



CANDIDATE PACK FOR THE CHAIR OF THE COURT OF GOVERNORS AND PRO CHANCELLOR

UNIVERSITY OF
WESTMINSTER[#]



WELCOME

Thank you for your interest in joining us at the University of Westminster as our next Chair of the Court of Governors and Pro Chancellor.

We are known for doing things differently at our University, in our distinctive Westminster way, equipping our graduates with the skills and experience they need to be future ready for a rapidly changing world. We are a diverse and inclusive community led by our agenda shaping Being Westminster Strategy - progressive, compassionate and responsible in all we do, ensuring the best experience, progression, attainment and career success for our students and graduates.

As our current Chair of Court, Lynne Berry CBE, comes to the end of her term of office, we are looking for someone who shares our values and our energy, the dedication and ambition that define our life-changing and transformative approach with a focus on social justice and inclusion at our heart. Our Chair of the Court is our lead advocate in creating an inclusive culture for the Court, championing Westminster's commitment to diversity and inclusion. We want to find a Chair who shares our values and we are looking for someone who will champion our University, our colleagues and our students, and bring the courage and conviction to think differently and dynamically about what's next for this unique place.

In this engaged and influential role, you will be an active participant in shaping our future. You will join a group of governors who themselves bring a broad range of insights, backgrounds and experiences as recognised leaders, advocates and trailblazers in their sectors. You will provide clear leadership for the Court in its role of setting strategy and policy, ensuring that the Court acts in accordance with governance best practice, and both external and internal rules and regulations. You will be enabling an inclusive culture for the Court and acting as a proactive advocate for our commitment to diversity and inclusion. Collaborating with our Vice-Chancellor to ensure the Court has a robust overview of the University's affairs, we will look to you to provide support and scrutiny and act as a sounding board. Finally, as a committed steward for Westminster, you will value our rich heritage and help ensure we remain in a sustainable position, known for the things that matter most to us.

We are excited that you want to find out more about us and this role. If you believe you bring the experiences, skills and qualities that we are looking for, we very much look forward to hearing from you.



ABOUT US

Guided by our [Being Westminster Strategy](#), our unique global University with London energy is a place where discoveries are made, barriers are broken, diversity is celebrated and everyone is welcome. We are proud to be a place where you can bring your whole self and feel you belong.

Life changing and transformative, since our founding in 1838, as London's first Polytechnic, to educate the working people of London, we have done much to break down barriers where none should exist, tackling social inequalities. As a progressive, responsible, and compassionate community we have become known for the many ways we enable our students to realise their full potential, regardless of background.

Our wide-ranging portfolio is offered through three distinctive Colleges: Design, Creative and Digital Industries; Liberal Arts and Sciences; and Westminster Business School. We have around 23000 students from more than 160 countries and a truly international reach with active alumni contributing to and shaping communities as advocates for our values across the globe.

Silver ranked in the Teaching Excellence Framework for Student Experience and Student Outcomes, we are guided by our Being Westminster Strategy 2022-29 - which is enabling our University to flourish and invest in our students whilst remaining financially resilient in a challenging sector context.

We are recognised globally for our sustainability work, landing in the top 13% of universities worldwide for our progress on the Sustainable Development Goals.

Underpinning our academic excellence is our research and knowledge exchange work with a focus on our Being Westminster priorities of wellbeing, sustainability and equality, diversity and inclusion. Our internationally recognised research builds on our University's historic mission to enable people from every background to reach their full potential. Our researchers ask the questions that expand beyond existing boundaries. Continuing our pioneering past, colleagues and students, thinkers and creators, come together in our Research Communities, Groups and Centres to look forward, anticipate what's changing, and embrace the new with energy and imagination.

Financially, we're in a good position and our educational endeavours are constantly improving. In the latest round of the National Student Survey we were the top-ranked Post-92 university in London in 'Student Voice' and 'Organisation and Management'.

We continually improve and invest in our spaces - both physical and digital - and are delighted to have secured £2.5 million funding from the Office for Students to invest in an Immersive Learning Platform which will transform learning for over 2,000 students each year, equipping them with in-demand digital and strategic skills across priority sectors including technology, finance, construction, and the creative industries. Combining real-time simulation, data visualisation, and immersive teaching, the Lab will support creativity, problem-solving, and systems thinking, while making world-class technologies accessible to students from all backgrounds.

