



Election 2021 Candidate Prospectus

Extracts from the ByLaws of the RPS

9. Officers and Composition of the Board of Trustees

9.1 There shall be up to twelve Trustees who shall constitute the Board of Trustees.

9.2 The Board of Trustees shall comprise:

- (a) the **President**, elected by the Members of the Society;
- (b) the **Honorary Treasurer** appointed by the Board of Trustees;
- (c) up to six additional **Elected Trustees** elected in accordance with By-Law 16; and
- (d) up to four additional **Appointed Trustees** appointed in accordance with By-Law 16.

10. Powers of the Board of Trustees

10.1 The business of the Society shall be managed by the Board of Trustees, which may exercise all such powers of the Society and do so on behalf of the Society all such acts and things as may be exercised and done by the Society which are not reserved to the Members by the Charter or these ByLaws.

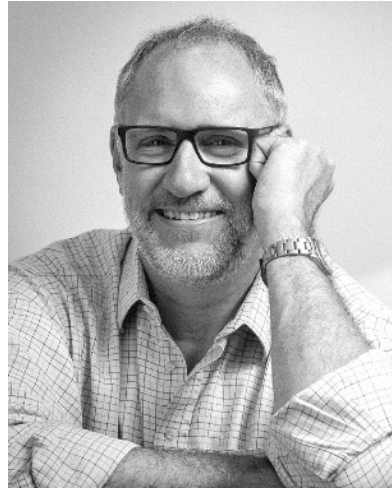
16. Elections and Appointments

16.2 A person to be nominated, elected, or appointed as a Trustee:

- (a) must be a Subscribing Member, Honorary Member or Honorary Fellow of the Society;
- (b) must not be in arrears with their subscriptions;
- (c) must be willing to act in accordance with the Trustee Code of Conduct as set out by the Board of Trustees and published in the Regulations;
- (d) if they have served as a Member of the Board of Trustees since the last election, must not have vacated office during that period;
- (e) if they have previously served on the Board of Trustees must, during their tenure, have attended at least half of its meetings unless otherwise permitted by the Board of Trustees; and
- (f) must be reviewed by the Nominations Committee for the purpose of nomination, election or appointment according to the criteria above.

16.3 Every Member of the Society entitled to vote at General Meetings may nominate one candidate for each of the Society's Elective Posts, where vacancies are to occur at the end of the next AGM:

- (a) the **President**; and
- (b) up to six **Elected Trustee** positions on the Board of Trustees.



"Please vote in the Trustee Election and play your part in steering the future direction of the RPS"

A message from the President

The necessary evolution of the RPS will benefit greatly from having a Board of Trustees composed of individuals who bring the highest levels of professional, corporate or charity experience, and the personal skills and integrity necessary to provide robust and transparent governance. Our new ByLaws, and the process of Trustee appraisal and recommendation by a Nominations Committee, are two major steps forward in providing more effective governance.

It is not a prerequisite that a Trustee candidate must have served previously on the RPS Board of Trustees nor do they require the recommendation of the Nominations Committee; it is for this reason that you are encouraged to read this Prospectus and to use your votes to elect the six most suitable candidates to the position of Trustee.

This election will begin the process of forming a new Board of twelve Trustees; a Board that must work towards achieving the objectives necessary to ensure that the RPS becomes an ever more sustainable and beneficial organisation, able to deliver on its charitable objects and provide greater support and opportunities to its Members.

Following this election of six Elected Trustees (ByLaw 9.2c), a skills-gap analysis will be undertaken by the Nominations Committee. This will identify those further skills that need to be brought to the Board through the selection and direct recruitment of four Appointed Trustees (ByLaw 9.2d), which will complete the new Board.

Simon Hill HonFRPS
President & Chair of Trustees

Reviewed and recommended by RPS Nominations Committee



Nicola Bolton

I have ten years' experience in Board Trustee / Non-Executive Director roles and twelve years' Executive Board Member experience. This is in addition to hundreds of interactions with private sector boards of all sizes and nationalities while working at IBM and in government. I would like to put my 33-year track record of delivering results in the commercial and public sectors to good use in helping the RPS achieve its mission. I believe photography is a powerful medium, which can benefit diverse groups of people and causes.

