

GLASGOW KELVIN COLLEGE

BOARD OF MANAGEMENT MEETING OF 12 DECEMBER 2022

**BOARD OF MANAGEMENT RECRUITMENT, MEMBERSHIP AND STANDING
COMMITTEE UPDATE**

**REPORT BY SECRETARY TO THE BOARD AND DIRECTOR OF CORPORATE
SERVICES**

1. Introduction

This paper updates members on the current Board membership position and seeks approval of the proposed process for the recruitment of new Board Members. As members will be aware, the College is obliged to follow the recruitment processes set by the Glasgow College Regional Board (GCRB).

2. Recruitment of Board Members

The recent resignation of Laura Birch, a qualified accountant, means that the Board now has 3 vacancies. It is proposed therefore that the recruitment process commences in early January 2023 and that this process includes both advertisement and a 'Meet the Board' session, as agreed at the June 2022 Board self-evaluation session.

It is anticipated that the 'Meet the Board' session will be held on either 18 January 2023 or 1 February 2023 at our Easterhouse Campus i.e. an evening when a Community Hub event is taking place. The session will involve a small number of Board members who are available; the intention is that this is an informal and relaxed event and not viewed as intimidating for people who may be interested in finding out more about becoming a Board member.

The Board member advertisement will be drafted following consideration of the Board members' skills matrix and will take account of any skills gaps on the Board, in particular financial expertise, and will emphasise that the Board is seeking applications from the local community.

In order to meet the GCRB scheduled board meeting on 27 March 2023, interviews will be arranged towards the middle of February with a view to identifying the College's preferred candidates and recommending recruitment to the GCRB Nominations Committee on 9 March 2023. This would allow new Board members to commence thereafter.

3. Committee Membership

Laura's departure means that the position of Chair of the Finance and Resources Committee was vacant. The Chair of the Board of Management has approached Rob Doyle who is currently Vice Chair of the Committee to ask him to serve as Chair and has asked Heather McNeil to take up the position of Vice Chair. Both members have agreed to this proposal.

There is a requirement under the Code of Good Governance that at least one committee member has financial or audit experience. Given that Laura was a qualified accountant, the Board Secretary agreed with the Chair and the Director of Corporate Services that she should approach a former colleague who is an experienced qualified accountant to establish if he would be willing to be co-opted on to the Finance and Resources Committee as an interim measure, for the February and May 2023 meetings. The individual is a Chartered Accountant and former Finance Director of a major public body, who has served on various boards, and he has agreed to this proposal.

4. Resource Implications

There are no resource implications involved in relation to reviewing these governing documents.

5. Impact on Students

There are no impacts on students arising from the proposals in this paper.

6. Equalities

No adverse impacts on individuals with protected characteristics have been identified as a consequence of this report. However, it will be important that gender balance and equalities issues are considered appropriately during the recruitment process.

7. Risk and Assurance

Risk to the College is mitigated by ensuring that members of the Board of Management are suitably experienced, qualified and skilled and their abilities are utilised in the most relevant committees; this ensures appropriate scrutiny of operations and subsequent assurance to the Board of Management in its entirety.

8. Data Protection

There are no data protection implications arising as a consequence of this report.

9. Recommendations

It is recommended that members approve the contents of this report.

10. Further Information

Further information can be obtained from Linda Ellison, Secretary to the Board of Management at lellison@glasgowkelvin.ac.uk or Lisa Clark, Director of Corporate Services on lisaclark@glasgowkelvin.ac.uk