

EAST RENFREWSHIRE COUNCILCOUNCIL13 SEPTEMBER 2023Report by Director of EducationEAST RENFREWSHIRE CULTURE AND LEISURE TRUST BOARD APPOINTMENT**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 Ms Susie Malcolm 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 Dr. Noreen Siddiqui from the Board of East Renfrewshire Culture and Leisure (ERCL) after seven 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. Dr Siddiqui was an Independent member of the Board and, marketing and communications specialist, who served on 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:-
 - Commercial, marketing and/or communications expertise
 - Business Planning and Performance Management
 - Ideally a resident of East Renfrewshire
 - Experience of non-executive roles and Corporate Governance
 - Oversight of Financial Planning, Controls and Reporting
 - An interest in sports, arts and/or culture
 - Particular knowledge of a sport or area of cultural, leisure or artistic practice

6. In accordance with Article 10.4.4, the Nominations Committee previously established a register of suitable candidates for independent positions on both the charity's main Board and/or the board of the subsidiary Trading Company.
7. A suitable candidate was identified from the register and had a number of meetings with the Chairman, the Chief Executive and Senior Management prior to being considered by the Nominations Committee.
8. The Committee were unanimous in approving Ms. Malcolm for recommendation to the Board. Ms. Malcolm is a local resident and patron of ERCL; and experienced Senior Management executive with a proven track record in the Leisure sector. An experienced senior executive, consultant and project manager, she has extensive professional experience in a variety of industry sectors including leisure, where she was Head of Families for a major leisure operator.
9. The Trust's Chair formally wrote to the Board to seek their formal approval to invite Ms. Malcolm to join the Board subject to Council Agreement. 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 Ms. Susie Malcolm 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 fill any vacant committee roles at its next meeting.

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. She 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 Ms. Malcolm the Trust Board will be complete.

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 Ms Susie Malcolm in accordance with the Trust Articles of Association and Board Charter.

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