

Solihull College and University Centre

Minutes of the meeting of the ADDITIONAL Search and Governance Committee held on Tuesday 22nd October at 2.00pm by TEAMS

Present	Barbara Hughes [Chair and Chair of Governors] Tony Lucas [Joint Vice-Chair of Governors] Paul Assinder [Chair Designate] Rebecca Gater [Principal and Chief Executive] Cheryl Pidler
In Attendance	Sam Bromwich [Director of Corporate Governance, Risk & Compliance]
Apologies	Christine Abbott

1. Welcome and Apologies

The Chair welcomed everyone to the additional meeting and explained the purpose of the additional meeting. Apologies were received and accepted from Christine Abbott.

2. Declarations of Interest in relation to this Agenda

There were no new declarations of interest received.

3 Approve Corporation Full Member vacancy to replace withdrawn offer.

The Chair explained that due to the recent withdrawal of an offer to a newly appointed governor, there is now a vacancy for a Full Member position on the Corporation. Susie Ankrett (SA) who was appointed as an External Member effective 1st November 2024, and she is expected to be made a Full Member in January 2025. In line with succession planning, it was proposed to offer SA the Full Member vacancy effective from 24th November 2024.

Governors had previously reviewed SA's CV and background, noting her extensive experience and knowledge of the college. It was highlighted that SA had previously worked for the college and has strong connections through her external roles at the Chamber of Commerce. Governors appreciated her commitment and enthusiasm, which was evident during her recent attendance at the GDD.

The Principal and CEO shared her experience of working with SA on a committee at the Chamber of Commerce, agreeing with her demonstrated commitment. It was emphasised that SA aligns well with the college's values and objectives and is an effective ambassador for the college.

A Governor suggested that since SA was already expected to become a Full Member in January 2025, it would be logical to expedite the process to appoint earlier than planned.

Following a query, the DCGRC agreed to contact SA to confirm her willingness to commit to a Full Member role earlier than anticipated. If agreed, the appointment will proceed as proposed. **ACTION**

With there being no further discussions, the S&G committee **approve to recommend** to Corporation: Susie Annett be appointed as Full Member with effect from 24th November 2024.

4. **Recruitment Campaign for vacancy from January 2025**

The committee were informed of two Full Member vacancies on the Corporation, effective January 2025, to replace Barbara Hughes and Tasleem Chaudary, who are leaving at the end of December. The DCGRC proposed identifying the gaps in skills and experience by reviewing the skills matrix and the new succession planning document. This will guide the recruitment process for the vacancies in January 2025. **ACTION**

Governors were informed the recruitment can be conducted through personal networks or via Peridot Recruitment, who have offered to assist with the process free of charge due to the recent situation with the withdrawn appointment.

Governors suggested considering both immediate and long-term gaps in skills and experience to help future-proof the Corporation's leadership and ensure alignment with the college's strategic objectives. The recruitment campaign could be used to address both current and future vacancies, ensuring a cohesive approach.

Following a Governor's question, the DCGRC will seek confirmation from Peridot Recruitment whether they will provide recruitment services for one or both vacancies at no charge. **ACTION**

Governors discussed using their personal networks to recommend potential candidates for the vacancies.

The DCGRC also emphasised the necessity of reviewing equal opportunities monitoring on the Corporation, which will be included in the succession planning process. Data on diversity will be reviewed to ensure the recruitment process promotes inclusivity.

The committee **approved the recommendation** to recruit for the two Full Member vacancies from January 2025.

The Governance team will begin reviewing the skills matrix, succession planning document, and equal opportunities data as part of the recruitment process. **ACTION**

5. **Any Other Business**

HE Student Governor Recruitment

The DCGRC reported on the HE Student Governor recruitment. Candidates interviewed for the paid HE Student Voice Officer role were narrowed down to two. The candidate not chosen for the officer position accepted the HE Student Governor role instead. The selected candidate is a mature student studying HND Cyber Security. The Head of HE & Research spoke highly of her maturity and suitability for the role.

The appointment process was reviewed to ensure it doesn't overburden the student, who has already undergone a selection process within the college. It was proposed that the Chair of Corporation and the DCGRC meet with the new appointee to discuss the role further, ensuring that all governance procedures are followed and that the student is fully supported. If the committee are satisfied with the CV and information provided, the new appointment should attend the November Corporation meeting.

Governors were pleased the new appointment will have a cyber background given that it's linked to the strategic objectives and **approved** the proposals made.

Linked Governors and Financial Oversight Group Membership (FoG)

The DCGRC provided an update on the status of nominations for the roles of Children in Care and Care Leavers Link Governor and Sustainability Link Governor. Governors were reminded to submit their nominations. If no nominations are received, the governance team will approach governors individually.

Tony Lucas expressed his willingness to assume one of these roles if no other nominations arise, but he prefers to wait for the process outcome first.

The governance reviewed the FoG's membership to ensure proper representation. The confirmed membership is confirmed effective 1st September 2024:

- Tony Lucas – Chair of FoG
- Barbara Hughes (until 31st December 2024)
- Paul Assinder
- Rebecca Gater
- Dave Nanda
- Cheryl Pidler
- Graham McKean

Dave Nanda has agreed to join the FoG membership and to become a member of the Audit & Risk Committee, bringing his prior experience in similar roles.

In response to a governor's question, the DCGRC clarified that the Corporation ratifies the appointments of the chairs of various groups based on a membership report submitted for approval.

6 Date and Time of Next Meeting

Monday 7th April 2025 4.00pm on TEAMS

The meeting closed at 3.00pm.



Signed:

Dated: 07.05.2025

Paul Assinder – Chair of Corporation