

Meeting Title	Council of Governors		
Date	15 October 2020	Agenda item	CoG.10.20.8

Non-Executive Director Appointment (NED)

Presented by	Dr Maxwell Mclean, Interview Panel Chair, NRC Chairman	
Author	Jacqui Maurice, Head of Corporate Governance	
Governance responsibility	Council of Governors	
Purpose of the paper	For the Council of Governors to consider and approve the recommendation from the Nominations and Remuneration Committee with regard to the appointment of a NED.	
Action required	To note	
Previously discussed at/informed by	Governors Nominations and Remuneration Committee (NRC)	
Previously approved at:	Committee/Group	Date
	NRC virtual meeting	8 Sept 2020
	CofG virtual consideration of the recommendation from the NRC	14 to 21 Sept 2020

Background

1. Non-Executive Director (NED) Appointment process

Following the resignation of Mr Amjad Pervez effective from 31 January 2020, the council of governors approved a recommendation presented from the governors' nominations and remuneration committee (NRC) to undertake a search for a NED to occupy the vacancy created.

The NRC, in line with their terms of reference;

Approved the appointment of a search agency to assist the committee with regard to the search for a new NED.

- Agreed the full brief for the appointment, the job description and person specification and, the schedule for the appointment process
- To support the search for suitable candidates a microsite was developed. The link was also shared directly with governors for circulation amongst the governors own networks.
- A total of 42 applications were received.
- 9 candidates were longlisted by the NRC and subject to a preliminary interview conducted by the executive search agency.
- 4 candidates were shortlisted by the NRC.
- The NRC agreed that the interview process would include a governor stakeholder panel and interview panel. With regard to the stakeholder panel shortlisted candidates took part in a round table discussion focussed on 'what a non-executive could do to help BTHFT re-set after Covid-19'.

The stakeholder panel comprised:

- Ms Wendy McQuillan, Public Governor
- M Professor Alistair Goldman, Partner Governor
- Ms Ruth Wood, Staff Governor
- John Holden, Director of Strategy and Integration/Deputy Chief Executive

Ms Michelle Shirley, Consultant at GatenbySanderson facilitated the session.

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The interview panel comprised:

- Dr Maxwell Mclean, Chairman
- Ms Pauline Garnett, Staff Governor
- Ms Hardev Sohal, Patient Governor
- Mr David Wilmshurst, Public Governor
- Professor Mel Pickup, Chief Executive

Ms Emma Pickup, GatenbySanderson was in attendance as an observer.

2. Interview panel deliberations

Following completion of the interviews (undertaken in line with the trusts recruitment policy for the conduct of interviews), the panel confirmed the candidate most suitable for the role and presented a recommendation to the NRC at a meeting of the committee held on 8 September 2020.

The NRC accepted the recommendation from the panel and presented a detailed document to the Council of Governors on 14 September 2020 with a recommendation to approve the appointment of the candidate subject to the completion of the required pre-employment checks as the appointment is subject to Regulation 5 of the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014.

The council's approval of the appointment was confirmed on Friday 21 September 2020. The council also approved the terms and conditions of service regarding the appointment.

Once the checks are completed, a start date will be confirmed and details regarding the new non-executive director will be made public.

Monitoring information regarding the applications, longlisting and shortlisting is attached at appendix 1.

Recommendations

The Council of Governors is asked to formally note the decision of the council confirmed on Friday 21 September regarding the approval of the appointment of the new Non-Executive Director.

