

**EASTLEIGH COLLEGE BOARD
SEARCH COMMITTEE**

**MINUTES OF THE MEETING OF THE SEARCH COMMITTEE
WEDNESDAY 10 JUNE 2020 AT 1400 HOURS USING 'TEAMS'**

Present: Mr J Sendell
Mr S Johnson

In Attendance: Mr P Cox from S.06.20,iii
Dr C Davis, Clerk to the Board

Peridot Team (item S.06.20,iii only):
Mr Drew Richardson-Walsh (Associate Director, Head of Education Practice)
Sarah Szulczewski (Lead Consultant)
Dr Sophie Carney (Consultant)
Laura Atter (Research & Business Support)

S.01.20 GOVERNORS MEETING TIME WITHOUT SMT

No issues were raised.

S.02.20 APOLOGIES

There was one apology from Dr J Edrich.

S.03.20 DECLARATION OF INTEREST

No declarations of interest were registered.

S.04.20 MINUTES OF THE MEETING HELD ON 3 APRIL 2019

The minutes of the meeting held on 3 April 2019 were agreed as a true and accurate record.

S.05.20 MATTERS ARISING

All the actions and follow-ups had been completed.

There were no further matters arising from the meeting of the 3 April 2019.

S.06.20 GOVERNORS RECRUTIMENT 2020/21

i Succession Planning 2020/21

The Clerk began by outlining Board membership as of June 2020, he said that the Board has four vacancies on the Board for independent Governors and by December 2020 the Board is scheduled to lose a further 3 Governors through retirement.

There was a potential need he said to recruit at least 6 independent Governors by July 2021.

The Clerk said that the recruitment of new Governors had become an issue and was becoming even more difficult with the added responsibilities and legal consequences now facing all FE Governing bodies.

The Clerk was asked to put out a final call via email to all Governors asking for any potential leads/links to individuals who might be considered suitable for the role of independent Governor at Eastleigh College.

ACTION: CD

ii Governance Model

The Clerk reported that at the Board meeting in May 2020 he had been asked to produce a document setting out different examples of the configuration of a Board model, which would be reviewed and approved to help the Board decide on the numbers of 'independent' Governors required.

The two systems discussed at this meeting were the Committee structure (already in use at the College) and the Policy Governance model (also known as the 'Carver' model).

Governors thanked the Clerk for his work and discussed the pros and cons of both systems of Governance.

Mr Johnson felt that a change in the Governance model now, with so much else changing within the College it may be the wrong time to do it.

He acknowledged the independence that the Craver model gave to a Board, but also felt very strongly that having the SMT's input at meetings was critical to any understanding and decision being made by the members. He was also not convinced that the Carver model would endure during a period of crisis, for example the COVID-19 pandemic being experienced at the moment.

He also felt that it might be seen as an opportunity to reduce the number of independent Governors, not for the reason of improving the Board's capability, but because it has become difficult to recruit Governors with the right skills and experience.

Mr Sendell felt that the Carver model would certainly involve more meetings, where everyone would be expected to attend. There would he said still be a need to recruit new Governors, as succession planning needs to be in place for those who complete their tenure as a Governor during the next 12 months.

He also felt strongly that the Committee structure utilised the members' skills in the right way, with the potential for more focused challenge and consideration. The Carver model might reduce the ability to discuss business in a concentrated way, due to the added time pressures on meetings.

Governors unanimously recommended retaining the Committee structure and asked the Clerk to ascertain from the Board whether there were members who felt differently to this opinion. If there were concerns raised by Governors the discussion over the Governance model would continue at the next Board meeting in July.

ACTION: CD

Mr Cox was invited to join the meeting.

iii, iv Recruitment of New Independent Governors (to include the Board Skills Matrix)

The Clerk then introduced Drew Richardson-Walsh, Associate Director at Peridot and his team to the meeting.

Mr Richardson-Walsh provided a comprehensive brief about a potential partnership with the College in the recruitment of potential new independent Governors.

Areas for discussion focused on:

- Potential number of new Governors required
- Potential problems with new Governors appointed (need for re-appointment, time-scales, contract stipulation required (12 months))
- Cost savings
- Fees/negotiation
- Succession planning
- Radius of the recruitment pool
- Process/administration
- Number of candidates to interview/review
- Online interviews if required

The Clerk was asked to formulate a proposition on using Peridot as a potential partner in the recruitment of independent Governors. This would go out to the Board so that Governors could formulate questions/responses prior to the Board meeting in July. This proposition would be a recommendation from the Search Committee so would need to be shared with the Search Committee first before transmission.

ACTION: CD

DATE OF NEXT MEETING

S.07.20 September 2020

There being no further business the meeting closed at 1520 hours.