RSU Roehampton Students' Union

Student Trustee recruitment pack

October 2026

Welcome from the Chair of the Board

Thank you for your interest in becoming a Student Trustee at Roehampton Students' Union.

RSU is the representative voice of students at the University of Roehampton. We're part of a diverse, vibrant, and supportive community, and everything we do is built around our mission to make student life better at Roehampton.

Politically, the Union is led by students through our Sabbatical Officers. Our Chief Executive, under the direction of the Board of Trustees, oversees day-to-day management.

The Board is where strategy is set, decisions are scrutinised, and the organisation is held accountable.

We're on an exciting journey to grow our impact and we want students at the heart of it. As a Student Trustee, you won't just observe, you'll shape decisions that affect thousands of your fellow students. It's a real role, with real responsibility, and we think it's one of the most distinctive things you can do during your time at Roehampton.

We're looking for two students to join us. You don't need to have done anything like this before. You just need to care about students, be willing to engage, and bring yourself to the table.

We hope you'll apply.

Kshiteej Nimbalkar
President Community and Chair of the Board of Trustees

Application

Applications close at **23:59** on **Sunday 22 November 2026**. Shortlisting will take place during the week commencing **23 November**, with interviews the week commencing **30 November 2026**. We anticipate the first Board meeting for successful candidates will be **15 December 2026**.

To apply, please complete our online application form.

As part of your application you'll need to provide a CV, tell us a little about yourself, and you'll be asked to provide responses (max 300 words) to the following questions:

1. Tell us why you'd like to join RSU as a Trustee. Make sure to explain how your personal values align with RSU's.
2. What knowledge, abilities, and experience can you contribute to our Board's collective skills?

When answering, consider these in the context of the role description set out later in this pack.

Eligibility

In order to apply for a Student Trustee position, you must be a registered student at the University of Roehampton for the 2026/27 academic year through to 30 June 2028, and meet the Charity Commission's eligibility criteria for trustees.

You must also agree to RSU's Trustee Code of Conduct, available on our website.

It is recommended that all applicants read the Charity Commission's guide to being a trustee: The Essential Trustee: What you need to know, what you need to do.

Key information

Position
Student Trustee

Number of vacancies
Two.

Hours of work
Four to six Board of Trustee meetings throughout the academic year (around two hours each), plus reading time ahead of each meeting.

Location
Roehampton SU, London. Meetings are held in person.

Term
December 2026 until 30 June 2028 (This can be extended to two years where an individual remains a student at the University).

Contract
Voluntary, unpaid. Reasonable travel expenses reimbursed.

Diversifying our board

In order for us to make sure every student is able to celebrate who they are, shape their university experience, and feel connected to a community, we need to continue to innovate and champion diversity, equity, inclusion, and belonging in everything that we do.

This means having a genuine commitment to a diverse and inclusive Board of Trustees.

The ACEVO and Voice for Change Home Truths report (2020) highlighted a significant and persistent lack of representation of Black and Asian individuals in senior roles within the charity sector, including as trustees. We take that seriously, and we are actively working to do better.

We would particularly welcome applications from Black and Asian candidates, those who identify as women or non-binary, disabled candidates, and candidates from any background who feel underrepresented in leadership spaces.

We are committed to ensuring that people with a diverse range of skills and experiences are encouraged to apply and contribute fully as Trustees.
We will strive to remove the barriers that prevent people from applying and ensure that our application and selection processes are inclusive of, and accessible to, people with a wide range of skills and lived experiences.

If you need any adjustments to apply or to participate in an interview, please let us know and we will do whatever we can to help.

About the Students' Union

RSU is the Students' Union for the University of Roehampton. We're an independent charity, and our whole reason for existing is to make student life better at Roehampton. We're a small but ambitious organisation. In 2025 we launched our new five-year strategy, Foundations for the Future, which sets out a bold course through to 2030.

As a Student Trustee, you'll be one of the people responsible for overseeing its delivery.

Questions

If you are interested in becoming a trustee at RSU and aren't sure if you meet the requirements, or if the role is for you, please get in touch for an informal conversation.

Michael Bailey - Chief Executive

michael.bailey@roehampton.ac.uk

Student Trustee role description

As the Students' Union is an incorporated charity, trustees are also appointed as Company Directors.

Your role is not a passive one. We're looking for active, engaged, and independent trustees who bring perspectives and expertise that are genuinely valuable at board level.

Collective responsibilities of all trustees

- Help ensure RSU works to fulfil its charitable purpose and acts within its Articles of Association.
- Support RSU's compliance with charity law, company law, and other applicable legislation and regulation.
- Contribute to ensuring RSU is financially sustainable, with appropriate oversight of income, expenditure, and long-term resourcing.
- Support effective strategic planning and engage with processes for monitoring and evaluating RSU's performance against its goals.
- Help ensure that effective governance policies and procedures are in place across RSU's activities.
- Contribute to identifying and managing risks to the organisation.
- Actively participate in the work and decisions of the Board.
- Support a culture of scrutiny and accountability in relation to RSU's senior leadership, including the Chief Executive.
- Uphold and demonstrate RSU's values and protect the reputation of the organisation.
- Adhere to the Nolan Committee's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.
- Help ensure robust safeguarding frameworks are in place and that any safeguarding risks are identified and acted upon.

