**Appointment of Non – Executive Board Members to the Board of South Lanarkshire College (SLC)**

**1. Purpose**

**1.1** The Lanarkshire Board is invited to consider the appointment of new Board Members, assessed against the current skills and needs of the Board. The recommendation arises out of a recruitment process undertaken by a panel made up of Board Members of SLC with input from the SLC Governance Professional in course of which five potential members – as detailed in Para. 6 hereafter have been identified.

**2. Background**

**2.1** The Ministerial Guidance on Board appointments sets out guidance for appointments to Assigned Incorporated Colleges, which requires that an assigned incorporated college should have a membership with diverse skills knowledge and experience which, taken together, reflects the current and future needs of the Board and which supports it to meet its responsibilities for effective governance as set out in the Code of College Governance.

**3.** For non-executive members, the [College Sector Board Members 2014 Ministerial Guidance](https://www.gov.scot/publications/college-board-appointments-guidance/) states that non-executive Board members can be appointed for two terms of office, each of which can be for a period of up to four years.

**4.** Staff board members can also be elected for a period of up to 4 years.

**5. Process**

**5.1** The Ministerial Guidance 2014 sets out that appointments and re-appointments of an assigned college must be approved by the relevant Regional Strategic Body (RSB); and that the RSB cannot appoint anyone to the Assigned College Board that is barred from regulated work under the Protection of Vulnerable Groups (Scotland Act) 2007 but appointments can be made subject to it being satisfied that an individual is suitable following a PVG scheme record. Annex B to the guidance also sets out a list of disqualifications from being a Board member e.g., a prison sentence of not less than 3 months in the last 5 years or undischarged bankruptcy. Appointments by the Board will be subject to these conditions being satisfied.

**5.2** An assigned college can have a minimum of 13 and a maximum of 18 Board Members and 7 – 12 non-executive Board Members.

**6. 1 SLC Board Appointments**

This paper is to advise the RSB of the proposed appointments to the SLC Board to take it to 18 Board Members in total. The nominations for additional non- executive members of SLC Board are as follows:

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| **Name** | **Gender** | **Key Skills from CV** | **Knowledge of education sector/industry, commerce, the third sector, public service, trade unions/the region** |
| Paul Brodie | M | Member of Chartered Management Institute  Curriculum Manager with Ayr College  Chair of SQA Qualification Team (Sport & Fitness)  Experience of developing joint Curriculum with secondar Schools | Significant management experience  Significant knowledge and understanding of Secondary / FE curricula  Sound understanding of KPIs and Team Evaluation  Highly Experienced FE Lecturer  Trained in HSW Risk Management  Sound broad experience of thgew wider educational sector  Track record of innovation in teaching |
| Scott Coutts | M | Sound experience of Budgeting within the educational sector  Sound understanding of governance.  Good understanding of communities within the college catchment area  Thorough understanding of the educational landscape at both HE and FE levels.  Very considerable expertise in Marketing /PR. | Marketing and Communications Manager (online) at University of Edinburgh.  Formerly Marketing & Communications Manager at SLC.  Previous relevant FE experience  Has an in-depth knowledge of SLC and an excellent track record in key areas such as networking and engagement.  Considerable experience at Senior Team Level of strategic and operational planning .  An effective and experienced manager / team leader. |
| Thomas Feely | M | Substantial experience in accountancy and audit as senior partner in an established accountancy practice.  Also has relevant experience as a Charity Trustee and in community development.  Strong management experience and leadership skills allied to sound local knowledge | Current member of the Board of Motherwell Football Club – a supporter owned company limited by Guarantee.  Experience of advising corporate bodies and individuals on a full range of accountancy and audit subjects.  Commercial experience of running a successful local business.  Considerable sharp end experience of Audit processes and procedures |

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| Prof. Jo GIll | F | Vice Principal and Head of College of Arts – University of Glasgow  Outstanding experience of Curriculum Quality & Development at the highest level and substantial academic management experience | A leading educator with a distinguished record of relevant publications .  Former Governor of an English Sixth Form College.  Extensive experience of the education sector generally and the interface between HE and FE specifically.  Considerable experience of Chairing Academic Boards and Committees |
| Peter Sweeney MBE | M | 40 year career in the Civil service with outstanding leadership skills which were recognised in the Honours List  High level experience within the technology sector with particular emphasis on cyber security and risk management  Lifelong resident of East Kilbride with sound understanding of community relationships. | Experience and expertise of governance within the public sector.  Specific experience of Audit & Risk.  Considerable experience of talent management.  Track record of interaction with local colleges and formerly a regular attender at college recruitment fairs.  Proven commitment to community development and the role of FE.  Currently Chair of the Educational Trust which has been providing funding for student support initiatives. |

**6.2** Several Board Appointments are coming to the end of their terms of office and have indicated that they would be happy to participate in a phased programme of appointments so as to spread the termination dates over a period and accordingly a further recruitment process is ongoing for non-executive Board Members with the intention of maintaining Board membership at its full complement of 18 Board Members.

**7. Other Relevant Board Changes**

7.1 As part of a phased Board refresh to improve succession planning and in recognition of the natural turnover in Board Membership as a result of career progression and family responsibilities the following related changes should be noted.

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| Chris McDowell | M | Chair of the Human Resources Committee – which has substantially completed a major review of all HR Policies | End of second Term scheduled in 2024 standing down early to facilitate a committee refresh. The new committee Chair is an existing committee member and a new intake will strengthen the committee going forward |
| Craig McLaughlin | M | Chair of the Audit & Risk Committee – standing down due to career and family demands | A suitably qualified and experienced candidate has been identified from within the proposed new membership and a handover period has been provisionally agreed which will allow continuity |
| Heather Stenhouse | F | Chair of the Curriculum Quality & Development Committee – standing down due to career and family demands | A suitably qualified and experienced candidate has been identified from within the proposed new membership – which also has the potential to reinforce and add value to the committee |
| Declan Hogan | M | Standing down due to career and family commitments | The proposed new membership contains a range of skills to replace the skill set being lost |

**8. Board Member Support**

**8.1** The appointment of these Board Members and Student Members will be fully supported by Inductions and mentoring support tailored according to need.

**8.2**  The Chair and Secretary of the LRSB will bring the regional perspective to this if so requested.

**9. Recommendation.**

**9.1** The Lanarkshire Board is asked to approve the nominations for the additional non-executive SLC Board Members set out at section 6.1 above and appoint the said Paul Brodie, Scott Coutts, Thomas Feely, Prof Jo Gill and Peter Sweeney as members of the Board of South Lanarkshire College under and in terms of Schedule 2 Para 3A (2)(f) of the Further & Higher Education (Scotland) Act 1992 [as amended) This approval is subject to the following:

* The appropriate PVG checks being carried out and there being no disqualifications
* The SLC Board formally approving and endorsing the appointments