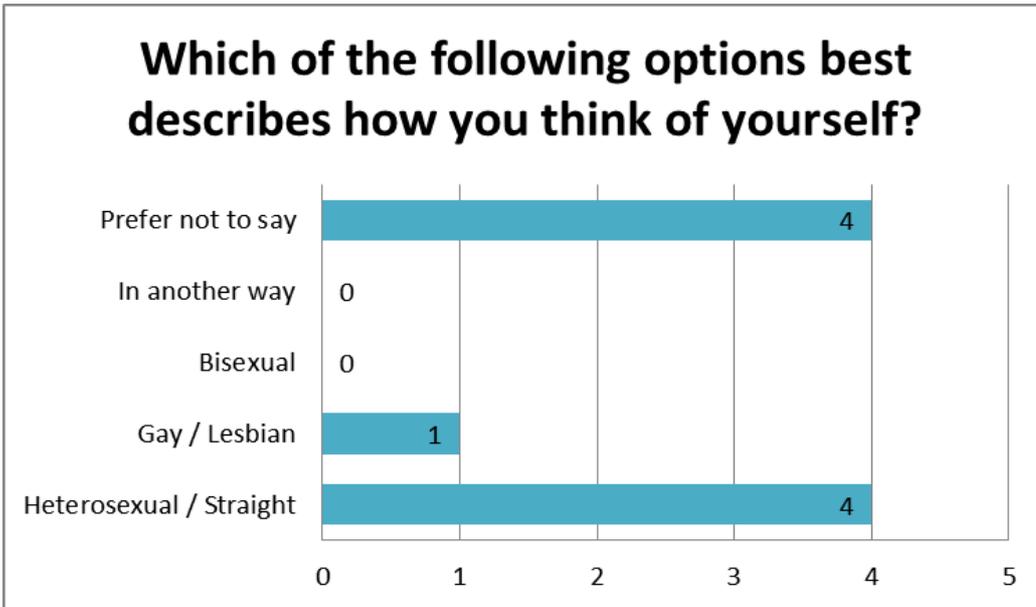
Equality and diversity is a core values of NUS and it was noted in last year's audit that the NUS Trustee Board is more diverse on average than the Trustee workforce on age, race, disability and sexual orientation and this year this continues to be the case.

The Nominations committee is particularly proud to report that more than 50% of the Board are women and that this follows the same pattern as last year which saw an increase of women representation from 37.5% to over 50%.

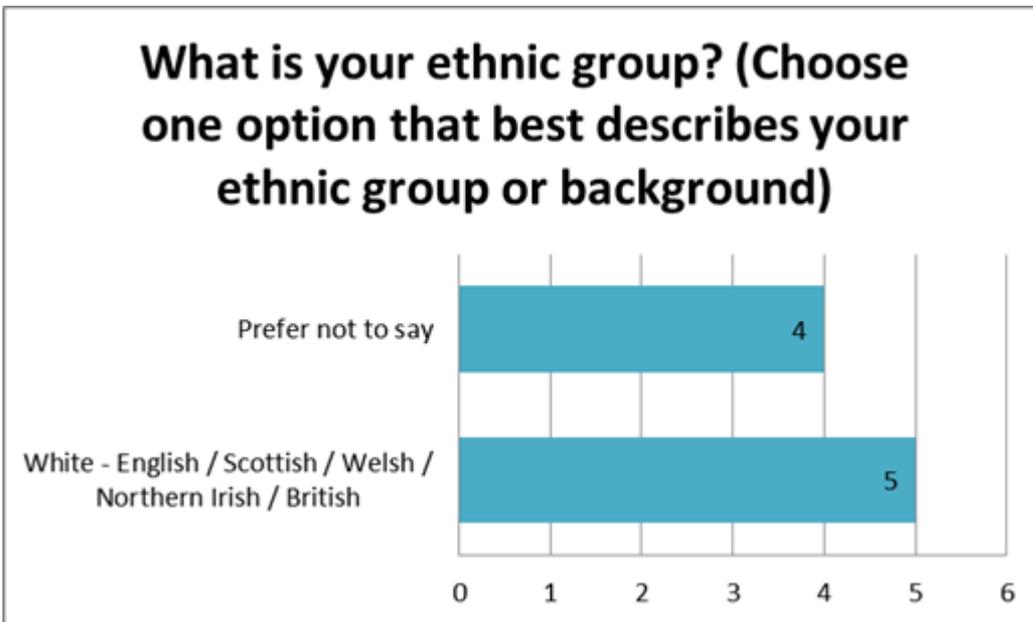
This year the Board were asked about disability and it was noted in the audit that there were 3 members who declared a disability as Figure 2 presents which maintains the same representation of disabled people from two years ago when the question was last put. It should also be noted that there was a significant number of the Board who preferred not to say.



Figure 2: Question on Disability



**Figure 3: Question on sexual orientation**



**Figure 4: Question on ethnic group**

As Figure 3 and 4 presents the audit has highlighted the need to improve Black and LGBT representation on the Board. Although it should be noted that nearly have the respondents preferred not to say in relation to the questions and therefore it is difficult to present an accurate picture.

The audit above will help steer the recruitment process and choice of nominee for the future positions of Lay Trustee.

The committee further notes the desire for students from under-represented groups such as; women, black and minority ethnic people, LGBT people, to stand in the student trustee election at National Conference 2014.



## Recommendations

Based on the skills, knowledge and diversity audit the Nominations Committee recommend the following for approval by National Conference.

The re-appointment of Alistair Wilson as a lay trustee for three years until June 30<sup>th</sup> 2017

The re-appointment of Honor Cohen as Chief Returning Officer for two years until June 30<sup>th</sup> 2016

These will be approved by a vote at National Conference.

### **Alistair Wilson**

Alistair Wilson trained as a solicitor and has worked as both an in-house counsel and a partner in several well-respected law firms. He was a partner, and is now a consultant, at Travers Smith LLP.

Alistair has a range of experience on the use of technology including e-commerce and online trading, intellectual property licensing and data protection. In addition he has experience in joint ventures, co-operation agreements and its associated complex governance issues. His clients range from entrepreneurs to start-ups to multi-nationals, higher education institutions and charities.

He has been on the NUS UK Trustee Board for the past two years and has made valuable contribution in reviewing and implementing the code of conduct, managing legal risk and as a Trustee of the NUS UK Students' Unions Charitable Services Board.

The Nominations Committee believe that Alistair's legal experience and networks will continue to be of real value to the NUS Trustee Board. His knowledge of the law and organisational structures and appreciation of the complexity and importance of NUS' governance will be a positive addition.

### **Honor Cohen**

Honor Cohen is currently a Diversity Manager at a large educational solutions company. Honor is a long standing champion of the student movement and democracy, having worked in a number of roles within NUS and the Trade Union Movement. She also has considerable experience of and interest in diversity issues and intends to focus on the "diversification of participation" in our elections structures and if appointed, will review the election rules and processes over the next year in consultation with students and officers.

Her experience includes; Student Representation Co-ordinator for University of Westminster Students Union, Diversity Manager for UK Passport Service, NUS Area Convenor South West Area NUS, NUS Scotland Women's Officer, NUS Scotland Steering Committee Chair and Chair of LGBT Steering Committee and Chair of Gay Women Network.





## National Union of Students

Macadam House  
275 Gray's Inn Road  
London WC1X 8QB

**t** 0845 5210 262

[www.nusconnect.org.uk](http://www.nusconnect.org.uk)

For general event enquiries contact:

**e** [events@nus.org.uk](mailto:events@nus.org.uk)

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