

THE BOURNEMOUTH AND POOLE COLLEGE

PART A MINUTES OF THE SEARCH & GOVERNANCE COMMITTEE MEETING HELD ON 25 FEBRUARY 2025

Members Present:		
Ian Jones	Board Member and Chair of the Committee	
David Ford	Board Member	
Sue Wellman	Board Member	
Phil Sayles	Board Member and College Principal & CEO	
In Attendance:		
Marianne Barnard	Director of Governance	

PART A

012-2425	APOLOGIES FOR ABSENCE No apologies for absence were received.	
013-2425	DECLARATIONS OF INTEREST There were no declarations of interest noted.	
014-2425	MINUTES OF LAST MEETING & MATTERS ARISING The minutes of the Search & Governance Committee meeting held on 24 October 2024 were confirmed as an accurate record. RESOLVED: The committee approved the minutes of the meeting held on 24 October 2024.	
015-2425	BOARD & COMMITTEE MEMBERSHIP The committee reviewed the Board & Committee Membership and discussed the following: Staff Board Member The Board of the Corporation had previously agreed that an additional Staff Board Member should be recruited in the new year 2025, for a three-year term of office, meaning in future there would be two Staff Board Members in post. Recruitment of a new staff Board Member was underway. The closing date for nominations was 12 February 2025, five applications had been received and an online vote was currently running – this would close at 12noon on 28 February 2025. The successful candidate would start in March 2025. Candidates that were unsuccessful would be invited to be involved in another way. It was discussed whether the candidate that comes second, could be appointed in October 2025, when Fran Bove finished in post, however it was noted that the promotion materials had not stated that there were two vacancies, so a second recruitment exercise would need to take place on October 2025.	

	<p>It was noted how pleasing it was that there had been five nominations and that this was testament to the improved level of staff engagement across the college.</p> <p>Independent Board Members</p> <p>The following resignations had been received since the last meeting of the committee:</p> <ul style="list-style-type: none"> • Sadie Wetherell – 28 January 2025, resigned due to work commitments and other personal reasons <p>It was confirmed that following Sadie's resignation there were currently thirteen Independent Board Members and it was agreed that no further recruitment would take place at this point. It had been agreed previously that twelve was the optimum number and therefore further recruitment would take place when numbers were down to ten or eleven.</p> <p>The following re-appointments had been made since the last meeting of the committee:</p> <ul style="list-style-type: none"> • Mike Kennedy, first term of office ended on 13 February 2025. Board approval was granted via the GVO for a second term, to run to 12 February 2030 (5-year term to cover the now standard 2 x 4 years). <p>Succession Planning</p> <p>The Committee discussed the following:</p> <p>David Ford had recently been appointed as the SW Chair representative on the National Chairs Council. It was agreed that to support David in this role, that an extended appointment period would be considered.</p> <p>It was agreed that David Ford and Sue Wellman would re-consider the time commitment they could give. It was noted that Sue Wellman would finish around twelve months before David. It was also discussed how a new Chair could take on the Vice Chair role for a year as part of the induction/training.</p> <p>It was noted that David would drop off the membership of some of the committees he was on, to allow for space and development of other Board Members.</p> <p>Committee Membership</p> <p>The following updates for 2024/25 were noted:</p> <ul style="list-style-type: none"> • Sue Wellman had taken on the role of Chair of the Curriculum Committee • Professor Elizabeth Mytton and Rachel Trickey had both joined the Curriculum Committee • Ian Jones has taken on the Chair role for the Search & Governance Committee and the Remuneration Committee • Ian Jones would take on the Chair of the Audit & Risk Committee from autumn term 2025, following the departure of Board Member Dan Tout, who would be finishing in summer 2025 • Dr Neelam Parmer had joined the Markets and Development Committee and the Curriculum Committee 	
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	<ul style="list-style-type: none"> • Kim Welsh had joined the Audit & Risk Committee <p>Committee Members reviewed vacancies on committees and it was agreed to invite the following Board Members to consider joining the following committees:</p> <ul style="list-style-type: none"> • Kim Welsh – to be offered a position on the HR Committee • Sharon Jones – to be offered a position on the HR Committee • Sharon Jones – to be offered Careers lead role <p>It was also agreed to offer Board Members more opportunities to rotate round committees over the years.</p> <p>Project Groups</p> <p>It was noted that following a recommendation from the External Board Review, the Commercial Project Group has been changed to a formal Committee, the new Markets and Development Committee and that the first meeting had been held in February 2025.</p> <p>The Estates Project Group had also been disbanded and estates was now being picked up via the Finance & Resources Committee.</p> <p>The Committee noted the ongoing commitment to Board Diversity. The new Board Members that commenced in the autumn term 2024 brought a wealth of diversity to the Board and the addition of a new staff Board Member in spring 2025 would also add new perspectives.</p> <p>RESOLVED: The Committee noted the updates provided around Board and Committee membership.</p>	Gov Prof.
016-2425	<p>SUCCESSION PLAN FOR CHAIR AND VICE CHAIR</p> <p>This item had been covered in item 015-2425.</p>	
017-2425	<p>EXTERNAL BOARD REVIEW</p> <p>The External Board Review action plan was presented and it was noted that actions were all up to date.</p> <p>RESOLVED: The External Board Review action plan was reviewed and noted.</p>	
018-2425	<p>ANY OTHER BUSINESS</p> <p>No items of any other business were noted.</p>	
019-2425	<p>EVALUATION</p> <p>It was noted that the committee had completed the required activities.</p>	
020-2425	<p>DATE OF NEXT MEETING</p> <p>It was noted that the next Search & Governance Committee meeting would be held on Wednesday 14 May 2025, via Teams.</p>	
021-2425	<p>CONFIDENTIALITY</p>	

	No items were confirmed as confidential.	
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