

Appointment of Independent Members to Leisure & Libraries Trust Board

1.0 EXECUTIVE SUMMARY

1.1 The purpose of this report is to agree the appointment process for the independent members of the proposed Leisure & Libraries Trust Board. The Council approved the full Business Case for the Trust in November 2016 and agreement was given to proceed with the establishment of a board which is required as part of the OSCR registration process

1.2 It is recommended that

- a) Adverts are placed seeking expressions of interest from suitably qualified and experienced individuals from across the area to take up voluntary Trust Board membership
- b) Applications are assessed against the skills and experience criteria in the matrix submitted in the EY business case, and
- c) An appointments panel comprising 4 members of the administration and two opposition nominees to be agreed to appoint board members.

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2.0 INTRODUCTION

2.1 To enable the Business Case for the Leisure & Libraries Trust to be taken forward it is now necessary to proceed with the appointment of independent board members to take forward the constitutional and OSCR requirements of the new organisation.

3.0 RECOMMENDATIONS

3.1 Adverts are placed seeking expressions of interest from suitably qualified and experienced individuals from across the area to take up voluntary Trust Board membership

3.2 Applications are assessed against the skills and experience criteria in the matrix submitted in the EY business case, and

3.3 An appointments panel comprising 4 members of the administration and two opposition nominees to be agreed to appoint board members.

4.0 DETAIL

4.1 The Council approved the EY Full Business case and its recommendations for the implementation of a Leisure & Libraries Trust in November 2016. A Project team is undertaking all the key activities set out in the next steps and in order to take forward the Governance requirements it is now necessary to proceed with the appointment of independent board members.

4.2 Adverts will be placed in the local press seeking applications from suitably qualified individuals from a range of professional backgrounds with a proven interest in the fields of Leisure/Sports/Libraries. Four independent trustees are being recruited and expressions from across the area will be encouraged. The term of office will be 4 years.

4.3 The criteria in the skills and experience matrix provided by EY will be used to assess applications and geographic base will be a factor in the appointment criteria to try and ensure as good a geographic spread of Trustees as possible. It is, however, recognised that quality and skills are the key to a successful board and the assessment will reflect this. The number of potential applications

for an unpaid role of this nature across Argyll and Bute cannot be forecast at present.

4.4 Officers will undertake an initial assessment of applications against the criteria set out in the decision taking matrix and these will include the following skill sets:

- Leadership
- Previous Director experience
- Community Involvement
- Support for Mission
- Fundraising
- Experience in Sport/Leisure/Culture

The appointment panel, comprising 6 members, four administration members and two opposition members will then evaluate and assess applicants through structured dialogue.

4.5 Following the establishment of the new Council after the May 2017 elections the Council will then nominate three elected members to join the new Trust Board.

4.6 To ensure satisfactory negotiations can be concluded on behalf of both the Council and the Trust prior to transfer it would be beneficial to progress with the appointment of a General Manager to have someone in post by July/August 2017. This would be undertaken by Trust Board Members, including elected member representation, advised by the Council's Chief Executive and Head of HR.

5.0 CONCLUSION

5.1 In order to successfully move forward with the creation of a Leisure and Libraries Trust in Argyll and Bute it is essential move forward with an open and transparent public appointment process to secure an effective Trust board with a well balanced portfolio of skills. The earlier the Trust Board members can be put in place ahead of the go-live date will offer the best opportunity for a seamless and successful launch of the Trust. It will also ensure that the new partnership for service delivery between the Council and the Trust is established in a manner that will provide the best possible quality of service for the citizens of the area.

6.0 IMPLICATIONS

6.1 Policy - None

6.2 Financial - None

6.3 Legal - None

6.4 HR - Complies with fair and transparent recruitment process

6.5 Equalities - None

6.6 Risk - Unable to recruit suitable candidates

6.7 Customer Service - None

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