

TRUSTEE BOARD MEETING | 5pm 13th May 2015

1 ANNOUNCEMENTS & MEMBERSHIP

Present: Nona Buckley-Irvine (Chair), Ingvild Lockert, Rahat Siddique, Thomas Maksymiw, Alastair Duncan, Stella Michael, Indo Vickerson, Scott Gammon, Mahamid Ahmed

Apologies: Sebastian Bruhn

Absent: Kabu Senapitak

In attendance: Staff: Josephine Sesay (Secretary), Pari Dhillon, Peter Greaney

2 MINUTES OF LAST MEETING & SUB-COMMITTEES

2.1 The minutes of the meeting held in February 2015 were confirmed as providing an accurate record.

2.2 The minutes of the Extraordinary Board meeting held in April 2015 were confirmed as providing an accurate record.

3. MATTERS ARISING

3.1 Action List:

4) - Alastair tabled to Trustees the generic Constitution currently used by the Athletics Union

10) - Nona provided a verbal update to Trustees that the Deputy CEO had looked into the feasibility of microwave provision on SSH but it was not practically possible. Instead energy would be put into lobbying the School for better microwave provision.

All actions were confirmed as completed.

4. CEO REPORT

4.1 The Chief Executive updated trustees on the current staffing changes. Trustees were informed that the Finance Team have now settled successfully into the organisation and are up to date with all current processing and reporting.

Trustees were further updated on the successful achievements and objectives of the Unions Staff Forum.

4.2 An update on the benchmarking of staff salaries report was presented to trustees. The Chief Executive confirmed that the exercise highlighted that on average the SU roles are on par or very slightly above the average salaries for staff in comparative sectors, therefore making the research outcome to be successful.

The research also suggested that the SU should continue to push for cost of living adjustments from the University to maintain fair salaries for our staff.

Trustees formally praised and thanked the Chief Executive for the hard work put into carrying out the research

and establishing a motivated staff team.

4.3 It was said that this will be carried over to the June Trustee Board meeting.

ACTION: Trustee Board secretary to add Dashboard/Performance update for May to the June Trustee Board Meeting Agenda.

5. FINANCE

5.1 The Union's Finance Director presented to trustees a report summary of the financial position for March, illustrated in the monthly management accounts.

The overall financial position of the Union was said to be currently forecasting achieving the 15k budget approved by trustees at the start of the year. Trustees highlighted the issue with aged debts and the negative variances. It was confirmed that as a result of the settlement of the finance team, the Unions Finance Manager will be meeting with budget holders with an objective of recovering outstanding aged debts and reviewing detailed variances.

The Union's Finance Director concluded the paper by reporting it is expecting to work within its budget for the current financial year with a small surplus expected.

5.2 The Chief Executive presented to trustees the Budget Negotiation 2015-16 Update paper. It was said that LSE have not approved any of the additional funding. The General Secretary confirmed that lobbying the School for a review of the decision made is currently underway and the need for an HR Manager is being highlighted as an essential recommendation for the continued operations of the SU.

Trustees suggested that as an alternative, the Union should consider looking at changing the reserves target, the designated reserves for gym equipment, and riskier/more ambitious budgeting for commercial income. It was confirmed that this will be looked into as part of the next budget meeting alongside risks.

Trustees were asked to circulate any further thoughts on SU finances and budgeting

ACTION: Trustees to circulate via the trustee email thread any thoughts they have on the SU finances before the June Trustee Board meeting.

6. STRATEGIC REVIEW UPDATE

6.1 It was said that this will be carried over to the June Trustee Board meeting.

ACTION: Trustee Board secretary to add Strategic Review Update to the June Trustee Board Meeting Agenda.

7 ANY OTHER BUSINESS

7.1 Two members of the Men's Rugby Working Group (MRWG) provided a PowerPoint presentation to the Trustee Board. This consisted of the Clubs aims and objectives for the year ahead if reinstated and reasons why the disbandment of the Club should not be upheld.

The General Secretary thanked the MRWG members for their time. Trustees discussed between themselves their thoughts on the presentation. It was said that there had been some feedback from various liberation

groups but this was not wholly representative of all the liberation officers. Trustees agreed that should the club be reinstated, it is imperative a formal agreement is constitutionalised and a code of conduct is put in place. Trustees further agreed that due to the club's lack of self-regulation, robust accountability measures are to be imposed.

Trustees formally approved to defer the decision making on the constitution to the A&D Officer, AU President with the SU staff support which will be reported back to Trustees via email.

It was agreed that given the sensitivity of the issue, trustees would exercise discretion over the decisions and the Chair would consult with the Board with respect to further decisions.

ACTION: Once completed, Nona to report to trustees via email the plans for the Men's Rugby Club's constitution.

Trustees discussed the options for the future of the Men's Rugby Club (MRC). Trustees concluded by agreeing that Option B should be further investigated as the preferred option, but Option A to be the secondary option. Both options to include a probationary period before full reinstatement.

ACTION: Alastair is to take forward Option B as a preference and Option A if necessary, both with the addition of a probationary period, and provide an update on this in the June Board meeting.

Trustees concluded by formally praising Nona for her hard work throughout the process of the MRWG report and decision making.

DATE OF NEXT MEETING: 5pm Wednesday 24th June 2015