

SEARCH COMMITTEE ANNUAL REPORT TO 31 JULY 2018

Work of Committee- Terms of Reference

The committee will consist of a minimum of four members of the Corporation and will include the Chair and the Principal. The Search Committee:

- will advise on the appointment of external members of the corporation and other matters relating to membership and appointments which the corporation may remit to them
- will rigorously evaluate the contribution made by all existing Governors including their skills and attendance records and consider any other potential members before making a proposal in respect of their re-appointment to the Corporation
- will maintain a balance of expertise on the Board to support the executive of the College in the achievement of the Corporation's policies
- Will seek to appoint and maintain a balanced representation of the Hartlepool community including ethnic minorities, disabled persons and social background and will avoid any form of discrimination including that relating to age, disability, gender, race/ethnicity, sexual orientation or religion or cultural belief.

The Corporation shall consider the advice of the Search Committee before appointing any member of the corporation (other than the Principal, staff and students). They may make rules specifying the procedures for the conduct of the search committee and they shall make available for inspection by any member of the public during normal office hours a copy of any such rules, the remit of the committee and its advice to the Corporation.

The Board has set a target of 75% minimum attendance for Board and Committee meetings which is achieved overall. Where individual members do not achieve the target then their other skills/ attributes/contribution are considered and appropriate action taken if required. There are minuted examples in the past of members being removed from the board for poor attendance. The schedule of attendances is considered by Search Committee which makes recommendations to the Board for it to consider and determine.

Full evaluations of Chairmen, Committees and individual members are undertaken by the Chairman, Clerk and Search Committee (with those conflicted not taking part) and a report made to the Board.

Following the resolution of the board to remain stand alone the committee has sought new governors and put an advert on the college website. Two new governors have shown strong interest and two promising student governors have been recruited. Governors retiring having served two terms or more will, if relected, will serve on a one year rolling contract

Alan Theakston-Clerk to the Corporation
5 October 2019