While I was a Trustee for another educational charity with a significant membership, I supported the CEO to modernise its legal governance towards Royal Charter and implement updated regulations and by-laws to ensure it was operating within the law. I was appointed Vice Chair of its Academic Board, which assured the integrity of its roadmap of Ofqual-regulated qualifications and training, including Chartered status. My insight from this work will help me judge how well the RPS' Executive is translating strategy into action. It also means that I understand the nuances

of working within an organisation which relies on a large volunteer cadre for success: how to harness that combined super-power to forge ahead, and how to nurture individual flair so that it cross-pollinates.

As acting CEO, I justified the government's £1trillion export target at a Parliamentary scrutiny committee, engaging in honest, robust, and pragmatic debates with senior MPs. My experience allows me to bring the necessary degree of strategic overview and assessment of risk facing the RPS, which will also benefit from my proficiency in constructive challenge. My financial and commercial acuity, gained from managing budgets from £100k to \$2bn, means I can navigate challenging and changing funding environments and ensure that the RPS gets access to the money it needs to sustain its future.

I'm keen that the RPS brings a better value offer to members and provides people with access to opportunities wherever they are in their photographic journey. I've guided a membership organisation to bolster its service to members and I've led engagement with 3,500 citizens to develop a strategic local government plan. I will bring the RPS my insights from projects like these. My career success

has relied on collaborating and ensuring that stakeholders get chance to provide their views. I believe this is how you, as a member, expect the RPS to operate so that you have a voice in the future of the cherished organisation to which we belong.

I'm excited about the new RPS strategy and building the next chapter in the RPS' heritage. I think it has potential to encourage more people to engage in photography, and to connect many disparate photographic groups into a coherent whole, which will benefit us all. I know I have the skills and experience to help govern the RPS so that it can support everyone who loves photography – the essence of its charitable role. I hope you agree I will add value as a Trustee. Please vote for me.

Nicola Bolton holds an **Associate** distinction of the RPS



Reviewed by the Nominations Committee
and standing as an independent candidate



Gavin Bowyer

I have a scientific background and trained in Medicine at Cambridge and Oxford. I had, however, an interest in art, so was able to read History of Art for a year within that university period.

I qualified as a doctor and went on to specialise as a trauma & orthopaedic surgeon. I enjoyed a career in the Army for 17 years, with many interesting travels and operational tours, much of that time with airborne forces. I then spent 20 years working as an orthopaedic consultant in the NHS and in private practice.

Travel and photography have always been a passion for me. These have formed an important part of my life and work, from photographing snails and irrigation schemes in Africa on medical expeditions, to recording war wounds on the Afghan border and in Gaza. Photographs have had a tremendous relevance not just as records, but as part of establishing a treatment, and scientific, narrative.

Throughout my career, I have had positions of considerable responsibility and with a strategic and development role, as well as having a particular interest in training and education. This is reflected in my appointments to the Specialist Advisory Committee at the Royal College of Surgeons (which oversees training of orthopaedic surgeons), as an examiner and standard setter for the Intercollegiate Specialty Board in Trauma and Orthopaedics and as an examiner for the Diploma in Medical Care of Catastrophes. I was also involved as an advisor to the Department of Health as Trauma Centres were established in the UK, particularly looking at the workforce implications and strategies.

My photography interests and commitment have developed considerably in the past 5 years, as I have moved into semi-retirement. I achieved LRPS in 2016 and ARPS in 2018. This has been in no small part related to my membership of a thriving local photographic society, so I appreciate the role of both a national body and local organization in supporting photography. I became Programme Secretary and then President of Winchester PS. One of my first roles as President was to review our governance procedures, update the constitution and

establish Accessibility and Safeguarding policies. My strategy for the presidential year was to improve on the outreach of the society, developing its role in the community – unfortunately that is unfinished (but continuing) business, as Covid-19 struck. I provided leadership to the Society, ensuring we moved swiftly and effectively to on-line meetings. I have had a major role in organizing the Winchester Annual Exhibition, both in gallery format and latterly online through co-operation with Hampshire Cultural Trust.

