

Change	Current arrangements	Overview of future proposals	Implementation of changes
<p>Effectiveness and accountability – creating a smaller Board of trustees with statistical knowledge and experience aligned with RSS strategic goals, relevant transferable skills, and an independent trustee, to govern the RSS and ensure accountability and compliance.</p>	<p>RSS council is made up of 24 elected trustees and up to 18 officers including the President and 4 Vice Presidents.</p> <p>Executive committee has delegated responsibility in some areas and makes recommendations to Council for approval.</p> <p>Honorary Officers (HOs) and Vice Presidents (VPs) are appointed to specific role descriptions; elected Council members have no specific brief.</p>	<p>A Board of nine trustees who have overall responsibility for the Society, and make sure it is doing what it was set up to do.</p> <p>A Council (of nine trustees, eight representatives of Society activities and four general members) who ensure a connection with members and activities, provide advice, resolve issues and approve awards.</p> <p>Explicit documentation of all roles and responsibilities.</p>	<p>The RSS Charter makes limited references to Council, which in future would need to change to Trustees or the Board. The Charter may also need to include details around the future role of Council.</p> <p>The RSS Bylaws make significant reference to Council – these would need to change to Trustees or the Board, and the Bylaws may also need to include details around the future role of Council.</p> <p>The description of the responsibilities and membership of Council, and details such as terms of office, would need to be updated to reflect new arrangements for the RSS Board.</p> <p>References to Honorary Officers would need to change to members of Council.</p>

			<p>The Bylaws relating to the election of the President and details around Vice-Presidents would need to be updated.</p> <p>The regulations would require significant updating to reflect future arrangements, including the role and membership of Council.</p> <p>Development of role descriptions for all roles.</p>
<p>Advice and input from membership Maintaining Council as the RSS's advisory group, ensuring guidance on statistical matters and a strong connection with the membership and work of the society; membership input into processes to select Trustee and Council roles.</p>	<p>RSS Council members are all trustees and have legal responsibilities for the organisation in addition to providing guidance and advice on statistical matters.</p> <p>HOs and VPs appointed through nomination and selection process (President / CEO decision); elected Council members nominated and elected by membership.</p> <p>President appointed through nomination and selection</p>	<p>Separation of governance and advice structures with a trustee Board and advisory Council.</p> <p>Membership continues to play a key role in nominating candidates for President and all Council roles, supporting the application of Vice-Presidents, and can self-nominate or apply for some roles. Nominations and Appointments Committee oversees selection processes and includes at least one directly elected Council member.</p>	<p>Updates to Bylaws as above, and significant amendments to Regulations.</p>

	<p>process, with members given opportunity to present alternative candidate.</p>	<p>Recommended candidate for President is ratified by Council and approved by the Board.</p>	
<p>Inclusivity and community – Establishing mechanisms of engagement with the main segments of RSS membership; - Explicitly defining Council roles to ensure the needs and views of members are fed in from across our activities, including our sections and local groups; appointing a People trustee to support pervasive action on inclusivity across our work.</p>	<p>Academic Affairs Advisory Group provides formal recognition within the RSS of statisticians working within UK universities and gives guidance and support for the Society’s activities relating to this community.</p> <p>Council includes Honorary Officers and Vice Presidents, but there is no formal mapping of these roles to RSS activities to ensure representation.</p> <p>Honorary officer for EDI chairs the EDI advisory group.</p>	<p>Professional engagement groups established to provide a connection with the main segments of RSS membership – academic, industry, public sector.</p> <p>Council includes explicitly defined roles across professional engagement, community, content, conferences and events and member engagement.</p> <p>People trustee would support pervasive action on inclusivity across our work.</p>	<p>Creation of new Regulations relating to Professional engagement groups and Council representatives.</p> <p>Development of role descriptions for all roles.</p>
<p>Clarity and consistency – improving understanding and operation of powers, roles and responsibilities, and reporting, and particularly the separation of governance and operations, through development or revision of scheme of delegation, committee structure, terms of reference and role descriptions.</p>	<p>Scheme of delegation exists but lacks clarity and detail.</p> <p>Roles and responsibilities for some roles are documented in role descriptions.</p>	<p>Scheme of delegation includes sufficient detail and clear boundaries so that the delegations can be clearly understood and carried out.</p> <p>The functions of trustees, both individually and collectively, formally recorded, including role descriptions that define responsibilities for all trustees and differentiate clearly those of the Chair and other officer / volunteer positions (trustees and</p>	<p>Review of scheme of delegation.</p>

	<p>Terms of reference for many RSS groups do not contain sufficient information to enable the creation of a committee structure. There is a lack of consistency in the terms of reference across groups with a particular lack of clarity on powers and reporting.</p>	<p>non-trustees) and outline how these roles relate to staff.</p> <p>All committees should have suitable terms of reference and membership and map to a defined committee structure with clear reporting lines.</p>	<p>Review and development of terms of reference for all committees and groups.</p> <p>Documentation of committee and group structure and reporting lines.</p>
<p>Efficiency and impact – Increasing alignment between trustees and strategic goals; committee and groups revised to support delivery; reducing duplication across Committees, ensuring Board and Council time is well-used.</p>	<p>Council includes Honorary Officers and Vice Presidents, but there is no formal mapping of these roles to RSS activities to ensure strategic alignment.</p> <p>Advisory groups for Public statistics and Public understanding, engagement and education play a more strategic role than their name or terms of reference imply.</p> <p>Lack of clarity on powers creates duplication across Executive and</p>	<p>Given the nature of the RSS’s work, the Board should include trustees with knowledge and experience of statistics and data, who can provide strategic input to the Board on statistical matters. To ensure sufficient breadth and currency, there should be an alignment between these roles and the RSS strategy.</p> <p>The RSS should have groups that report into the Board that support the delivery of our strategy. They should develop sub-strategies in alignment with the overall strategy and support the planning and delivery of activities to support them, establishing project groups and linking with other RSS groups as required.</p>	<p>Updates to Bylaws as above, and significant amendments to Regulations.</p> <p>Review and development of terms of reference for all committees and groups.</p> <p>Documentation of committee and group structure.</p>

	<p>Council. The requirement to both govern and advise means that trustee time is not always well-used.</p>	<p>Function of Board and Council are clear, and meetings constructed effectively to ensure Trustees and Council members can explore key issues and reach well-considered decisions and recommendations.</p>	
<p>Data science – providing for the establishment of the Chartered Data Science Professional Qualification</p>	<p>As a member of the Alliance for Data Science Professionals, (‘the Alliance’) the RSS has developed a new qualification entitled the Data Science Professional and Advanced Data Science Professional.</p> <p>The Alliance is the registration authority for the qualification. It develops and reviews standards and assess applications. The Alliance delegates each member organisation to use their own means for awarding the qualification.</p>	<p>Creation of a Chartered Data Science Professional qualification with post-nominals CDSP (currently Advanced Data Science Professional).</p>	<p>Addition of a second Schedule to the RSS Charter to establish the Alliance as the registration authority. The certificates are professional titles, and the Alliance delegates authority to the awarding members of the alliance to issue these certificates as professional titles.</p>