

## Glasgow Colleges Regional Board

Date of Meeting	Monday 25 March 2019
Paper Title	Recommendations from Nominations & Remuneration Committee
Agenda Item	10
Paper Number	BM3-H
Responsible Officer	Jackie Russell, Committee Chair
Status	Non-disclosable, under FOI(S)A S:30, pending conclusion of process by City of Glasgow College
Action	For approval

### 1. Report Purpose

- 1.1. To seek Board approval of the appointment of five new non-executive members of the Board of Management of City of Glasgow College.

### 2. Recommendations

- 2.1 The Board is invited to **approve** the following candidates for appointment, each for a term of four years:

- Sarah Erskine
- Lorna Hamilton
- Ronnie Quinn
- Audrey Sullivan
- Rebekah Widdowfield

### 3. Background

- 3.1. The Nominations and Remuneration Committee is responsible for overseeing arrangements for non-executive board member appointments to the Assigned College boards and making recommendations to the Board.
- 3.2. Three members of City of Glasgow College Board tendered their resignation in December 2018, and a further two members reach the end of their tenure in June/July 2019. The College Board, therefore, undertook an exercise to identify five new members to be appointed over this period.
- 3.3. The Nominations & Remuneration Committee reviewed a detailed report on the process at its meeting on 7 March 2019, and considered compliance with the Ministerial guidance on Non-Executive appointments including equalities requirements, skills balance, and the provision of a statement of assurance from a suitably qualified independent person who was involved throughout the process.

- 3.4. The Committee noted that the resulting gender balance on the City of Glasgow College Board further to the proposed appointments would be 44% female to 55% male.
- 3.5. The Committee also noted that while proposed appointments were all for the same maximum 4-year term, this was an appropriate decision in terms of succession planning, given the remaining tenure of other members.
- 3.6. The College also identified two candidates for co-option to committees. While GCRB is not required to approve co-options, these are included in the following table for information.

#### **4. Proposed Appointments/Co-options**

- 4.1 The table of proposed appointments and co-options are included as Annex A.

#### **5. Risk Analysis**

- 5.1 There are no direct risks to GCRB associated with this report. A significant proportion of non-executive members are leaving the College board within a short space of time, which constitutes a risk to the College board in terms of continuity of leadership/ retaining an appropriate skills balance, and ensuring that the total membership does not fall below the statutory minimum.

#### **6. Legal Implications**

- 6.1 There are no specific legal issues associated with this paper.

#### **7. Resource Implications**

- 7.1 There are no specific resource implications associated with this paper.

#### **8. Equalities Implications**

- 8.1 Equalities implications were considered in the detailed report provided to the Nominations & Remuneration Committee.

#### **9. Strategic Implications**

- 9.1 There are no specific implications for the Regional Outcome Agreement associated with this paper.

Interviews Summary and Recommendations				
Candidate	Overall Score	Recommendation	Notes on Key Skills/Experience	Tenure Period
Sarah Erskine	A/B	<b>Appoint</b>	CE of a Glasgow Charity. Former CE of CAB; PhD graduate as an adult returner via college sector; HR/Employment Law. Access to skills and education; Community Affiliation; Equalities and diversity; teaching background; built a new Board of a failing organisation; strong on governance;	4yrs
Lorna Hamilton	A	<b>Appoint</b>	Construction Industry; Commercial Lead for Edinburgh Royal Infirmary Redevelopment; Accounting, risk, audit, finance, commercial/contractual matters; links with CITB, RICS, Women in Property, UKCG Apprenticeship Task Group; STEM Ambassador; Industry links; Led management change; Property development and management (Business Unit Leader for Public Sector); Procurement; Training/Education of Surveyors; Atkins Inspire 2008 Inspirational Leader;	4yrs
Ronnie Quinn	A	<b>Appoint</b>	Current CEO of SCDI. Former General Manager of the Crown Estate. Law background/qualified; Change management.; Commercial development. Lobbying and working with government. Creative use of estates/property. Very experienced in working with, and on Boards.	4yrs
Audrey Sullivan	A/B	<b>Appoint</b>	Senior Manager at GCU (retd). Good knowledge of HEI/College sectors; Careers and employability development; HR; Convener of Universities Scotland Careers/Employability group; College/HEI articulation.	4yrs
Rebekah Widdowfield	A	<b>Appoint</b>	CE of Royal Society of Edinburgh; Former Dep Director of HE and Learner Support (Scot Govt.); Former Dep Director of Better Homes (SG); Strong Strategic perspective; Widening Access; Innovation; Excellent understanding of policy context; Significant influencing experience; strong connections of value to CoGC.	4yrs
Paul Hillard	B/C	Committee Co-option	MD of Irvine Housing Association; Non-Exec director of Scottish Community Development Centre (Chair of Audit Committee for 6 years); Public Administration background; Experience of organisational change management; Equality and Diversity champion; Governance	n/a

			experience; Risk Management; Strong affiliation with CoGC.	
May Miller	B	Committee Co-option	Creative Director Arts/Factual with BBC; Depute Chair Bafta Scotland; Board member of Creative Scotland; Committee Convener of Glasgow City Heritage Trust; Strong media links: Strong relevant Industry links; Marketing/Lobbying; Diversity/Equality.	n/a