

SEARCH AND GOVERNANCE COMMITTEE

Minutes of the meeting held on Thursday, 31st March 2022 at 1.30 pm via Teams

Present: Mr D McVean (in the Chair), Mr A Clarkson, Mr B Hansford, Mrs C Harris, Mrs P Hawkesford, Mr C Matts, Mr T Neville OBE and Mr A Thomson

In attendance: Mrs G M Hulley

SECTION A – ROUTINE AND STANDING ITEMS:

22/01 Apologies for absence (Agenda item 1)

A technical issue with the Teams link had prevented Mrs P Prow from joining the meeting.

22/02 Declarations of interest (Agenda item 2)

There were no declarations of interest.

22/03 Minutes of last meeting (Agenda item 3, Paper A)

The minutes of the meeting held on 21st October 2021 had been circulated previously. The minutes were accepted as a true and accurate record.

22/04 Actions outstanding (Agenda item 4, Paper B)

There were no outstanding actions.

SECTION B – GOVERNANCE 2021-22:

22/05 Recruitment (Agenda item 4)

The Chair explained that the Corporation would lose 2 governors during 2022. A celebration would be organised. There would also be other governors who would be leaving the Corporation over the next 12-18 months. A recruitment exercise had been completed in recent weeks which had resulted in 2 prospective candidates being interviewed.

a. Noel Inge (Paper C.1):

Noel Inge was interviewed by Mr Neville and Mr Matts. Mr Inge was a retired Managing Director of the Chartered Institute of Legal Executives and had many years' experience of working on the executive side of the board. He had a good understanding of what challenge and support was all about. He had interviewed really well and provided good responses to all of the questions. The Committee welcomed the application and if successful, encouraged development in local understanding and intelligence of the county and region as part of an induction.

The Committee agreed that in the first instance, Noel Inge should be considered as a co-opted member of a Committee. His understanding and expertise of corporate governance and law suggested he would be most suitable for the Audit Committee. The Chair of Audit confirmed that the Committee was dealing with some quite significant risks at the moment. Noel Inge's skillset would be very useful for that Committee.

Resolved: To recommend to the Corporation the appointment of Mr Noel Inge as a co-opted member of the Audit Committee. This would be subject to an annual review.

b. Mohamed Saeudy (Paper C.2)

Mohamed Saeudy was interviewed by Mr T Neville and Mr M Wakeford. Mohamed had extensive experience in education and held a senior position at the University of Bedfordshire. He was very impressive throughout the interview and demonstrated he was very ambitious for the College. In addition to a strong background and expertise in accounting and sustainability, Mohamed also demonstrated in his application and interview, a passion and commitment to the student voice and experience. Mohamed had a good understanding of the inter-dependencies that existed between Committees and the Corporation as well as impact of finance on teaching and learning. The Committee welcomed the application and if successful, the current induction involved meetings with individual members of the Senior Leadership Team where differences between HE and FE could be explored further.

Resolved: To recommend to the Corporation the appointment of Mr Mohamed Saeudy as a co-opted member of the Teaching, Learning and Assessment Committee. This would be subject to an annual review. Once a vacancy became available, recommend to the Corporation the appointment of Mr Mohamed Saeudy as a full member of the Corporation.

c. Expressions of interest:

Two other prospective candidates had registered an interest. One candidate had a background in education and extensive experience in Safeguarding. The second candidate had extensive experience in finance and audit. Both were in the process of completing their application forms and skills audit. Once received, interviews would be arranged.

The Chair confirmed that to date, applications had not been received from individuals who could replace the Chair of Finance and Resources. Members of the Committee were encouraged to promote the role within their own networks.

Resolved: To note the update on candidates who had expressed an interest.

22/06 Skills audit (Agenda item 6, Paper D)

The latest skills audit for the whole Corporation had been circulated previously. Chairs and Vice Chairs were invited to review the membership for their own Committees in terms of continuity and succession planning for the next 6 – 12 months and to identify any gaps. Confirmation was awaited from one governor about remaining on the Corporation. Up to 2 new members of Finance and Resources would be required.

Resolved: To note the report on the Skills Audit.

22/07 Governance models (Agenda item 7)

The current model of Governance model at Moulton involved representation of 13 independent governors on the Board and different Committees. The latter were also supported by a number of experts who were appointed on a co-opted basis reviewed on an annual basis. The Committee had also recently given consideration to the use of ambassadors who would be drawn from former students, staff and governors who wished to remain connected with the College.

The Committee discussed at length what the potential role of ambassadors could be in order to maximise their effectiveness. A number of options were considered:

- If the College was in the process of completing a project, to invite people with the necessary skills to help with the skills gap by sparing half a day to talk to staff and share their thoughts.
- All of the Heads of School were working with employers to ensure the curriculum was fully responsive. The employers were very supportive of Moulton and as ambassadors, could in time be considered as a future governor. This would be particularly helpful in relation to the gaps in the current skills audit which were related to the curriculum areas.
- Adopting a model currently used by the University of Northampton (UoN) who had people who were working in industry given the title of visiting fellow to deliver master classes. The visiting fellows then become advocates for that organisation. Visiting fellows can be invited in throughout the year to attend celebratory events. Such roles could also be part of a pipeline for potential future governors as well as keeping some of the skills of retiring governors.

Where the size of the Corporation was concerned, feedback from each member of the Committee confirmed that everyone was content with the current size and there was no need to adopt a different model.

Resolved: To note the report on governance models; the Vice Chair of TLA to circulate the current UoN policy in relation to the use of fellows; and, the Chair, Principal and Clerk to meet to discuss a mechanism for a limited number of people to become ambassadors from industry or education.

SECTION C – CLOSING ITEMS:

22/08 Any other business (Agenda item 8)

There was no other business.

22/09 Date of next meeting (Agenda item 9)

Thursday, 7th July 2022.

Meeting closed at 2.00 pm