

**Minutes of the Governance and Search committee meeting GSC21.2 held on Tuesday 11 January 2022,
Long Road Sixth Form College, Cambridge**

Present: Alison Miles (GSC Chair), Yolanda Botham, Karen Everitt, Tony Humphrey (Corporation Chair), and Ian Wilson

Clerk: Anne-Marie Diaper

Ref	Actions:
GSC21.2.1	Apologies for absence None
GSC21.2.2	Declarations of Interest None
GSC21.2.3	Request for any other business None
GSC21.2.4	Minutes of the meeting GSC21.1 held on Tuesday 2 November 2021 With no amendments, the minutes of the GSC21.1 meeting were agreed by the committee as a true and accurate record of the meeting.
GSC21.2.5	Matters arising from the minutes not covered elsewhere on the agenda None. The Clerk had been unwell with Covid in the early part of the new year so this meeting was a lighter/shorter version than would otherwise be held at this time of the year.
GSC21.2.6	Key policy updates <u>Code of Conduct for Corporation members 17th edition</u> . The GSC Chair reminded the meeting that the Code of Conduct was for committee consideration for Board approval. The Code was not significantly different from previous versions already adopted. The committee agreed that changes were self-explanatory, and if there was time the committee agreed it would be helpful to tailor the Code to the College. The committee agreed to recommend the 17th edition of the Code of Conduct for Corporation members for Board approval.
GSC21.2.7	Board composition and Governor vacancy review/succession planning The Clerk presented her paper focussing progress on recruitment of new Corporation members (seeking a shortlist) taking into consideration EDI as part of this, committee membership, and including an update on the elections for a student Governor, and a support staff Governor. The committee agreed that a considerable amount of work had been done so far, including a strong recruitment campaign, to reduce/mitigate the levels of risk for the two risks on the risk register (1.3 and 1.5) related to Governor recruitment.

The written paper presented by Clerk outlined the number of current vacancies, and the GSC Chair reminded the meeting of the gaps on the various committees and where numbers were stronger.

The committee was presented with 7 applications to consider. The committee considered the qualities and attributes of each candidate, independent of the EDI statistics.

The committee immediately agreed to shortlist 4 out of the 7 candidates, and to ask one further candidate for further information before offering that candidate an interview, with the intention of the panel interviewing a total of 5 candidates later in January 2022. Two out of the 7 candidates were not shortlisted and the committee asked the Clerk to write to those candidates to inform them.

If the recruitment round was successful, the meeting discussed the next opportunity to approve any new Governor appointments may be at the February 2022 training day, when all Board members would be present.

EDI statistics. The Clerk presented EDI data from a data collection exercise that had occurred in the autumn term. She pointed out that this was a snapshot in time including the 17 responses submitted. The GSC discussed briefly the upcoming Governor recruitment round and opportunities for taking affirmative action later in the year. An element of this data would be included in the College's annual report on Equality & Diversity that would shortly be presented to the Standards committee (STC).

Update on Governor elections. The Clerk reported that following a formal competitive democratic process at the end of October/early November, Maryum Jadoon became elected as student Governor with effect from 5 November 2021. She will serve for two years (until July 2023) and will become a member of the STC. Also that following a formal competitive democratic process at the end of November/early December, Abby Futter became elected as support Staff Governor with effect from 10 December 2021. She will serve for four years (until 9 December 2025). She takes a place on the FRC.

GSC21.2.8 Update: Governor training

The meeting discussed, without any papers to support the discussion, upcoming opportunities for Governor training.

It had not been possible to source a suitable external speaker for the February 2022 training day, but the Clerk was pleased to advise that Steve Frampton MBE was secured for the May 2022 training day to give an energising talk to the Board on the sector's Climate Action 'road map'. The event would be an opportunity to join up the College's existing strategic commitment and ESG targets, resulting in material on 'sustainable development' to add to a new strategic plan. The committee discussed the links with pedagogy, risk, and the property strategy. The SFWG had reported briefly to the Board in December 2021, and with a further report scheduled to occur at the May 2022

Ref

Actions:

Board meeting it was agreed that training on other topics (useful timely training on curriculum review and strategy, and an update on the early career framework and professional development) would be provided in February 2022.

Various other topics were planned to take place as usual prior to Board meetings schedule in the calendar for the remainder of the year.

GSC21.2.9 Any other business

None. The meeting discussion touched on the land sale; the Corporation Chair would be providing a brief written update on progress for the Corporation, and the governance SAR.

GSC21.2.10 Date of next meeting

GSC21.3 Tuesday 29 March 2022, 5pm. The meeting closed at 6.10pm.