

**BATH SPA UNIVERSITY**  
**BOARD OF GOVERNORS - REGISTER OF INTERESTS**  
**[AS AT 25 MARCH 2025]**

| Name                      | Position                    | Interest disclosed                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Date of Disclosure                                | Date Interest Ceased | Fit and Proper Person* |
|---------------------------|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------|------------------------|
| <b>Jonathan Glasspool</b> | <b>Independent Governor</b> | <ul style="list-style-type: none"> <li>• Chair, Bonhill PLC (publisher)</li> <li>• Trustee, Publishing Training Centre</li> <li>• Non-Executive Director, Edinburgh University Press (publisher)</li> <li>• Chair, Advisory Board, Oxford Brooke's Publishing Centre</li> <li>• Chair, Federation of British Artists</li> <li>• Fellow, Royal Society of Arts</li> <li>• Chair, Edinburgh University Press</li> <li>• Non-executive Director, Gill Publishing, w.e.f. 1/1/25</li> </ul>              | 16/04/20<br><br><br><br><br><br><br>19/07/24      | 9/8/23<br>9/8/23     | Yes                    |
| <b>Emma Wakelin</b>       | <b>Independent Governor</b> | <ul style="list-style-type: none"> <li>• Employment, Pro-Vice-Chancellor Research and Innovation, Royal College of Art (RCA)</li> <li>• Named on RCA doctoral training partnership funding from UKRI</li> <li>• Member, Royal Musical Association</li> <li>• Fellow, Royal College of Art</li> <li>• Fellow, Royal Society of Arts</li> <li>• Indirect, Partner is Professor of Practice in Education Policy, Birmingham University</li> <li>• Member, Warburg Institute Advisory Council</li> </ul> | 22/09/23<br><br>1/02/20<br><br><br><br><br>7/8/23 |                      | Yes                    |
| <b>Antony Durbacz</b>     | <b>Independent Governor</b> | <ul style="list-style-type: none"> <li>• Director, Livewest homes</li> <li>• Director, Royal University Hospital, Bath NHS Foundation Trust</li> <li>• Trustee, Crispin School</li> <li>• Member, Institute of Chartered Accountants in England and Wales (ICAEW)</li> <li>• Trustee, Wessex Learning Trust</li> </ul>                                                                                                                                                                               | 14/11/22<br><br>9/9/24<br><br>1/9/23              | 31/7/23              | Yes                    |
| <b>Steve Egan CBE</b>     | <b>Independent Governor</b> | <ul style="list-style-type: none"> <li>• Director, British Universities and Colleges Sports Trading Company</li> <li>• Advisor, Just Love</li> <li>• Member of "St Michael Without" Parochial Church Council</li> <li>• Honorary Professor, University of Bath</li> <li>• Fellow, Chartered Institute of Management Accountants</li> <li>• Member, British American Football Referees Association</li> <li>• Representative, Deanery Synod</li> <li>• Member, Assurance Committee of Arts</li> </ul> | 17/08/21                                          |                      | Yes                    |

