

Policy Proposal:

Date: 14/01/2025

Proposer/s: Holly Lloyd

Current Policy/Situation

Under the current articles, external trustees can serve for a maximum of two terms. While this ensures regular turnover and fresh perspectives, it can also create challenges, particularly when key trustees with experience and institutional knowledge are required to step down just as they've gained the skills and insight to make a long-term impact.

32. External Trustees and University nominated Trustees

32.6. External Trustees may serve a maximum of two terms which may either be consecutive or non-consecutive.

New Proposal

The new proposal seeks to address the challenges state above by extending the term limit from two to three terms, offering trustees the option to serve for up to nine years instead of six.

32.6. External Trustees may serve a maximum of three terms which may either be consecutive or non-consecutive.

The proposed change aligns with the Union's goals of ensuring effective governance, by extending trustee terms, the Union will enhance its capacity to deliver long-term projects, navigate challenges, and maintain strong leadership.

To ensure that this change balances continuity with fresh perspectives, Trustees will still need to be reappointed by the board and approved at the relevant governance meetings for each term. The three-term maximum prevents trustees from serving indefinitely while providing sufficient time for impactful contributions.

Rationale for the change

What are the pros and cons of the change? How will any cons be managed/mitigated?

A third term ensures that the trustee board maintains a balance of experienced and newer members, enabling greater stability in decision-making and operations.

This is especially critical during periods of organisational or external challenges, allowing the board to draw on long-term expertise.

Many projects, such as strategic planning, sustainability initiatives, or large-scale changes, require long-term oversight to succeed. Allowing trustees to serve an additional term provides the continuity needed to see these initiatives through.

Trustees often become most effective in their second term as they build experience and confidence in their role. A third term enables the organisation to fully benefit from their development, expertise, and leadership.

Extending trustee terms helps retain critical knowledge of organisational history, key partnerships, and operational context, reducing the risk of knowledge loss during board transitions.

The ability to extend terms provides flexibility in succession planning, ensuring smoother transitions and giving newer trustees the chance to learn from experienced colleagues.

What consideration or consultation have you taken prior to submitting this proposal? *All proposals go the exec team to be confirmed, so having insufficient consultation/consideration could mean the proposal is rejected.*

These amendments have been discussed with the Trustee Board and are supported the University Registrar and align with the Univeristiy's governance, which allows independent governors to serve three terms.

Have you considered any impact of the new proposal on any of the protected characteristics as listed in the Equality Act 2010? *What are the impacts and how will any negative impacts be managed/mitigated? For more information on the protected characteristics please see [Equality Act 2010 \(legislation.gov.uk\)](https://legislation.gov.uk)*

Appendices *if necessary.*