Your specific contribution as a student trustee

In addition to the shared responsibilities above, Student Trustees play a particular role in:

- Bringing an authentic and current student perspective to board discussions, helping trustees understand the real impact of decisions on the student body.
- Ensuring that students from a range of backgrounds, including postgraduate, international, mature, and part-time students, are considered in board deliberations.
- Acting as a bridge between the student community and the Board, while maintaining your independence as a trustee.
- Contributing to RSU's commitment to student-led governance at the highest level of the organisation.

You do not need prior experience of board governance to apply. We will provide a full induction, ongoing training, and support throughout your term to help you fulfil this role with confidence.

Your skills

We don't expect you to arrive with all of this and many of these skills are things you'll develop during your time on the Board.But here's a sense of the qualities we're looking for across the trustee team as a whole, and in you specifically.

- The ability to think strategically, ask good questions, and challenge assumptions constructively.
- Willingness to engage with financial information and organisational performance data.
- Sound judgment and the ability to weigh competing priorities.
- Confidence to contribute to group discussion and collective decision-making.
- The ability to work as part of a team and collaborate with a wide range of people.
- An understanding of, or genuine curiosity about, the issues affecting students and higher education.
- A commitment to good governance, safeguarding, and equality, diversity and inclusion.

Personal values

- A commitment to RSU's values, mission, and charitable purpose.
- Enthusiasm for student wellbeing, student empowerment, and improving the student experience.
- Willingness to take an active role in the leadership of RSU, including board meetings, committees, and working groups.
- A passion for learning and personal development, including your own.
- A strong sense of integrity and a willingness to be transparent and accountable.
- A commitment to the collective decision-making principles of the Board.
- A dedication to championing equity, diversity, and inclusion in all board decisions.

Support and development

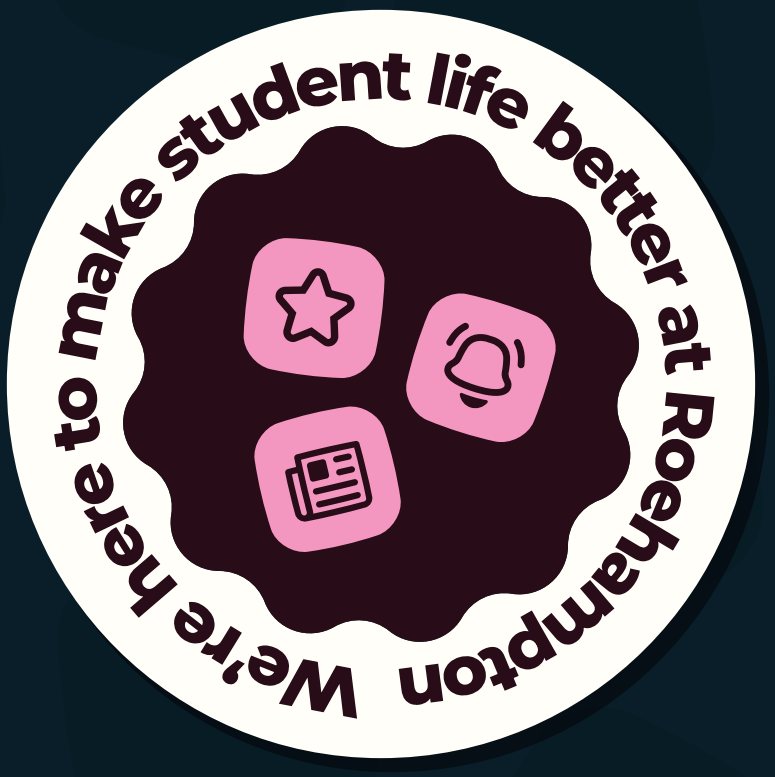
We take trustee development seriously. This isn't a role where you'll be thrown in at the deep end.

- You'll receive an induction from the Chief Executive before your first Board meeting.
- Your development will be guided by regular skills reviews, and you'll receive training tailored to your needs.
- You'll have ongoing support from the Chief Executive throughout your term.
- Reasonable travel expenses will be reimbursed.
- On completion of your term, you'll receive a formal reference from RSU's Chief Executive.

Time commitment

- RSU holds four to six full Board meetings per year, each lasting around three hours. Meetings are held in London.
- We ask trustees to read the Board papers ahead of each meeting, usually around two hours of reading time.
- There may be occasional additional invitations to attend staff events, away days, or working groups. These are optional but valuable.

RSU Roehampton Students' Union



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