

05/11/2020

Recruitment of Private Sector LEP Board Members

Purpose of Report

To note the appointments to the LEP Board of 4 private sector members following the recent recruitment campaign, run in compliance with the requirements of the LEP Review.

Thematic Priority

Cross Cutting - Governance

Freedom of Information and Schedule 12A of the Local Government Act 1972

This paper will be available under the Combined Authority Publication Scheme

Recommendations

Note the Private Sector Board Member appointments being made.

1. Introduction

1.1 The LEP Review – ‘Strengthened Local Enterprise Partnerships’ (July 2018) established criteria for the size and composition of LEP Boards. These criteria are reviewed and enforced by MHCLG as part of the Annual Performance Review of LEPs where failure to adhere results in a ‘requires improvement’ or ‘unsatisfactory’ grading as part of the Annual Performance Review process and could result in the withholding of funding. The requirements stipulate that Boards:

- Must have no more than 20 Members, although a further 5 Members may be co-opted to provide specialisms as required;
- Must be constituted with a 2/3 majority membership drawn from the private sector, including a private sector Chair;
- Must have a minimum membership of a third of the Board being female, noting that co-opted members do not count for the data. To be compliant if the Board had a maximum Membership of 20 – 7 members would need to be female;

1.2 Following the appointments made in January 2020, and the ending of the terms of two members the pre-campaign position was as follows.

	Male	Female	Total
Private Sector	8	3	
Public Sector	3	2	
Total	11	5	16
Co-opted Members	2	1	
Total	13	6	19

This is not a compliant position in the context of the gender requirement.

- 1.3** Following further analysis of the metrics which saw a ratio of applications of 5:1 male /female (January 2020), the LEP Board approved that a future campaign be progressed which actively targeted female applications by:

- Reviewing recruitment material to eliminate any gender bias in words and imagery;
- Utilising Board Member networks to more positively advocate
- Building into the process a webinar for existing LEP Private Sector Members to informally discuss the role and encourage applications

The desire being to build a Board that goes beyond the minimum stipulated compliant level for gender and realises an ambition to achieve a more equitable representation on the Board.

- 1.4** The proposal outlined below updates members on the most recent campaign and seeks ratification of the recommended appointments.

2. Proposal and justification

- 2.1** The summer campaign, whilst resulting in fewer applicants than the January 2020 campaign, receiving 9 applications in contrast to 18 received in the earlier campaign, for the first time saw a greater number of applications received from females than males.

- 2.2** The proposal presented is to appoint two new appointed members and to appoint a further three co-opted members, and to amend the status of a current co-optee.

- Cathy Travers
- Karen Beardsley
- Michael Foukes – co-opted member
- Paul Leedham – co-opted member
- Dan Fell – co-opted member
- Angela Foukes - amendment

A brief summary of the new appointees is shared in Appendix 1.

- 2.3** Subject to ratification the decisions above the membership is illustrated in the table below

	Male	Female	Total
Private Sector	8	6	
Public Sector	3	2	
Total	11	8	19
Co-opted Members	5	0	
Total	16	8	24

3. Consideration of alternative approaches

- 3.1** Do not appoint – this is not an option as it would lead to a non-compliant Board and result in shortages of knowledge and skills to contribute to the delivery of the LEP agenda
- 3.2** Do more – we have the opportunity to appoint an additional member, but it is not proposed to run a further campaign in 2020, but schedule this for if there are other changes in membership in 2021 due to terms of offices ending.

4. Implications

4.1 Financial

There are no financial implications associated with this report.

4.2 Legal

There are no legal implications. The appointments address the gender balance issues raised in the report earlier this year.

All conflicts of interest are managed in accordance with the stipulated requirements for declaration of interest and recording of conflicts.

4.3 Risk Management

The recommended appointments are made to address identified gaps in the knowledge and experience across the LEP Board when considered against the Context of the SEP and the RAP. This approach is seeking to mitigate the risks of a Board, that is unable to provide the breadth of thinking and challenge to take forward its economic plan.

4.4 Equality, Diversity and Social Inclusion

The desire of the LEP Board is to see greater representation and diversity in its membership. Whilst some limited steps were taken in this latest campaign to strengthen gender balance a far more detailed plan is in development to be more proactive in the LEP leading work to promote greater diversity into Non-Executive positions across the city region.

5. Communications

- 5.1** A press release is prepared to be issued following the LEP Board.

6. Appendices/Annexes

- 6.1** Appendix A: Summary of appointees

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Background papers used in the preparation of this report are available for inspection at: 11 Broad Street
West, Sheffield S1 2BQ

Other sources and references:

- Strengthening Local Enterprise Partnerships (MHCLG)
- LEP Board Private Sector Recruitment Pack