

**From:** Marie Gabriel  
**To:** Council of Governors  
**Date:** 12 September 2019  
**Subject:** Nominations and Conduct Committee (NomCo) Report

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## **1. Purpose of the Report**

1.1 To update the Council on the recent meeting of the Committee held on 14 August 2019.

## **2. Background**

2.1 The Nominations and Conduct Committee is an established Committee of the Council of Governors. It has the delegated responsibility to recommend and enact the process, on behalf of the Council, for the identification and nomination of suitable candidates that fit the criteria agreed by the Chair and Board of Directors.

2.2 The Committee's duties include identifying a suitable candidate and recommending the appointment of the preferred candidate as NED to the Council.

2.3 Under its terms of reference, the Committee may use the services of external advisers to facilitate the search of suitable candidates, and therefore has the responsibility for reviewing and agreeing the appointment.

## **3. Nominations and Conduct Committee Meeting 14 August 2019**

3.1 The following members were present at the meeting on 14 August 2019:

- Marie Gabriel (Chair of the Committee)
- Roshan Ansari (Public Governor, Tower Hamlets)
- Katherine Corbett (Staff Governor)
- Caroline Diehl (Public Governor, Hackney)
- Caroline Ogunsola (Staff Governor)
- Keith Williams (Public Governor, Luton, Acting Deputy Chair)
- Neil Wilson (Appointed Governor, Education)

3.3 Cathy Lilley, Associate Director of Corporate Governance was also in attendance.

#### 4. Summary of Discussions:

- 4.1 The sole topic for discussion and consideration was the recruitment process for a Non-Executive Director vacancy as previously reported to the Council at its meeting in July 2019.
- 4.2 The Committee received the proposals which had been obtained following the Trust's procurement requirements for the appointment of a recruitment agency to support the appointment to the Non-Executive Director vacancy.
- 4.3. In line with its delegated responsibility, the Committee unanimously approved the appointment of Gatenby Sanderson as the recruitment agency having taken into account the competitive fees as well as Gatenby Sanderson's involvement in the successful recruitment process of three NEDs to the Trust's Board in 2018, its understanding of the Trust, its culture and requirements of Board Directors.
- 4.4 The Committee considered the role description and the key skills and experience required of the new NED as previously advised to the Council at its meeting in July which are aimed at complementing those on the current Board including additional experience in one or more of the following:
- Experience and strong interest in frontline quality and quality improvement
  - Lived and/or personal experience either as a carer or user of services
  - Clinical experience
  - Sound understanding of the NHS and/or third sector.
- 4.5 The Committee noted the recruitment timetable with the intention to commence the process during August and identify a potential candidate for recommending to the Council at its November 2019 meeting.
- 4.6 The Committee also agreed the interview format and interview panel members.
- 4.7 Since the meeting and as advised the Council in its weekly email update, the recruitment process has commenced and is currently being advertised through Guardian Online as well as a number of other websites including Gatenby Sanderson, ELFT, NHSI, the Centre for Public Appointments, Women on Boards, NEDs on Boards, etc, and is also being promoted through social media.

#### 5.0 Actions Requested

- 5.1 The Council is asked to **RECEIVE** and **NOTE** the report.