

MINUTES OF THE MEETING OF THE GOVERNANCE AND NOMINATIONS COMMITTEE HELD ON WEDNESDAY 25 FEBRUARY 2025, ROOM M2.06, MARYLEBONE CAMPUS AND VIA MICROSOFT TEAMS

PRESENT:	Professor L Berry (Chair) Dr P Bonfield C Bradshaw	H Simpson T Toumazis I Wilmot
IN ATTENDANCE:	Professor D Anand (Minute 25.15) N Gururani (Observer) Professor D Husbands (Minute 25.15) J Lamarque (Minutes)	E McMillan (Clerk to the Court) C Peterson (Minute 25.15) S Recaldin
APOLOGIES:	J Robson	

25.14 ANNOUNCEMENTS

- 25.14.1 The Chair welcomed members and attendees to the meeting. Members noted that independent governor Naleena Gururani was observing the meeting to learn more about how other committees' function.
- 25.14.2 Members noted apologies as recorded above.
- 25.14.3 The Chair confirmed that there were no requests to discuss starred items or to raise items of business not on the agenda.
- 25.14.4 The Chair confirmed that there were no conflicts of interest.

25.15 EQUALITY, DIVERSITY AND INCLUSION (EDI) ANNUAL REPORT 2024-25

- 25.15.1 Professor Dibyesh Anand and Professor Deborah Husbands (Co-Chairs, EDI Committee) and Clare Peterson, EDI Manager presented the University's EDI annual report for 2024-25 (Document NOM 260225A).
- 25.15.2 The EDI Manager informed members that this edition of the report runs from January to July 2025 to bring it in line with other University reports, and this is the final year of reporting against the previous EDI Strategy. Members noted that in future there will be greater focus on measures, metrics and evaluation.
- 25.15.3 The EDI Manager reported that colleagues are monitoring and evaluating the 'recruit internally first' initiative to see if it is increasing the diversity of women and colleagues in senior roles.
- 25.15.4 The Co-Chairs, EDI Committee reported on the work of University networks and on student engagement.
- 25.15.5 Members discussed how to foster inclusivity between groups with different views when they come together and the need to make adjustments and decisions on an ongoing basis and to navigate different expectations. The Chair suggested that the next report could include an introduction and the learning so far on the level of negotiation required for some events.
- 25.15.6 In response to a members' query on social mobility, the EDI Committee Co-Chair confirmed that it is built into the work of the EDI Committee, and the University had been rated second in the country for social mobility. Members heard also that social mobility is achieved through empowerment, and the Access and Participation Plan is a driver for that work.

- 25.15.7 The EDI Manager informed members that the University does not capture the socio-economic status of colleagues through EDI monitoring as the team have not identified the most appropriate indicator. Members felt that this was an important aspect of EDI and hoped that it could be covered in future reports to some extent.
- 25.15.8 Members discussed drawing the attention of the Court of Governors to the new format for the report and received assurance that all discussion points will be included in the next report.
- 25.15.9 The EDI Committee Co-Chairs offered to deliver a workshop for the Court on how the University navigates competing demands around academic freedom and EDI.
- 25.15.10 **AGREED** Members recommend the EDI annual report 2024-25 to the Court of Governors.

25.16 COURT AND COMMITTEE MEMBERSHIP

- 25.16.1 The Clerk to the Court presented a report on the membership and vacancies for the Court and its committees (Document NOM 260225Bi).
- 25.16.2 Members received an update on the Chair of Court selection process and noted the assurances on the process to date and the timings for confirmation that the nomination can proceed to the Court for a decision on appointment.
- 25.16.3 **AGREED** Members recommend to the Court that Sean Griffiths is reappointed as an internal (colleague) governor for a second three-year term from 4 June 2026.
- 25.16.4 Members noted the process and timings for upcoming Remuneration Committee and Governance and Nominations Committee vacancies.
- 25.16.5 Members discussed a summary of the latest skills matrix (Document NOM 260225Bi) and the potential skills/knowledge gaps and the annual report on equality and diversity in the Court and its committees (Document NOM 260225Bii).

25.17 HONORARY AWARDS

- 25.17.1 Sheena Recaldin, Vice-Chancellor's Executive Manager (EM) presented details of proposed nominees for honorary awards (Document NOM 260225C).
- 25.17.2 **[Redacted]**
- 25.17.3 **[Redacted]**

25.18 MINUTES OF PREVIOUS MEETING AND MATTERS ARISING

- 25.18.1 **AGREED** Members confirmed the minutes of the meeting held on 17 September 2025 (Document NOM 260225D) as an accurate record.
- 25.18.2 Members noted the summary of progress against actions and matters arising from previous meetings (Document NOM 260225E).

25.19 ANY OTHER BUSINESS

- 25.19.1 The Chair informed members that this was the last meeting where independent governor Jane Robson is a member of the Committee, and that there would be an opportunity to thank her in person at the Court meeting on 11 March 2026.

25.20 MEETING EVALUATION

- 25.20.1 Members commented that it would be helpful to provide a few prompter questions for consideration when discussing honorary award nominations. The Vice-Chancellor's EM responded that the procedures for honorary awards contain a framework that can be used to

support discussions. The Secretary will ensure that the honorary awards procedure is available in the Committee Reading Room for relevant meetings.

25.21 DATES OF FUTURE MEETINGS

Wednesday 13 May 2026
Wednesday 9 September 2026
Wednesday 24 February 2027
Wednesday 12 May 2027

Meetings start at 4.30pm and take place via Microsoft Teams¹.

¹ Onsite facilities can be arranged for those who have difficulties participating remotely.