



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

SEARCH COMMITTEE
Monday 4 November 2019, 3.30pm
 Principal's Office

Present:

| | |
|------------------|---------------------------------|
| Pippa Goodwin | Chairman (Chair of Corporation) |
| Neil Dew-Gosling | Vice Chair, Corporation |
| Frank Pitkin | Governor |
| Gillian May | Principal |

In attendance: Tracy Reeve Clerk to the Corporation

9/19 Apologies

There were no apologies.

10/19 Notification of any other business Members may wish to raise

There was no other business.

11/19 Notification of interests Members declared relating to any item.

No interests were declared.

12/19 Minutes of the meeting held on 14 May 2019.

The minutes were approved.

13/19 Matters Arising

There were no other matters arising.

14/19 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.

In the meantime the Principal (GM) suggested that an external adviser should be co-opted to attend the new Quality of Education Committee in order to bolster the current educationalist expertise on this committee. The suggested candidate was Antonia Spinks, joint CEO of the Pioneer Educational Trust in Slough. GM reminded the

meeting that BCA had been doing some partnership working on CPD for teaching staff with Pioneer and this had proven very beneficial for BCA who were working to increase pedagogy within the teaching staff as it was a requirement of the new Ofsted Education Inspection Framework. The meeting agreed that this would be a very good short-term solution to increase the rigour and challenge around academic performance at BCA.

The meeting AGREED that Antonia Spinks should be invited to attend the Quality of Education Committee on an ongoing basis as an external co-opted member (with no voting rights or governor status).

It was AGREED that the Search Committee should recommend:

- i) That the determined number of the BCA Corporation be increased to 17 (from 16) with immediate effect. This number to include; 12 external governors, 2 staff governors, 2 student governors and the Principal.***
- ii) That the college should seek governors from a strong educationalist background to bolster the skill-set on the Corporation.***

15/9 New Membership Proposals

Jo Croft

The meeting discussed Jo Croft (JC) who they had met with earlier in the afternoon. JC was a qualified accountant with a strong background in finance leadership including as CEO of Merrill Corporation International (2006 – 2011). She has extensive experience of building and developing teams to embrace new ideas and increase overall performance. Over the years, she had helped companies to grow and increase profitability. Her passion was to guide Small and Medium Enterprises (SMEs) to achieve new heights. The meeting were interested in JC's recent role as a Princes Trust business mentor where she had supported young people in developing and implementing business start-up plans several of whom had been care-leavers. JC had also been involved with business governance as Finance Director of Slough Children's Services Trust in 2016. She had gone on to use this experience to take on the role of regional facilitator Thames Valley for an organisation called the Alternative Board. This provided business mentoring and peer support through externally facilitated board meetings for leaders and owners of SMEs. JC had heard about BCA when she met the Principal at a local Business Forum and was keen to get involved with the College so that she could 'get under the skin' of the College and see how she could contribute to the governance. The Search Committee had highlighted that they would be interested in JC joining the Audit Committee in order to provide an element of succession planning for this important committee. Search Committee were impressed by her clear credible answers to their questions and felt that her values were consistent with what was required as a member of the governance team at BCA; she was open and honest and had been realistic throughout her business career. The meeting also believed that her strong finance background would enable her to provide a rigorous challenge for the senior leadership team. After further discussion the meeting agreed that JC's breadth of knowledge and experience would be a very beneficial addition to the skills base and operation of the Corporation at BCA.

It was AGREED that:

- i) the Search Committee should recommend the appointment of Jo Croft as a Member of the Corporation at BCA for a 4 year term of office commencing in December 2019***

ii) that Jo Croft should join the Audit Committee for 2020/21 after settling into the new role of governor.

Sarah Wicks

The meeting also discussed the CV of Sarah Wicks (SW) who was seen as a strong candidate for a governance position at BCA due to her strategic and change management background. However, in light of the earlier discussion on skills gaps and succession planning the meeting ***agreed that Sarah Wicks (SW) should not be invited in for an interview with the Search Committee until the early part of 2020 when the College had identified a few potential 'educationalist' governors to interview.*** SW would not be considered for an immediate appointment (which would be restricted to educationalists) but could be used within the Corporation succession plan in case any finance governors were to leave the Corporation.

16/19 Date of next meeting

Date to be agreed in spring term 2020 when some additional external governance candidates (education background and skill set) had been identified.

There was no other business. The meeting closed at 5.05pm.