I feel that it is time for me to try to give more to photography, as a way of contributing to society. I passionately believe that photography can bring inspiration, creativity and connectivity to all areas of society – but that relevance has to be sought and nurtured! I believe I have some transferrable skills in organization, education and leadership that could contribute to the RPS as it strives to achieve its vision.

Gavin Bowyer holds an **Associate** distinction of the RPS



Reviewed and recommended by RPS Nominations Committee



Avijit Datta

I passionately enjoy participation in a vibrant multi-genre international photographic community. I wish to improve RPS member services and bursaries and extend them to more people and diverse backgrounds. Currently, RPS finances are not sustainable for this. I will therefore deliver this on Council by: (a) obtaining more money (b) friendly collaborative working to deliver 21 programmes of the RPS Strategic Plan “Photography for Everyone” (c) maintaining standards in education, governance, and institutional partnerships. I have a nine-year charity Board track record.

RPS Trustee, Member of Council & RPS Critical Friends Group (7 months)

I have presented papers to RPS Council to (a) increase membership, including Internationally (b) obtain Arts Council National Portfolio Organisation (NPO) funding which requires demonstrable RPS diversity. Diversity and inclusion are close to my heart; increasing it thus delivers millions of pounds of member benefits.

Academic leadership

Board member of York St. John University (5 years) and various Arts/Learned Society charities (9 years), following government initiatives; service on Personnel and Governance, Audience

Development and Diversity and Equality Committees. I adhere to Nolan Principles of public life (selflessness, integrity, objectivity, accountability, openness, honesty & leadership).

Essential skills

MEMBERS INTERESTS & ENGAGEMENT Trustee representative of RPS Members Committee (Mem Com); bringing forward members' ideas to Council. Open and approachable.

FUNDRAISING Track record of fundraising millions using strategy, partnership and networking. I obtain funding from Arts Council & Research Councils. I support Arts Council NPO recurrent funding applications.

STRATEGY DEVELOPMENT AND TRANSLATION Employ long-term vision, identify responsibility and Key Performance Indicator dashboard with CEO and senior management to 'survive and thrive'.

INTERNATIONAL A committed internationalist, promoting young photographers worldwide via 39+ illustrated blogs on RPS website & Instagram. I promote increased international RPS membership and financial and artistic benefits that it accrues.

COMMUNICATION I promote charities to new audiences using numerous channels including BBC interviews, newspaper articles, mobile friendly websites, Facebook, Twitter and Instagram. I obtain funding for new charity websites and project manage them to completion.

SOCIAL INCLUSION, PUBLIC BENEFIT I write extensively about bringing benefits of photography to the underprivileged. I developed a project to increase inclusion at Cambridge University (fulfilling 4 RPS Strategy programmes). Solicited 10+ photographic articles on benefits of photography for wellbeing (Section 2.6 RPS Strategic Plan). I raise charitable funds from photographic exhibitions including Magnum Photographers. Sit on grant-giving Boards for International Human Rights defenders.

IMAGING IN SCIENCE Awarded ASIS (Accredited Senior Imaging Scientist) and FRPS by RPS. Published papers, book chapters employing advanced imaging techniques for diagnostics, patient care, medical education, and research publications. Fellow of The Linnean and Physiological Societies and Royal Society of Arts.

Deputy Chair of RPS Contemporary Group (2019 – 2021)
I increased member engagement and participation via 39+ photographic blogs on COVID-19 themes including teaching underprivileged children photography, mental health, electronic collaboration, and NHS. These articles led to Contemporary SIG web engagement ranking rising to second highest SIG. They helped stem membership decline, which I analysed and modelled.

Dr Avijit Datta holds a **Fellow** (ASIS) distinction of the RPS



Reviewed and recommended by RPS Nominations Committee



Sarah J Dow

Hello :-)

I studied art before entering the world of marketing where, over the next thirty years, I worked with many kinds of business, from local butchers to national charities, the BBC, and global pharmaceutical brands; building a successful career as a creative strategist specialising in digital health and media channels.

I served on the board of Governors of an NHS Foundation Trust, volunteered with cancer, wildlife and other animal rescue charities, and am a founding member (was Trustee) of Flat Friends, the only UK charity dedicated to the support of women who choose to live flat after breast cancer.

