



Search and Governance Committee Minutes

<b>Meeting</b>	Ad-hoc Search and Governance Committee	<b>Date</b>	Wednesday 28 April 2021
<b>Location</b>	Teams Meeting (virtual)	<b>Time</b>	10.45am
<b>Membership</b>	Jonathan Clarke (Chair), Charles Buchanan (CB), Tim Kent (TK), <i>Peter Cheney (PC)</i> and Graham Razey (CEO)		
<b>In Attendance</b>	Simon Smith (SS) (Chief People Officer) Sharon Hollingsworth (SH) (Director of Governance) Kerry Hickmott (KH) (Minutes)		

\* *Italics notes absence*

		COMMENTS	ACTION
1	<b>Welcome and Apologies for Absence</b>	The Chair welcomed members to the meeting. Apologies was received from Peter Cheney.	
2	<b>Declarations of Interest</b>	There were no further declarations other than those previously declared.	
3	<b>Minutes of the meeting held on 9<sup>th</sup> March 2021 including any confidential minutes</b>	The minutes of the 9 <sup>th</sup> March 2021 were agreed as an accurate record of the meeting.  The remote e-signing of each set of minutes will be undertaken by the Chair following the meeting.	
4	<b>Matters arising not covered by this Agenda:</b>	There were no matters arising.	

5	Re-appointment of the Group Chair	<p>The term of office for the existing Group Chair of Governors, Charles Buchanan is due to expire on 31st August 2021. Charles has indicated that he would like to be considered for re-appointment for a further four year term following the end of his current term of office, as Chair.</p> <p>It was queried how long Charles had been Chair for the Group and whether there was a limit imposed for the period of time a Chair should serve on a Board within the Code of Good Governance guidance.</p> <p>SH advised that the term of office for Charles re-started when EKC Group was formed and Charles will have served four years at the end of his current term as a Governor and as Group Chair. Guidance suggests that governors should not serve more than two terms of four years.</p> <p>The Committee reflected on the outcomes from the last Performance Review of the Group Chair and were unanimously supportive of the proposed re-appointment and thanked Charles for his continued commitment and contribution to the Group.</p> <p style="text-align: center;"><b>RECOMMEND: The re-appointment of Charles Buchanan as the Group Chair of the Governing Body for a period of four years commencing 1 September 2021, for Board approval.</b></p>	
6	Formal minute to note the Committee's approval of Chris Williams to being a Member of Canterbury College Local Board.	<p>The Committee noted the appointment of Chris Williams as a member to the Canterbury College Local Board, following the Committee's e-approval since their last meeting</p> <p>Governors raised concern that there needs to be a point where the Committee should seriously consider a pause on appointing further white men to the Local College Board's (LCB) and, the Governing Body given the importance of building a diverse membership that better reflects our local areas.</p> <p>It was discussed whether it was appropriate for the Committee to continue to approve new</p>	

		<p>members for the LCB's or whether they should have more autonomy on the recruitment of new members. It was agreed that the Committee must continue to have strict oversight and approval of new LCB members to ensure diversity within their memberships.</p> <p>It was noted that there is a vacancy for a governor on the Board to replace Peter Wood.</p> <p>It was agreed to put a hold on all new governor and LCB member recruitment until a thorough analysis has been undertaken, identifying the gaps in the key areas of diversity considering all protected characteristics of our existing Board and LCB members.</p> <p>SS and SH are requested to input all governor information on the HR System and present a detailed analysis at the Governor Strategic Event on 6<sup>th</sup> July 2021. The report should also address the routes for sourcing new governors and recommend a strategy for new governor recruitment.</p> <p style="text-align: center;"><b>APPROVED: The appointment of Chris Williams to the Canterbury College Local Board for 2 years with effect from 1 May 2021.</b></p>	SS, SH
7	Matters considered confidential	None.	
8	Date and Time of Next Meeting	Date and time of next meeting 23 November 2021 at 9.00am.	

There being no further business the meeting closed at 11:10am



Signed:

Print: Jonathan Clarke

Date: 23 November 2021