

EAST RENFREWSHIRE COUNCIL1 March 2023Report by Director of EducationAPPOINTMENT TO EAST RENFREWSHIRE CULTURE AND LEISURE TRUST BOARD**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.

**RECOMMENDATIONS**

2. Council is asked to endorse the recommendation of the East Renfrewshire Culture and Leisure Trust Board and approve the appointment to the Board of Mr Dalvir Johal in accordance with the Trust Articles of Association and Board Charter.

**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 Mr. Andrew Allan from the Board of East Renfrewshire Culture and Leisure (ERCL) after four years’ service, the Board has conducted a recruitment and selection exercise according to the process previously set out for the Nominations Committee by the Board Charter, in accordance with the Trust Articles of Association (articles 9-10). Mr Allan was an Independent member of the Board and, as a qualified and chartered accountant and experienced finance professional, served as Chair of the Finance, Audit and Risk Committee.

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:-

- Qualified / Chartered Accountant
- Experience of oversight of financial planning, controls and reporting, including Charity SORP
- Business Planning and Performance Management
- Finance, Audit and Risk Management
- Ideally a resident of East Renfrewshire
- Experience of non-executive roles and Corporate Governance
- An interest in sports, arts and/or culture

6. It was decided to conduct an open recruitment exercise to identify a suitable candidate for the vacant board position.

7. A consultant was retained to run a recruitment campaign; in addition candidates were sought via the company's contacts and networks. Following shortlisting, assessment and screening the Nominations Committee met on Monday 19<sup>th</sup> December to interview one candidate. The committee was chaired by the Chair of the Board and included the Leader of the Council in his role as Board Member and Member of the Finance, Audit and Risk Committee of the Trust, with the Trust Chief Executive in attendance.

8. The Committee were unanimous in approving Mr. Dalvir Johal for recommendation to the Board. Mr. Johal is both a local resident and Chartered Accountant and registered Auditor. An experienced non-executive, he also has extensive professional experience in a variety of industry sectors such as Financial Services; Oil and Gas; The Third Sector; Power and Utilities; and the Construction Industry both in public practice and as an independent consultant. His experience includes small and medium sized enterprises through to FTSE 25 companies.

9. The Trust's Chair formally wrote to the Board to seek their formal approval to invite Mr Johal to join the Board, subject to Council Agreement which is required in terms of the Articles of Association. Board approval was unanimous. References were subsequently taken up all of which are highly satisfactory.

10. The Board of East Renfrewshire Culture and Leisure therefore recommend Mr Dalvir Johal to the Council for appointment to the Board of the Trust.

11. Following Council approval and with all independent members in place, the Board will move to appoint a new Chair of the Finance, Audit and Risk Committee in time for its next meeting at the beginning of March 2023.

## **FINANCE & EFFICIENCY IMPLICATIONS**

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

## **CONCLUSION**

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

14. 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 Council's objectives, and, most importantly, will continue to improve the experiences and outcomes of its customers, building on its recent successes.

15. With the appointment of Mr Johal the Trust Board will be complete.

## **RECOMMENDATION/...**

## RECOMMENDATION/...

16. Council is asked to endorse the recommendation of the East Renfrewshire Culture and Leisure Trust Board and approve the appointment to the Board of Mr Darvil Johan in accordance with the Trust Articles of Association and Board Charter.

### Report Author

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