Amnesty International UK

BOARD MEETING

Minutes of the Meeting held on Saturday 11 July 2015 Conference Room, Human Rights Action Centre New Inn Yard, London EC2A 3EA

Present:

Board Members:

Sarah O'Grady (SO'G) Chair Ruth Breddal (RB) Vice Chair Richard Cryer (RCr) Treasurer

Jerry Allen (JA)

Cris Burson-Thomas (CB-T) (Left part-way through agenda item 18.1)

Eilidh Douglas (ED)

Stuart Hathaway (SH) (Left part-way through agenda item 18.1)

Tom Sparks (TS)

Tom Hedley (THed) (Left part-way through agenda item 18.1)

Hugh Whitby (HW)

Apologies

Ade Couper (AC) Harrison Littler (HL) Hannah Perry (HP) Sarah Ward (SW)

In Attendance:

Kate Allen (KA) AIUK Director

Tim Hancock (TH) Director of the Chief Executive's Office

Kerry Moscogiuri (KM) Director of Supporter Campaigning and Communications

Rosie Chinchen (RC) Director of Fundraising

Alice Kelly (AK) Staff Representative to the Board

Kari Walker (KW) Nominations Committee
Rosie Chapman (RCha) Interim Company Secretary

Allan Hogarth (AH) Head of Advocacy and Programmes (attending for item 15 – ICM)

Minutes:

Selma Shirazi PA to the Director

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Number		
MB53/15	HOUSEKEEPING	
	Welcome & Introductions	
	The Chair welcomed Board members and attendees to the meeting.	
	<u>Apologies</u> The Board received apologies from Hannah Perry, Harrison Littler, Ade Couper	
	and Sarah Ward.	
	There were no declarations of interest.	
MB54/15	Agenda Item 9: PREVIOUS MEETING	
9.1	<u>Draft Minutes 17.05.15 – Accuracy</u>	
	The Board APPROVED the minutes.	
9.2	Matters Arising	
	The Board noted matters arising and were updated on progress made since the last meeting as follows: Work was now underway to look at ways of reorganising the AGM and	км/тн
	annual conference event and timing.THed had agreed to become the Board's Health and Safety	THed
	 representative. Now that the CAPP review has been completed any further updates or related work will be addressed by the HRSC rather than included updates the Record's (mostless or prints). 	ка/км
	 under the Board's 'matters arising'. TH will update the Board on AGM resolutions progress (2010 to present) at the October Board meeting. 	тн
	 The evaluation of 'Women in Afghanistan' campaign will come to the October Board meeting. 	км
	JA and KM to discuss the Country Co-ordinators' concerns about adequacy of communications and bring the issues back to the September Governance Day/Board meeting.	JA/KM
	 CB-T has now completed the action on 'material re-organisation'; the final definition will be brought to the October meeting after consultation with lawyers. 	СВ-Т
	 Board members will be invited to feed into the Chair's appraisal in August. 	SO'G/RCh
	 The Board requested that matters arising be reduced to, ideally, one side of A4. Chair and RCh to edit. 	SO'G/RCh
MB55/15	Agenda Item 10: CHAIR'S REPORT	
	The Chair thanked staff for the quality of the Board papers and for the very	

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Number	valuable Away-day in May facilitated by Radojka Miljevic; noting that some of the agreed actions were already being applied.	
	The Chair reported on her activities since the May Board meeting including attending: Association of Chairs' events The forthcoming GTF meeting on 18 July The HRAC 10 th Anniversary Lemington Spa Peace Festival Magna Carta events at the Law Society NCVO Leadership Breakfast Seminar Law Society lecture by Dianne Abbott The June FSC meeting London Pride Participating in the ICM PrepCom Tele-Conference The July Trust meeting The AIUK ICM delegation tele-conference as well as various meetings	
MB56/15	within AIUK, including the Director's mid-year review. The Chair informed the Board that she will be taking some time off in August and that the Vice Chair, RB will be covering her absence. Agenda Item 11: DIRECTOR'S REPORT	
	KA presented her report to the Board providing an overview of key developments since the last meeting which included an update on the development of AIUK's Strategic Plan 2016 to 2020, the Section's work on Risk, developments on the constitutional review, the 100 day strategy — working to ensure connections with the new government are maintained and to seek and attend meetings with politicians and key senior civil servants in order to discuss their position and ensure we support them to speak up for the Human Rights Act.	
	The Board was updated on the Investigatory Powers Tribunal (IPT) litigation and the recent revelation that GCHQ had intercepted and accessed Amnesty International's communications. KA informed the Board that she and the Secretary General have written to the Prime Minister calling for a judge-led independent inquiry. The Board will be notified of any progress on this issue.	
	KA also reported the good news of a significant reduction in deaths in the Mediterranean as a result of the reintroduction of 'search and rescue' – something AIUK was instrumental in calling for.	
	In response to a question from ED, KA said that AIUK had held a Parliamentary briefing for SNP MPs and their researchers, with some 50 people attending the event. KA will also be attending the SNP and other major political party conferences in the autumn.	