We are close to completion of Zone29, our new careers and enterprise centre which will supercharge career, business and community prospects by sparking new ideas, collaborations and opportunities for students, graduates, organisations and local communities through its award-winning programmes, global opportunities and valuable connections set to take career-readiness, entrepreneurship and community engagement to new heights. We provide every student with the opportunity to be immersed in live partnership working with entrepreneurs, creators and inspirers who can help bring their ambitions to life.

Our people stand out as significant contributors to their communities – through their innovation, enterprise and problem-solving – seeking to make the world a more sustainable, healthier and better place.

ABOUT THE COURT OF GOVERNORS

The Court of Governors is our governing body and has strategic oversight of all the University's activities. You can read about our current Court of Governors here <https://www.westminster.ac.uk/about-us/our-university/corporate-information/governance-and-structure/court-of-governors>

The University benefits from the objectivity, as well as from the skills and experience of all our governors. Governors are both Directors and Members of the Company – The University of Westminster – and are Trustees of that same charity.

Most Court members are independent, bringing expertise and experience from the public, private and not for profit sectors. The Court also includes one ex-officio member (the Vice-Chancellor), four colleague members and two student members. Colleague and student members bring a wealth of insider insights, perspective and experience to the Court, although they do not represent University colleagues or students or a group of colleagues or students.

We provide a professional, open, equitable, respectful and multi-cultural environment for all our members and for those who engage with us through our role at the University. This is underpinned by our values, and we promote and encourage ethical behaviour in the practice of good governance by our members and all colleagues involved in governance across our university.

Some of our achievements in building a responsible, progressive and compassionate governing body include:

- 56% of our governors are female, including our Chair, a Deputy Chair and three out of five Committee Chairs.
- We have reduced our majority ethnic group (White) from approximately 90% to 72% of the membership.
- Just over 20% of our governors are aged below 45 years old.
- Over half of our governors are from one of three different religions.
- Seven out of 19 governors are from our key stakeholder groups – colleagues and students.

We recognise that inclusivity is strength and seek to involve all our governors as active participants in our discussions and decision-making. We acknowledge that we still have work to do to build a Court that reflects our colleague, student and local communities and are investing our time and energy into ensuring our ways of working and processes are inclusive and engaging proactively with our communities. We will keep driving forward on this journey to become a diverse governing body in the broadest sense of the word.



ROLE DESCRIPTION

Role title: Chair of the Court of Governors and Pro Chancellor

The Court of Governors is the University's governing body. It is ultimately responsible for the effective conduct of the activities of our university, its strategic development, educational character and mission, and financial health. The members of the Court of Governors are the Directors and Members of the company, and the Trustees of the charity.

As the Chair of the Court of Governors at Westminster, you will be an active participant in shaping the future of the University. You will join a group of governors who themselves bring a broad range of insights, backgrounds and experiences. You will provide leadership for the Court in its role of setting the strategy and policy of the University, ensuring that the Court acts in accordance with the instruments of governance and external and internal rules and regulations. You will enable an inclusive culture for the Court and act as a proactive advocate for our commitment to diversity and inclusion. You will work in partnership with our Vice-Chancellor to ensure the Court has a robust overview of the University's affairs; provide support and scrutiny and act as a 'sounding board'. You will be a steward for our institution - valuing our rich heritage and ensuring we remain sustainable and are known for the things that matter most to us - as a place where discoveries are made, barriers are broken, diversity is celebrated and where everyone is welcome.

MAIN RESPONSIBILITIES

- Provide leadership for the Court in its role of setting the strategy and policy of the University and as the body with accountability for the University's reputation and financial sustainability.
- Enable an inclusive culture for the Court and act as a proactive advocate for Westminster's commitment to diversity and inclusion.
- Ensure that the Court acts in accordance with the instruments of governance of the University, company and charity law, and external and internal rules and regulations.
- Work in partnership with the Vice-Chancellor to ensure a robust overview of the University's affairs; provide support and scrutiny and act as a 'sounding board' as appropriate; and make such enquiries as deemed necessary.
- Chair Court meetings, summarising discussions and ensuring that decisions taken at meetings are implemented.
- Lead the process of appraising the performance of the Vice-Chancellor.
- Represent the University at functions and meetings and act as a spokesperson, as appropriate and in conjunction with the Chancellor and Vice-Chancellor, to promote the University externally.
- Liaise with external bodies e.g. the Office for Students and the Committee of University Chairs.