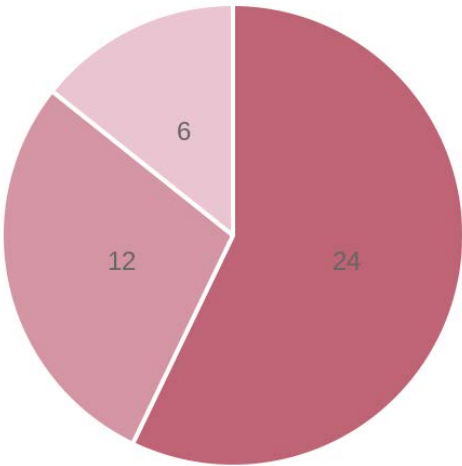
1. Monitoring Report (all applicants)

As part of the application for the role of **Non-Executive Director**, candidates were invited to complete an equal opportunities survey. The questions were not mandatory and the candidate was not obligated to give any answers.

Total number of applicants: 42

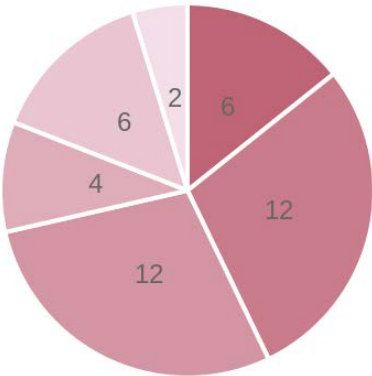
Gender

Male	24	57.14%
Female	12	28.57%



Age range

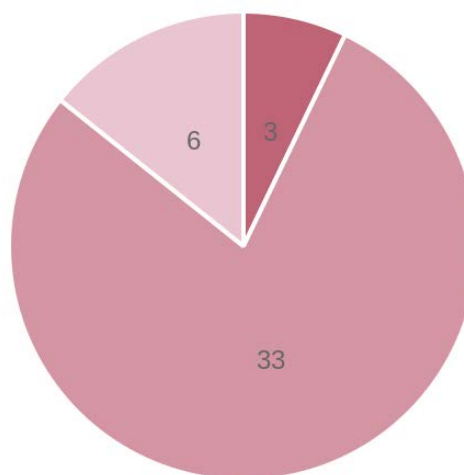
35-44	6	14.29%
45-54	12	28.57%
55-64	12	28.57%
65 And Over	4	9.52%



Do you require a work permit to work in the UK?

Yes	3	7.14%
No	33	78.57%

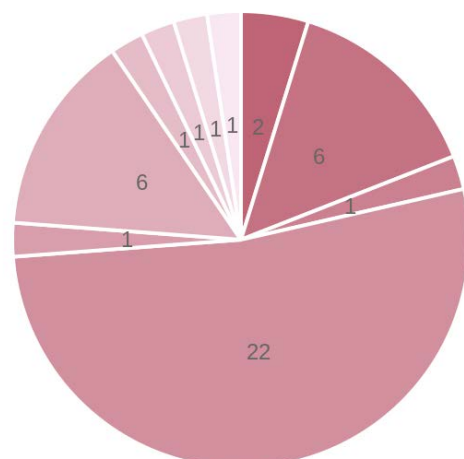
Yes (3) (7.14%) No (33) (78.57%)
No Answer (6) (14.29%)



Ethnic origin

Indian	2	4.76%
Pakistani	6	14.29%
Caribbean	1	2.38%
White British	22	52.38%
Chinese	1	2.38%
No Answer	1	2.38%
Asian Other	1	2.38%
Mixed Other	1	2.38%

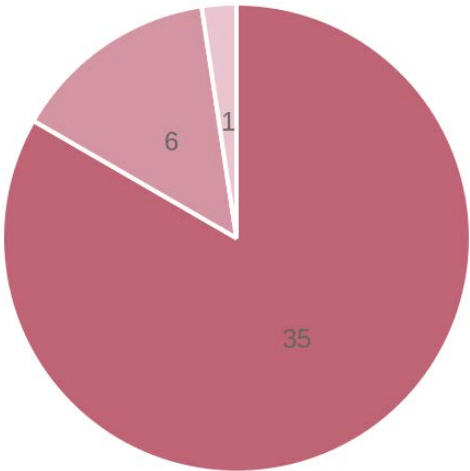
Indian (2) (4.76%) Pakistani (6) (14.29%)
Caribbean (1) (2.38%) British (22) (52.38%)
Chinese (1) (2.38%) No Answer (6) (14.29%)
Asian Other (1) (2.38%) Mixed Other (1) (2.38%)
Prefer Not To Say (1) (2.38%) White Other (1) (2.38%)



Do you consider yourself to have a disability?

