

SPARSHOLT COLLEGE HAMPSHIRE
MINUTES OF THE MEETING OF THE
SEARCH COMMITTEE
held on 10 March 2020 at 2.10 pm.

¹PRESENT C Wilson (E); T Jackson (P); M Lauder (E)

In attendance: J Milburn (Deputy Principal – Curriculum & Principal Designate)
S Willson (Clerk to the Corporation)

APOLOGIES AND ATTENDANCE

- 1 Apologies had been received from N Hopkins who had asked the Vice Chair of Governors to stand in for him as Chair of Search Committee for the selection process of the two current governor vacancies.
- 2 It was noted that J Milburn had been invited to attend the interviews and contribute to the panel discussions in her capacity as Principal Designate.

DECLARATION OF INTERESTS

- 3 There were no interests to declare.

GOVERNOR APPOINTMENTS

- 4 The Panel members and Principal Designate discussed their assessment of the five shortlisted applicants interviewed on 24 February and 10 March 2020.
- 5 Despite measures taken as part of the recruitment campaign to attract a diverse range of applicants and unusually compared to past campaigns, all of the applicants had been male. Of these, however, there had been a wide range of professional backgrounds and experience of different sectors and the five short-listed applicants reflected this.
- 6 Panel members agreed that all five of the shortlisted applicants were of a high calibre and were appointable as a governor, though with different areas of strength and relevance of knowledge and skills in each case.
- 7 After careful consideration and taking into account the skills and knowledge mix on the current Board and succession planning for the future, Panel members agreed that the skills and experience of two of the applicants most closely met the requirements of the Board at this time, one applicant having extensive governance experience in the FE and other sectors and the other bringing relevant competencies from his professional legal career and related roles.
- 8 However, the Panel also recognised the considerable skills and experience of the other applicants and discussed whether there might be future opportunities for the other applicants, for instance if further vacancies to the Board arose or as co-opted members of a committee. In particular, the accountancy qualification and finance director experience of an applicant was agreed to be relevant to the oversight activities of both the Audit and

¹ (E) = External; (P) = Principal; (S) = Staff; (St) = Student; (C) = Co-opted Committee Member

Resources committees and it was agreed to review the membership of the committees with this in mind.

- 9 **Resolved** – that the Board of Governors be recommended to appoint John Lander and Neil Moody as governors from 1 May 2020 for a term of office of four years.
- 10 **Resolved** - that the Clerk be asked to communicate the outcomes of the selection process to the five applicants and to consult the applicant with finance director experience as to the possibility of joining a committee as a co-opted member and the applicant with significant experience of IT/digital transformation as to his willingness to discuss with the Principal Designate ways of contributing to the College's curriculum development and to report the outcome to the Board.
- 11 The meeting closed at 2.40 pm.