|                         |                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                         |                                                                 |     |
|-------------------------|-----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|-----------------------------------------------------------------|-----|
|                         |                             | and Humanities Research Council (AHRC)<br>• Member, Leadership Foundation Strategic Advisory Committee for Governance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                         | 31/05/24<br>11/9/24                                             |     |
| <b>Sue Lane</b>         | <b>Independent Governor</b> | • Director, Sue Lane HR Consulting Limited (Sole director and shareholder; registered at Companies House)<br>• Trustee, Citizens Advice for Bath and North East Somerset Council<br>• Non-Executive Director, Willow Tree Housing Partnership<br>• Member, Chartered Institute of Personnel and Development (MCIPD)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 16/08/21                                                | 25/03/25                                                        | Yes |
| <b>Emily Casey</b>      | <b>Independent Governor</b> | • Undertaking a Masters Degree at Nottingham Trent University<br>• Employed by the University of York                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 19/08/21<br>14/8/23                                     | 14/8/23                                                         | Yes |
| <b>Carole Stott OBE</b> | <b>Independent Governor</b> | • Non-Executive Director, OFSTED<br>• Governor, NCATI (School Leaver Courses, HE & Apprenticeships)<br>• Trustee, St John's Foundation<br>• Consultancy Project work – April 2022 to April 2023 'entry to HE for healthcare apprentices'<br>• Former Chair of Governors for Bath College                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 27/07/22                                                | 23/10/23<br>31/04/23                                            | Yes |
| <b>Nick Sturge MBE</b>  | <b>Independent Governor</b> | • Director, Omnigenix Ltd (and T/A Omnigenix as a sole trader)<br>• Non-Executive Director, Helastel Limited<br>• Non-Executive Director, Spark South West Ltd (T/A Tech Spark)<br>• Non-Executive Director, Diva Limited<br>• Non-Executive Chair, Fusion Processing Limited<br>• Consultancy (remunerated), West of England Combined Authority<br>• Consultancy (remunerated), Cheltenham Borough Council<br>• Consultancy (remunerated) and Associate, The Connected Places Catapult<br>• Consultancy (remunerated), University of the West of England (UWE)<br>• Consultancy (remunerated), Cardiff University<br>• Consultancy (remunerated), Mission Street Property<br>• Consultancy (remunerated), Bristol & Bath Regional Capital<br>• Consultancy (remunerated) Boomsatsuma<br>• Consultancy (remunerated) Light Trace Photonics Limited<br>• Consultancy (remunerated) 5Values Consulting Group Limited<br>• Consultancy (remunerated) AST-Reygar Limited<br>• Trustee, The Graham Ecroyd Trust<br>• Fellow, Institute of Directors<br>• Fellow, The Institute of Engineering and Technology<br>• Fellow, RSA | 6/12/21<br><br>01/08/23<br><br>01/07/24<br><br>01/07/21 | 1/12/23<br><br>01/03/24<br>01/09/23<br>01/04/23<br><br>01/02/24 | Yes |
| <b>Francesca Fryer</b>  | <b>Independent Governor</b> | • Employment, Director of Estates, Hartpury University                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 09/09/24                                                |                                                                 | Yes |