No	35	83.33%
No Answer	6	14.29%
No Answer/Prefer not to say	1	2.38%

No (35) (83.33%) No Answer (6) (14.29%)
No Answer/Prefer not to say (1) (2.38%)



2. Monitoring Report (longlisting - preliminary interview)

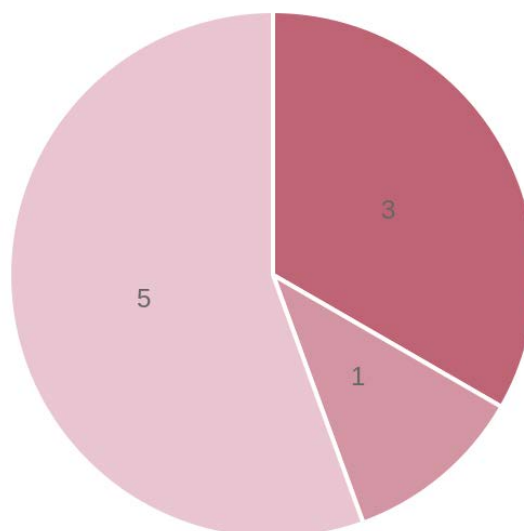
As part of the application for the role of **Non-Executive Director**, candidates were invited to complete an equal opportunities survey. The questions were not mandatory and the candidate was not obligated to give any answers.

Total number of candidates: 9

Gender

Male	3	33.33%
Female	1	11.11%

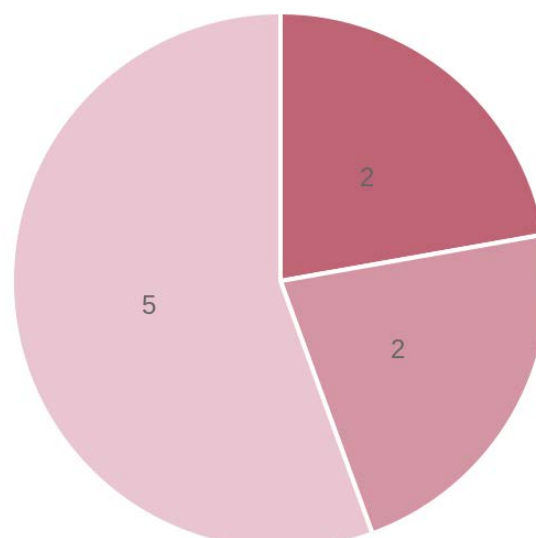
Male (3) (33.33%) Female (1) (11.11%)
No Answer (5) (55.56%)



Age range

45-54	2	22.22%
55-64	2	22.22%

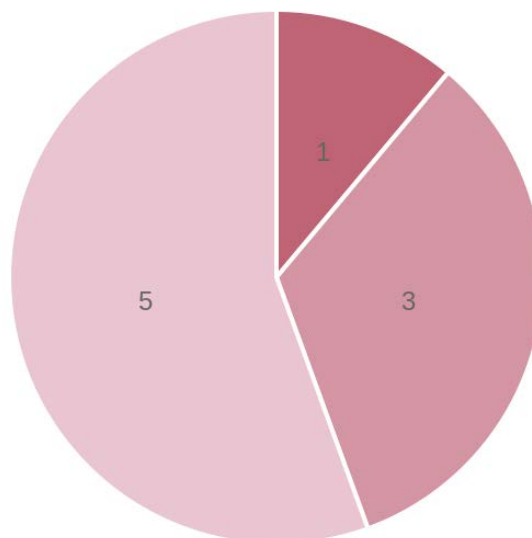
45-54 (2) (22.22%) 55-64 (2) (22.22%)
No Answer (5) (55.56%)



Do you require a work permit to work in the UK?

