



Part 2 – Confidential Minutes
(Declassified as confidential July 2020)

SEARCH COMMITTEE
Wednesday 4 March 2020, 2.30pm
 Principal's Office

Present:	Pippa Goodwin	Chairman (Chair of Corporation)
	Neil Dew-Gosling	Vice Chair, Corporation
	Frank Pitkin	Governor
Apologies:	Gillian May	Principal
In attendance:	Tracy Reeve	Clerk to the Corporation

1/20 Apologies

There were no apologies.

2/20 Notification of any other business Members may wish to raise

There was no other business.

3/20 Notification of interests Members declared relating to any item.

No interests were declared.

4/20 Minutes of the meeting held on 4 November 2019.

The minutes were approved.

5/20 Matters Arising

There were no other matters arising.

6/20 Current membership, skills matrix and succession planning

The meeting considered the current skills, gender and ethnicity mix within the Corporation members and the end-dates of the current terms of office for each of the governors. The Search Committee agreed that for succession planning purposes there was an ongoing need to look for Governors with a strong background in education as well as one additional financially qualified Corporation Member. The meeting agreed that it would be beneficial to increase the gender mix and ethnic diversity of the Corporation and this should be borne in mind when appointing any future Governors. However, this issue should not become the driving factor when selecting candidates which should always be based on any skills gaps within the current membership.

The criteria for future appointments was AGREED as noted above this would be based purely on skill set with an identified need into 2020 for additional educationalist candidates to be sought.

7/20 New Membership Proposals

Signe Sutherland

The meeting discussed Signe Sutherland (SS) who they had met with earlier in the afternoon. SS was previously Principal of North Hertfordshire College and retired from this role in 2015.

Having started in the Travel and Tourism industry SS undertook her teaching qualification at Reading University and then worked in the FE sector. Her career in the FE sector culminated in her having the post of Principal at NHC. She had also worked as an Ofsted Inspector for 5 years from 1997 during the time she was working at Solihull College. Since retirement SS had continued to undertake consultancy work with a number of FE Colleges – including a capital project at Bath College. She is a governor at her local primary school and is now keen to get involved with BCA as she feels that she could add value to the Corporation. She would be keen to get involved with the Apprenticeship Department to look at best practice and how BCA could improve efficiency. However, having been a College Principal, SS clearly understands the divide between governance and operational management. Since retiring SS has kept abreast of developments in the FE sector and has a good knowledge around future curriculum developments e.g. T levels.

The meeting noted that SS had met with the Exec Team (on 25 February) who would all wholeheartedly support her appointment as a governor. Search Committee (PG, NDG and FP) agreed unanimously that SS would add value to the Corporation at BCA and would fit well into the current team dynamic. She would bring a different perspective and viewpoint to the Corporation at BCA. Her strong educationalist background and knowledge would be a very beneficial addition to the skills base and operation of the Corporation at BCA and would bolster existing educationalist expertise. Search Committee members agreed that they would recommend that SS should join the Quality of Education Committee.

It was AGREED that:

- i) the Search Committee should recommend the appointment of Signe Sutherland as a Member of the Corporation at BCA for a 4 year term of office commencing in March 2020***
- ii) that Signe Sutherland should join the Quality of Education Committee for 2020/21 after settling into the new role of governor.***

8/20 Date of next meeting

Date to be agreed in spring term 2021 when some additional external governance candidates (finance, education background and skill set) had been identified to take forward succession planning.

There was no other business. The meeting closed at 3.15pm.