


THE STUDENTS' UNION AT UWE

EXTERNAL TRUSTEE
CANDIDATE PACK
2025



THE STUDENTS'
UNION
AT UWE



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INCLUSIVE BOARDS

WELCOME FROM OUR PRESIDENT



The Students' Union at UWE, founded in 1971, is a registered charity, with more than 39,000 members, who are current students at UWE Bristol. We are led by students, with elected Presidents representing the student experience and academic interests of all those who attend UWE Bristol.

Our Presidents and Officers do this by shaping The Students' Union policy, running campaigns, and attending meetings at various levels of the University to make sure the student voice is heard. They also work with a team of staff to enrich students' university experience by giving them as many opportunities as possible while at UWE Bristol.

This includes over 130 sports clubs and societies, including a range of national, faith and identity societies that provide vital opportunities for students to build communities with likeminded people. We also have 1,000 Student Reps, who work alongside our elected leaders, to amplify the student voice and make real change.

In addition, we have a range of social justice or liberation campaigns and student groups, as well as lots of volunteering or job opportunities to help students bolster their CV. Furthermore, we offer independent advice through our Advice Centre and run events to support students' mental health and wellbeing. We also run a variety of services and commercial outlets, such as our cafes and shops across all three UWE Bristol campuses.

Our Board of Trustees acts on behalf of The Students' Union with ultimate responsibility for the strategic direction, financial well-being and reputation management of the organisation. The Board of Trustees contains five elected President Trustees and two recruited Student Trustees, whose role is to ensure that all decisions are made with the best interests of students in mind, and that we are serving our members to the best of our ability.

The Board also has up to four external independent trustees, these are voluntary positions filled by people who have knowledge and experience in one or some of the following areas: finance, human resources, strategic development, fundraising and campaigning, business management and not for profit organisations.


We are seeking two new members who will join the existing Board of Trustees supporting the oversight and strategic direction of The Students' Union. This is an exciting time for the organisation as we strive to deliver the remaining elements of our Strategic Plan, which focuses on four key areas: Sustainability, Wellbeing and Welfare, Representation and Inclusion and Diversity. If you are excited by the opportunity to make a real difference to our students, employees and stakeholders, and are looking for a challenging and rewarding role, we would love to hear from you.

Best Regards,

Kolawole Samuel Olure

President and Chair of the Board of Trustees,

The Students' Union at UWE



ABOUT US

The Students' Union is here to give students opportunities, build communities and represent the student voice during their time at UWE Bristol. We are a 39,000 strong organisation and we support and engage with students across all campuses, courses and backgrounds.

Elected by students, the presidents and officers represent the student voice by shaping The Students' Union policy. Through campaigns, meetings with various levels of UWE Bristol, they make sure the student voice is heard.

We give students as many opportunities as possible during their time at university. Whether it's help finding a job or joining a sports club or society, The Students' Union encourages students to make the most of their time at UWE Bristol.

The Students' Union also has shops and bars on Frenchay, Glenside and City Campus, as well as a nursery on Frenchay.



**THE STUDENTS'
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AT UWE**

OUR MISSION

To represent the voice of the full diversity of the student community, providing independent advice, advocacy, life changing activities and opportunities in order to positively impact the student experience at UWE.

OUR VISION AND VALUES

OUR VISION

We are a critical part of student's lives. We empower our members to shape their university experience.

OUR AIMS

Strategic goals fall under the following categories:

- Sustainability
- Welfare and Wellbeing
- Representation
- Inclusion and Diversity

OUR VALUES

- WE PUT STUDENTS FIRST
- WE DRIVE CHANGE
- WE ARE INCLUSIVE AND DIVERSE
- WE ARE COMMITTED TO SUSTAINABILITY

The delivery of our strategic goals is underpinned by our foundation projects:

- Fit for purpose data systems
- Supporting Presidents to succeed
- Excellent teams
- Effective communication

More information can be found [here](#)



COMMITMENT TO EQUALITY, DIVERSITY & INCLUSION

Equality, diversity and inclusivity (EDI) underpin our core values. We are working to ensure that our commitment to equality is reflected in the behaviour, values and practices throughout the University.

We are actively seeking to promote a culture where discrimination, bullying and harassment of any student or member of staff is unacceptable. We welcome applications from anyone regardless of their disability, ethnicity, heritage, gender, sexuality, religion, socio-economic background and political beliefs.

The Student Union is deeply committed to inclusive working practices, so during the application process we commit to:

- Paying for childcare whilst you are at interviews where these take place in person.
- Paying for your travel costs to the office and back for interviews held in person.
- Making any reasonable adjustments – for example ensuring we have a sign language interpreter organised in advance if you'd like them.
- Providing this document in a Word document format readily available to download.
- Offering a guaranteed first stage interview with Inclusive Boards for disabled candidates who meet the minimum requirements for the role.

If there is anything else you are concerned about or think we could provide, please let us know



ABOUT THE BOARD

The Board of Trustees contains five elected officer trustees and two student trustees. Their role is to ensure that all decisions are made with the best interests of students and that The Students' Union is serving its members to the best of its ability.

The Board also has up to four external independent trustees, these are voluntary positions filled by people who have knowledge and experience in one or some of the following areas: finance, human resources, strategic development, fundraising and campaigning, business management and not for profit organisations.

