



# BURY COLLEGE FURTHER EDUCATION CORPORATION

## MINUTES OF THE SEARCH COMMITTEE MEETING

HELD ON TUESDAY, 30<sup>th</sup> SEPTEMBER 2025

Meeting Commenced : 5.00 p.m.  
 Meeting Closed : 5.29 p.m.

**Present:**

Liaqat Ali	Independent Member
Charlie Deane	Principal
Martin Dyer	Independent Member
Dr. Naomi Sharples	Independent Member
Chris Trees	Independent Member - Chair

**In Attendance:**

William McGillivray	Clerk to the Corporation
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<b>SC25/26.01</b>	<b><u>APOLOGIES FOR ABSENCE (ITEM 1)</u></b>
	Apologies for absence were received from Mark Granby.
<b>SC25/26.02</b>	<b><u>DECLARATIONS OF INTEREST (ITEM 2)</u></b>
	Members recognised that item 5 – Governor Terms of Office Strategy would be relevant to all members.
<b>SC25/26.03</b>	<b><u>MINUTES (ITEM 3)</u></b>
	The Minutes of the meeting held on 4 <sup>th</sup> March 2025 were approved and signed as a true and correct record.
<b>SC25/26.04</b>	<b><u>MATTERS ARISING (ITEM 4)</u></b>
	The Clerk presented the report and confirmed that all actions had been implemented.
	It was <b>Resolved</b> that the contents of the report should be noted.
<b>SC25/26.05</b>	<b><u>GOVERNANCE (ITEM 5)</u></b>
	<b><i>Review of Length of Governor Terms of Office (including appointment of Chair and Vice Chair Strategy)</i></b>
	<p>The Clerk presented reports supporting the rationale for this agenda item, including:</p> <p>Bury College March 2025 External Review of Governance, Recommendation 5iii - Consider introducing a maximum term of office, along with clear criterion for the circumstances in which exceptions will be applied.</p> <p>The AoC Code of Good Governance, specifically Principle 6: Board and organisational effectiveness Recommended Practice; Governors should not normally serve for more than two terms (or a maximum of eight years)</p> <p>Recent FE Commissioner Letter from May 2025, which stated 'It is a requirement of the funding agreement with institutions that boards adopt at least one of the prescribed governance codes, e.g. FE Code of Good Governance and follow the effective practice within them. This includes regular refreshing of board membership. A governor's term of office should be extended beyond the recommended maximum only in exceptional circumstances'.</p> <p>Members discussed the role that members provide to the successful functioning of the College, and recognised that it is a vital role requiring a balance of skills across the governing body. Members also noted that this is a voluntary role that asks members to be willing to give of their time, and that this can affect interest in the role.</p>

	<p>Members also discussed benefits and risks associated with revising existing arrangements on the maximum term of office, including:</p> <ul style="list-style-type: none"> <li>• Potential around introducing fresh energy / ideas / challenge through appointment of new members</li> <li>• Risk around negative knock on to wider College, e.g. where too much change is implemented too quickly, especially around more senior roles within the board</li> <li>• Potential around reinforcing responsibilities associated with governance versus management / mitigate avoid any blurring of roles</li> <li>• Risks around reducing/removing organisational memory, where rationale for previous Governing Body decisions are lost</li> <li>• Potential to improve board diversity</li> <li>• Risks around disrupting governance stability, which could affect decision making / stakeholder confidence</li> <li>• Risks around legal / fiduciary duties through loss of continuity of oversight</li> </ul> <p>Members discussed possible options on maximum terms of office, including:</p> <ul style="list-style-type: none"> <li>• Implementing a maximum term of office of two terms, with criterion for circumstances in which exceptions will be applied to allow for terms of office beyond two terms, such as where the member holds a specific set of skills/expertise/place in the community</li> <li>• Implementing additional checks when member reappointment is due, e.g. via requiring attendance at Search Committee to review attendance / contribution / training</li> <li>• Developing a model that offers members who have completed eight years in office an opportunity to step down for a period, complete Governance related training, e.g. in an area for development, with the potential to rejoin as a Governor at a future date</li> </ul> <p>The Chair offered to commence a series of one-to-one meetings with all Members across 2025-26 to discuss this issue with the wider membership, and that until then, the Instrument and Articles and Standing Orders related to length of governor terms of office (including for Chair and Vice Chair) would remain unchanged.</p> <p>Members proposed to meet again in the Autumn term 2026 to further review the position.</p>
	<p>It was <b>Resolved</b> that:</p> <ol style="list-style-type: none"> <li><b>The contents of the report should be noted;</b></li> <li><b>A meeting of the Committee be arranged in the Autumn 2026 term to further review Governors Terms of Office</b></li> </ol>
<b>SC25/26.06</b>	<b><u>DATE AND TIME OF FUTURE MEETINGS (ITEM 6)</u></b>
	3 <sup>rd</sup> March 2026.

There being no further discussion the meeting closed at 5.29 p.m.

Signed and approved as an accurate record of the meeting

Signature ..... Date .....

<b>Summary of Actions - Search Committee 30<sup>th</sup> September 2025</b>			
Item	Action	Person Responsible	Timescale
<b>SC25/26.01</b> <b>a) External Review of Governance Review of Length of Governor Terms of Office (including appointment of Chair and Vice Chair) Strategy</b>	<p>A meeting of the Committee be arranged in the Autumn term to further review Governors Terms of Office; and</p> <p>Potential changes to the Standing Orders relating to Length of Governor Terms of Office to be recommended to the Corporation for approval; and</p> <p>Potential changes to the Standing Orders relating to Length of Chair and Vice Chair Terms of Office to be recommended to the Corporation for approval.</p>	Clerk	Autumn term 2026