

NOMINATIONS AND GOVERNANCE COMMITTEE

Minutes of the virtual meeting held on 13 June 2023 at 4pm

Present virtually: C Higgins, Vice Chair N Savvas
E D’Souza, Chair S Daley

In attendance: S Gales, Governance Professional

Apologies: S Howard

1. Declaration of Interests and Apologies for absence

C Higgins, E D’Souza and S Daley declared their role as a Trustee of Suffolk Academies Trust, N Savvas declared his role as a Trustee and CEO of Suffolk Academies Trust. No other conflicts of interest in relation to the items of the agenda were declared.

Apologies for absence were received from S Howard.

2. Minutes of the meeting held on 1 February 2023

The minutes of the meeting held on 1 February 2023 were **agreed** as an accurate record.

3. Matters Arising from meeting on 1 February 2023

Eight matters arising from the previous meeting were complete, with four items (MA2, MA6, MA7 and MA11) ongoing.

Governors discussed MA2 relating to the future governance structure of the Group, and noted this is embedded in the work of this Committee and will continue to be considered as part of the merger preparation work when we consider the future governance structure. Governors **agreed** to remove MA1 from the Matters Arising and to include it in the Committee Terms of Reference.

Governors discussed MA6 relating to the appointment of Staff Governors, and noted that the Governance Professional is reviewing the Instruments and Articles of Government and will bring a draft to the next meeting.

Governors discussed MA7 relating to student voice, and noted that the Executive are working on the student voice strategy. The Governance Professional will share this, and this will form the basis of the task and finish group

Governors discussed MA11 relating to governance engagement, and noted that external opinions from Ofsted and External Board Reviews is that governance is highly effective across the Group and that governance involvement is very high compared to other MATs/Colleges nationally. Governors noted that whilst we want sustained high governance engagement, we don’t want to create extra pressure and/or cause feelings of guilt which would be detrimental to Board culture. Governors noted the strategy lunches and the ‘dinner and shows’ are working well to build the social bonds, and the latter also involves spouses. The Committee discussed the proposed strategies for engagement next academic year and **agreed** to remove the action and implement the strategies discussed.

4. Annual Report of the Committee 2022/23

The Committee received and considered the report provided which summarised the work undertaken by the Committee, the constitution inc. Committee membership, Equality, Diversity and Inclusion, the skillset, training and development of Governors and training and development of Governance Professional.

Governors **agreed to recommend the report to the Corporation.**

Action

Gov. Prof.

Gov. Prof.

Gov. Prof.

Gov. Prof.

5. **External Governance Review 2022/23 - Action Plan update**

The Committee received and considered the report provided which gave an update on the action plan arising from the External Governance Review.

Governors **agreed to recommend the action plan to the Corporation.**

The Committee discussed the recommendation re 'Balance Committee structure model with fuller discussions and challenges at full Board. (pg.22)' and **agreed** to take papers as 'read' with a very short summary from the author as to the key points/ considerations to allow greater time for discussion and challenge at Corporation meetings.

The Committee discussed the CEO's Briefing report which comes to Corporation. The CEO to consider how best to deliver this to reduce overlap between the Committee Summary Reports.

CEO

6. **2023/24 Governance Structure**

The Committee received and considered the report provided which proposed the Committee Structure, Committee Chairs and Vice Chairs, Committee Terms of Reference and Committee Skillsets and Governor Leads for 2023/24.

The Committee discussed the Corporation composition and the Governor leads and **agreed to recommend the paper to the Corporation.**

7. **Updated Governance documentation**

The Committee received, considered and **approved** the 2023/24 Governance Structure and **agreed to recommend to the Corporation.**

The Committee received, considered and **approved** the 2023/24 Standing Orders and **agreed to recommend to the Corporation.**

8. **Update on Governor Recruitment**

The Governance Professional gave a verbal update and noted that a panel of the Committee (E D'Souza, N Savvas and S Daley, plus the Governance Professional) interviewed three candidates on 12 June 2023.

The Committee discussed the candidates and **agreed to recommend their appointment to the Corporation.**

The Committee discussed the skillset of each candidate and which roles and/or Committees they were best suited for. The Committee proposed M Searcey be appointed to the Audit and Risk Management Committee and the HE Educational Excellence Committee, J Drake be appointed to the FE Educational Excellence Committee and Finance Committee and J Baker be appointed to FE Educational Excellence Committee and/or Resources Committee, and possibly act as a Governor Lead for Industry Connections. Governance Professional to liaise with them and **make a recommendation on behalf of the Committee to the Corporation for approval.**

Gov. Prof.

9. **Any other business**

None.

The meeting closed at 5.06pm