DE MONTFORT UNIVERSITY LEICESTER

INDEPENDENT GOVERNORS AND CO-OPTED MEMBER OF THE PEOPLE AND CULTURE COMMITTEE

De Montfort University (DMU) Leicester

CANDIDATE INFORMATION PACK

WELCOME FROM THE CHAIR OF THE BOARD OF GOVERNORS



While the world of higher education is beset by challenges on all sides, it is also a world of opportunity. That really is the business of universities like De Montfort. We create opportunities for students to thrive, enabling them to build confidence, unlock their potential and achieve outcomes that may once have seemed beyond their reach. Our institution is based on the principle of widening participation and there is now an opportunity for you to participate in the life of De Montfort University (DMU) by becoming an independent governor or co-opted member of our People and Culture Committee.

Although established as a university just over 30 years ago, DMU's history stretches back more than 150 years with links to educational institutions in Leicester. It endows us with a real sense of belonging to the communities we serve, with a high proportion of our undergraduates coming from the richly diverse city and the county beyond.

Our campus, sitting on the edge of the city by the River Soar, brilliantly combines buildings dating from the 13th century, Georgian architecture, splendid Victorian structures, including the original home of the Leicester School of Arts, the Hawthorn Building, and stunning faculty buildings of the 20th and 21st centuries. Most importantly, our campus is open as a thoroughfare, and it makes the life and work of the university indivisible from our home city.

The challenges to which I referred at the beginning are multiple. Potential students are, now more than ever, seriously questioning whether university is for them and that puts enormous pressure on our recruitment. Meanwhile universities face rising costs, but international recruitment is falling. Ravaged by inflation, fees for home students are now worth barely two thirds of their original value. Be assured, however, that we face these challenges head on.

We have just concluded the delivery of our five-year strategy – The Empowering University – led by our Vice-Chancellor, Professor Katie Normington. It has enabled us to devise a clear and outstanding offer to students in which their interests and successes become the primary focus of our efforts. The introduction of block teaching – in which students concentrate on, and are assessed in, one element of their course before moving on to the next – has increased student satisfaction and made De Montfort a leader in the sector. The board have just approved our next strategy – the Empowering University: Engage. Educate. Elevate. – which sets out bold and ambitious plans building on what we have already achieved.

We now have around 20,000 students on our Leicester campus, including those from the UK and overseas, undergraduate, postgraduate and degree apprentices, as well as nearly 2,500 studying with our UK partners and over 13,000 on campuses abroad as part of our transnational education initiatives. We operate campuses in Dubai and London, and have significant partnership operations in Kazakhstan, Cambodia, China and Malaysia, as well as other smaller partnerships worldwide.

We have a strong and effective board, comprising student, staff, and independent governors. Our independent members, whose ranks you could be joining, bring career experience that spans, Boots, the BBC, ITV, Whitehall, the health sector,international finance and, of course, higher education.

WELCOME FROM THE CHAIR OF THE BOARD OF GOVERNORS

We now wish to add to that strength by recruiting new independent governors, and particularly welcome applicants with experience in audit, legal, AI and international. We are also looking to specifically bolster the membership of our People and Culture Committee with a co-opted member with expertise in HR, workforce and employment matters or people, culture or digital transformation.

Being a part of DMU's Board of Governors can be fulfilling and satisfying. We are not here to manage the university – that is for the executive team. But we work closely with them to ensure that the strategic plan is delivered, that we meet the obligations we have to our students, and that we maintain the highest standards of oversight and governance.

For independent governors, the board meets in person, on campus, six times a year, including one extended day-long meeting where we set aside the normal agenda and look more widely at strategic matters and the sector. Occasionally we will meet online to deal with a specific matter that may have arisen. Each independent member of the board sits on at least one committee, frequently on two, and there is real work to be done. For co-opted committee members, it is usually four committee meetings a year held virtually.

We also want to see you around campus. Getting to know the work of the university at ground level is the best way of informing your role. There is no way around this: being a governor or co-opted committee member of a university is a commitment.

