

## West College Scotland Board of Management

### Nominations Committee

#### Statement of Purpose

The Board of Management provides the principal governance mechanism through which all activities are managed in accordance with relevant legislation and regulations, as well as ensuring that systems are in place to provide efficiency, effectiveness, and economy. The Board of Management has delegated some of its responsibilities to certain committees.

The purpose of the Nominations Committee is to consider and make recommendations to the Board on Board Member appointments ensuring due process is followed, to consider matters of succession planning, and to consider processes in place for the induction, training and development of Board members.

#### 1. Remit

- To manage the process for identifying individuals for nomination to membership of the Board of Management, using appropriate search and recruitment methods and following good practice, and to nominate such Board member appointments and extensions of appointments to the Board of Management, all in accordance with the guidance issued by the Scottish Ministers as amended or updated from time to time.
- To review and consider the composition and balance of the Board of Management in relation to equality of representation as well as particular skill sets.
- To make recommendations to the Board of Management regarding the appointment or reappointment of the Vice Chair of the Board of Management, the Senior Independent Member, as well as the Chairs and members, including co-opted members, of its standing committees.
- To develop and keep under review succession planning arrangements taking into account the challenges and opportunities facing the College and the impact these have on the skill and expertise required by the Board of Management.
- To develop and keep under review procedures for the induction, training, development and evaluation of Board members.
- To review the attendance of members of the Board of Management and its standing committees and to take follow up action as appropriate.
- To consider risk relating to the matters that fall within the Committee's remit and to agree what mitigating factors/actions are in place and what further action, if any, needs to be taken to address such matters of risk.

## **2. Membership**

Chair of the Board of Management  
The Vice Chair of the Board of Management  
The Chairs of each of the standing Committees of the Board  
A minimum of 1 member of the Board of Management  
One Staff Member  
The Student President

### **In Attendance**

Governance Manager

The Chair and Vice Chair of the Committee will be members of the Board of Management with the Chair of the Board of Management being Chair of the Committee.

The Staff members will serve for 2 years each (in succession), so that both the Teaching staff member and the Support staff member will have the opportunity to join this committee during their period of membership of the Board.

The Principal will not be a member of, nor attend meetings of the Nominations Committee.

Vice Chair and members appointments to the Committee will be between 3 to a maximum of 5 years, providing systematic opportunities for Committee members to serve on another Committee.

The Committee is empowered to invite other members of the Executive / Senior Management Team to attend meetings of the Committee.

## **3. Frequency of Meetings**

The Committee will meet as required and should be at least annually.

## **4. Quorum**

A quorum will be no less than 50% of Board members on the Committee.

## **5. Secretariat**

Secretariat will be provided by the Governance Manager.

Papers for the meeting will be sent out electronically 7 days in advance of the meeting.

The Committee will report to the Board of Management and the minutes of its meetings will be circulated to the Board for information.

## **6. Review**

The Remit will be subject to review by the Committee annually. The next review is due in September 2025.