I joined the RPS in 2016 while studying photography at Wiltshire College, and gained my Associate distinction in 2018. I also hold the Licentiate distinction of the British Institute of Professional Photography. I've spoken regularly at RPS events, I joined the Distinctions Panel in 2020, and then earlier this year the new Critical Friends (EDI) group, and was co-opted to the Board of Trustees, where I have used my professional experience to support the RPS senior staff team with procurement of our vital CRM project. I hope to be elected to

the Board of Trustees and be able to continue to support this vital part of the RPS resource and so many other essential initiatives that our Board has introduced.

2020 was a game-changer in every way imaginable and I've seen first-hand how the RPS rose to meet the needs of members and photographers around the world, pouring forth dynamic initiatives that have transformed how the photographic community connects to the Society, and which will transcend their origins.

This could not have happened without incredible drive and vision in all corners of the organisation, and it has been a genuine privilege to serve on such a progressive Board of Trustees as it supports the staff team to deliver our inclusive new strategy. We must continue to focus on the future of our Society as it inspires and connects photographers everywhere, bringing more opportunities and creativity across the image-making spectrum.

Nevertheless, we will continue to face huge challenges as we evolve, and we need a strong, balanced team that can provide both stability and vision, working kindly and respectfully with each other, our staff team and across our national and international membership.

I have a reputation for reliability and problem-solving, a strong work ethic, as well as the ability to humanise every project, turning insights and strategies into creative stories and frameworks that bring people together, keeps them focussed, and drives growth. I think big, I get the job done, and I'm good at negotiating practical and political challenges. My approach is objective, results-driven, and I put people first. Always.

Great organisational cohesion (and financial resilience) needs clarity of purpose and communication, underpinned by genuine 'for all' inclusivity, and the effective use of data insights in all strategic and operational activity. This is where I can continue to add real value to our Board team.

Sarah J Dow holds an **Associate** distinction of the RPS



Reviewed and recommended by RPS Nominations Committee



Andy Golding

I am seeking re-election as a trustee so I can continue with my mission to make everyone feel welcome and valued in the Society, and to gain new and diverse ideas and audiences; this is enshrined in our new Strategy – 'Photography for Everyone'.

My aims continue to be to focus on members, communication, feedback and education, but additionally I am seeking to widen the scope the Society, to reach out to all areas of society and to ensure the highest quality knowledge, value and creativity.

I do all I can to bring my expertise to the Royal Photographic Society - from teaching photography - internationally, online and face to face - working as a consultant for education in business, and as a Visiting Professor leading the quality assurance initiatives in a university.

It has been the greatest privilege to set up the RPS 'Critical Friends' group, which includes our CEO and three

other trustees, who have worked with me to scrutinise all aspects of the RPS with the aim of embedding equality, diversity and inclusion in all we do.

We invited representatives with a deep understanding of photography relating to the full breadth of issues including access, disabilities, mental health, gender, ethnicity and poverty. We have included those from professional photography, education, community groups, artists and galleries. Together we are making our society more approachable, all-encompassing, and sensitive to young and old alike, gaining insight and a vision for widening our appeal to everyone from every background, worldwide.

I wish to continue working with Distinctions where I have been leading training for providing highly constructive feedback to best support you in achieving the greatest satisfaction from the creation of photographs, with a supportive education route to recognition through every level of Distinction.

It has been amazing to see how responsive the RPS has been in moving so much provision online, quickly, efficiently and effectively. During these terrible times of Covid-19 and the

various lockdowns – staff and volunteers, have reached greater audiences than ever before and played a part in providing a sense of well-being, support and community. As something of an expert in online learning I want to be voted back in to go further the creating of high quality content, which can be utilised for personal satisfaction, and well as stepping stones towards qualifications.

I have learned so much in these 18 months from the expertise around me in the board of trustees, they are a highly talented and complementary group. I have contributed to the development of our new dynamic strategy and journal and the overhaul of our governance – ensuring we have much more robust and fair systems, checks and balances. I would like a further term to have the opportunity to put the great new ideas and policies into action so we will all benefit from a financially sound, forward looking society.