No opportunity brings more returns than our graduation ceremonies. See the joy on the faces of our students at graduation ceremonies; take pride in the fact that you are supporting one of the most inclusive universities in the country; feel the fulfilment of seeing your efforts rewarded by seeing the reputation of DMU grow and grow. Most important of all, take some satisfaction from knowing that you have had a hand in creating a shining opportunity that may just change the course of a young person's life.

This is an ideal moment to join us and help deliver our new strategy, creating an environment where every one of our people can thrive and contribute to the bold vision we've set for the future.

Ian Squires
Chair of the Board of Governors



PEOPLE AND CULTURE COMMITTEE

Our People and Culture Committee is the prime mechanism through which the Board of Governors approves strategies relating to people matters. Our people – our students and our staff – are at the very heart of everything we do, making the People and Culture Committee a critical forum in shaping the university's future by championing an environment where talented people can thrive, innovate and make a lasting impact. It provides strategic oversight of workforce development, organisational culture, student experience and staff and student wellbeing and inclusion, ensuring our people remain at the heart of everything we do. Current members have both public and private sector experience, including the NHS, Boots, Oxfam, Gong cha Global, and Christian Aid.

Welcome from the Chair of the People and Culture Committee:

The success of any university depends on its people. At DMU, we have set out a clear ambition to be a bold and inclusive university that empowers people, strengthens places and helps shape a fairer world. The People and Culture Committee sits at the heart of that ambition, ensuring we create the culture, leadership, wellbeing, development opportunities and inclusive environment that enable both our staff and students to flourish.

As Chair, I am looking for a co-opted member who shares our commitment to positive change and can bring valuable external perspective to our work. This is an opportunity to contribute to discussions that matter, supporting the university as it develops a future-ready workforce, strengthens inclusion and belonging, and delivers on its strategic ambitions. Your expertise could help shape decisions that have a lasting impact on our university community and beyond.

Beverley Shears
Chair of the People and Culture Committee



THE BOARD OF GOVERNORS:

Independent governor:

The Board of Governors ('the board' is responsible for determining the educational character and mission of the university and the general oversight of its activities, including the effective and efficient use of its resources. It approves the university's strategy, which supports and informs the setting of strategic and other priorities for the future. It is guided in its role by a vice-chancellor who, as chief executive, is responsible for providing transformational leadership to ensure the university achieves its strategic aims, delivers an outstanding student experience, and fulfils its responsibilities to staff and key stakeholders.

Independent governors are members of the board. They are appointed in accordance with the Instrument and Articles of Government. The board comprises eminent external individuals of national standing, two elected staff representatives (one academic and one from professional services, two student representatives and the vice-chancellor, who is an ex-officio member of the board.

Co-opted member of the People and Culture Committee:

The People and Culture Committee is the prime mechanism through which the Board of Governors approves strategies relating to people matters and seeks assurance that DMU has in place the processes and people to deliver the people and culture-related objectives and KPIs, as set out in the Empowering University strategy, and its supporting strategies focused on issues of people, culture and transformation.

The committee ensures the development of employment policies and practices that increase employee engagement and commitment, provide development and support mechanisms that enable DMU to attract, and retain, the highest calibre of talent in the market. The committee receives assurance that there are policies and procedures in place for dealing with staff performance, discipline, dismissal and grievance and other key people policies and legislative requirements. The committee receives assurance that there are mechanisms in place to support students in areas such as health and wellbeing, compliance with regulatory requirements and safeguarding, and ensure continued enhancement of the student experience.

Co-opted committee members are members of a specific committee, but not members of the Board of Governors. Co-opted committee members are appointed to contribute specialist knowledge relevant to a committee's remit and address skills gaps.

