



UEA Governance Effectiveness Review

Impact Review

Halpin presented the findings of a Governance Effectiveness Review in April 2022. The Halpin team rated the governance as being '**improving**' moving towards '**good**' with many areas of good practice being commended in the report.

Since then, UEA has made good progress in implementing the review despite changes in key personnel. There has been a commitment to improving governance effectiveness which includes investment in an additional team member and in procuring digital board packs.

The majority of the Priority Recommendations are complete or underway. A number of points within PR3 (Governance documents update project) are yet to progress but are clearly part of an on-going programme of work. All Recommendations are complete or underway, with the exception of one recommendation which was not accepted by Council (R16) at this time. The majority of the Suggestions offered in the Review are complete or underway with only four yet to progress. This demonstrates an impressive programme of work.

With the completion of the Review recommendations the University can be assured that it's governance is **good**. It may now wish to focus on which areas it would like to be leading edge.

In terms of work undertaken since the review, the following actions are of note:

- Committee terms of reference and codes of conduct
- Agenda planning and members having input on agenda setting
- Programme of work on statutes and ordinances
- Senate review and planning of joint meeting of Senate and Council.
- Senate letter to Council as part of academic assurance process

The on-going programme of work includes the following priorities:

- Transparency - streamlining information for publication on website and making policies accessible.
- EDI – review of Terms of reference of the Committee and its reporting route to Council
- Quality and accessibility of board papers – including digital board pack



The next governance effectiveness review will be due by April 2025. The Governing Body may wish to consider which areas it would like to be at leading edge when it is next reviewed and focus on developing governance of these areas. Given the new University strategy is being developed one area of focus might be how Council will contribute to, support and monitor the implementation of the strategy.

In conclusion, the University has made good progress in implementing the review. It is clear that the majority of the recommendations and suggestions will be implemented and that there is appetite for continued improvement. The University should be commended for its commitment to improving, and investing in, the quality of its governance.

December 2023

Susie Hills

Joint CEO and Co-founder

Halpin Partnership