Imperial College Union
Board of Trustees / 25 February 2026

Re-Appointment of External Trustee

Author(s): Nico Henry (Union President)
Prof Stephen Richardson (External Trustee/Chair of the Board of Trustees)
Clem Jones (Governance & Executive Manager)

Purpose: To approve the reappointment of Prof Dot Griffiths

Decision: To approve

1. Context

Article F of the ICU Constitution sets out that the membership of the Board of Trustees shall have "not more than five External Trustees, appointed in accordance with the Byelaws".

Prof Dot Griffiths is currently one of our External Trustees and her current term is due to end on 30 April 2026:

Consecutive Terms of Trusteeship	Start Date	End Date	Paper cross reference
Completed first term	1 May 2017	30 April 2020	TB/20-21/07
Completed second term	1 May 2020	30 April 2023	TB/20-21/07
Current third term	1 May 2023	30 April 2026	TB/22-23/34
Proposed fourth term	1 May 2026	30 April 2029	This paper

For the avoidance of doubt, ICU's Governing Documents do not limit the number of terms for which Lay Trustees can serve, with Byelaw B stating "External Trustees may serve further terms of office, subject to the appointment process outlined in Clause 16" - the Board and Union Council approval process.

For completeness, the Charity Good Governance Code suggests that if a trustee has served for more than nine years, any further reappointment of them should then be:

- subject to a particularly rigorous review and take into account the need for refreshing of the board
- explained in the trustees' annual report.

The suggested evidence and assurance charities are invited to provide regarding meeting this aspect of the refreshed Code is having "[f]ixed terms for trustees to enable board renewal – no more than nine years unless evidence of exceptional reasons".

In these circumstances, we believe that there are exceptional reasons for reappointing Dot for a further three-year term. Dot has been instrumental in the creation and continued delivery of the ongoing Executive Education Student Leadership Course run in partnership with the Business School, which provides an invaluable development opportunity for our student officers. She has extensive knowledge of the university context and goes above and beyond to provide support for our staff and officers and is extremely generous with her time – more than one would reasonably expect of any voluntary trustee.

2. Pen Profile

Dot is an Emeritus Professor of Human Resources Management at Imperial, having served as Deputy Dean/Dean of the Business School, followed by almost 4 years as the Provost's Envoy for Gender Equality. She has been an Executive coach and chaired a large NHS Trust. Dot also sits on ICU's Governance & Membership Sub-Committee, having previously served as Chair. She was awarded an OBE for Services to Higher Education in 2010. In 2019 she was appointed to the Council of the University of Bath.

As such, Dot has extensive experience and understanding of the Imperial community and issues impacting university students. Dot is a valued member of the Board of Trustees and has spearheaded the Certificate in Student Leadership programme for Sabbatical Officers.

3. Recommendation

It is proposed that Prof Dot Griffiths is reappointed to the role of External Trustee, effective 1 May 2026, to serve a three-year term ending 30 April 2029.

4. Actions to be undertaken subsequent to Decision

Following formal decision by Board, we will: -

- Notify Union Council of this decision at its next meeting in order to ratify the decision.
- Directly inform key stakeholders of the decision.
- Ensure the exceptional reasons for reappointing an External Trustee for a fourth consecutive term are evidenced in the 2025-2026 Year End Trustees' Annual Report.