The Board of Trustees acts on behalf of The Students' Union with the ultimate responsibility for the strategic direction, financial well-being and reputation management of the organisation.

ABOUT THE ROLE

As an external trustee, your role will be to actively participate in board meetings and any sub committees to ensure the growth and longevity of The Students' Union.

RESPONSIBILITIES:

- To actively contribute, together with the other trustees, the Officer Team and the Chief Executive to ensure that The Students' Union has a clear strategic direction that meets the needs of its members and is focused on achieving these.
- To be an ambassador of The Students' Union, safeguarding and developing its reputation and values.
- To ensure that The Students' Union uses its resources exclusively in pursuance of its objectives.
- To ensure that The Students' Union complies with its governing documents, charity law, company law and any other relevant legislation or regulations.
- To contribute actively to the Board of Trustees, using any specific skills, knowledge or experience to help the Board reach sound decisions.

PERSON SPECIFICATION

The individuals appointed as trustees must be committed to the Mission, Vision and Values of The Students' Union at UWE, with the ability to think creatively and a willingness to speak their mind.

This is a great opportunity for someone willing to volunteer their time to work with a dedicated team of elected Students' Union Officers and Student Trustees, which has responsibility for the governance, finances, legal aspects and strategy of the charity.

Through these appointments, we are seeking External Trustees who can bring ONE of the following areas of specialism to the Board:

- Strategic Marketing expertise
- Governance expertise



KNOWLEDGE AND EXPERIENCE:

- An understanding of the issues facing students in higher education today and the role of a students' union
- Operating at a strategic leadership level
- Ability to assimilate and analyse information quickly in order to debate issues at strategic levels.
- An understanding of charity and governance processes.

SKILLS AND ABILITIES:

- Ability to establish strong working relationships with a wide range of individuals and stakeholders.
- Ability to work effectively within a democratic structure.
- Ability to use judgement to ensure the long-term sustainability of The Student Union.
- Ability to provide direction and support in a way that inspires confidence in and commitment from others.
- Robust judgement and the ability to seek and challenge information to reach decisions.

PERSONAL QUALITIES:

- A team focused approach building a culture of openness, collaboration and trust.
- Inclusive: champions equity, diversity and inclusion and encourages others to do the same.
- Confidence to speak openly, and communicate clearly and effectively.
- Committed to continuous advancement of The Student Union, motivated by leading in a student-led, democratic workplace.
- Honesty, integrity, and a commitment to transparency.
- An interest in the work of students' unions and the needs of its members.

ADDITIONAL INFORMATION

TIME COMMITMENT:

The Board meets four times a year, in June, October, December and March. While in-person attendance is preferred, flexibility is allowed for occasional meetings.

Additionally, External Trustees may be required to join a Sub-Committee, such as the Finance & General Purposes (F&GP) or Staff Committee, which meet monthly. For these meetings, in-person attendance is preferred but online participation is more common.

CONFLICT OF INTEREST:

All candidates will be asked to disclose any actual, potential or perceived conflict of interest, and these will be discussed with the candidate to establish whether and what action is needed to avoid a conflict or the perception of a conflict.

TERMS OF APPOINTMENT:

Once appointed and approved by the Student Council, the term lasts for four years and may be renewed for an additional four years.

LOCATION:

Most meetings will be held in the Students' Union building on the Frenchay campus but may also take place at other UWE campuses, such as Bower Ashton, Arnolfini or Glenside.

As mentioned, in-person attendance is preferred for full Board meetings, while greater flexibility is allowed for Sub-Committee meetings.



HOW TO APPLY

The recruitment process is being undertaken by Inclusive Boards on behalf of The Students' Union. If you wish to apply for this position, please supply the following by: Time: 23:59

Date: 2nd March 2025

- A detailed CV setting out your career history, with responsibilities and achievements.
- A covering letter (maximum two sides) highlighting your suitability for the role and how you meet the person specification. Please note that the covering letter is an important part of your application and will be assessed as part of your full application.
- Please provide details of two professional referees together with a brief statement of their relationship to you and over what period of time they have known you. Referees will not be contacted without your prior consent.
- Diversity monitoring form - your data will be stored separately from your application and will at no time be connected to you or your application.

If you have any questions or would like to arrange a call to discuss the role please email UWE@inclusiveboards.co.uk or call 0207 267 8369.

Please visit www.inclusiveboards.co.uk/opportunities to apply.

Thank you for your interest in becoming an External Trustee for The Students' Union at UWE.



INCLUSIVE BOARDS

About Us

Inclusive Boards is the UK's leading board diversity practice. We have worked alongside over 300 organisations to provide support with Board recruitment, development and governance reviews. We strive to be at the forefront of equity and diversity, and believe that everyone should be represented at Board level. Additionally, we also provide bespoke training sessions on a variety of subjects including personal branding, inclusive recruitment practices and board structures and governance as well as delivering leadership development programmes for underrepresented leaders across a range of sectors.

Contact us today

Improve diversity on your Board, please don't hesitate to contact us via hello@inclusiveboards.co.uk.

To join a Board, sign up to become a candidate via our website and be notified of the latest opportunities as and when they become available.



www.inclusiveboards.co.uk



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