

# BASINGSTOKE COLLEGE OF TECHNOLOGY CORPORATION

## SEARCH COMMITTEE

### MINUTES OF A MEETING HELD ON MONDAY 24 NOVEMBER 2025

Membership (5):	*	Pamela Woolgrove	External Member	Chair
	*	Anthony Bravo	Principal	
	*	Steve Fussey	External Member	
	*	Mike Howe	External Member	
		Vacancy (AL)	External Member	
Quorum:		3 Members required	4 present	Meeting quorate
In Attendance:	*	Simon Burrell	Clerk to the Corporation (Clerk)	
Present at Meeting:	*			

### PART 1 – NON-CONFIDENTIAL MATTERS

(4.00pm)		<b>ACTION</b>
<b>368.</b>	<b>LONG SERVICE PRESENTATION TO PAMELA WOOLGROVE</b>  The Principal made a presentation to Pamela to recognise her long service as a Member of the Corporation of 36 years and thanked her for the work she had done over that period, and for her ongoing and continuing support to the College and the Corporation.	
<b>369.</b>	<b>APOLOGIES</b>  None received.	
<b>370.</b>	<b>DECLARATION OF INTERESTS</b>  There were no declarations of interest made.	
<b>371.</b>	<b>MINUTES OF THE PREVIOUS MEETING</b>  The Minutes of the meeting held on 12 March 2025 were confirmed as a correct record and were signed by the Chair.	
<b>372.</b>	<b>MATTERS ARISING FROM THE MINUTES</b>  There were no Matters Arising discussed that were not due be considered elsewhere at the meeting.	

373.	<p><b>MEMBERSHIP OF THE CORPORATION</b></p> <p>A written report was received and considered.</p> <p><b>1. Resignation from the Corporation</b></p> <p>The resignation of Dave Murray from the Corporation was noted.</p> <p><b>2. Current Vacancies</b></p> <p>It was noted that there were two vacancies on the Corporation (External Member vice Dave Murray and a Staff Member vice Ian Ward).</p> <p>The Clerk advised that there had been no nominations received for a replacement for Ian Ward (Staff Member). The Principal would include a reminder in the All Staff email seeking any nominations.</p> <p><b>3. Potential New Members/Future Skills Needs</b></p> <p>The Search Ctte reviewed the schedule of possible skills needs, and re-affirmed that the priority was to seek someone from a local provider school or HE provider.</p> <p><b>4. Terms of Office</b></p> <p>It was noted that there were five Members whose terms of office expired in 2026.</p>	<b>Principal</b>
374.	<p><b>CORPORATION SELF-ASSESSMENT 2025</b></p> <p>A written report was received and considered. The Clerk advised that there had been 16 returns made. Overall, the position showed a continuing improvement over previous years, with the large majority of Members grading 'strongly agree' to most statements. There were no significant issues being highlighted.</p> <p>A number of opportunities for additional development activities were noted for future action. The Chair of the Corporation also highlighted the ETF training modules that were beneficial to new members and existing members. The Clerk would re-circulate the link to all Members.</p> <p>Other training opportunities highlighted for new and existing Members were the various events offered by the AoC and the Black Leadership Group. The Clerk would continue to circulate appropriate opportunities as and when they were published.</p> <p>The Committee also reviewed the role of 'Buddies' and felt that this needed to be strengthened to require the Buddy and new Member to meet face-to-face at least once in the first few months of appointment.</p> <p><b>It was RESOLVED to RECOMMEND to the Corporation that the Corporation Self-assessment 2025 be agreed.</b></p>	<p><b>Clerk</b></p> <p><b>Clerk</b></p> <p><b>Corp</b></p>
375.	<p><b>MEMBERS ATTENDANCE 2024/25</b></p> <p>A written report was received and considered. The Clerk advised that there were no matters of concern highlighted in the Members Attendance for 2024/25. The overall average for the Corporation in 2024/25 was 75% compared to 79% in 2023/24.</p> <p>The Clerk advised further that a national survey of FE colleges showed that the mean attendance rate in 2024/25 (based on 91 colleges) was 81.8% and in 2023/24 (82 colleges) was 82.19%.</p>	

