

<b>Council of Governors</b>	<b>Item: Update on Recruitment of Chair in Common</b>
<b>Date: 12<sup>th</sup> October 2021</b>	<b>Enclosure: H</b>
<b>Executive Summary:</b>	
For: Information <input checked="" type="checkbox"/> Assurance <input type="checkbox"/> Discussion and input <input type="checkbox"/> Decision/approval <input type="checkbox"/>	
<b>Sponsor (Executive Lead):</b>	Sam Armstrong, Director of Corporate Affairs and Trust Secretary
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<b>Risk Implications – Link to Assurance Framework or Corporate Risk Register:</b>	-
<b>Legal / Regulatory / Reputation Implications:</b>	-
<b>Link to Relevant CQC Domain:</b>	Safe <input type="checkbox"/> Effective <input type="checkbox"/> Caring <input type="checkbox"/> Responsive <input type="checkbox"/> Well Led <input checked="" type="checkbox"/>
<b>Link to Relevant Strategic Theme:</b>	-
<b>Document Previously Considered By:</b>	-
<b>Recommendations:</b> to note the update.	

Governors will be aware that our current Chair in Common, Sian Bates, for the Trust and HRCH completes her last term in office on 31<sup>st</sup> March 2022.

As presented at our last meeting, the process requires a dual appointment made by the Kingston Hospital Foundation Trust Council of Governors and NHSE/I on behalf of HRCH (as they are an NHS trust and not a foundation trust). In order to ensure the current Council of Governors was included in choosing a successor to Sian, the appointment timetable, approved by the Council of Governors in July, has the process completing with a formal appointment by the Council on 15<sup>th</sup> November 2021. The successful candidate will take up office on 1<sup>st</sup> April 2022.

The Council of Governors Nominations and Remuneration Committee met on 17<sup>th</sup> June and agreed the process and timeline, which it recommended to the Council of Governors at its July meeting. Odgers were engaged as the executive recruitment firm to lead the search and manage the selection process. The Nominations and Remuneration Committee, along with a small number of non-executive directors from both trusts and NHSE/I representatives reviewed a draft recruitment pack.

Odgers commenced their search from August. In addition to their search and head-hunting, Odgers advertised widely over a variety of platforms including on the NHSE/I website – and through their chairman development programme – the Cabinet Office and Women On Boards; LinkedIn and Twitter was also used, and the Trust had the advert placed on the Diversifying website, which targets potential BAME candidates.

Applications closed on Friday 27<sup>th</sup> September and after two candidates decided to withdraw their applications, there were seven applications progressing to the next phase. Odgers are conducting some final meetings with prospective candidates, which may be added to the longlist. Odgers will conduct the initial vetting process and provide a shortlist along with others on the longlist to the selection panel.

The selection panel will agree the shortlist for interview. The longlist and shortlist packs will also be circulated to the Nominations and Remuneration Committee for comment. It is thought the shortlist will consist of up to four candidates, however this is yet to be confirmed. The interviews will take place on 8<sup>th</sup> November and will be face-to-face.

Governors will be aware from an earlier email update that the stakeholder event will take place on 3<sup>rd</sup> November; after exploring options to hold as a face-to-face event, it was decided that this will be a virtual event. Timing for the event is being finalised, however it is expected it will run from 9.30am to 2.30pm. Governors wishing to take part in the stakeholder event should contact the Director of Corporate Affairs. The separate stakeholder panels, of which we are expecting up to four, will provide feedback to the selection panel as part of the final selection process.

The selection panel will agree a preferred candidate, which will be recommended to the Council of Governors and NHSE/I for approval of the appointment. The Nominations and Remuneration Committee will also receive the panel outcome and, after gaining assurance of the outcome, will make a recommendation to the Council of Governors.