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	The Chair thanked KA for her report and congratulated her and all relevant	
	teams for the extraordinary work done.	
MB57/15	Agenda Item 12: REPORTS FROM SUB-COMMITTEES, NETWORKS AND	
	GOVERNANCE TASK FORCE	
12.1	Activism Sub-Committee (13 June 2015)	
	The Board noted the minutes of the ASC meeting of 13 June 2015. KM said	KM
	that she would circulate dates for the regional conferences as soon as they are available.	
12.2	Finance Sub-Committee (25 June 2015)	
	RCr reported that the main areas of discussion were the Fundraising Growth	
	plans/scenarios, Risk, Trust-Section Working, and an evaluation of the effectiveness of the FSC (it scored above 'good' at 3.2).	
	encentreness of the 150 (it scored above good at 5.2).	
12.3	Governance Task Force (30 May 2015)	
	The GTF discussion was mainly recommendations on the constitutional review, discussed under item 18.	
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12.4	Human Resources Sub-Committee (4 June 2015)	
	KM reported on the HRSC's discussion on the CAPP report 'Learning for the Future' which takes forward recommendations from the working parties on	
	lessons learnt during CAPP. The project is now evolving to work under the	км
	banner 'Building for the future'. SMT are working on setting the	
	organisational priorities for next year so there is enhanced clarity for staff and volunteers on what the Section will be working on.	
	HRSC also discussed the 'our people' report, and the implications of	
	progressing some areas of work given the delay in recruiting the new Director	
	of Corporate Services. The aim is still for the report to come to the Board in October.	
	RCr asked whether there was a dashboard on KPIs on Human Resources	SS
	(staffing), and was told that one does get presented to the HRSC. SS to post this on Basecamp, and SMT will consider whether anything further needs to	KA/SMT
	go to the board, in addition to HRSC.	
12.5	International Issues Sub-Committee (23 May 2015)	
	The Board noted the minutes of the IISC meeting of 23 May 2015.	
MB58/15	Agenda Item 13: AGM/NATIONAL CONFERENCE 2015	
13.1	Evaluation of 2015 AGM/National Conference	
	The Board noted and discussed the evaluation of the 2015 AGM/National	
	Conference, which had also been reviewed by the ASC. The following	
	comments were received:	

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	 While the event was well run it was recognised that the format needs to be reviewed going forward. A lot of this is within the Board's gift and is not dependent upon the constitutional review. In particular more needs to be done to inspire delegates/activists and to encourage more participative democracy within Section. ASC have concerns, raised by youth and student delegates that more needed to be done to make the event more engaging for these delegates. The voting system needs an overhaul, as the current system is perceived as off-putting for effective engagement. An electronic voting system is required, if possible by next year's AGM. Proxy votes: there needs to be more members either attending the AGM and/or participating via proxy on the resolutions and decisions in order for the AGM to be seen as credible/accountable. Changes to the resolutions in working parties might make proxies null and void – this needs to be taken into consideration as it would be in breach of the Companies Act 2006. The AGM papers are not accessible; they are too long and wordy. For example consideration should be given to introducing a word limit for background notes and even, perhaps, resolutions. The Board recognised that progress had already been made in improving the AGM, but much more work was needed. KM thanked the Board for their comments and will bring back a business case for electronic voting to a Board meeting later on in the year. 	KM
13.2	Anti-Semitism Resolution TH updated the Board on his meeting with the Secretary to the All Party Parliamentary Group on Anti-Semitism. It had been a good meeting. He reported that there is evidence of increased anti-Semitism when hostilities break out in Israel/OPT. The authorities in the UK are doing well standing up to and dealing with anti-Semitism. TH felt that AIUK would not add anything to the significant amount of research that other organisations are already undertaking. The International Secretariat and especially the EU Amnesty body are looking at hate speech and discrimination. As an added measure, the UK ICM delegation will start some conversations at the ICM and listen to what other Sections are doing on the issue. The Board thanked TH for the update.	
13.3	AGM Decisions Implementation Update TH presented a paper updating the Board on the implementation of outstanding AGM decisions. The report will be revised to include more information and details before sharing with members/posting on the website. TH will be liaising with the agreed Board members per each resolution and	