Key responsibilities:

Governors and co-opted committee members are appointed under the same conditions. The responsibilities of the board as a body are articulated in more detail in its Instrument and Articles of Government are required to:

a. Act in accordance with the Instrument and Articles of Government of the university, the university's Standing Orders, and the university's internal rules, regulations and policies.

b. Contribute to discussions at committee meetings in a constructive and supportive manner, applying relevant skills and expertise as appropriate.

c. Support and scrutinise the performance of the university and, where necessary, provide appropriate challenge to senior staff members and fellow board members.

d. Give time to the role as reasonably required to fulfil their responsibilities as a serving member of the committee; attend insofar as possible all committee meetings and be sufficiently prepared for meetings.

e. Accept and share collective responsibility for all decisions taken by the committee.

f. Devote time to understanding the university and its operational environment.

g. Take up opportunities to acquire and keep up-to-date skills and knowledge.

h. Abide by the university's Code of Conduct.

i. Abide by the Nolan principles of conduct in public life.

j. Abide by the requirements of the Office for Students.

Standards of corporate governance:

Governors and co-opted committee members are responsible for ensuring that the public and private funds entrusted to the university are properly used for the purpose of teaching, carrying out research and in furtherance of its charitable aims as an exempt charity. Governors and co-opted committee members have a duty to observe the highest standards of corporate governance, meeting the requirements of the Committee of University Chairs' Code of Higher Education Governance, ensuring and demonstrating integrity and objectivity in carrying out the business of the university and, wherever possible, by following a policy of openness and transparency.

As the university is a charity and a registered company, governors and co-opted committee members have the duties and responsibilities of company directors and charity trustees. The Board of Governors is responsible for the university's compliance with legal and regulatory requirements, including the Office for Students (OfS) Regulatory Framework and the OfS's Terms and Conditions of Funding. The university maintains directors' and officers' insurance to cover governors in their roles.

Governors and co-opted committee members must not be bound in speaking by any mandate from another body: they must declare interests, both actual and perceived, which may arise in the conduct of the board's business, and they must observe the board's protocols on the confidentiality of its papers and discussions.

Further information can be found at:

De Montfort University – Board of Governors

De Montfort University – Instrument and Articles of Government

De Montfort University – Standing Orders for the Board









OUR PROMISE

Global education and research that creates opportunity, changes lives and shapes the future.

OUR VISION

A bold and inclusive university that empowers people, strengthens places and helps shape a fairer world.

OUR VALUES

Curious. Collaborative. Courageous. Compassionate.

OUR PEOPLE

A university where students and staff thrive

- Flexible and personalised lifelong skills and learning
- Inclusive, career-focused education for the jobs and industries of the future
- Research-empowered teaching, inspired by new technologies
- Staff and student wellbeing and belonging

OUR LOCAL COMMUNITIES

Co-creating opportunity and sustainable growth for our campus cities

- Progression pathways for schools, colleges and community partners
- A trusted partner for employers, skills, enterprise and local growth
- Civic, cultural and social impact people can see and feel




THE EMPOWERING UNIVERSITY
OUR IMPACT

THE WORLD

Global reach, shared opportunity and sustainable futures

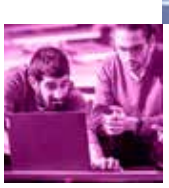
- Growth in transnational education and international reach
- Mobility shared opportunity across our campuses and wider partnerships
- Leadership in sustainable development, climate education and environmental, social and governance (ESG)

SOCIETY

Knowledge and ideas that shape a changing society

- Research and innovation solving real-world problems
- Policy influence, practice and public debate in social justice and other areas of distinctive strength
- A future-focused university helping society respond to technological, economic and social change





ENGAGE. EDUCATE. ELEVATE.

LESSONS FROM THE PAST, IDEAS FOR THE FUTURE

Our £136 million campus transformation project created what we believe is one of the finest teaching settings in the UK. The work was informed by an understanding that DMU has an ongoing responsibility to Leicester citizens to honour the city's past and understand its future potential.

Located in the heart of Leicester, DMU's campus blends the historical and the new, reflecting the great tradition of our home city and its buildings, while creating a legacy.

Part of the vision for the new campus involved landscaping and orientation that made it an open, welcoming and inspiring space connected naturally to city life – the ultimate success of which was acknowledged by the city mayor, among others. The pedestrianised area of Mill Lane, which runs from the city-side of the campus down to the riverside, became a striking public pathway featuring seating areas, flower beds and the same stone used to give nearby Cathedral Square a complete makeover before the re-burial of Richard III.