I look forward to continuing to represent our society's enthusiasts, academics, professionals, artists and scientists.

Andy Golding holds a **Fellow** (ASICI) distinction of the RPS



Reviewed and recommended by RPS Nominations Committee



Steve Jupp

My love of photography led me to join the RPS in 2015 and I was thrilled to gain my Licentiate in 2018. I'm sure that we all joined to gain inspiration, learn to make better photographs and connect with each other in a community of enthusiastic photographers, all of which I found in the Society.

But I don't take the RPS for granted. Unless care is taken, any organisation can decline. The past has shown that it is vital for the Society to be governed well in the future. The Governance Review shows the way forward. We now need to embed the principles of good governance in everything we do.

I am excited about the future of the RPS with its new strategy: Photography for Everyone - inspire, create and connect. It points to a richly varied, professionally delivered and diverse future for us all.

My enthusiasm for photography provides my main motivation for wanting to support the Society as a Trustee,

however, it does not qualify me to serve on the Council. So, why you should consider me for this important role?

I believe that I have the knowledge, skills and experience to be an effective member of the Trustee team. Most of my career was spent in the NHS where, for 20 years, I managed frontline services then spent a decade as Director of Human Resources for the major acute teaching hospital in Exeter. This gave me board level experience of managing 6,000 staff and a multi-million pound budget. I led the trust's work on staff and governance and I also produced our first Diversity and Equality strategy. It was wonderful to see colleagues, who may have been initially reluctant to get involved, realise the benefits of working with people from different backgrounds and how their work was enriched by the experience.

I then worked for the Department of Health on a special project researching Staff Engagement across England. This gave me great insight into the necessity of really listening to people - staff and patients - and using their needs to shape our work. This translates directly to the RPS where our members need to know that their contributions, of money and time, are worthwhile and further their own

experience of photography whilst also meeting the broader charitable aims of the Society.

As well as being a keen member of Sidmouth Photographic Club, I now manage governance for a small law firm and chair the Exeter Philharmonic Choir, a registered charity.

It's all very fine to list one's past achievements but a sparkling CV does not necessarily mean that person is right for a particular role. It's also about the energy they bring; their ability to listen and be responsive to the needs of others; honesty and reliability; insight, diligence and teamwork. Those are the qualities that I value and always aim for.

I would consider it a privilege to serve my fellow members and the Society as a Trustee.

Steve Jupp holds a **Licentiate** distinction of the RPS



Reviewed and recommended by RPS Nominations Committee



Mervyn Mitchell

Colleagues, I am a staunch advocate for the use of photography as a means of engaging and inspiring communities and individuals. I believe my expertise in this area would help develop strategies / programmes that would realise the ambition of the RPS 'Photography for Everyone' benefiting RPS Members and the Regional Hubs.

May I start with a bit about myself. For the first two years, after having taken early retirement as Project Manager for an International Packaging Company in 2008, I worked as the Community Engagement Officer for The New Art Exchange (the largest gallery in the UK dedicated to culturally diverse contemporary visual arts) based in Nottingham, developing programmes to engage with the local community. During this period I also obtained Arts Council funding, using photography to bring together Primary School pupils from different socio-economic backgrounds.

From 2010 until present day I co-found and manage the Nottingham Photographer's Hub, it's aim to give a voice to marginalised people and communities within Nottinghamshire. Funded by the Big Lottery, we work with Adults with mental ill-health. In partnership with The Institute of Mental Health, Nottingham we produced an evaluation report

which highlighted the positive benefits the photography workshops had on the participants lives. We also work with Young People who are not in education, employment or training (NEET) living in deprived areas of Nottinghamshire. Providing a certified course in photography for which we are granted funds by Children in Need. The course is an integral part of their study program with the aim of reducing isolation, increasing their personal confidence and enabling their ability to work in groups.

I also work as a Sessional Photography Tutor for a locally based community education provider, teaching beginners and intermediate photography courses held at either local libraries or online.

In 2016 I graduated from De Montfort University, Leicester with an MA in Photography.

There are two programmes within the “Photography for Everyone” strategy that I believe I can contribute to as a Trustee:

Education Programme

Developing or integrating accredited vocational photography programmes into the RPS education portfolio. They would support young people or adults of differing abilities achieve the confidence to either engage with the distinctions process or

continue onto college. The programmes would be delivered at a regional level by RPS Members.

