

# Our committees

Updated 28 September 2023

## Nomination committee

### Members

- [SRA Board Chair - Anna Bradley](https://guidance.sra.org.uk/sra/how-we-work/our-board/board-members/members/anna-bradley/1) [https://guidance.sra.org.uk/sra/how-we-work/our-board/board-members/members/anna-bradley/1] - chair
- [Ann Harrison](https://guidance.sra.org.uk/sra/how-we-work/our-board/board-members/members/ann-harrison/1) [https://guidance.sra.org.uk/sra/how-we-work/our-board/board-members/members/ann-harrison/1] - member
- [Lisa Mayhew](https://guidance.sra.org.uk/sra/how-we-work/our-board/board-members/members/lisa-mayhew/1) [https://guidance.sra.org.uk/sra/how-we-work/our-board/board-members/members/lisa-mayhew/1] - member
- [Rob McWilliam](https://guidance.sra.org.uk/sra/how-we-work/our-board/board-members/members/rob-mcwilliam/1) [https://guidance.sra.org.uk/sra/how-we-work/our-board/board-members/members/rob-mcwilliam/1] - member

### Terms of reference

#### Purpose

The Nomination Committee is a committee of the Board of Directors of the SRA (the Board).

The role of the Nomination Committee is to oversee and advise the Board on matters relating to the appointment, reappointment and removal of non-executive directors and the Chief Executive and the effectiveness of the Board.

Policies should be designed to promote the values and standards of the organisation and to support the sustainable delivery of its strategic objectives.

#### Duties

#### Recruitment and reappointment

- to oversee the policies and processes for the appointment, reappointment and removal of non-executive directors and the Chief Executive Officer including:
  - to advise the Board on the selection criteria for non-executive director and Board Chair appointments
  - to advise the Board on the reappointment of non-executive directors
  - to advise the Board on the design and administration of the process for the appointment of the Chair



- to advise the Board on the design and administration of the process for the appointment of the Chief Executive.
- to advise the Board on convening an appointment panel as required for non-executive director, Chair and Chief Executive Officer appointments.

### **Succession planning**

- to ensure that succession planning takes place for the Board Chair and Board members and to review these plans
- to ensure that an assessment of talent management and succession planning has taken place for the Chief Executive and the senior management team and review these plans.

### **Board evaluation**

- to oversee evaluation of the Board's effectiveness programme and implementation of any changes
- to oversee the Board training programme.

### **Decision-making**

The Committee shall comprise three members who shall be the Board Chair and, normally, the Chairs of the Remuneration (who will normally be the Senior Independent Director) and Audit and Risk Committees. One member should be a solicitor member of the Board. It shall generally sit with the Chief Executive of the SRA and its Executive Director of Resources in attendance.

Quorum for the Committee shall be three members. If it is not possible for the Committee to sit with three members, decisions can be taken in principle at the meeting if ratified by the third member afterwards.

## **Review**

The Committee shall, at least annually, review its own performance, constitution and terms of reference and recommend any changes it considers necessary to the Board for approval.

### **Reporting**

The Committee shall provide an annual report to the Board on the work it has carried out in the period, and the results of its review of its performance, constitution, and terms of reference as above. The Committee shall provide a description of its work in the annual report, including information in line with legal and regulatory requirements.

A summary of this report will be included in the annual report and accounts.