Complete with rain gardens, which capture excess rainwater to feed trees and plants, the area echoes our commitment to recycling and reducing waste, which has put us among the top 200 universities in the world for sustainability, in the Times Higher Education Impact Rankings 2026. In recent years, we have also been recognised for being one of the country's greenest universities after prestigious wins in the 2022, 2023, and 2025 Green Gown awards, which reward the most sustainable initiatives happening across higher education. Our £136 million campus transformation project created what we believe is one of the finest teaching settings in the UK.

The work was informed by an understanding that DMU has an ongoing responsibility to Leicester citizens to honour the city's past and understand its future potential.

Our centrepiece is the award-winning Vijay Patel Building, which houses our art and design courses in a space as creative as the staff who teach and the students who study there. We also invested £4.2 million restoring Leicester Castle located at the edge of our campus, giving new life to this historic frame by making it the base for our Leicester Castle Business School.

The striking Hugh Aston Building – housing our business and law courses – benefitted from a £5.5 million extension called The Yard, providing more than 22,000 square metres of space.

Providing contrast to the contemporary features, the 19th-century Hawthorn Building has modern labs and facilities designed to replicate current practice in health and life sciences, while the 20th century Queen's Building offers industry-level facilities to support our computing, engineering and media students.

Our campus offers many great places to eat, drink, work and relax in, all in a welcoming environment that shares Leicester's distinctively open, exciting and forward-looking spirit.

A Top 20 University

Our students' votes placed us as the 17th best university overall in the 2026 WhatUni Student Choice Awards.

An 'Excellent' Five Star University

★★★★★

Rated by QS Top Universities for our teaching, facilities, employability, global outlook and more.

Developing and improving our campus is a big strategic priority, not just to improve the look and feel, but to ensure we can provide the best learning, teaching and social space we can, both now and into the future. Our campus development plan aims to lead us through the next decade and includes the reimagining what the work and study space of the future is.

Leicester is a city steeped in English history and enriched today by its cultural diversity. Leicester Old Town streets and buildings speak to that colourful past, including our association with Richard III. Old Town is a place to meet, eat, drink and shop, while Cathedral Gardens and Castle Gardens offer spaces for peace and quiet. St George's Cultural Quarter – once the locus of the city's textile and shoe industry – is now home to art and artists, a creative community also offering cafés and bars.

St George's is home to Curve, one of the country's most exciting theatres, and Phoenix, Leicester's centre for independent cinema and digital art. Leicester Museum and Art Gallery offers experiences dedicated to Ancient Egypt, dinosaurs, a famous collection of German Expressionism and much more.

The city hosts one of the biggest celebrations of Diwali, the festival of light, outside of India. Centred on the city's Golden Mile, in a typical year the festivities attract up to 50,000 people. Narborough Road – in Leicester's West End – has been called 'the most multicultural street in the country', offering bars, shops and restaurants influenced by tastes shaped around the world, including Indian, Turkish and Polish cuisines.

Leicester's Caribbean Carnival draws tens of thousands to line the carnival route and watch costumed displays before heading to Victoria Park to enjoy authentic food and drinks. The city's two Eid festivals are 'a feast offered, freely, to all communities of Leicester irrespective of their gender, age, faith, colour, race, and social background,' say organisers. Away from the city centre, Knighton Park, part of an ancient settlement and conservation area, offers woods, gardens, waterways, sports pitches and St Mary Magdalen Church, which dates back to the 13th century. Aylestone Hall is a 14th-century Grade II listed historic building with connections to the English Civil War. Its gardens are a place of peace and good for picnics, while the namesake village nearby is a starting point for country walks. Bradgate Park, known for its impressive herds of deer, is a place to walk and unwind, explore nature, see oak trees that are over 500 years old, and climb to Old John Tower, a beloved local landmark at the park's highest elevation.



RESEARCH

DMU has a track record of conducting research that impacts society and makes a real difference through improvements to health and wellbeing, infrastructure, creativity, economic growth, business and civil society.

