

OPEN STUDENTS' UNION

Student Leadership Team (SLT)

06 – 08 February 2026

Report of the Board of Trustees

The SLT is asked to:-

- i) **Note** this regular report from the Board of Trustees

Introduction/Background

1.1 There is a requirement under the Articles of Association for the Board of Trustees (BoT) to provide a report to the Student Leadership Team (SLT) at each meeting. This report is intended to provide the following:

- a) a formal opportunity for SLT members to raise any questions arising from the minutes or other matters relating to the role of the Trustees, and
- b) the opportunity for Trustees to raise any specific items with the SLT or report on progression of any non-routine matters.

1.2 The Board met on the 21st of October 2025 online via Microsoft Teams and in-person on the OU campus. The meeting minutes are available on the website [here](#).

Discussions and outcomes from the BoT meeting

2.1 Trustees were updated on the successful completion of the Audit, with HaysMac. Trustees will review the audit report and raise any concerns before the next meeting.

- 2.2 The SU President presented their Officer Update to Trustees, noting highlights such as the Neurodivergent Student Support Hub and Welcome Week events. They also noted the SLT vacancies, as well as the decision not to recruit Vice President roles until the next steps of the Governance Review are agreed.
- 2.3 The Chief Executive's report was noted. A full Risk audit is planned for a staff/BoT Away Day workshop, led by the CEO and External member of FRRC (Finance, Resource and Risk Committee). This is planned for April 28th 2026, SLT can request to attend where interested and expenses will be reimbursed. Further risk activities will engage the SLT to seek their views where attendance is not possible.
- 2.4 The Trustees received the Societies Review, which identified key challenges, including insufficient risk management, and unclear legal status of Clubs and Societies.
- 2.5 The Appointments Committee Review was presented to Trustees, which recommended changing the role of the Committee to that of a scrutiny committee, this was approved by Trustees.
- 2.6 Trustees discussed the Governance Review, which concluded that the current SLT structure is too large and ineffective. There were 3 paths forward presented, Trustees approved to pilot a smaller cabinet (officer team of 4-6) supported by elected representatives.
- 2.6 The standing papers were received and noted.

Staffing

- 3.1 At the start of the year we welcomed back Beth Pacey, Chief Executive, following her period of parental leave. Beth welcomed her baby girl back in November and took parental leave to enjoy precious time with their new arrival. In this interim period, Dan Moloney stepped up to cover the Chief Executive role which was hugely appreciated. As of January 2026, he has returned to his previous role, Director of Strategy and Democracy.
- 3.2 Following a long period of no recruitment, we have in the last quarter commenced recruitment for two new positions at Open SU:
 - Volunteering Administration Assistant
 - The successful candidate will report to Danielle Cafearo, Volunteer Manager and work within the EDI & Belonging Team. This role is a part-time, permanent position. On Friday 2nd January, the role of Volunteering Administration Assistant went live and we were inundated

with applications immediately. We had to make the decision to close the role just five days later as we reached over 200 applications. Shortlisting for this role is taking place w/c 19th January with interviews anticipated to run on Thursday 23rd January.

- Head of Commercial Operations
 - This Head of Commercial Operations role will sit within the Communications and Marketing team and will report to Heather Bloomer, Deputy Director of Communications & Marketing. Due to the specialist skills and experience required for this role, this position has been recruited via an agency. It closed on Friday 9th January and we are now waiting on some shortlisted candidates.

Both of these roles were developed within the 2024 restructure approved by Trustees, however, time has been needed to get ourselves in the right position to recruit. In the next staffing report I will be able to provide details on the outcome of these recruitments.

Other than the above, we have had no changes within the staffing team.

Other business

Finance Resource and Risk Committee met January 7th 2026. At their meeting:

- They agreed there will be no change to the President and Deputy President Remunerations for 2026 elections and that the pay scale still reflects fair pay in the market based on benchmarking.
- They heard a compelling case from a student member of the Environment and Sustainability steering group to move our banking from Natwest to a more ethical provider with a lower carbon footprint. The Committee unanimously agreed to explore options and present a case to the next BoT meeting in April.

Beth Pacey
Chief Executive