



**Minutes of the Meeting of the Governance Committee
Held on 21 March 2023 at 5:15 pm via MS Teams**

Present	In Attendance
Gideon Schulman (Chair)	Robert Heal (Director of Governance)
Annette Cast (Principal)	
Sundeeep Bhandari (Vice Chair)	
Kate Parsley	
	Observer

1. Chair's Opening Remarks and report of any Chairs Action taken since the last meeting

The Chair noted Cllr Jean Lammiman was no longer on this committee due to stepping down as Vice Chair. The Chair then welcomed Sundeeep Bhandari as Vice Chair and congratulated Kate Parsley on becoming Safeguarding Lead

2. Apologies for Absence

Viresh Paul

3. Declarations of Interest

None

4. Minutes of the Meeting Held on 6 December 2023

The minutes of the meeting held on 6 December 2023 were accepted as a true record and approved.

Review Action Points

Action points were noted as completed

5. Matters Arising

None

6. Governance Internal audit

The Committee noted the successful outcome of the Governance Internal Audit

7. New Member Interviews

The candidates for interview were arranged by Peridot as part of the support package from the FE Commissioners Office.

The Chair and panel asked a series of questions designed to give candidates opportunity to state why they wished to be a College Governor and to express the benefits they would bring to the Board. They then gave the candidate the opportunity to ask any questions.

Ms Fiona Bulmer

The candidate had a strong background and had previous College governor experience with a focus on Quality; and asked a series of robust questions of the panel.

However, whilst the experience was sound, the panel felt there was a lack of passion and enthusiasm from the candidate.

Mr Paul Goodman

The candidate was a local businessman with strong financial skills and education experience, who was enthusiastic and asked strong questions.

The panel felt the candidate was passionate, energetic and had good links to the business community.

Ms Samantha Pickett

The candidate had a strong marketing background with Higher Education experience, was clearly knowledgeable and asked good questions. They also had support from their company for the time commitment.

The panel felt the candidate was a well-qualified, had strong synergies with the sector and commitment.

Ms Sheila Rai

The candidate had a strong operational background in the sector and understood the operational challenges of the college. They were also a strong and forceful character.

The panel felt that the candidate was not senior or strategic enough and their character would not work well with the Board dynamics.

Ms Hannah Butland
Did not attend**Ms Liz Edwards**

The candidate was clearly very experienced in the Human resources arena and had strong senior experience.

The panel felt that the experience would be beneficial to support the development of college practices, but felt the candidate did not fully appreciate the time commitment.

Mr Vijay Assani

The candidate had a strong understanding of the local community and also had an understanding of the education sector through being a Chair elsewhere.

The panel felt that he was over committed and would not fit into the current Board model.

The panel had the opportunity to appoint 2 candidates from the cohort and the potential to appoint a 3rd at an additional cost of £2,500 to the College.

The panel chose to recommend the following to the Board:

Mr Paul Goodman
Ms Samantha Pickett and
Ms Liz Edwards (subject to an additional cost)

8. External Governance Audit

The Governors were given the choice of external governance audit suppliers based on value for money, experience and capability. The governors chose to appoint Ms Fiona Chalk (of The Board Advisor) to conduct the audit.

The Governors approved the External Governance Audit

9. A Patronage scheme

The governors reviewed a suggestion for a patronage scheme for the college. Governors felt that the scheme had potential for reputational issues and felt this should be a wider ambassadorial program. Governors requested this be re-presented with changes

8. AOB

Following the recent suicide of a principal after an Ofsted Inspection, Governors challenged the Principal on their feelings regarding Ofsted. Governors offered support for refusing any inspection. However, the Principal explained that the college does its utmost to make any inspection normal, for example the observations are informal to make it less stressful for staff. There were no concerns with having an Ofsted inspection.

9. Meeting review

Governors felt the meeting was a success and well led.