375. (cont)	<p>The Vice Chair of the Corporation highlighted his concern regarding the recent attendance record of the Co-opted Member on the Curriculum &amp; Quality Cttee. He stressed the importance and value of having a representative from a local provider school on the Committee. The Principal would raise the matter with local Heads to see if there were any other senior managers in a local school who would like to be considered for appointment to the C&amp;Q Cttee.</p>	<b>Principal</b>
376.	<p><b>MEMBERS SKILLS AND EXPERIENCE SURVEY 2025</b></p> <p>A written report was received and considered. The Committee noted that the current membership had a wide range of skills and experience that was relevant to the Corporation.</p> <p>It was noted, though, that the Corporation needed to strengthen membership from a local school provider and an HE provider. The Principal would raise the matter with the local schools and also with an HE provider who was looking to develop new opportunities with the College.</p>	<b>Principal</b>
377.	<p><b>MEMBERS CONSECUTIVE TERMS OF OFFICE</b></p> <p>A written report was received and considered. The Clerk advised that the FE Commissioner (FEC) had made a number of comments recently regarding recommending that members should not serve for more than two consecutive terms of office. The AoC Code of Good Governance also included a comment recommending that Members should not normally serve for more than two consecutive terms. As an outcome from the External Board Review (March/April 2024) the reviewer advised that the Corporation should set expectations of maximum tenure in line with established 'good practice'.</p> <p>Previously, the Corporation, in agreeing to adopt the AoC Code of Good Governance, had done so with the proviso that it (the Corporation) reserved the right to determine if a Member should serve for more than two consecutive terms.</p> <p>In researching this matter, the Clerk reported that:</p> <ul style="list-style-type: none"> <li>• The Instrument of Government stated only re-appointment after four years, with no mention of maximum number of terms.</li> <li>• The first mention of a two-term limit was by the Nolan Cttee on Standards in Public Life in 1995 - the recommendations were NOT legally binding.</li> <li>• The DfE's 'FE and 6<sup>th</sup> Form Governance Guide' (updated to 1 April 2025) did not specify a maximum number of terms – only that the appointment provisions in the Instrument were consistent with the Code adopted by the Corporation – they are not, the AoC Code recommends two terms.</li> <li>• The Corp has considered the matter of terms of office twice when adopting the AOC Code (2016 and 2024) and both times added a caveat that it adopted the Code but not the 'two terms' reference.</li> <li>• The Charity Commission's governance code had no limits other than if a member served for more than nine years their re-appointment should be subject to a rigorous review.</li> <li>• The UK Corporate governance code states that directors should be re-appointed by annual re-election – and the Chair should not serve more than 9 years from the date of first appointment to the board.</li> </ul>	

<b>377. (cont)</b>	<ul style="list-style-type: none"> <li>• It has always been the Corporation's view that a good mix of new and longer standing, well experienced, Members offered consistency, a broad mix of skills and experience, and was of a great benefit to, and very positive for, the good governance of the College.</li> <li>• Newer Members were also able to benefit from the knowledge and experience of longer serving Members.</li> <li>• The 'issue' of serving more than two terms was NOT highlighted during previous Ofsted inspections (or at the pilot inspection in Oct 2025), nor by the FEC or the (then) ESFA during their annual strategic discussions with the College!</li> </ul> <p>The Chair of the Corporation advised that he had asked the FEC and the AoC if there was any link between long-serving members and failing colleges. To date they had not been able to offer any evidence that supported that possible view.</p> <p><b>It was RESOLVED to RECOMMEND to the CORPORATION that:</b></p> <p><b>1. The Search Committee had considered, in depth, the general advice of the FE Commissioner, and was of the opinion that it is to the benefit of the BCoT Corporation to appoint individuals for a third or longer term of office where that individual brings relevant skills and experience and has made a robust and positive impact to the Corporation and to the operation of the College.</b></p> <p><b>2. All Members due to be considered for re-appointment for a third or longer term of office will continue to be scrutinised in depth by the Search Committee through a rigorous and robust review of that individual and a formal recommendation made to the Corporation accordingly.</b></p> <p><b>3 That the BCoT Corporation continues to reserve the right to re-appoint Members for a third or longer term.</b></p>	<p><b>Corp</b></p>
<b>378.</b>	<p><b>DATE OF FUTURE MEETINGS</b> <i>[Meetings commence at 4.00pm unless stated]</i></p> <p>Wednesday 4 March 2026 Wednesday 10 June 2026</p>	
(5.02pm)	Meeting closed	