

**Minutes of the meeting of the Nomination Committee
held at 4.00 pm on Thursday, 27 September 2018
Avonmouth House**

Present

Jerry Cope (Chair)
Shachi Blakemore
Douglas Denham St Pinnock
David Phoenix

Apologies

Steve Balmont
Hilary McCallion

In attendance

Michael Broadway
Claire Freer
James Stevenson

1. Welcome and apologies

The Chair welcomed governors to the meeting. The above apologies were noted.

2. Minutes of the previous meeting

The committee approved the minutes of the meeting of 17 May 2018.

3. Declarations of interest

It was agreed that the Chair would excuse himself from Item 6 on the agenda and the Vice-Chair would chair the remainder of the meeting.

No other member declared an interest in any item on the agenda.

4. Independent governor succession planning

The committee reviewed the Board skills and diversity matrix.

Ensuring that there was sufficient audit experience going forward was a priority. The committee discussed how this could be addressed, either through new governor recruitment or by co-opted Audit Committee members. As the LSBU group structure was further developed there would also be the potential to bring in governors with suitable experience from the boards of South Bank Colleges or South Bank Academies. Experience of international partnerships was seen as an area where further expertise would be beneficial as well as an increase in digital expertise.

The committee also discussed ways in which the skills matrix could be further developed, to better define the skillset required and to allow scenario planning against future expected changes to Board membership.

It was acknowledged that the age diversity of the Board was narrow which, in part, could be a result of the current format of meetings and time requirements being inconvenient for those that were working full time. Gender diversity was balanced but ethnicity could also be improved.

The level of experience required for new governors was also considered. A candidate with less experience but the ability and desire to commit their time could be supported and developed in the role. This approach also had the potential to create a more diverse pool of candidates.

5. Recruitment consultant engagement - proposal

The committee reviewed the proposal to engage an external consultant to assist with future governor recruitment. It was hoped that by engaging with a consultant a broader and more diverse pipeline of candidates with relevant expertise would be achieved.

The committee was supportive of the approach, in principle. It was agreed that the Chair and Vice-Chancellor should meet Audeliss, the preferred consultant identified by the Governance Team and based on the outcome of that meeting decide on whether to proceed with Audeliss.

It was noted that any expenditure on external consultants would be unbudgeted.

The Chair left the meeting. The Vice-Chair chaired the meeting.

6. Chair re-appointment

The committee noted that the serving Chair of the Board and Pro Chancellor, Jerry Cope, was appointed on 1 August 2015 for a term of four years ending on 31 July 2019. In line with LSBU's articles, the Chair is eligible to serve another four year term as governor and as Chair of the Board.

It was confirmed that reappointment as a governor was a matter for the Nomination Committee and Appointment Committee. Following reappointment as a governor, re-election as Chair would be a matter for the whole Board.

The committee discussed the Chair's performance and contribution to the Board and also considered the feedback from the Vice-Chair's appraisal of the Chair's performance and the feedback solicited from members of the Board.

After due consideration, the committee agreed to recommend to the Appointments Committee that Jerry Cope be re-appointed as an independent governor and, if re-appointed, recommend to the Board of Governors to re-elect as Chair of the Board for another term of four years.

Date of next meeting
4.00 pm, on Thursday, 14 March 2019

Confirmed as a true record

..... (Chair)