

UNIVERSITY OF LEICESTER

COUNCIL

15 October 2025

Annual Report of the Nominations Committee for 2024-2025

Purpose of this report

1. The Nominations Committee reports to Council following its meetings, and to Court periodically, as required by the flow of business, but does not present its full minutes to either body. Instead, it reports by way of specific recommendations and updates, and otherwise submits an annual report to Council.
2. This is the Nominations Committee's Annual Report to Council for 2024-2025 covering relevant activity in the period from 1 August 2024 to the Committee meeting held on 22 September 2025, when it was approved by the Committee. Council is asked **to note** this report, which is normally published on the University's website.

Membership

3. The membership of the Nominations Committee includes a majority of lay members and staff members of Council *ex officio*. In the period covered by this report the membership was as follows:

Lay members

Gary Dixon	Member and Chair throughout
Martin Cullen	Member to 25 September 2023
Sophie Dale-Black	Member throughout
Cathy Ellis	Member from 1 September 2023
Liz Blyth	Member from 9 September 2023

Staff members

Nishan Canagarajah	Member throughout
Henrietta O'Connor	Member throughout
Catherine Morley	Member throughout (Senate member of Council)

4. The University's Registrar and Secretary, Geoff Green, was in attendance at all meetings of the Committee.
5. The role of Secretary to the Committee was carried out by the Governance Office.
6. Activity in the period covered by this report was considered by the Committee at meetings held on 23 September 2024, 20 January 2025 (by correspondence), 20 February 2025 and 9 June 2025. The outcome of business during the year is summarised below, including a summary of previous reports to Council made throughout the 2024-25 year.

Terms of Reference

7. The Nominations Committee terms of reference were approved at the September 2024 meeting.

Members of Council – New Appointments and Reappointments

8. Following and extensive recruitment process and appropriate due diligence, in February 2025 the Committee approved the appointment of a new Chair of Council, Mr Neil Goulden, with effect from 1 August 2025 for an initial 3-year period.
9. Since the tenure of the two co-opted members of Audit and Assurance Committee would end in July 2025, the Committee agreed to recruit a new member with specific accountancy experience.
10. In February 2025, the Committee recommended the following courses of action for approval by Court and Council:
 - a) The reappointment of Sophie Dale-Black for a further 3-year term as a lay member of Council from 1 August 2025
 - b) The re-appointment of Rishi Madlani for a further three-year term on Council from 1 August 2025
 - c) The re-appointment of Kevin Nagle for a further three-year term on Council from 1 August 2025
 - d) The re-appointment of Richard Tapp for a further three-year term on Council from 1 August 2025

Student Member of Council

11. The Committee approved the addition of a second student member to Council. Following a recruitment process and subsequent interviews, conducted alongside the Students' Union a PGR Student was added to the membership of Council for 2025-2026 onwards, to sit alongside the President of the Students' Union.

Council Membership of University Committees and Attendance Monitoring

12. Attendance records of members of Council at meetings of Council and its four key 'compliance' committees were first published within the University's Financial Statements for 2016-2017. This information has since been published annually in the Financial Statements.
13. At its meeting in September 2024 the Committee reviewed the 2023-2024 attendance record of all Council members at meetings of the governing body, and the attendance record of Council members serving on the four key 'compliance' committees of Council – the Audit and Assurance, Finance and Infrastructure, Nominations and Remuneration committees. The Committee identified no major concerns with members' attendance records during 2023-2024, which were subsequently published in the University's Financial Statements. It was noted that in future annual attendance monitoring should include People, Equity, Diversion, Inclusion and Wellbeing Committee (PEDIWC).
14. The Committee approved the Council membership of University committees for 2024-2025 at its meeting held in September 2024.

Council Effectiveness

15. A sub-group of the Committee considered several tenders for the external Council Effectiveness Review and following extensive consultation appointed the Good Governance Institute to conduct the review. The review was conducted over the summer term 2025, with initial feedback in June 2025 and the final report in September 2025.

Ceremonial Governance

16. The Committee noted that the University currently had 3 Public Orators, who supported graduation ceremonies. An open recruitment process was held to identify a fourth Orator and this is still in process.

Corporate Governance Code of Practice, Fit and Proper Persons Assurance, EDI Monitoring

17. At its September 2024 meeting, the Committee approved the Corporate Governance Code of Practice and Code of Conduct, for recommendation to Council for its approval. In February 2025 the Committee noted the annual Fit and Proper Persons procedure assurance report, assuring compliance with requirements of Office for Students registration and of the Finance Act 2010. The assurance given by Nominations Committee was also reported to the Audit and Assurance Committee (AAC) in April 2025 to enable AAC to comply with its full remit.
18. EDI demographic information as disclosed by Council members for 2024-2025 is attached at the Appendix

Gift Approvals

19. The Committee approved a donation of £1.5m from the National Lottery Community Fund and a legacy donation of £4m.

Appointment of new Full and Associate Members of Court

20. During 2024-2025, Council approved recommendations from the Committee for the following individuals to be invited to be appointed as Associate Members of Court, each to serve for a three year term in the first instance.

Name	College/School/Department	Emeritus Professor from
David Ekserdjian	Media and Communication	1 August 2024
Mark Phythian	History, Politics & International Relations	30 September 2024
Alice Smith	Population Health Sciences	1 January 2025
Russell Wallis	Respiratory Sciences	1 October 2024
Andrew Coleman	School of Psychology and Vision Sciences	1 October 2024

21. At the time of writing this report the current total membership of Court stood at 99 full members (three of which are were members of Court in more than one capacity) and 118 Associate members. There is no specified maximum for the total membership number in either category, although the 2015 review of the membership of Court proposed that the total number of Full members should be maintained at 'around 100'. Associate members of Court do not attend the annual meeting.

22.

Action required

23. Council is asked **to note** this report, which will be published in due course on the University's website.

Sally Priddle

Assistant Secretary to Council; Secretary to Nominations Committee

Appendix: Council member EDI demographic information 2023/24 (derived from EDI disclosures only)

Council 2023-24 EDI Demographic					
Disability					
Disclosed	%	Not Disclosed	%	PNTS	%
3	15%	16	80%	1	5%
Ethnicity					
White	%	Minority Ethnic	%	PNTS	%

16	80%	3	15%	1	5%
Religion					
Disclosed	%	No Religion	%	PNTS	%
12	60%	6	20%	2	10%
Sexual Orientation					
Heterosexual/Straight	%	LGB+	%	PNTS	%
17	85%	2	10%	1	5%
Gender					
Male	%	Female	%	PNTS	%
10	50%	10	50%	0	0%
Grand Total					
20					