

AMNESTY INTERNATIONAL UNITED KINGDOM SECTION

NOMINATIONS SUB-COMMITTEE REPORT 2025

The Nominations Sub-Committee (NSC) assists the AIUK Section Board, the AIUK Section Charitable Trust Board and members of AIUK Section in making decisions on governance appointments. The NSC seeks out diverse and appropriately qualified candidates for the elected and appointed positions on the Boards, its subcommittees, and other appointments or nominations.

To achieve this, the NSC works with the Section and Charitable Trust Boards, the Returning Officer, the Governance Team and others, within and external to the organisation. The NSC endeavours to ensure that the number of appropriately qualified candidates exceeds the number of vacancies and seeks candidates with diverse backgrounds and experiences.

The NSC currently consists of seven members, two of whom are Members of the AIUK Section Board, two are members of the AIUK Section Charitable Trust Board, one is a member of both Boards and two are independent members who bring with them external human resources, business, and recruitment experience.

In addition to overseeing the recruitment and appointment of candidates, the NSC also ensures that governance induction and appraisal procedures are consistent with good practice.

During the last 12 months, the NSC has overseen the recruitment of two Trustees for the AIUK Charitable Trust Board, two co-opted members of the Section Board and two members of the Campaigns and Impact Sub-Committee. Open recruitment processes were held and appointment panels received anonymised applications.

At the time of writing, the Sub-Committee was preparing the recruitment of up to three additional Board members for the Charitable Trust, and for members of the Finance, Audit and Risk Sub-Committee, the Nominations Sub-Committee, the People, Culture, Inclusion and Safeguarding Sub-Committee and the Charitable Trust's Grants Sub-Committee.

In 2025, four candidates were nominated for the Section Board elections, one fewer than in 2024 and 2023. All candidates who stood were elected unopposed.

Calls for nominations for the Section Board and for the AGM elected positions are usually placed on the website at the start of the calendar year. This year, an advert was placed in

the winter edition of the magazine which stated the positions available for election and appointment.

The Nominations Sub-Committee notes with concern that no nominations were received by the original deadline for the AGM Chair (2026) or the Members and Directors Appeals Committee. Only one nomination was received for the Standing Orders Committee, although two positions were available. The nomination deadline has now been extended and we urge Section members to consider applying. Further information is available on the website and from nomcom@amnesty.org.uk.

In our last report to the AGM, we noted the need to review our approach to undertaking a Board skills audit. In early 2025, we did trial a new approach and expect to provide the Section's membership with an indication of useful skills needed, which we will post on the AIUK website well ahead of the nominations deadline for the 2026 Board elections.

The Nominations Sub-Committee remains keen to see an increase in the number of members standing for Board elections. We would welcome expressions of interest from members and are available to provide further information either by email or an informal discussion.

We recognise the importance of professional and AIUK activist experience on Boards but also believe that effective and balanced governance requires members with diverse life experiences and personal characteristics. We believe that anyone can be a Board member and urge anyone with an interest to get in touch by contacting the NSC at nomcom@amnesty.org.uk.

Helen Horton

Co-Chair, Nominations Sub-Committee

**AMNESTY
INTERNATIONAL**