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- ramser	aims to put a fuller report up on the website by the end of the month.	тн
	An amendment to resolution B1 (2014) was made; the Board liaison is TS (not SH).	тн
MB59/15	Agenda Item 14: AIUK STRATEGIC PLAN 2016-2020	
	TH presented a paper informing the Board of SMT's current thinking on AIUK's priorities for the next strategic period. The process leading up to this point has been informed by responses by AIUK members to the consultation on the global strategic goals, SWOT and PESTEL analyses conducted by AIUK teams and the Board (May 2015 Board Away-day), the Leadership Team conference (November 2014) and a series of discussions involving the SMT and other members of the Leadership Team.	
	 The following priorities resulted from the contributions and thinking to date: Human Rights Work (Individuals at Risk, Human Rights Act, Human Rights Defenders, Responding to Crises, Ensuring accountability for human rights abuses). Harnessing the power of the movement (improving supporter care and insight, develop a supporter journey programme for activists, enable member-led campaigning, develop new modes for effective activism, radically overhaul the National Conference and AGM). Growth. 	
	 Being more effective (enhancing governance, making the charity/section structure work for AIUK, ensuring great campaign and project planning). Learning and Innovation (understanding our impact, enabling and supporting innovation and improving our ability to manage change). 	
	The Board discussed the priorities. RCr stated that the time-frames covered by the global strategic goals, AIUK's strategic goals and the previous planning period do not align, although in future this will be less of an issue, as AIUK will await finalisation of AI's strategic plan so that the international plan informs AIUK's strategic plan. For this cycle the difference in the respective organisation's planning cycles will need to be explained when the document/plan goes public.	тн
	JA asked why there wasn't enough international thinking, as he was concerned that the plan may be too domestic in outlook. TH responded saying that both local groups and AIUK staff specifically sought more clarity on their objectives/priorities to work on which could be measured for impact; this is not always possible with internationally set goals.	
	The Chair stated that the learning and innovation goal is an important one, human resources and the ways of working will need to be looked at in detail in order to maximise the Section's potential and its impact when delivering	

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Number	this goal. In addition CB-T suggested that harnessing changes in technology be reflected in the strategy, as this will be key over the next five years.	
	RCr requested the addition of a Finance Strategy to the supporting strategies underpinning the new plan.	
	The Chair invited comments from the Staff Representative, who said that she had received feedback from staff asking whether the 29% growth target is too high; and for clarity on the organisational change referred to in the draft plan (at page 10). TH assured AK that the change does not refer to another CAPP process and it is not necessarily a change to staffing structures but more about how we work. AK also said that another member of staff was concerned that there may not be enough resources to deliver what appeared to be three priority campaigns listed on page 4 of the draft plan.	
	The Board thanked TH for the paper. A draft plan, which will include more thinking about achieving and reporting impact, will come to the Board in October with a view to finalise and adopt the plan at the December Board meeting.	ТН
MB60/15	Agenda Item 15: ICM	
	The Chair welcomed Allan Hogarth, Head of Advocacy and Programmes and AIUK ICM Delegate to the meeting.	
15.1	Briefing on Assessment The Board noted paper B/2928; TH briefed the Board on the assessment framework due to be adopted at the 2015 ICM, the framework will result in significant savings to AIUK mainly because it proposes not to include any fundraising investment in the assessment calculations – and AIUK is planning to invest more heavily into fundraising. The assessment framework will be working on real-time income resulting in a better budgeting/phasing process for Sections. The new framework also caps 'core costs' at 17.5% of gross income so there is an incentive for AIUK to reduce its core costs which are current 20% of its gross income.	
	CB-T, EL and KA to meet for an in depth brief on the framework and to look at how it will affect other countries – ahead of the ICM.	CB-T/KA/ EL
	The Board thanked TH for the briefing and APPROVED the framework prior to the ICM.	
15.2	Board Priorities on ICM Resolutions	
	The Board noted paper B/2929; that sets out topics for key conversations and AIUK priorities at the ICM. The Board were asked to help shape the priorities	