Our research excellence was recognised in the current Research Excellence Framework (REF) where more than 60% of our research was judged to be of international quality.

Internationally renowned cultural policy academic Dr Steven Hadley, Policy Lead for the Institute of Global Challenges and Cultures at DMU, recently co-programmed a global summit of academics to explore how to address the inequalities in research between the Global North and the Global South. The Cultural Trends Global Dialogue conference took place between 5-7 November 2025 in Lima, Peru, aiming to foster the development of research networks and academic cooperation between the Global South and the Global North.

The life of one of Britain's most influential philosophers and logicians, Bertrand Russell, is set to be turned into a feature-length screenplay, thanks to the efforts of a PhD researcher Amanda Renai Curdt-Christiansen. Amanda hopes her screenplay will inspire people to embrace a global perspective and reject a rise in more radical, and sometimes violent, ideologies.

Dave Walsh, Professor in Criminal Investigation in DMU's faculty of Business and Law, formed part of an international research team awarded more than €10.4 million to transform how police and investigators around the world conduct interviews. The six-year project, titled JUSTICE – Joining Unique Strategies Together for Interrogative Coercion Elimination, aims to replace coercive and abusive interrogation methods with those grounded in human rights and evidence.

Research by Caroline Spence, a public relations (PR) specialist and a senior lecturer in DMU's faculty of Business and Law, suggests that the industry will have to work hard if it is to attract the diverse and talented graduates it needs for the future. The research was commissioned by the Chartered Institute of Public Relations (CIPR) to investigate the growing skills gap and recruitment issues within the PR and communications industry. The report, 'Choosing Public Relations: Factors impacting career choice for the Next Generation of potential PR Practitioners', was published by the CIPR in November 2025.

Our Stephen Lawrence Research Centre is dedicated to driving forward conversations that shape and influence how we think about race and social justice. Exploring the histories and cultures of black, Asian and minoratised communities in the UK, the concept and practice of institutional racism, denials of justice and the social psychology of racial violence, the centre honours the enduring legacy of Stephen Lawrence's life and his family's ongoing pursuit of justice.



The Stephen Lawrence Research Centre

THE FACULTIES

Our faculties support students with events, placements, industry visits and the use of our state-of-the-art facilities. Teaching in the university is delivered by specialist schools within each of the faculties.

Faculty of Business and Law (BAL)

Based in the purpose-built Hugh Aston Building, with its recent £5.5 million extension, The Yard, and in the sympathetically restored Leicester Castle, BAL is a truly global community of more than 8,000 students drawn from around 100 nations.

The faculty also boasts strong links with professional bodies such as ACCA, CIMA, CIM and CIPD, offering recognition and significant exemptions from professional courses across a wide range of subject areas.

With a vibrant research culture, the faculty is home to a large Research and Innovation Institute for Responsible Business and Social Justice with multi-disciplinary hubs in Inclusive International Development, Inclusive Society, Sustainable Business Futures and a Centre for Law and Social Justice. With over 200 members and affiliates, we work closely with both industry and communities locally and nationally.

With a strong emphasis on employability, our undergraduate programmes offer students the chance to gain valuable industry experience through placements, with support from a dedicated team.

Following a £350,000 investment, BAL students can now benefit from a state-of-the-art Trading Floor with industry-standard software for authentic simulation of financial trading and investing. With a growing portfolio of dedicated, specialist teaching spaces in the Faculty, De Montfort Law School will soon be launching its Law Lab, which will foster collaborative and experiential education. ‘

Faculty of Technology, Arts and Culture (TAC)

Our faculty of Technology, Arts and Culture was established in September 2025 with the merger of the existing faculties of Arts, Design and Humanities (ADH) and Computing, Engineering and Media (CEM).

TAC brings together an extraordinary breadth of expertise – from Engineering to English, Computer Science to Fine Art, Drama to Media Production, and many others. In today’s challenging HE environment, with rapid technological change and shifting student expectations, our collective strength is exactly what we need to adapt, innovate and thrive.