|                                |                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                          |                          |     |
|--------------------------------|-----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|-----|
|                                |                                               | <ul style="list-style-type: none"> <li>• Previous Employment, Director of Estates, Cardiff Metropolitan University</li> <li>• Director, Transformation Bristol Zoological Society</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 12/07/23<br><br>15/09/22 | 31/05/24<br><br>18/08/23 |     |
| <b>Sanjay Shah</b>             | <b>Independent Governor</b>                   | <ul style="list-style-type: none"> <li>• Fellow, Institute of Chartered Accountants in England &amp; Wales (ICAEW)</li> <li>• Fellow, Royal Society of Medicine</li> <li>• Director, Royal Society of Medicine Innovations Ltd</li> <li>• Director, Royal Society of Medicine Commercial Services</li> <li>• Trustee, BPAS,</li> <li>• Trustee, Royal Society of Medicine</li> <li>• Trustee, King Edward V11 Hospital Pension</li> <li>• Trustee, King Edward V11 Hospital</li> <li>• Advisory Partner at August Leadership</li> <li>• Chairman, Health Innovation Toolbox &amp; Digital Machina</li> </ul>                                                                                                                           | 16/8/23                  |                          | Yes |
| <b>Jasmine Raymond-Barker</b>  | <b>SU President (Ex Officio)</b>              | <ul style="list-style-type: none"> <li>• Trustee, Bath Spa Student Union Trustee</li> <li>• Student Action Network Officer</li> <li>• Amnesty International UK</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 18/07/23                 | 13/08/24                 | Yes |
| <b>Peter Etchells</b>          | <b>Staff Governor (Academic)</b>              | <ul style="list-style-type: none"> <li>• Bath Spa University – Professor of Psychology and Science Communication</li> <li>• Self-employed science writer – variable income based on writing for science-related outlets such as BBC Science Focus Magazine, the Guardian, New Scientist on an ad-hoc basis. Additional income from royalties received for two popular science books, <i>Lost in a Good Game</i> (Icon, 2019) and <i>Unlocked: The Real Science of Screen Time (and how to spend it better)</i> (Piatkus, 2024).</li> <li>• Lifetime member, Applied Vision Association</li> <li>• Associate Member, Association of British Science Writers</li> <li>• Advisory board member, Science Museum (unrenumerated)</li> </ul> | 13/08/24                 |                          | Yes |
| <b>Edward Arnall-Culliford</b> | <b>Staff Governor (Professional Services)</b> | <ul style="list-style-type: none"> <li>• Data &amp; Insights Manager</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 22/12/23                 |                          | Yes |
| <b>Leonie Fleming</b>          | <b>Independent Governor</b>                   | <ul style="list-style-type: none"> <li>• Director (non exec) of Bristol &amp; Bath Regional Capital CIC. Social Enterprise on Bristol.</li> <li>• Fellow of the RSA</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 20/12/23                 |                          | Yes |
| <b>Jay Bhutani</b>             | <b>Independent Governor</b>                   | <ul style="list-style-type: none"> <li>• Such Capital LLC Investments in equity markets and properties Founder and CEO</li> <li>• Shareholdings – Such Capital LLC</li> <li>• Chair of Anthem Trust (A multi-academy trust with 17 schools)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 04/01/24                 |                          | Yes |
| <b>Georgina Andrews</b>        | <b>Vice-Chancellor</b>                        | <ul style="list-style-type: none"> <li>• Director, Bath Spa U Ltd (dormant)</li> <li>• Member, The Law Society</li> <li>• Fellow of the Chartered Management Institute</li> <li>• Fellow of the Higher Education Academy</li> <li>• Fellow of the Chartered Association of Business Schools</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                 | 21/09/22                 |                          | Yes |

|                                                             |                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                          |                         |     |
|-------------------------------------------------------------|--------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|-------------------------|-----|
| <b>Julie Waterfield</b>                                     | <b>Independent Governor</b>                                  | <ul style="list-style-type: none"> <li>• Employed Chief Financial Officer Royal Veterinary College</li> <li>• Director London Bioscience Innovation Centre Ltd</li> <li>• Director RVC Veterinary Practices Ltd (Both are subsidiaries of the Royal Veterinary College)</li> <li>• Trustee Quadram Institute</li> <li>• Chartered Public Finance Accountant (CPFA)</li> </ul>                                                                                                                               | 02/01/24                                 |                         | Yes |
| <b>CO-OPTED MEMBERS OF COMMITTEES OF THE BOARD</b>          |                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                          |                         |     |
| <b>Chrispin Chikwashi</b>                                   | <b>Co-opted member: Audit and Risk Assurance Committee</b>   | <ul style="list-style-type: none"> <li>• Director, African Banking Corporation Zambia Limited from 29 Jun 2020 to 30 Apr 2024, acquired by Access Bank Zambia Limited</li> <li>• Director, Centralis Enterprise Limited</li> <li>• Director, The Private Infrastructure Development Group</li> <li>• Independent Contractor with Grant Thornton from 10 Aug 2022 to 23 Dec 2022</li> <li>• Fellow, Chartered Institute of Management Accountants</li> <li>• Director, Access Bank Zambia Limited</li> </ul> | 05/05/23<br><br>21/01/23<br><br>11/08/23 | 30/4/24<br><br>23/12/22 | Yes |
| <b>Marianne Evans</b>                                       | <b>Co-opted member: Finance and Infrastructure Committee</b> | <ul style="list-style-type: none"> <li>• Employed Wildlife Trust of South and West Wales</li> <li>• Former Chair of Bath Spa University Students' Union</li> </ul>                                                                                                                                                                                                                                                                                                                                          | 21/08/23                                 |                         | Yes |
| <b>STAFF IN REGULAR ATTENDANCE AT MEETINGS OF THE BOARD</b> |                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                          |                         |     |
| <b>David Newman</b>                                         | <b>University Secretary</b>                                  | <ul style="list-style-type: none"> <li>• Director and Trustee, Palladian Academy Trust</li> <li>• Member, The Honourable Society of the Middle Temple</li> <li>• Member, The Law Society of England and Wales</li> </ul>                                                                                                                                                                                                                                                                                    | 19/12/24<br><br>16/08/21                 |                         | Yes |
| <b>Rebecca Schaaf</b>                                       | <b>Interim Deputy Vice-Chancellor</b>                        | <ul style="list-style-type: none"> <li>• Fellow, Royal Geographical Society with the Institute of British Geographers (RGS-IBG)</li> <li>• Senior Fellow, Higher Education Academy (AdvanceHE)</li> </ul>                                                                                                                                                                                                                                                                                                   | 19/8/24                                  |                         | Yes |
| <b>Jo Stocks</b>                                            | <b>Chief Financial Officer</b>                               | <ul style="list-style-type: none"> <li>• Director, Bath Spa U Ltd (dormant)</li> <li>• Associate Member, Chartered Institute of Management Accountants</li> </ul>                                                                                                                                                                                                                                                                                                                                           |                                          |                         | Yes |
| <b>Katherine Lee</b>                                        | <b>Governance Manager</b>                                    | <ul style="list-style-type: none"> <li>• Company Secretary, Leetronics Ltd (non-trading)</li> <li>• Member, Chartered Institute of Personnel and Development</li> </ul>                                                                                                                                                                                                                                                                                                                                     | 05/01/23                                 |                         | n/a |

