

EAST RENFREWSHIRE COUNCILCOUNCILWEDNESDAY 1 MAY 2019Report by Director of EducationEAST RENFREWSHIRE CULTURE AND LEISURE TRUST BOARD APPOINTMENTS**PURPOSE OF REPORT**

1. The purpose of this report is to recommend for approval by the Council the nomination of a new independent board member for the Trust following a recent resignation; and, to seek the appointment of a replacement elected member on the Trust Board following the resignation of Councillor Devlin.

RECOMMENDATIONS

2. Council is asked to:
- a. approve the recommendation of the East Renfrewshire Culture and Leisure Trust Board's nominated candidate in accordance with the Trust Articles of Association; and,
 - b. consider the appointment of a replacement for Councillor Devlin on the Trust Board.

BACKGROUND AND REPORT

3. The Articles of Association identify as a basis for Independent Candidates that they are "a representative of the East Renfrewshire area and/or together representing or possessing a comprehensive range of skills and interests relevant to the Objects of the Company, and of their having skills and experience which, in the opinion of the Member, would be of assistance to the board of Trustees."

4. Following the resignation of Jim Wilson from the Board of East Renfrewshire Culture and Leisure (ERCL) at the completion of his four-year term, the Board has conducted a recruitment and selection exercise according to the process previously set out by the Nominations Committee in accordance with the Trust Articles of Association. Mr Wilson was an Independent member of the Board and served as Chair of the Trust and of the HR, Health and Safety and Appeals Committee from the launch of the Trust until his resignation.

5. A Board Member's *Skills Matrix* has been produced by the Trust (in accordance with Article 10.4.1). This identifies the mix of skills and experience currently available to the Trust through its board members, and/or areas where additional skills and experience are sought. This identified the criteria sought in a new Independent Board member including:-

- Business Planning and Performance Management
- Ideally a resident of East Renfrewshire

- Experience of non-executive roles and Corporate Governance
- Oversight of Financial Planning, Controls and Reporting
- An interest in sports, arts and/or culture

6. In accordance with Article 10.4.4 the Nominations Committee previously established a register of suitable candidates for independent positions on both the charity's main Board and/or the board of the subsidiary Trading Company.

7. There were no suitable candidates on this register at the time of the vacancy, therefore it was decided to conduct an open recruitment exercise to identify a suitable candidate for the vacant board position and potential future candidates for any subsequent vacancies that might exist arise in either the board, or the board of the envisaged subsidiary trading company (currently dormant in accordance with HMRC guidelines).

8. A consultant was retained to run a recruitment campaign; in addition candidates were sought via the company's contacts database. Following shortlisting, assessment and screening the Nominations Committee met on Tuesday 12 March 2019 to consider three candidates. The committee comprised five board members (two elected members, two independents, one staff representative), with HR support.

9. The field was extremely strong, but after interview and careful deliberation the Committee chose Mr Rob Crusher. Mr. Crusher is both a local resident and MBA-qualified and professionally chartered Director. He has an extensive track record in senior executive roles developing, managing and operating multi-million-pound contracts in various business and commercial sectors, and across the UK, Europe and the US. He is also an experienced Non-Executive Director with 15 years' service on the board of £10m turnover ALEO organisation, responsible for strategic steering and governance associated with fiscal, legal, and regulatory compliance in the public and third sector. In addition he is also a volunteer business coach and mentor in third sector.

10. The Trust's Depute and Acting Chair formally wrote to the Board to seek their formal approval to invite Mr Crusher to join the Board subject to Council Agreement. Board approval was unanimous. References were subsequently taken up all of which are highly satisfactory.

11. The Board of East Renfrewshire Culture and Leisure therefore recommend Mr Rob Crusher to the Council for appointment to the Board of the Trust.

12. Councillor Devlin has tendered his resignation from the Trust Board. In view of this the Council needs to consider the appointment of a replacement elected member.

13. Following Council approval and with all independent and elected members in place, the Board will move to appoint a new Chair of the Trust and of the HR, Health and Safety and Appeals Committee.

14. East Renfrewshire Culture and Leisure is scheduled to hold its next Board meeting in June 2019.

FINANCE & EFFICIENCY IMPLICATIONS

15. There are no specific financial implications arising from this report.

CONCLUSION

16. This report summarises the recruitment and selection process undertaken by the Trust and its Nominations Committee in accordance with its Articles of Association, and its outcome.

17. The Director of Education is confident that the nominated candidate will be an excellent addition to the Trust. He brings skills and experience which will further strengthen the governance and scrutiny of the Trust and will help to ensure it continues to make positive contributions to the CPP's Community Plan, to achieve the targets set out in the Council's ODP, and, most importantly, will continue to improve the experiences and outcomes of its customers, building on its recent successes.

18. With the appointment of Mr Crusher and a replacement elected member, the Trust Board will be complete.

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Mhairi Shaw
Director of Education
1 May 2019

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Local Government Access to Information Act 1985

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