Photography for Wellbeing

For me this programme is essentially about inclusion, everybody should be able to participate in photography and the benefits it can bring with regard to Wellbeing. My experience working within communities and individuals with different needs, will contribute to the development of photography programmes based on their specific needs and delivered regionally by RPS Members.

The two programmes identified, will require external funding to establish, train and develop RPS Members if they are to succeed regionally and I believe my experience in obtaining funds would support any funding strategy.

Although I have identified here 2 specific programmes, as an RPS Trustee and using the experience I have gained in Corporate life, running a business and working in the community, all my effort would be to support all the 21 programs to ensure the RPS Strategy 2021 - 2026 succeeds.

Mervyn Mitchell holds an **Associate** distinction of the RPS



Reviewed and recommended by RPS Nominations Committee



Brian Pomeroy

I am putting myself forward as a Trustee and, if elected, would be delighted to have an opportunity to play a part in promoting the continuing and growing success of the Society.

As someone recently co-opted to the RPS Council, I have seen the excellent work that colleagues have put into the new constitution and into a fresh and coherent strategy. We now need to turn the former into strong practical governance and the latter into reality. Together, they can provide the platform on which the Society will be able to grow and flourish. There are many issues for the RPS Council to address but, within the space permitted here, I would highlight three personal priorities:

- Enhancing the reputation of the RPS among photographers and potential photographers of all kinds and levels, and among a broader constituency beyond that. I would like the Society to communicate, widely and powerfully, the way in which photography can bring about self-fulfilment, aesthetic satisfaction and social change.

- Ensuring, as a membership organisation, that members' voices are clearly heard and that they influence what we do and how we do it. We need to increase and broaden the membership by providing activities and services that members value.
- Placing the RPS on a more stable financial footing, without which it cannot fulfil its ambitions. This will mean investing in both conventional and innovative ways of fundraising and income generation.

If elected, I can contribute personal experience of acting as chair and trustee of a number of other charities of different types and size. From this, I can offer knowledge of good practice in governance; a commitment to the ethos of the voluntary sector including the importance of collaborative and mutually respectful working; and practical experience of critical tasks such as fundraising. These roles have included Chair of The Photographers' Gallery and chairing/trusteeship at other charities focussed on photography, giving me a broad view of the sector and personal networks within it.

From a professional career in management consulting, I can also offer experience in strategy, organisation, operations and finance. In deploying these as a Council member, I would emphasise the importance of respecting, and not crossing, the boundary between the non-executive role of trustees and the operational role of staff and volunteers. I would be a strong advocate for this separation of functions at the RPS.

Finally, working in other fields such as homelessness, disability, financial exclusion and with older people has shown me how visual communication, particularly photography, can help strengthen communities and combat social disadvantage, as well as addressing global threats such as environmental harm. This, I feel, will always be a vital function of photography and represents an outlook which, if elected, I would like to see figure prominently within the broader ethos and activities of the Society.

Sir Brian Pomeroy CBE holds an **Associate** distinction of the RPS



Reviewed and recommended by RPS Nominations Committee



Bob Ryan

After what have been two challenging years, and with the pandemic still running its course, many people are fearful for the future. Will I be able to travel again, will my photography business recover, will I be able to meet friends again at the local camera club or photographic society? At times such as this, strong institutions that support your values and interests are so important. The Royal Photographic Society has been through a tough time too, and to serve and inspire both you and the public more generally, it needs robust and vigorous governance and leadership.

We are at a social and economic turning point in our national life, and photography, in all its forms, is central to our human experience and, in so many ways, our recovery. The Royal Photographic Society must do more than just survive; it must thrive. With my love of photography and my range of experience, including a doctoral degree in photography, I can help it do just that.

I am offering myself as a trustee because the 'Royal' matters to me as it does to you. I want the Royal to succeed.