Yes	1	11.11%
No	3	33.33%

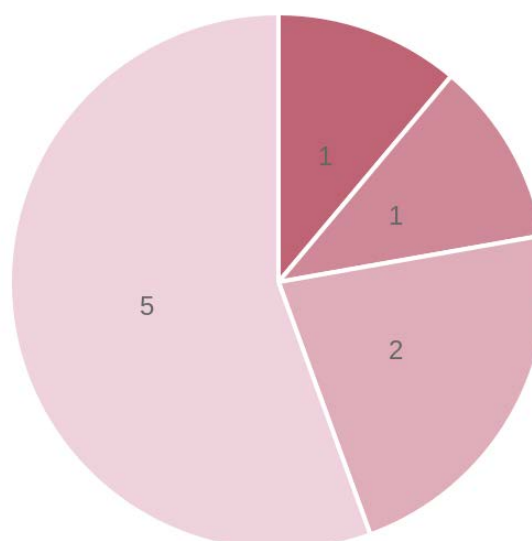
Yes (1) (11.11%) No (3) (33.33%)
No Answer (5) (55.56%)



Ethnic origin

Indian	1	11.11%
Pakistani	1	11.11%
White British	2	22.22%
No Answer	5	55.56%

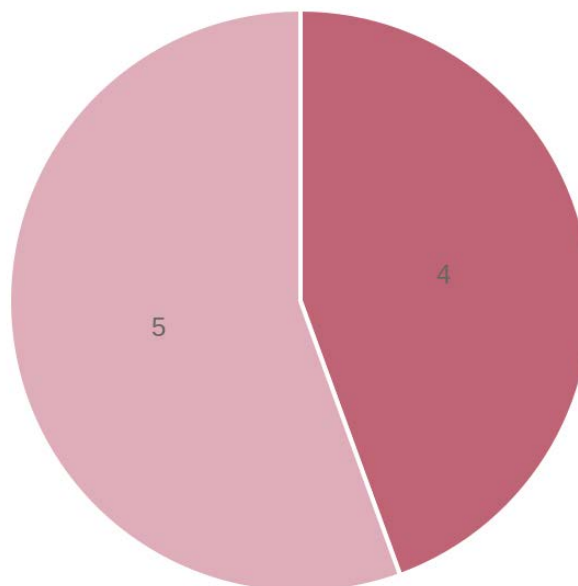
Indian (1) (11.11%) Pakistani (1) (11.11%)
British (2) (22.22%) No Answer (5) (55.56%)



Do you consider yourself to have a disability?

No	4	44.44%
No Answer	5	55.56%

■ No (4) (44.44%) ■ No Answer (5) (55.56%)



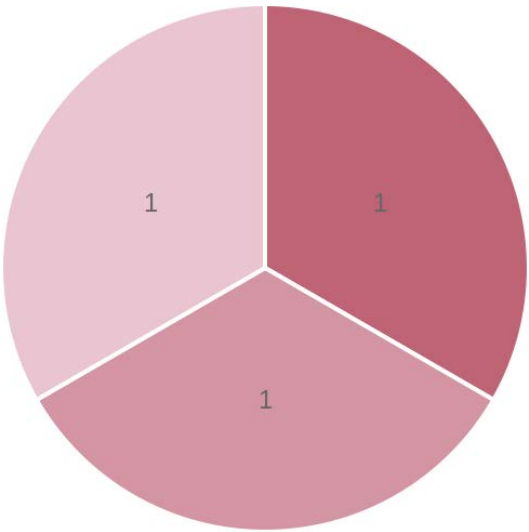
Monitoring Report (candidates interviewed)

As part of the application for the role of **Non-Executive Director**, candidates were invited to complete an equal opportunities survey. The questions were not mandatory and the candidate was not obligated to give any answers.