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	of the ICM delegation and to provide instruction and guidance to a number of resolutions and on the implementation of AGM decisions B1 and B2 (2015).	
	TH informed the Board that the key resolutions for the AIUK delegation are 'sex workers', 'governance reform' (including one section one vote) and 'organising nationally'. The delegation also need to pursue the implantation of AGM resolutions B1 (asking for a balance between 'new' and 'signature issues' in the Strategic Goals) and B2 (asking for amendments to the Strategic Goals to include trade unions/trade unionists). The latter will more challenging because the Strategic Goals ICM resolution has changed since it was presented to the AGM. Thed informed the Board that Shane Enright, Community Organisers – Trade Unions and Workplace, will be working on a briefing for the ICM delegation which should help in their deliberations.	
	TH sought guidance for the ICM delegation on handling AIUK's resolution (5c2) calling for the International Board to provide a written report on the implementation of ICM Decisions to each Chairs Assembly meeting (this point has already been agreed to by the International Board) in addition to providing a final report to be presented for adoption by the International Council and AI Spain's resolution (5c3) calling for changes to the ICM Standing Orders and also adoption of several reports by the ICM. TH asked whether AIUK should merge resolutions with AI Spain or take the AIUK resolution off the table. The Chair reported that AI Spain have contacted her asking for AIUK's support to their resolution.	
	The Board discussed both resolutions and AGREED to keep AIUK's resolution as is and support the common elements of AI Spain's resolution.	
	On resolution 5b1, Al Switzerland were concerned about the risk of small sections in the Global South and East closing due to lack of funding. The Board instructed the delegation to align their position to that of the International Board.	
	On resolution 5b4 – AI Israel seeks a Resolution	
	 To instruct the International Board to ensure that the movement's democracy full and equal participation and the values of One Amnesty are protected in the process of the Global Transition Programme, and Calling for the Secretary General to review his decision to place a 'satellite office' in East Jerusalem which means that the some neighbouring Sections will not freely be able to communicate with the office nor travel to meet one another there. 	
	The Board instructed the delegation to align their position to the International Board.	
	On resolution 5c1 – Governance Reform; "one section one vote" the Board discussed the principles outlined in the resolution and had a range of views.	

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Number	On balance the Board AGREED NOT to support the resolution , as the majority view was that the current proportional system is better than "one section one vote", as individual sections are membership organisations; and investment in the global transition programme is a more appropriate way, in the longer term, of achieving the resolution's aims. Thed reminded the Board that this issue was previously analysed by the IISC, and a paper on the subject was drafted by then Chair of IISC and Board member Rona Keen. SS to circulate this paper to the Board. The Board thanked TH for the paper.	SS
MB61/15	Agenda Item 16: AIUK PERFORMANCE	
16.1 16.2	Performance Against Operational Plan (July 2014 to Date) The Board noted the Operational Plan 2014-2015 and the Report Against Plan — Highlight Report June 2015. The Chair thanked staff and congratulated the relevant teams on the delivery of their objectives. For future reports, the Board requested more information and detailed plans specifically on the areas that are not progressing as well as hoped. The Chair also asked that if the LGBTI network is a constitutional one, its reports should also be coming to the Board for information/discussion.	тн
16.2	Investment Mandate Changes The Board noted paper B/2931 detailing proposals for short-term changes to the investment mandate for Trust and Section to maximise return and restrict risk, pending development of proposals for longer-term policy changes.	
	The Board considered the report and noted the FSC's discussions. The proposed changes meant that there was a bigger pool of potential banks to place deposits with and the Board commented that it would be important to draw up clear criteria to ensure that Section and Trust only made deposits with banks whose activities did not undermine AIUK's reputation and ethos. The Board AGREED the following new investment mandate:	
	 Only Deposits/Certificates of Deposits/Treasury Bills Minimum long term credit rating issued by Standard and Poor's A Maximum maturity of 1 year stated within the investment Management Agreement, however any investments over 3 months require approval from the Director of Corporate Services, Treasurer and Director A maximum of £500K of investment will be held with one single approved counterparty across the Amnesty group of clients 	
16.3	April Financial Report	

