**NOMINATIONS SUB-COMMITTEE REPORT 2020**

The Nominations Sub-Committee (NSC) assists the Section Board and Members of AIUK Section in making decisions on governance appointments, to ensure effective governance. The NSC seeks out appropriately qualified candidates for the elected and appointed positions on the Board, its subcommittees, and other appointments or nominations. The NSC endeavours to ensure that the number of appropriately qualified candidates exceeds the number of vacancies; seeks candidates with diverse backgrounds and experience and works with the Board to ensure diversity within AIUK’s governing bodies.

The NSC consists of six members currently, two of whom are Members of the AIUK Section Board, and currently has one vacancy. Three of our six members only joined the committee in May after a lengthy recruitment campaign. All three bring much valued external HR and recruitment knowledge to the committee.

The NSC supports the nomination process of the following bodies/roles: AIUK Section Board and AIUK Charitable Trust Board; Finance Audit and Risk Sub-Committee, Activism Sub-Committee, Human Resources Sub-Committee, Campaigns and Impacts Sub-Committees; Grants Sub-Committee; International Board roles, AGM roles and the AIUK Director.

The NSC supports the securing of nominations and making of appointments through being aware of when governance vacancies will arise and at the appropriate time advertising and liaising with candidates, supporting the assessment of potential candidates and appointment and induction of successful candidates. Following appointment, the NSC supports training and appraisal during the lifespan of the role and undertakes succession planning.

During the last 12 months the NSC supported the appointment of 15 governance positions; established a process to select a youth delegate to attend the Global Assembly; supported the appointment of a new Section Chair, Vice-Chair and Deputy Returning Officer. Tom Harrison replaced James Lovatt as Chair of the NSC. The NSC has been working to increase awareness of governance roles within AIUK Section and how to apply for them. The NSC attended several local group events and regional conferences to provide information on governance roles and encourage potential candidates.

The NSC is responsible for attracting candidates to governance roles who appreciate the importance of equality and diversity. Equality and diversity forms part of the NSC’s current work plan and they are actively seeking ways to successfully engage with diverse audiences. As part of the diversity programme Board Members as part of their induction programme receive unconscious bias training. External advice and open advertising are used for recruitment for governance roles. The NSC has introduced a new short-listing procedure where the identity of the applicants is removed from the application form before the form of considered by the short-listing panel. The agencies which are instructed do not have any connection with Amnesty International UK. This year the NSC has developed its outreach strategy to bring new skills into governance roles, including social media, and continue to use networks to encourage others to spread the word of the availability and accessibility of vacancies.

Article 28.2 requires the Nominations Sub-Committee to make an annual written recommendation on the skills and experience it believes should be sought in the election of Directors. Following an audit of the Board’s skills the Nominations Sub-Committee has identified the following areas of expertise which will be required in 2021: 1. Human Resources and recruitment 2. Fundraising and other forms of income generation 3. Experience of other charities and NGOs.

If you could help, please get in touch: [nomcom@amnesty.org.uk](mailto:nomcom@amnesty.org.uk)

Tom Harrison, Chair, Nominations Sub-Committee