

## Glasgow Colleges Regional Board

Date of Meeting	Monday 18 June 2018
Paper Title	Recommendations from Nominations & Remuneration Committee
Agenda Item	11
Paper Number	BM5-I
Responsible Officer	Jackie Russell, Committee Chair
Status	Disclosable further to Colleges informing individuals concerned.
Action	For Approval

### 1. Report Purpose

- 1.1. To seek Board approval of a proposed new non-executive appointment to the Glasgow Kelvin College Board, and extensions to the appointments of existing non-executive members of both Glasgow Kelvin and Glasgow Clyde Colleges.

### 2. Recommendations

- 2.1 The Board is invited to **approve** the Committee's recommendations to:

- appoint Marion Allison to the Board of Management of Glasgow Kelvin College from 1 August 2018 for a term of 4 years;
- extend the appointments of Stephen Birrell, Anne McTaggart and Joe Wilson on 1 August 2018, at the end of their first terms of office as Non-Executive Members of Glasgow Kelvin College Board, for 4, 3, and 4 years, respectively.
- extend the appointments of Carolyn Davidson and Keith Rosser on 1 August 2018, at the end of their first terms of office as Non-Executive Members of Glasgow Clyde College Board, each for 4 years.

### 3. Background

- 3.1 As Regional Strategic Body, GCRB appoints Non-Executive Members to Assigned College Boards, and may extend any such appointments in accordance with Ministerial guidance.
- 3.2 The Nominations and Remuneration Committee has reviewed detailed reports received from the Glasgow Kelvin and Glasgow Clyde Colleges, and is satisfied that procedures for appointment and extension have been compliant with the relevant guidance including consideration of skills balance and, for extensions, Members' performance.

## **4 Detail**

### **Glasgow Kelvin College**

- 4.1** Glasgow Kelvin College has recently undertaken a non-executive recruitment exercise to fill a vacancy on its board, and a further exercise to consider extending the appointments of three non-executive members.
- 4.2** The proposed new appointment, Marion Allison, is Chief Executive of CLD Standard Council Scotland, a professional body for people working in the field of community learning and development.
- 4.3** Members are asked to note, in the context of gender balance, that the proposed appointment would increase the number of female board members to seven out of eighteen.
- 4.4** For Members' information, the Kelvin College Board also intends to co-opt two further female candidates from the recent recruitment round, one of whom it wishes to be accorded "highly regarded" status. Conditional on the Scottish Government publishing revised guidance, highly regarded status may permit the Board to appoint that candidate at a future date, with GCRB approval and within a timescale to be advised by Ministers, without a further open recruitment process. The name of the proposed highly regarded candidate has been provided to the Committee and further advice on arrangements will be considered once this has been received from the Scottish Government.
- 4.5** The three proposed appointment extensions relate to Kelvin College Board Members who were appointed in 2016 for an initial term of two years. Appropriate information on skills and performance, including attendance, was provided to the Committee.

### **Glasgow Clyde College**

- 4.6** The two proposed appointment extensions relate to Members of the Clyde College Board who were appointed in 2016 for an initial term of just under two years. Appropriate information on skills and performance, including attendance, was provided to the Committee.
- 4.7** For Members' information, the Clyde College Board currently has six female members out of a total of sixteen members. While this falls short of the desired gender balance, there are currently two non-executive vacancies on the Board, providing scope for improvement. The report received by the GCRB Nominations & Remuneration Committee included detailed consideration of gender balance.

## **5 Risk Analysis**

- 5.1** References to gender balance should be considered in the context of risk 0012: there is a breach of legislation/guidance/code of practice and this results in a failure of governance.

## **6. Legal Implications**

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

**7. Resource Implications**

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

**8. Strategic Implications**

**8.1** There are no specific implications for the Regional Outcome Agreement / Strategic Plan associated with this paper.