

## Nominations & Remuneration Committee

Date of Meeting	Thursday 26 May 2022
Paper Title	Update on Board Recruitment
Agenda Item	12
Paper Number	NRC4-H
Responsible Officer	Marianne Philp, Interim Board Secretary
Status	Disclosable
Action	For Noting

### 1. Executive Summary

- 1.1.** The report provides an update on progress with the recruitment of Board members. Processes and timescales for these appointments were agreed at the last N&R Committee meeting and subsequently approved by the Board.

### 2. Recommendations

- 2.1** The Committee is invited to **note** progress.

### **3. Non-Executive Recruitment**

**3.1.** The Panel members met on 3 May 2022 to review the skills matrix for the Board and agree on the expertise that would most benefit the Board overall. The three vacancies were advertised from 9 May 2022 with a closing date of 27 May 2022. Interviews are scheduled for 8 June. The process is therefore on target for members to be appointed by 1 August 2022, in accordance with the timeframe circulated at the last meeting and approved by the Board.

### **4. Extension of Chair of Glasgow Kelvin College**

**4.1** The Panel met on 29 April 2022. All relevant documentation was reviewed and the Senior Independent Member of Glasgow Kelvin College was asked for some clarifications. After a full discussion, it was agreed to extend the appointment for a period of 4 years to 1 August 2026. This process has now been concluded.

### **5. Support Staff Board Member**

**5.1.** The position has now been advertised seeking nominations by 20 May 2022. The ballot will be open 6-10 June. The process is therefore on target for a new support staff Board member to be appointed by 1 August 2022, in accordance with the timeline circulated at the last meeting and approved by the Board.

### **6. Vice-Chair Position**

**6.1** Expressions of interest were requested at the last Board meeting and by email. One expression of interest was received. The Chair will speak to the interested Board member and will make a recommendation on appointment at the Board meeting in June 2022.

### **7. Committee Chair Positions**

**7.1** As a result of terms of office ending on 31 July 2022, two Committee Chair positions will become vacant. The Chair is considering how best to fill these vacancies and will make recommendations either at the June Board meeting or by correspondence, ensuring the positions are filled in time for the first Committee meetings taking place in 2022-23.

### **8. Student Board Members**

**8.1** As per agreed procedures, the GCRB Board Secretary and Executive will work with NUS to conduct an election to appoint two student board members to the GCRB for session 2022/23. This process will take place following the conclusion of student executive elections across the assigned colleges.

### **9. Risk and Compliance Analysis**

**9.1.** Timely and effective planning of appointment and election processes mitigates the risk 012: the capacity and capability of the Board is inadequate and standards of governance fall below the level required.

## **10. Financial and Resource Analysis**

**10.1.** There are presently no new resource implications associated with this paper.

## **11. Equalities Implications**

**11.1** All Board members must be elected in accordance with the requirements of Schedule 2B of the Further and Higher Education (Scotland) Act 2005.

**11.2** Equality and diversity should be built into, and be a consideration throughout, the recruitment processes, in line with the Board's Diversity Succession Plan.

## **12. Learner Implications**

**12.1** There are no direct learner implications. However, all board members are in a position to influence the regional strategy and improve the opportunities for Glasgow's learners.