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Number	RCr presented the AIUK Section Finance Reports for April 2015 which showed that AIUK was ahead of the budget for the year because of fundraising underspends. Investment has been reallocated to address this and the revised forecast for the year was now showing a deficit of £558k against the original budget which showed a £422k deficit. The principal reason for the increased deficit is the additional cost of the interim cover for the Director of Corporate Services post. The interims are providing a very valuable service. The Board discussed the report and noted the revised departmental in-year forecasts.	
MB62/15	Agenda Item 17: CORPORATE RISK STRATEGY	
	KM presented paper B/2933 updating the Board on progress made on creation and management of a risk framework for AIUK. SMT and the relevant teams have assessed the assurance on each of the 6 strategic risks, four of them have 'limited assurance'. The overall corporate assurance framework and the sources of assurance are under review and more work will be undertaken over the summer, including scoping areas for internal audit. The Board discussed the paper. RCr stated that probably the biggest risk was reputation, because of the actions that others might take in AIUK's name. He argued that Section will need to build-in additional assurances for utmost accuracy, perhaps using the 'two pairs of eyes' principle in any approval process for published material. The Board thanked KM for presenting the paper.	
MB63/15	Agenda Item 18: GOVERNANCE	
18.1	Constitutional Review RCha provided the Board with an update on progress in preparing the constitutional review consultation paper and sought the Board's views on a number of outstanding questions to be included in the consultation which were as follows: ■ The number of people required to call an extraordinary general meeting. This number is currently 100 members the proposal is to increase this to 1% of the member Section's membership (12,000 members).	
	The Board recognised that this was potentially a controversial question, although it was also recognised that:	

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	 It would be important to seek the views of all members on the question, and not just those who attended AGMs When the 100 members requirement was originally set Section's membership was much smaller than it is today Given their cost EGMs should only be called where there is a genuine need. 	
	The Board AGREED to state in the consultation paper the Companies Act default percentage of 5% (as per Company Law), but recognising Section's special circumstances to consult on increasing the existing requirement to 1% at this stage. The paper to also clarify that the numbers refer to members not weighted voting.	
	 Whether the chair of the Board should also chair the AGM 	
	There were a range of Board member views on this proposal, with some members saying that, in their experience, the format had not worked very well when it was used in the past as it had demanded too much of the Chair. Other Board members said that it would help change the way the AGM is run, make the Board more visible, increase accountability, enable the Board to fulfil its obligations as regards legal requirements and build trust.	
	The Board AGREED to consult on the proposal to determine members' views on the question.	
	 Composition and size of the Board; the consultation will propose that the size of the Board reduce to 12 in number, made up of 8 elected and 4 co-opted. 	
	There were a range of views on the merits of reducing the size of the board to a maximum of 12 Board members. Some Board members felt that the issue should be deferred; whereas others supported the proposal. No one was in favour of increasing the number of co-opted places.	
	TH, CB-T and SH left the Board meeting (at 4.30pm)	
	The Board AGREED to consult on the proposal to reduce the size of the Board to 12 in number, with a ratio of 9 elected and 3 co-opted and to seek members' views on the question.	
	 Consider whether to propose that the gap before a former Board Member is eligible to stand again be increased to three years or extended to six years. 	
	The Board re-confirmed its earlier decision (December 2014) on this question and AGREED to consult on a 3 year gap.	