Total number of applicants: 3

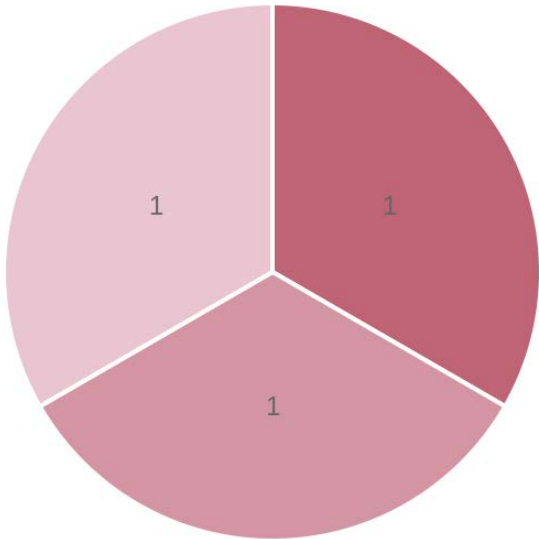
Gender

Male	1	33.33%
Female	1	33.33%



Age range

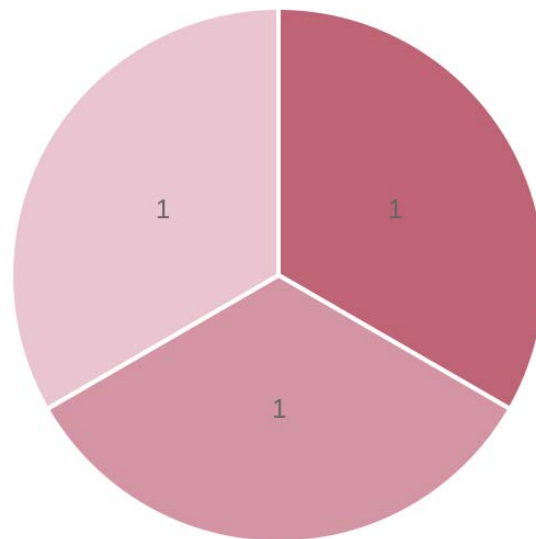
45-54	1	33.33%
55-64	1	33.33%



Do you require a work permit to work in the UK?

Yes	1	33.33%
No	1	33.33%

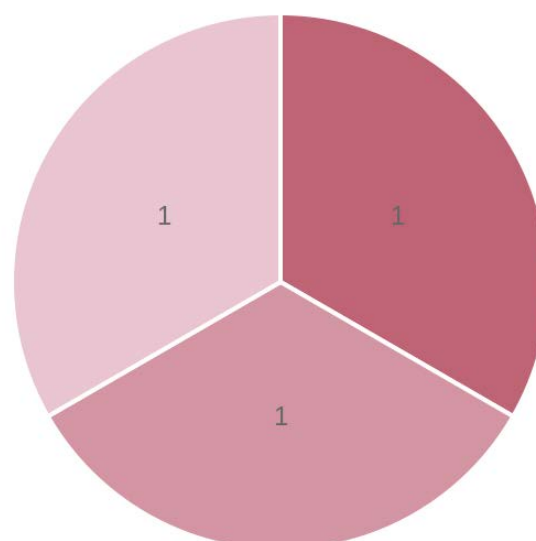
Yes (1) (33.33%) No (1) (33.33%)
No Answer (1) (33.33%)



Ethnic origin

Pakistani	1	33.33%
White British	1	33.33%

Pakistani (1) (33.33%) British (1) (33.33%)
No Answer (1) (33.33%)



Do you consider yourself to have a disability?

No	2	66.67%
No Answer	1	33.33%

■ No (2) (66.67%) ■ No Answer (1) (33.33%)

