

BOSTON COLLEGE

MINUTES OF THE MEETING OF THE SEARCH COMMITTEE HELD ON 7 OCTOBER 2013

1. PRESENT

Mr P Cropley, Tony Lascelles, Steve McCracken and Mrs A Mosek.

Also in attendance: Mrs J Hemmant (Clerk to the Corporation)

Apologies for absence were received from

2. CHAIR

It was agreed that Steve McCracken should act as Chair for the meeting and that the election of a permanent Chair of the committee should be deferred to the next meeting. It was also agreed that the agenda should be amended so that the consideration of Corporation vacancies would take place as the last item on the agenda.

3. MINUTES – 24 APRIL 2013

The Minutes of the meeting of the committee held on 24 April 2013 were agreed.

4. REVIEW OF FURTHER EDUCATION SIXTH FORM COLLEGE GOVERNANCE

Members received a report from the Principal summarising the contents of the review of Further Education Governance which had been published in July 2013. A detailed review of the contents of this document was carried out and the committee agreed a number of points which it wished to pass on to the Corporation.

- Still need to work on gender balance of Corporation
- Need to enhance information about role of governors and add to the College website
- New governors need to join a committee from the outset if the committee structure is to be maintained
- Need to create a website campaign to recruit new governors. Also suggested leaflets to be placed in reception.
- Committee discussed whether there should be a limit on terms of office. Recommends that there should be no finite term but that the review process should be strengthened to assess the impact on the College of governors being considered for reappointment. Steve McCracken suggested, and the committee agreed, that they should be asked to identify what contribution they were planning to make if reappointed. It was agreed that individuals to be considered should be asked to make a written submission for consideration by the Search Committee on why they should be appointed for a further term.
- Status of governors - the committee did not feel that enhancement of status was a priority
- Expenses – the committee felt that the issue of governors' expenses should be dealt with more proactively. The committee felt that the role description and induction should include information about the reimbursement of expenses, particularly since it was felt that the lack of expenses payments could act as a deterrent to diversity in membership. It was suggested that the

website information should also make it clear that expenses could be claimed and members should be reminded of this at meetings. The committee asked that the full Corporation should consider the question of governor remuneration and expenses. ●

5. GOVERNOR SKILLS AND EQUALITY AND DIVERSITY PROFILE

Members received a report from the Principal analysing governor skills and Equality and Diversity data of Corporation members. Looking at the skills profile members of the committee agreed that expertise in the area of education was needed and that, despite a considerable effort having already been made to identify potential candidates, none had yet been successful. A number of names were put forward for consideration and it was agreed that the Principal should continue to endeavour to find suitable candidates in this category.

It was noted that the Equality and Diversity profile of the Board had improved but that this was an area which needed to be constantly monitored.

It was further noted that the clerking arrangements for the College did not appear to be an issue for Ofsted at the present time although consideration was still being given to the appointment of an external Clerk.

6. COMMITTEE NAME

Members of the committee felt that the role of the committee had changed over time and that its name should be changed to better reflect it. It was agreed that the Corporation should be asked to consider changing the name of the committee to Search and Governance Committee and that issues of governance should generally be considered by the committee before submitting them to the Corporation. ●

7. CORPORATION VACANCIES

Members received a report from the Clerk to the Corporation. It was agreed that consideration of appointment to the existing vacancies should be deferred pending the outcome of the approaches to be made to a number of individuals.

Steve McCracken left the meeting at this point and Peter Cropley assumed the Chair.

Members considered the fact that Steve McCracken would be reaching the end of his current term of office in November 2013 and noted that he was a long standing member of the Corporation. The committee gave careful consideration to the question of making a recommendation regarding Steve McCracken's appointment and noted that he had expressed willingness to accept reappointment. The committee agreed to make a number of points to the Corporation about the quality of the service Steve McCracken had given in the past and considerations about the future composition of the Corporation.

- Steve McCracken has been one of the most significant contributors to the work of the corporation, not afraid to express views and ask uncomfortable questions. One of the members who brings most effective challenge to the role.
- He clearly understands the college's business and its context
- His HE experience is valuable
- He has been a very strong chair of the Finance and General Purposes Committee and agreed to stay on the committee to train his successor

- He gave very helpful feedback on curriculum links which led to changes in future arrangements
- He has a good attendance and is one of the best attenders
- He has agreed to be part of SAR validation process

The Search Committee is aware that two of the most senior governors expect to be leaving in the near future and the reappointment of Steve McCracken would provide balance and retain valuable experience. The committee agreed to recommend that the Corporation reappoints him for a further four year term. ●