

BOARD OF TRUSTEES MEETING Minutes

Date 21st July 2022

Time 15:00

Venue Teams/TheGraduate room

Quoracy 9

Circulation:

Shingai Dzumbira, Nathan Parsons, Will Brewer, Jacob Jefferson, Chih Hsiang Lo, Toby Kunin, Edward Hodgson, Charlotte Earl, Thom Barnes Wise, Azzees Minot, Harnaik Dhillon, Angella Hill Wilson, John Dubber, Robert Pegg.

Roohi Mehra, Mark Crook, Steve Russell, Louise Marjoram, George Dowding, Tracy Murphy,

Apologies for Absence

Harnaik Dhillon, Toby Kunin and Thomas Chaloner, Angella Hill-Wilson.

Will Brewer and Chih-Hsiang Lo were at the graduation ceremony taking place at the same time so joined the meeting at a later point. SD confirmed that we are able to vote in their absence.

Declarations of Conflict of Interest

No conflicts raised

6.1 Minutes of the previous meeting

The Minutes of the 12th May 22, be approved as a true and accurate record of that meeting.

6.2 Matters Arising

John Dubber suggested that previous minutes from meetings be distributed in all future board meetings.

6.3 Ratification of Student Trustees

Louise Marjoram

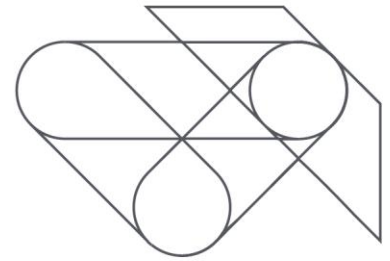
LM introduced the new Student Trustees which are Caleb Heather, Thomas Chaloner, Jake Thomas, Shydle John and D’Juan Blake.

Minutes

Board of Trustees

Dana Dempsey

21ST JULY 2022



The Board approved these new Student Trustees.

6.6 Chairs update

Shingai Dzumbira

RM asked if the papers were circulated outside of the meeting as there were lots of positive things that have happened. Is there any way we can promote the work we have been doing? **SD** is working with **GD** to do a video to talk about the year. As we have received some constructive criticism from the university. These will go to different departments and directors in university **JJ** mentioned that we have been doing an online promotions **GD** also confirmed that this will be promoted online.

6.7 CEO update

Roohi Mehra

RM has introduced herself and provided an update of work she has done so far, **RM** met Stuart Croft – vice chancellor, Sharon Tuersley, Chris Twine, Becky Freeman, meeting with Adele Brown next week, planning to meet Rosie Drinkwater, supposed to meet Hannah Friend today, also met Paul who oversees Warwick volunteers and many others, **RM** attended finance general planning committee, nomination committee and university council, **RM** also went to university council dinner with **LM**, **RM** and **SD** attended graduation ceremony and made useful contacts, they were also invited to a graduation dinner tonight, **RM** asked each directors to nominate their deputies to act in their absence, **RM** organised “away day” where they discussed income generation, producing operational plan to match our strategy and how to improve collaborate working across the **SU** and university. The next big project is welcome week where everyone will be out to promote the **SU**, our focus is to promote the Bread Oven, the Dirty Duck and Advice Centre. Some of our departments have changed their names – our commercial team will be known as Operations and Governance & Influence will be Membership services. **RM** have been also meeting other CEO’s, also meet John Dubber, Simon Gerry from Newcastle, Kate who works at Oxford university, Daryl in Sheffield, Jo Thomas who works at Birmingham, Aidan Grills who is **RM**’s mentor. **RM** joined online CEO zoom meeting. **RM** have tasked all teams to visit as many **SU**’s as possible, we are going to visit **SU**’s in Sheffield, Coventry, Manchester, we asked for tours, and we will look at their values. **RM** has been involved in the ‘teaching excellence framework’ a piece of work that Louise’s team are working with Dan Derricott.

JD would like to know what came out of these meetings **RM** had. **RM** university has challenging viewpoint of **SU**, but they are also positive people who are passionate to work with us. **RM** also wants to make sure that everyone knows that we are independent from university and we are not part of them. We also had a speed dating meeting where **RM** met as many people as possible from each area. **RM** also suggested for teams to join meetings with other teams so everyone is involved and included, this included reverse mentoring. We are also looking to completely improve the profile and signage of the **SU** by the welcome week.

