

AGENDA; SEARCH COMMITTEE

Tuesday 16 April 2024 at 5.15pm, to be held in Suite 1 of the Employer Hub

Governors are reminded of the College's commitment to equality, diversity and inclusion and the need to consider these issues, along with health and safety, in all Committee business.

1. Welcome and Apologies for Absence

2. Declarations of Conflict of Interests

Governors must declare any interest in any agenda items, where there could be a conflict of interest. For any such declaration, they may be requested to withdraw from the meeting for the discussion/decision on that specific item and will not be eligible to vote on the matter under discussion.

3. Confidential Item for Corporation Members only, under Section 40 of the Freedom of Information Act; Application for the Role of Independent Governor

- **5.30pm Lee Lawson** (*Paper LMC/S/15/23 refers*) (**for recommendation**)

4. Draft Minutes of the Search Committee Meeting held on 20 February 2024 (*Paper LMC/S/14/23 refers*) (**for approval**)

5. Matters Arising

6. Review of Composition of the Corporation (*Paper LMC/S/16/23 refers*) (**for discussion**)

7. Any Other Business

8. Date of Next Meeting

To Be Advised

NON-CONFIDENTIAL MINUTES OF THE SEARCH COMMITTEE MEETING HELD ON 16 APRIL 2024

Present: Lindsay Price (*Chair*))
Yak Patel) External Governors
Jane Taylor)
Beverley Martindale) Support Staff Governor
Danny Braithwaite) Principal

In attendance: Oona Cushen Governance Adviser

STANDING ITEMS

WELCOME AND APOLOGIES FOR ABSENCE

S/23/123 The Chair welcomed everyone to the meeting and advised that there were no apologies for absence.

DECLARATIONS OF CONFLICT OF INTERESTS

S/23/124 The Chair reminded members that any conflict of interest, actual or perceived, in any agenda item should be declared. There were no known actual or perceived conflicts declared.

APPLICATION FOR THE ROLE OF INDEPENDENT GOVERNOR

S/23/125 This is a confidential item for Corporation members only, under Section 40 of the Freedom of Information Act. Paragraphs S/23/126 to S/23/140 are, therefore, minuted separately.

DRAFT MINUTES OF THE SEARCH COMMITTEE MEETING HELD ON 20 FEBRUARY 2024

S/23/141 The Chair referred members to paper LMC/S/14/23 and advised that no amendments had been received.

S/23/142 The minutes of the previous meeting, held on 20 February 2024, paper LMC/S/14/23, were agreed as a true and accurate record.

MATTERS ARISING

S/23/143 There were no outstanding actions or matters arising.

REVIEW OF COMPOSITION OF THE CORPORATION

S/23/144 The Governance Adviser referred members to paper LMC/S/16/23 and advised that there had been no interest in the Student Governor role, but that this most likely the wrong time of year to recruit, given impending exams and assessments. A full recruitment campaign will be undertaken in September 2024 with the new cohort of learners.

S/23/145 An independent member of the Board was considering taking on the Chair's role from September 2025, with a response due by the end of the month. Even if the member agreed to take on the role, this would be dependent on finding an interim chair for the full 2024/25 academic year. The alternative was to submit the application, already written, to the FE Commissioner's office for paid recruitment of an external Chair through Peridot Partners.

In response to Governors' scrutiny and challenge, the following points were highlighted:

S/23/146 The current Chair of the Corporation advised that she would prefer to appoint someone sooner, as she felt that she was unable to do as good a job as possible as she was unable to give any further additional time to the role. The Principal and all members present acknowledged the viewpoint, but all felt that the current Chair had done a sterling job and had provided the College with what was needed and had helped the Principal settle into his role. The multiple external adverts had not yielded any candidates, and the Principal was aware that at least three to five other colleges were also in the process of recruiting a new Chair. The Principal felt that the external avenue may not necessarily find somebody conducive to the College and its future direction of travel and that, if possible, an internal candidate would most likely be preferable.

S/23/147 Governors discussed the two options and that, even if an internal candidate agreed to take on the role from September 2025, things may change in the interim period and the College may be left in the same position in 12 months' time. Appointing from within the Board may be the safer option, but that is not to say that there may be a suitable candidate available externally that would be able to support the Principal and the College in its current position. The Principal advised that, from a resilience perspective, the external recruitment path may be the sensible option. On the other hand, if the internal option is better aligned, this would still remain the Principal's preference as he genuinely sees in that member all the attributes of a Chair. This member is pro-active and their behaviours in meetings stands out as an ideal choice, in that sense. It was suggested that discussions are held with the potential internal candidate and, if they did wish to take on the role of Chair, this should be from September 2024. If the internal member did not wish to take on the role, or to take on the role from the earlier date, then the Committee advised that the external recruitment should proceed as soon as possible.

S/23/148 Governors received and discussed the Review of Composition of the Corporation, paper LMC/S/16/23.

ACTION: Governance Adviser to contact the independent member to request consideration of the Chair's role from September 2024.

ANY OTHER BUSINESS

S/23/149 There were no other items of business.

DATE OF NEXT MEETING

S/23/150 The next scheduled meeting will be in the 2024/25 academic year. It is likely, however, that a meeting will need to be called prior to the end of the Summer term to interview any additional Governor candidates and to interview for a permanent Chair of the Corporation.

The Committee agrees that these non-confidential minutes are an accurate record of the meeting.

Approved by Committee on: 15 October 2024