We have innovative research happening across our four research and innovation institutes – from work on generating affordable renewable energy from old electric vehicle parts to research using advanced computational intelligence to optimise banana farming, and from research on sustainable fashion and textiles to work on creative approaches to digital upskilling.

Most importantly, the faculty offers a more integrated experience for students, giving them access to a wider network of staff, facilities, and research. It also provides opportunities for cross-disciplinary collaboration and teaching and resources that reflect the diversity and strength of our combined disciplines.

This means more pathways to develop skills that employers are seeking and a stronger foundation to shape their futures in an increasingly complex world.





Faculty of Health and Life Sciences (HLS)

Home to four specialist schools – The Leicester School of Allied Health Sciences, Applied Social Sciences, The Leicester School of Nursing and Midwifery and The Leicester School of Pharmacy – the faculty educates and develops professionals who make a significant difference to lives, health, wellbeing, communities and society.

Teaching reflects the latest developments in the sector and many courses have professional accreditations, meaning it is of the highest quality with a focus on building skills sought by employers.

One significant research project funded by the European Commission (Horizon Europe Framework Programme) from a collaborative grant, sees over £550,000 funding coming to the university. The project, led by Professor Parvez Haris from the Leicester School of Allied Health Sciences and Dr Helen Coulthard from the School of Applied Social Sciences, will focus on combating malnutrition in Africa (HealthyDiets4Africa) working with a consortium of 20 partners.

The School of Applied Social Sciences won several significant contracts to deliver training to partners in the East Midlands and across the UK. These included an NHS England contract to deliver a programme in low intensity psychological therapies, which will see NHS psychological wellbeing practitioners developing their knowledge and skills over the next three years. A further contract will involve the School working with His Majesty's Prisons and Probation Service, to deliver the Professional Qualification in Probation for Kent, Surrey, Sussex and East of England.

Within the School of Nursing and Midwifery, our BSc Midwifery students have been using safe Medicate to enable them to practice and be assessed in safe drug administration. The software is an easy and helpful way to learn and prepares the students for clinical practice.





A MESSAGE FROM THE STUDENTS' UNION

De Montfort Students' Union (DSU) is the independent, democratic representative body for students at De Montfort University. Every student at DMU is automatically a member of DSU, giving us both the privilege and responsibility of representing our diverse student community and ensuring students have a meaningful voice in shaping their university experience.

DSU is an independent registered charity and company, governed by our own Board of Trustees made up of elected student leaders, student trustees and independent external trustees. Each year, students elect five full-time Student Voice Leaders (SVLs) to represent them and lead the Union democratically. Two of our SVLs also sit on the University's Board of Governors, bringing the student perspective directly into DMU's highest level of governance.

Our work reaches across student life. We provide independent advice and representation; support student wellbeing; facilitate hundreds of academic representatives; and create opportunities for students to find community, develop skills and shape change through clubs, societies, sport, volunteering, campaigns and democratic activity. We also employ significant numbers of students and provide affordable, inclusive spaces, events and services designed around student needs.

At the heart of DSU is a simple principle - students should not simply experience their university but have the power to influence it. We work to understand what students are experiencing, amplify their voices and turn that insight into meaningful change, whether through individual support, collective representation or partnership with the University.

DSU is proudly independent of DMU, and equally proud of the strong partnership we have built with the University. Our teams and elected representatives contribute across University committees, projects and strategic initiatives, bringing student insight and constructive challenge into decision-making while working collaboratively on the issues that matter most to our members.

For Governors, DSU is therefore both a key partner and an important source of independent student voice. We look forward to working with you throughout your time on the Board and helping you stay connected to the experiences, ambitions and challenges of DMU students.



OUR RECENT HONOURANDS

DMU is proud to recognise with honorary degrees the achievements of those linked in some way with the university, those who have made an impact in their chosen fields, those who share our beliefs, values and commitment, who can therefore be role models for our students. The following are the distinguished honorands whose achievements DMU celebrated at our most recent graduation ceremonies.