For further information regarding declarations of interest, please see the Bath Spa University [Ordinances](#) Part G (Code of Conduct).

#### **\*Fit and Proper Persons**

Members of the governing body, those with senior management responsibilities, and individuals exercising control or significant influence over the provider, must be fit and proper persons. (As outlined on Page 197 of the Office for Students Regulatory Framework <https://www.officeforstudents.org.uk> and Bath Spa University [Ordinances](#) Part G (Code of Conduct))

A fit and proper person:

- is of good character

- has the qualifications, competence, skills and experience that are necessary for their role;
- is able by reason of their health, after reasonable adjustments are made, to properly perform the tasks of the office or position for which they are appointed
- has not been responsible for, been privy to, contributed to, or facilitated any serious misconduct or mismanagement (whether unlawful or not) in their employment or in the conduct of any entity with which they are or have been associated.

The following are indicators that a person may NOT be a fit and proper person:

- disqualification from acting as a company director, or from acting as a charity trustee, as set out in the Company Directors Disqualification Act 1986 or the Charities Act 2011
- conviction of a criminal offence anywhere in the world
- subject of any adverse finding in civil proceedings, where relevant, including, but not limited to bankruptcy or equivalent proceedings (in the last three years)
- subject of any adverse findings in any disciplinary proceedings by any regulatory authorities or professional bodies
- involvement in any abuse of the tax systems
- involvement with any entity that has been refused registration to carry out a trade or has had that registration terminated
- involvement in a business that has gone into insolvency, liquidation or administration while the person has been connected with that organisation or within one year of that connection;
- dismissal from a position of trust or similar
- involvement with a higher education provider that has had its registration refused or revoked by the OfS or has had similar action taken against it by another regulator (this includes, but is not limited to, serving on a board/governing body, having voting rights, being a significant shareholder/owner, serving in a senior position, etc.).

|               |              |              |
|---------------|--------------|--------------|
| <b>30 Jun</b> | <b>2 Jul</b> | <b>7 Jul</b> |
| 2pm -5pm      | 2pm – 5pm    | 9-12 am      |