

SEARCH COMMITTEE ANNUAL REPORT TO 31 JULY 2020

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 and in 2019/20 board attendance was 88% and would have been 95% without the students whose attendance was unacceptable. All committees easily exceeded the target figure with Search committee having 100%. 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.

Since last year's report went to the committee three governors have resigned and three new governors appointed and there are four potential new governors to be considered at the December board. Every effort will again be made to engage student governors. Governors retiring having served two terms or more will, if re-elected, serve on a one year rolling contract

Alan Theakston-Clerk to the Corporation
15 November 2020