

# Paper A10

## New Nominations Committee and safer recruitment

### Business Committee

#### Basic information

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<b>Action required</b>	Decision.
<b>Draft resolution(s)</b>	<b>Resolution 10</b> 1. <b>General Assembly offers profound thanks to Helen Lidgett and Margaret Marshall for their work as Convenor and Secretary of the Nominations Committee as they step down from these roles at this General Assembly 2024.</b>  <b>Resolution 11</b> 2. <b>General Assembly appoints Victoria Paulding to serve as the Convenor of the new Nominations Committee from General Assembly 2024 to General Assembly 2028.</b>  <b>Resolution 12</b> 3. <b>General Assembly appoints the representatives reflecting the diversity of the Church to the new Nominations Committee as named in supplementary reports to Assembly.</b>

#### Summary of content

<b>Subject and aim(s)</b>	Update on the work outlined in resolution 54 of General Assembly 2023 and to appoint a new Convenor and representatives to the Nominations Committee serving from General Assembly 2024.
<b>Main points</b>	As above.
<b>Previous relevant documents</b>	Paper N2, Church Life Review Structures, General Assembly Book of Reports 2023.
<b>Consultation has taken place with...</b>	Business Committee, the previous Nominations Committee, Assembly Committees, the General Secretariat, Global Intercultural Ministries and the Head of Children's and Youth Work.

## Summary of impact

<b>Financial</b>	No additional financial applications over and above those envisaged by resolution 54 of General Assembly 2023.
<b>External (eg ecumenical)</b>	N/A

1. General Assembly 2023 determined that all Nominations serving the ongoing work of the General Assembly should be made in accordance with Safer Recruitment policies. It instructed the Business Committee, in consultation with the officers of the outgoing Nominations Committee, to appoint a new Nominations Committee, made up of six members, reflecting the diversity of the Church. We particularly give thanks to Helen Lidgett and Margaret Marshall for their dedication and hard work in making the handover process as smooth as possible.
2. Terms of reference were drawn up which specified that the six members should be constituted as follows: a convenor, a member of the General Secretariat, a Human Resources specialist member of the Resources Committee, a person with Equality Diversity and Inclusion specialism, a person from the Racial Justice Advocates or Global Intercultural Ministries (GIM) Network, and a representative from URC Youth. General Assembly 2023. Resolution 54 outlined a network of champions across the denominations to signpost opportunities to serve on Assembly Committees and sub-committees. In the first instance, it is envisaged that Synod Clerks would be the initial point of contact to assist in highlighting vacancies within each of their Synods. The members of the new Nominations Committee appointed from the Racial Justice Advocate / GIM network and URC Youth would also serve as champions for their relevant areas.
3. The new Nominations Committee will delegate the process of Safer Recruitment to Assembly Committees, but with necessary support in transitioning to incorporate the required procedures. Nominations Committee will continue to receive the names offered by Assembly Committees, ensuring that appropriate process has been followed, including the denomination's commitment to diversity in all of its representation. Nominations Committee will produce a list of nominations to Assembly Executive and General Assembly for appointment.
4. General Assembly 2023 resolution 54 recognised the need for staff administrative support to assist in implementing the safer recruitment processes, and instructed the General Secretariat to put this in place. A temporary member of staff has therefore drawn up generic templates to help the Assembly Committees in this work. Once the new Nominations Committee begins its work post-General Assembly 2024, Assembly Committees will be supported in the implementation of these new procedures.