To find out more about our expectations of the Chair of the Court and all our governors, please [click here](#) to download the Governors' Code of Conduct.

PERSON SPECIFICATION

PART ONE

Knowledge and experience

- A proven track record of influential and strategic leadership, in any sector and ideally in more than one sector, in which you have already been successful in navigating and inspiring change in another complex environment.
- Experience of actively contributing at Board level, ideally including chairing committees, boards or other groups effectively.
- Strong understanding of the legal and regulatory duties, risks, responsibilities and liabilities of Directors and Trustees, and of the HE Sector and its characteristics and drivers (a background in HE is not necessary for this role).
- Sound understanding of contemporary governance principles.

PART TWO

Skills and abilities

- Able to establish a constructive, supportive and challenging working relationship with the Vice-Chancellor and other senior colleagues, respecting the proper separation between governance and executive management.
- Secures trust and confidence quickly: diplomatic and emotionally intelligent style; able to influence others and commands the respect of stakeholders.
- Highly effective communication, interpersonal and influencing skills.
- Able to access a range of contacts and networks for the good of the University.

PART THREE

Leadership style and behaviours

- Commercially astute.
- Visionary and strategic in outlook.
- Takes a collegiate approach to leadership and is impartial and fair, using independent judgement and maintaining confidentiality as appropriate.
- Strong personal commitment to Higher Education and to the mission, vision and values of the University and is committed to inclusivity and both embraces and celebrates difference.
- Is willing and in a position to devote the necessary time and effort to the role.



TERMS OF APPOINTMENT

REMUNERATION

The role of Chair of the Court is not remunerated. The Chair is encouraged to reclaim all travelling and similar expenses incurred during University business.

TERM OF OFFICE

The Chair of the Court is appointed for a period of three years in the first instance. The appointment may be renewed, one year at a time, to a maximum period of five years.

TIME COMMITMENT

It is estimated that the role will involve the equivalent of four to six days per month depending on the University's annual cycle of events and being able to respond to external events. Court meetings normally take place on Wednesdays; Committee meetings usually take place on Tuesdays, Wednesdays or Thursdays. Most formal meetings are held late afternoons and evenings, although the Chair may be involved in meetings at different times of day and on various days of the week and may be contacted unexpectedly or at short notice.

In addition to full participation in events and activities of the Court of Governors and designated committee(s) the Chair of the Court should be able to visit the University and be available as required to discharge the above duties effectively. For this reason, the Chair is expected to be resident in the UK and to be willing and able to travel to London regularly.

There are many opportunities for the Chair and all our governors to join in with a wide range of University events and to observe student activities such as performances and sports. We encourage all governors to spend some additional time at these events as it adds to the depth of their experience and the enjoyment of the role.

TRAINING AND DEVELOPMENT

A programme of training and development activities aligned to the University's values is in place for all governors, including induction and full Court briefings. In addition to these mandatory development activities the Clerk can source suitable development and training to meet individual identified needs. The University reimburses all reasonable costs associated with attending relevant external training and development events.

ADDITIONAL SUPPORT

Directors and Officers Liability Insurance is in place.

The University offers other support for the Chair of the Court such as ad hoc use of office or meeting space in the University, reasonable clerical support for University business, a University email address, and use of the Clerk to the Court's postal address for correspondence relating to University business.

All support is arranged via the Clerk to the Court and other means of support in the role can be considered by request.

HOW TO APPLY

To make an application, please go to <https://starfishsearch.com/jobs/uow-chair-of-court/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A covering letter that sets out your motivation for the role and describes the specific experience you can bring to the appointment.

We would also be grateful if you would complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Deadline for applications is **Monday 1 December 2025**.

RECRUITMENT TIMETABLE

Closing date:	Monday 1 December 2025
Preliminary interviews:	15 December 2025 to 16 January 2026
Informal conversations with Vice Chancellor:	w/c 2 or 9 February 2026 (TBC)
Final Panel interviews:	w/c 9 or 16 February 2026 (TBC)