10. Date of Next Meeting

The date of the next meeting will be held on Tuesday 27 June 2023 at 5.15pm

The meeting ended at 7:55 pm

Signed

Chair

Date

Action Points

Item	Action	Responsibility	Timescale
	None arising		

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6. Succession Plan

Interviews:

Mr Mike Bluestone – GS introduced panel. Thanked MB for showing interest, for taking a tour and attending as an observer. What were thoughts on our Resources meeting? MB, experienced in this type of meeting format, good reports, open honest and to point. GS noted MB desire to be a co-opt Resources committee member and to potentially be a full member in future and asked for his commitment. MB explained that he was honest about his commitment and would keep his word. He is currently an Executive Director semi-retired, working 2 days a week at Corp Security and with other charitable interests. He is working towards phasing into retirement and will give more time thereafter. GS appreciated the clarity and honesty. MB is a resident of Stanmore, live a short distance from the college. GS what would you contribute. MB explained especially around security risk and young people development.

SB good summary. VP, good CV, KP asked what might bring, MB explained.

GS any questions. MB, Is there a particular area I can make a difference.

AC, the shift of the college to a community, local resident support and your expertise around security. Governors are crucial in gaining that expertise.

The panel discussed and approved this application to the Board, for role as co-opted Governor to the Resources committee.

Mr Adam Doyle – GS introduced panel and asked why Stanmore. AD, looking for a governor position, was a staff governor previously for UEL and since leaving has been looking elsewhere for a suitable Governor position. Specifically Stanmore for 2 reasons, the distance travelled, and second the strategic direction. Similar, to my role at UEL. I feel I can give support and guidance and give you support.

GS asked about commitment, AD, explained he had checked with his employer University of Derby that I can have time, we have similar courses. I can drive down on M1, also I live in Canary Wharf on jubilee line. AD want to commit for full 4 years.

Panel questioned further around current employment, KP sought value to Board. AD responded Quality aspects and undertaking similar at Buxton College. I can bring legal, employability and mentoring.

The panel had concerns regarding the fit of abilities to our committee structure; as well as the long-term welfare and travelling impacts of undertaking the role. Not recommended.

Mrs Ying Kay – GS introduced, Asked why Stanmore? Passionate about education, opportunity for all to level up. Started working in a teachers training college and ended in HE by chance. In education sector for a long while and have plenty of experience and want to give back to community. I'm a co-opt governor at UTC and work at Richmond University. It's a good fit and has synergy. GS discussed commitment and attendance. Its my 7th year at UTC, and I'm looking to step down and have a plan to utilize this time. Its right time to move away and I will have more time in 6 months time.

VP challenged about travel. Can you attend in person. YK I travel daily to Richmond and am used to commuting. GS any questions. YK, asked good Ofsted, good financial, whats the strategic plan? GS outlined the support for the new principal to review strategy and build on a community college focus with new buildings. AC added to future proof the college, reposition and grow. To be demand led. YK questioned growth plan. AC explained financial steps £16m, £20m, £24m. YK challenged the focus on 16-18 and asked about adult education? AC strong direction to show community the need. YK agreed this was a key strategy.

The panel discussed and approved this application to the Board as a member

Mr Kevin Moir – GS, thanked him for joining and introduced panel. Why Stanmore? KM, discussed his background and experience, being ex-military and having worked in HE. Currently a contractor for Enfield Local Authority. My experience has given me an opportunity of understanding the value I give. I want to give value to Enfield residents rather than a commercial profit. TB contacted me and we worked at Middx Uni together. He felt I could add value here. Its an exciting journey and this benefits students and environment. I can add value and make a difference from breadth of experience. GS appreciated sincerity but challenged commitment and availability. KM, we make time to those things and acknowledge life is busy. I commit and make commitment. Only 45 mins away. I am a delivery expert and need to set expectations at outset. GS we appreciate this. KP, recognise local authority, what value you can add. KM, my drive is in insuring work planning and projects, portfolio activity. complexity is often misunderstood. Back-office functionality digitization. Breadth of understanding. JL LB Harrow, council, enable young people destinations. Do you have experience in this area? KM, great teams developed from ex services, students and nurtured on next steps. I look for people from all walks of life and ESOL. KM, asked, what does my success look like in Stanmore. GS governor commitment is the main focus, support new Principal , change focus and need a board that underpins this and builds on our strategy. KM, return 24th Jan, come in and meet the team. AC Great.

The panel discussed and approved this application to the Board as a member

RECOMMENDATION

APPROVED

MIKE BLUESTONE AS CO-OPTED GOVERNOR TO RESOURCES

YING KAY AND KEVIN MOIR AS BOARD MEMBERS