Jonathan Northcroft

As the current Sports Journalism Association (SJA) British Sports Journalism Football Writer of the Year (2024), author and TV pundit, Jonathan Northcroft, is a familiar face to a generation of journalism students at DMU. The widely-respected football writer at The Sunday Times was born and raised in Aberdeen. He settled in Leicester with his wife, Jan, and two daughters in 2015, just in time to see the Foxes become the 5,000 - 1 Premier League champions. His book – Fearless: The Amazing Underdog Story of Leicester City – is the definitive account of that record-breaking year. He is a regular visitor to DMU, where he passes on his tips and wealth of experience to our sports journalism students.

Joanna Scanlan

As an actor, writer, producer and educator, Joanna Scanlan is one of the most respected and versatile fi gures in British entertainment. Her distinguished career has signifi cantly influenced British television, film, theatre, and radio. Educated at Cambridge, she later taught Drama at Leicester Polytechnic (now DMU), where she helped develop a pioneering BA (Hons) degree for writers and performers, shaping the next generation of creatives. Known for her depth and versatility, Joanna has delivered acclaimed performances in The Thick of It, No Offence, and Slow Horses, as well as films such as Girl with a Pearl Earring and After Love, for which she won both BAFTA and BIFA awards for Best Leading Actress. As co-creator and star of Gett ing On, she earned BAFTA nominations for her innovative storytelling, bringing underrepresented voices to the forefront.



Joanna Scanlan

Pawlet Brookes MBE

As a graduate of DMU and CEO and Artistic Director of the Serendipity Institue for Black Arts and Heritage, Pawlet Brookes MBE is a trailblazer in the arts, renowned for amplifying voices from the African-Caribbean and African Diaspora. Recognised with an MBE in the 2022 New Year's Honours list for her contribution to the arts and cultural diversity, Pawlet has established Leicester as a global hub for Black cultural perspectives through initiatives like the Let's Dance International Frontiers festival, the Unearthed: Forgotten Histories project, and the Living Archive. Her publications, including Refl ections: Cultural Voices of Black British Irrepressible Resilience, explore the impact of Black arts and heritage, while her CPD-accredited training programs diversify the heritage sector.



Pawlet Brookes MBE

Gus John

For more than 60 years, Professor Gus John has stood at the heart of the fight for racial justice, equity, and human rights, leaving a profound legacy in education and beyond. He became the first Black Director of Education in Hackney, supported the creation of community schools, and mentored countless academics and students, including at De Montfort University. A prolific writer, speaker, and activist, Professor John has influenced legal cases, national policy, and community campaigns, challenging systemic injustice with honesty and empathy. Previously awarded an Honorary Doctorate by DMU in 1996, he continues to contribute to his mission while inspiring change globally.

THE ROLE

Independent governors and co-opted committee members bring to the board, committees and the university expertise and perspectives from a range of sectors and disciplines, enabling the university to develop in new areas and grow its contribution to society, both nationally and internationally.

It is essential that the new appointees are individuals of the highest calibre and standing in their particular discipline or field and have a willingness to give the time required to contribute effectively to the work of the board and/or committee and university. We are therefore looking for individuals from a diverse array of backgrounds with the following attributes:

- The ability to make a strong contribution to the governance and success of DMU.
- A strong personal commitment to higher education and support for the vision, values, objectives and strategy of DMU.
- An understanding and commitment to the seven Nolan principles of public life, embracing selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- A track record of successful leadership gained within large and complex organisations in the public, private or non-profit sectors.
- An ability to contribute to strategic thinking and decision-making at board level, as well as to question intelligently and challenge constructively.
- Experience of operating at non-executive committee or board level, or the ability to contribute at committee or board level.
- High levels of integrity and probity, and the ability to act fairly, impartially and always in the best interests of the university, its students and staff.

In addition, to meet current skills gaps within our independent governors, we encourage applications from individuals who can demonstrate significant current or recent experience in one or more of the following areas:

- Audit
- Legal
- AI
- International

For the People and Culture Committee, we are looking for significant current or recent experience in:

- HR, workforce and employment matters
- Transformation work including people, culture and digital

It would also be desirable for applicants to have experience of serving in a non-executive role at a higher education institution e.g. as a co-opted committee member or full independent member of a university's Board of Governors or Council.

