SEARCH COMMITTEE RULES

Procedures for Recruitment, Selection, and Recommending Appointments to Corporation

All matters relating to the recruitment, selection, interview and recommending appointments to Corporation are delegated to Search Committee with the exception of staff and student members and parents, who are nominated and elected, and the Principal who is appointed ex officio.

Search Committee has separate Terms of Reference which are reviewed regularly and approved by Corporation.

Search Committee will also review Governor training and induction arrangements to ensure they are appropriate and effective.

In recruiting potential new members and recommending appointments to Corporation, Search Committee will have regard to:

- The most recent determination of membership made by Corporation
- The Instrument & Articles of Government and the categories of membership, number restrictions and eligibility
- Nolan Committee recommendations on Standards in Public Life, including transparency and openness of the search process
- Existing and forthcoming vacancies, a skills audit of existing members, and the skills and experience required by the Corporation
- A Role Specification and Person Specification, or similar, which sets out the role and responsibilities of a Governor and the generic skills set required
- The need for a recruitment strategy to draw on the wider business and local communities, including where appropriate local government, other educational institutions and not-for-profit organisations to ensure that Corporation membership is responsive to the community served by Leyton Sixth Form College
- The need to have a balanced membership in terms of age, disability, ethnicity and gender, but not at the expense of the skills required by the Board, the overriding factor for Search Committee will remain the need to meet skills gaps
- A selection and interview process which is appropriate for the role, results in recommendations for appointment based on merit and understanding of the role, and is based on sound HR practice
- The need to apply the same procedures to external co-optees for committees as well as to full members
- The need to review the performance and contribution to Corporation of members seeking re-appointment for a second term of office
- Corporation’s agreement to adopt the Nolan recommendations that members will usually serve a maximum of two terms of 4 years, with individual exceptions and extensions being considered on merit