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	 The Chair of the Section's Board can be elected from any of the Board members (i.e. including co-opted members) and not just the elected members as it currently stands. 	
	Again there were a range of views on the proposal with some in favour and others against. However, the Board AGREED to consult on this issue to get a sense of members' views on the question.	SO'G/RCh
	The Board noted that these decisions will be reflected in the consultation paper.	
18.2	Progress Report on recommendations by the Governance Task force	
	ED presented to the Board an update on progress of implementation of recommendations made by the GTF, including those recommendations from the GTF which are yet either to be agreed or delegated.	
	The Board AGREED the report including the following updates to those recommendations marked 'to be agreed': Board to develop a Protocol for version control of all Governance documents. (GTF Meeting 8 March 2014) – AGREED and noted that	
	this was already being introduced Paper on recommendations concerning financial accountability of the IS to AIUK. (GTF Meeting 19 July 2014) – AGREED that the Sub-	Rch/TH
	committee chairs and Board members of GTF take this forward Guide on support for members holding elected posts. (GTF Meeting 19 July 2014) - AGREED that the Sub-committee chairs and Board members of GTF take this forward	so'G
	 Board to ensure they have on-going engagement with members. (GTF Meeting 10 January 2015) - AGREED 	so'G
	 Activism Sub-Committee should be responsible for oversight of future consultation - AGREED The level of transparency of all Subcommittees should be the same as 	so'G
	for the Board of AIUK in that their minutes, agendas and other papers for meetings should be made available on the website as soon as possible. (GTF 30/5/15) - AGREED that the Sub-committee chairs and Board members of GTF take this forward	ED/KM
	 List of documents which should always be available to members – GTF to recommend which documents (GTF Meeting 10 January 2015) – AGREED and GTF to list which documents to be made available. 	
	These FOUR recommendations are either yet to be discussed by the Board or pending investigations on how they will be carried out. The Chair to bring these back for Board decision at a later date.	SO'G
	All votes where less than 75% majority by show of voting cards are moved to a card vote. (GTF Meeting 19 July 2014)KM is investigating electronic voting – this will come to the Board for decision. GTF will be	ED

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Number	updated accordingly. Board members elected unopposed require ratification at AGM by ordinary resolution. (GTF Meeting 6 December 2014) The Chair will bring this issue back to the Board for discussion. Develop a digital strategy for Governance and consider having an online members' forum (GTF 10 January 2015) This issue is still under consideration. Each Board committee should consider its composition and the requirements for membership of that committee. They should make recommendations about these to the Board and when approved these should be included within the committee's terms of reference. (GTF Meeting 30 May 2015) This will be discussed by the Board at a later date. The Chair thanked ED for her paper and noted that she would update the paper to reflect the Board's comments and decisions for the GTF's final meeting on 18 July 2015. The Board thanked the GTF for the very valuable contribution and help with constitutional matters.	SO'G/KA
	Update on other governance developments RCha presented a paper detailing several updates including: Material produced at the May Board away-day Board skills audit results Board, Trust and sub-committee calendar of meetings for 2016. The Board discussed the results of the recent skills audit and the list of possible skills to be sought by the Board via a co-option. The Chair to email the Board asking for their views on which skill to seek from a co-opted board member advert. The Chair will involve the Nominations Committee in the process of seeking this new co-opted Board member. The Board AGREED that it would be helpful to organise Board member training on finance strategy and reporting, audit and risk, core legal	SO'G
MB64/15	duties/regulation and retail services. The Board noted the 2016 draft calendar of governance meetings. Agenda Item 19: SECTION & TRUST WORK BRIEFING	
	 The Board noted the paper setting out initial thinking on criteria for reviewing the relationship between the Charitable Trust and Section: to ensure that AIUK continues to be free to campaign without limitations to reflect accountability to both members and other financial supporters to take advantage of the benefits of gift aid; and to keep the administrative structures and workings of AIUK as straightforward as possible. 	

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	The Board noted that FSC have looked at the issues and prioritised issues to be considered when proposing a solution. These proposals, including a timetable, will be presented at the October Board meeting.	EL/KA	
	The meeting ended at 4.30pm.		
	Dates of Next Meetings		
	 19 September 2015 (Governance Day) 17 October 2015 5 December 2015 		

Chair's signature	
Date	