RP would like to understand why the commercial services changed their name to Operations. **SR** the reason being is that we look after the clubs and societies, facilities department, reception, all the commercial areas. So we do not do commercial only but lots of other things such as none-profit events like a sports ball.

6.8 Governance implementation

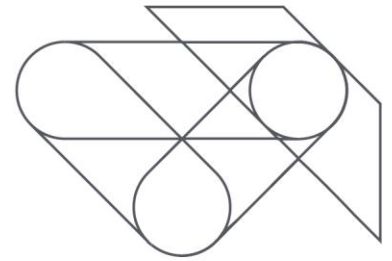
Louise Marjoram

Minutes

Board of Trustees

Dana Dempsey

21ST JULY 2022



LM to summarise 35 recommendations presented to us from Advance HE is around strengthening the culture of the SU and approving the quality of democratic and governance processes. We already implemented 15 of those recommendations and the rest is on track. We went out and promoted the SU and we have number of activities planned to improve the SU. We had some difficult conversations with university regarding us not being able to implement all 35 recommendations, but we were given more time to rectify this by the end of November, which we hope to achieve.

TB asked if we still doing “Zones” and if so, is there progress? **TB** would like to know if November is realistic timescale to implement the rest of recommendation. **LM** regarding the first point we do not know as we are still doing the research. Regarding the second point we have a project plan in place so may need input from everyone.

6.9 Managements accounts

Mark Crook

MC We had block grant approved for next year by council. We had 3% increase however, we did not get the additional funds we asked for. University announced pay rise for their staff for next year so we will have to bring the papers to the board of trustees in October for recommendation for pay reward for our staff. **AM** regarding increases to the National Living Wage how will this be implemented? **MC** advised it is difficult to get increase National living wage without making other changes in organisation unless we get that income from other sources. There is a meeting on 3rd August so we will start looking at this during this meeting. This will affect our permanent and casual staff. **RP** asked how much our casual/student staff gets pay. **MR** confirmed that they get pay more than minimum wage even that the policy suggesting a minimum wage.

6.5 CEO objectives

Will Brewer

HD Overall thoughts are that the CEO objectives are very inward looking, organisation, finances, but no customer measures except a reference to student satisfaction in Point 7 and as this is in priority order says that this is the lowest priority where surely it should be the first? Where is the output / customer objectives?

WB working within charitable objectives in law is just expected and regards to engagement and satisfactory targets is already in our strategy. Regarding EDI could be potentially added to people and performance but we will need to decide on target. **TM** confirmed that as per their strategy they have an EDI committee, and they are going over 10 principles. They have 1st draft of EDI strategy which will be published by the end of August. **SD** does not think that is appropriate to put this as a six-month objective, but this can be reviewed as a long term. **RM** wanted to make sure that everyone is aware that student participation is essentially at the heart of everything, any decision or every meeting that we have, and we talk about how we can get more students included.

The Board approved.

SD asked if there is any other business to be discussed.

LM had one request to the board. We currently have a Warwick graduate Management trainee working within the SU at the moment and as part of her development **LM** would like to request that at the next board meeting in October she is invited to observe. This was approved.

RM recognised that **LM** has done a great work to get that graduate to start with the SU without us having to pay.

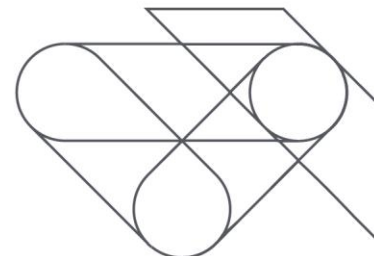
WB thanked a few colleagues who are leaving the Board

Minutes

Board of Trustees

Dana Dempsey

21ST JULY 2022



Jacob Jefferson, Nathan Parsons, Shingai Dzumbira. Student trustees: Toby Kunin, Charlotte Earl, Edward Hodgeson

Next board meeting will be on 20th October 2022.

Minutes

Board of Trustees
21ST JULY 2022

Dana Dempsey