



MINUTES OF THE GOVERNANCE & SEARCH COMMITTEE

11 DECEMBER 2014

Present: Mr N Coffin (Chair)
Mr P Hannan
Mr P Dubrow
Mr H Guntrip

In attendance: Mr J Allen -Clerk to the Corporation

The meeting commenced at 08.30.

APOLOGIES FOR ABSENCE & DECLARATION OF INTERESTS

12. There were no apologies.

MINUTES

13. **RESOLVED** -that the minutes of the meeting held 02 October 2014 be approved as a correct record and signed by the acting Chair (Paper 1).

MATTERS ARISING

14. There were no matters arising.

HADLOW GROUP BOARD MEMBERSHIP

15. The College report '*Hadlow Board Membership*' was received (Paper 1). As discussed at the meeting held in October, the report confirmed there was one vacancy for an external governor on the Hadlow College Corporation. The Clerk confirmed receipt of a CV from Mr Gary Curtiss. The Committee agreed that his CV demonstrated a range of skills that could be useful to the membership, especially in the area of finance where there is a current skill shortage. However, the Committee was also conscious of the need to extend the search to increase female and ethnic representation on the Board.

16. The following was **AGREED** as a way forward:

- (i) For the Clerk to write to Mr Curtiss to invite him in for interview in April/May with a view to filling any vacancy that may occur in 2015/16;
- (ii) For a thorough search to be conducted to address the gender/ethnicity representation on the Board.

17. There is currently a vacancy for an independent member on the Hadlow Group Board. At the last meeting, the Principal reported on suggestions made by the Ofsted HMI at his recent visit. This included the suggestion for the independent member to be a non-Hadlow governor member of the West Kent Board. It was agreed at the last meeting to discuss this further.

18. The Committee gave serious consideration to the suggestion but agreed that the original concept to have an independent Hadlow Group Board meeting was to

enable an independent voice to be heard at Group Board level and for the independent member to test and challenge assumptions. The Committee agreed there was a perception and reputation risk of the membership of the Hadlow Group Board being seen to be too narrow if membership was confined to just Hadlow and West Kent Board Members.

19. In terms of the skills set required from the independent member. It was **AGREED** that the independent member should have:

- Experience of the FE sector
- Experience of operating at a strategic level
- Experience of Board membership
- Knowledge and experience of dealing with key stakeholders in Kent

20. Several names were suggested that matched the above skills set and it was **AGREED** to conduct a search.

ANY OTHER BUSINESS

21. There was no other business.

DATE OF NEXT MEETING

22. Friday 01 May 2015 @ 09.00

The meeting closed at 09.00.

Signed: _____ Date: _____