Equality, diversity and inclusion

The board is committed to equality and diversity and the need to reflect the diversity of both the student body and the city in which it thrives. The board particularly welcomes applications from individuals that experience underrepresentation in our society. Reasonable adjustments will be made for anyone with a disability who may require them.

TERMS OF APPOINTMENT

Appointment term

The initial term of office for independent governors and co-opted committee members is three years, renewable for a maximum of two further terms, subject to the continued support of the board.

The roles advertised as part of this recruitment exercise are not remunerated, in line with the **Governor Remuneration Policy** agreed by the board. Governors and co-opted committee members are entitled to claim reasonable travel and other related expenses incurred during university business, via the Governance Office.

Time commitment - independent governors

The Board of Governors normally meets six times each year. Five meetings are held in person on campus in Leicester, usually on a Thursday in September, November, February or March, May and July. A shorter virtual meeting is normally held in December. An additional in-person board away day takes place in October which encompasses a strategic review of the university alongside members of the executive.

Independent governors are also expected to serve on at least one Board committee. Committee meetings are currently held virtually and normally take place as follows:

- Audit and Risk Committee: Four meetings per year
- Finance and Performance Committee: four meetings per year
- People and Culture Committee: four meetings per year
- Nominations Committee: one meeting per year
- Remuneration Committee: two meetings per year

The precise commitment will depend on committee membership. As a guide, governors should expect to attend approximately six full days of in-person meetings on the DMU campus and five half-day virtual meetings each year. Additional time will be required to read and prepare for meetings, undertake relevant business between meetings and attend any extraordinary meetings.

Governors are also encouraged to participate in university events, including at least one graduation ceremony each year, and to act as advocates for the university within their professional networks and areas of expertise.

Time commitment - co-opted committee members

Committee meetings of the People and Culture Committee are held four times per annum in October, January, April and June and are currently held virtually. The average, overall time commitment for the role is approximately four half-day long virtual meetings, and time between meetings to read meeting papers (please note that this average does not account for any potential extraordinary meetings or members' involvement in relevant university matters).

Training for governors and co-opted committee members

It is mandatory for all new governors to attend an internal induction programme and at least one form of external training during their first academic year as a governor. Co-opted members will receive a light-touch internal induction tailored to their committee role. Governors and co-opted members are responsible for keeping abreast of training opportunities, and the Corporate Governance Team will publicise any relevant opportunities as they arise. An operational budget is maintained to ensure that attendance by governors and co-opted committee members at training sessions is facilitated where reasonable and justifiable.

Eligibility

Applicants must be 18 years of age or older and must meet the 'fit and proper' person requirements set out by the Office for Students in its Public Interest Governance Principles. As part of the recruitment process, candidates will be expected to fill out and return a 'fit and proper person' form. The information provided in this form will be scrutinised by the university for probity.

HOW TO APPLY

To apply, please submit the following documentation to the Governance Office by Sunday 22 November 2026:

- A CV setting out your career history, with key responsibilities and achievements and details of two referees.

- A supporting statement (approximately two pages of A4) explaining how you consider your skills, qualities and experience provide evidence of your suitability for the role, with particular reference to the role details set out in this pack.

The preferred application method is via email to the Governance Office: **clerksoffice@dmu.ac.uk**. All applicants will receive an automated response. Any postal applications should be sent to:

De Montfort University
Governance Office 0.30 Trinity House
The Gateway,
Leicester, LE1 9BH
United Kingdom

For any informal enquiries, or if you wish to discuss the role with the Chair of the Board, please contact the Governance Office: **clerksoffice@dmu.ac.uk**.

GDPR personal data notice

All applicants are requested to submit a completed version of an Equal Opportunities Monitoring form with their application. The information provided will be handled in the strictest confidence and will only be used for statistical monitoring purposes.

For more information about the use of personal information provided by candidates to the university, please visit our **website**.