

**MINUTES OF THE MEETING OF THE GOVERNANCE AND NOMINATIONS COMMITTEE HELD ON  
WEDNESDAY 26 FEBRUARY 2025 VIA MICROSOFT TEAMS**

---

PRESENT:	Professor L Berry (Chair) Dr P Bonfield Professor F Ross	H Simpson T Toumazis I Wilmot
IN ATTENDANCE:	J Lamarque (Minutes) E McMillan (Clerk)	S Recaldin
APOLOGIES:	J Robson	

---

**24.14 ANNOUNCEMENTS**

- 24.14.1 The Chair welcomed members and attendees to the meeting.
- 24.14.2 Members noted apologies as recorded above.
- 24.14.3 The Chair confirmed that there were no requests to discuss starred items or items of business not on the agenda.
- 24.14.4 Tom Toumazis declared an interest in the Gift Acceptance Panel nomination (see Minute 24.15.11).

**24.15 COURT AND COMMITTEE MEMBERSHIP**

- 24.15.1 The Chair updated members on communications regarding an independent governor not fulfilling their governor responsibilities. Members acknowledged the early contributions of the individual, especially to the Resources Committee, but noted the change in their employment circumstances had made later contributions increasingly difficult.
- 24.15.2 **AGREED** Members supported a proposal to the Court to remove the independent governor from the membership if necessary, noting that the governor may submit a resignation prior to the Court of Governors meeting.
- 24.15.3 The Clerk to the Court of Governors and Head of University Governance presented a report on the membership and vacancies for the Court and its committees (Document NOM 250226A).
- 24.15.4 **AGREED** Members recommend to the Court that the following candidates are appointed as an independent governor for an initial three-year term from 1 April 2025:
- John Ball
  - Andrea Bertone
  - Caron Bradshaw
  - Jessica Figueras
  - Naleena Gururani
  - Terrance James
- 24.15.5 **AGREED** Members propose to the Court that they delegate authority to Governance and Nominations Committee to approve the appointment of a Deputy Chair to the Court.
- 24.15.6 **AGREED** Members propose to the Court that they delegate authority to Governance and Nominations Committee to approve the appointment of Committee Chairs.
- 24.15.7 Members noted that they will be asked to decide on applications for the Deputy Chair to the Court and Committee Chair roles by correspondence in late March/early April 2025.

24.15.8 **RATIFIED** Members supported the decision of the Chair between meetings to appoint Jane Robson as a member of Resources Committee with effect from 5 December 2024 to 31 March 2025.

**[Clerk's note: Tom Toumazis left the meeting at this point]**

24.15.9 **AGREED** Members recommend to the Court that Tom Toumazis is nominated as a member of the Gift Acceptance Panel from 1 April 2025.

**[Clerk's note: Tom Toumazis re-joined the meeting at this point]**

24.15.10 Tom Toumazis returned to the meeting and the Chair informed him of the Committee's decision.

24.15.11 Members noted the Court of Governors Equality, Diversity and Inclusion (EDI) report 2024/25 (Document NOM 250226A).

## **24.16 EQUALITY, DIVERSITY AND INCLUSION**

24.16.1 Dibyesh Anand and Deborah Husbands - Co-Chairs, EDI Committee and Clare Peterson - EDI Manager presented the draft EDI annual report for 2023/24 (Document NOM 250226B), which is recommended by the University Executive Board (UEB).

24.16.2 The Co-Chairs informed members that the Vice-Chancellor's introduction would be added prior to submission to the Court.

24.16.3 The Co-Chairs informed members that the Access and Participation Plan (APP) 2025-29, data on APP targets and cross-references to the APP have been added since the report was submitted to UEB.

24.16.4 The Co-Chairs informed members that the next report will include more commentary on research and knowledge exchange and EDI.

24.16.5 The EDI Manager informed members that the format of the report follows the current EDI Strategy and that there will be a refreshed EDI Strategy from 2025/26 and the next annual report will reflect the changes.

24.16.6 Members comments on the draft report included:

- EDI within institutions leads to better student and colleague outcomes through retention and added value in skills;
- the report could report that the University is the only higher education institution in the Financial Times UK's Best Employers 2025 list;
- it will be good to see more discussion of research in the next report as EDI is important strategically for the next Research Excellence Framework in 2029 and the report should acknowledge the inclusive nature of the research environment.

24.16.7 The Chair thanked the EDI Committee for an inspiring report.

24.16.8 The Chair informed the presenters that the Committee had expected a report on progress against the strategic EDI key performance indicators (KPIs); however, they are not referenced in the annual report.

24.16.9 **AGREED** Members recommend the EDI annual report 2023/24 to the Court.

**24.16.9.1 ACTION EDI Committee Co-Chairs and EDI Manager** to provide a progress report on the strategic EDI KPIs.

**24.17 HONORARY AWARDS**

24.17.1 Sheena Recaldin - Vice-Chancellor's Executive Manager presented nominations for honorary awards (Document NOM 250226C).

24.17.2 Members discussed the nominations for Honorary Doctorate awards.

24.17.3 [Redacted]

24.17.3.1 [Redacted]

24.17.4 [Redacted]

**24.18 MINUTES OF PREVIOUS MEETING AND MATTERS ARISING**

24.18.1 **AGREED** Members confirmed the minutes of the meeting held on 11 September 2024 (Document NOM 250226D) as an accurate record.

24.18.2 Members noted the summary of progress against actions and matters arising from previous meetings (Document NOM 250226E).

**24.19 DATES OF FUTURE MEETINGS**

Wednesday 14 May 2025  
 Wednesday 17 September 2025  
 Wednesday 25 February 2026  
 Wednesday 13 May 2026

Meetings start at 4.30pm and take place via Microsoft Teams<sup>1</sup>.

**24.20 ANY OTHER BUSINESS**

24.20.1 The Clerk to the Court informed members that People, Culture and Wellbeing will shortly submit a plan for recruitment to the role of Deputy Vice-Chancellor (Education) for agreement and that the Committee will also be asked at the end of that process to recommend the preferred candidate to the Court for appointment.

**24.21 MEETING EVALUATION**

24.21.1 Members commented that there were good questions and contributions and that they appreciated the presentations from the EDI team.

24.21.2 Noting that Fiona Ross will retire from the Court at the end of March 2025, and this was therefore her last meeting, the Chair thanked Fiona for her contributions to the Committee.

**24.22 COMPLAINTS POLICY AND PROCEDURE**

24.22.1 **AGREED** Members recommend the Court of Governors Complaints Policy and Procedure (Document NOM 250226F) to the Court.

**24.23 RECRUITMENT OF HOLDERS OF SENIOR POSTS**

24.23.1 The Chair withdrew this item prior to the meeting<sup>2</sup>.

**24.24 LINK GOVERNOR AND LINK MEMBER ALLOCATIONS**

<sup>1</sup> Onsite facilities can be arranged for those who have difficulties participating remotely.

<sup>2</sup> Therefore, there is no Document NOM 250226G for this meeting.

- 24.24.1 Members received an update on link governor and link member allocations (Document NOM 250226H).
- 24.24.2 **AGREED** Members confirmed that the scheme would be incorporated into the induction programme for new governors and independent committee members.