The excellent 'Photography for Everyone, Strategic Plan 2021' is a powerful call to action. It reflects many of the values I hold dear: inclusivity, internationalism, a commitment to the young and, particularly, to its core mission – education. I have a working lifetime of experience in education, its governance, and its management – I also know a thing or two about finance, both as a chartered accountant, and teaching it for many years guarantees that. I know about accounting and money management, but, more importantly, I know how to look forward financially, not back. So, I offer myself to the Royal and to you based on my skills and experience in governance and strategic financial management.

But there is something else too. I am very committed to the Royal's educational mission. I believe the Royal can do great things for you and your photography at whatever level you might be. Whether struggling to

learn the basics or searching for your defining voice, the Royal can support you by extending its distinctions programme with educational programmes and continuing photographic development. As a trustee, I can support my colleagues on the Board with my experience in the governance and regulation of education. I can also contribute to the Board's debates about the Royal's future direction, particularly in terms of its relevance to the many young photographers and image scientists trying to find their feet in the world today.

So, in asking for your vote, I do it with great respect. I am asking you to trust that I will work with commitment and skill to take the Royal through the next stage of its existence as one of our great national institutions. I will work hard to repay your trust. Thank you for your support.

Professor Bob Ryan holds a **Fellow** distinction of the RPS



Reviewed and recommended by RPS Nominations Committee



Peter Walmsley

Taking a good technical picture is no longer difficult: the camera does much of the work and almost everyone carries a camera in their phone with just 6.9% of images taken with a traditional digital camera. Now everyone is free to use the power of photography for personal communication and expression. The RPS is stuck in the dark room if it doesn't embrace these photographers. It has to become more inclusive and sustainable to survive. Current warning signs include a slowly declining membership; males outnumber females by 3:1; more younger members are needed (around half the members are over 65 years old); and it is running a financial deficit.

The need for change is recognised. The RPS has a new strategy containing 21 initiatives of which 13 are new products and services. This is a good start but to deliver it requires a plan which recognises the financial constraints, the need for culture change and when to work with external partners. The role of Trustee includes support for and oversight of the plan.

An electronics engineer by training, my interests lie in activities which combine art and science. After gaining a PhD in acoustic sensors, much of my career has been in marketing, commercial and project management roles in technology organisations such as Nokia and Panasonic and more recently, working for several central government departments. I join organisations to make a difference by developing new products and services, building partnerships and delivering change projects, often in an international context.

Recent projects and experience have included assisting the merger of 2 government departments (creating a new risk management policy); delivering efficiency savings of £3m (target £2m) across an international network of ~260 offices and developing a commercially successful web-based information management product. I have worked with suppliers and partners in many sectors, including overseeing the commercial arrangements for overseas aid projects and helped to create the international standard on collaborative business relationships (ISO 44001).

International experience connects with my love of travel photography, this year winning the Colours of Life category

of the Travel Photographer of the Year competition. As a level 2 judge in the Southern Counties Photographic Federation, Vice Chairman of my local camera club and holding the LRPS, CPAGB and EFIAP accreditations, I have a good understanding of photographers' needs.

For many, those needs are about improving their photography which means redefining the educational services so that progression is clearer, for example by including more training content in the RPS Journal. It also means setting good, clear photographic standards in the distinctions processes and beyond. Better engagement with members will require a change in culture: the current RPS feels somewhat elite.

The RPS has a tremendous brand image: let's use that asset. There's an opportunity here to redefine what photography is all about and for the RPS to take the lead. The journey may not be smooth but I am standing for the Board of Trustees to help realise that opportunity.

Dr Peter Walmsley holds a **Licentiate** distinction of the RPS



Photo credits

Front cover: Derryn Vbranch

Back cover: top row; from top left, Carlotta Cardana no title, Jonathan Knowles Frances and Nunu, Henry Iddon no title, Hazel Gwatkin LRPS Honesty. Middle row: from left, Mat Hay Tree, Alys Tomlinson Daria, Susan Meiselas Dee and Lisa on Mott Street, Mary Anne Chilton Upside Down Jellyfish. Bottom row: from bottom left, Catherine Hyland Maddens Wind Farm, Nicholas Jones Coral or Trees, Natalie Christensen A Good Day.



Patron

HRH The Duchess of Cambridge

President & Chair of Trustees

Simon Hill HonFRPS

Chief Executive Officer

Evan Dawson

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