

Heart of the South West Local Enterprise Partnership

Board Director Rolling Replacement Policy

March 2019

Background

This paper sets out the LEP's policy for rolling replacement and/or retirement of HotSW Board members, following the Strengthened LEPs report .

Agreed:

- To introduce a break point for each private sector Board member allowing retirement from the Board ahead of the normal 6-year term. The break point could be activated by the LEP Board member or the LEP Board and would be at the 3-year point in a term.
- A minimum of 6 months' notice ahead of the break point would be required from either the LEP Board member or the LEP Board to allow for replacement. A Board member taking this option at this point would also be asked to help with finding a replacement.
- To avoid a large-scale loss of experience, the Chief Executive will work with the Chair to use the break point mechanism to ensure a better balance in the timing of replacement of Board members. Ideally this would lead to all members serving 6 years but with start and end dates staggered across smaller cohorts of directors. For example, 3 serving 2017-23, 3 serving 2020-26 and so on.
- Recruitment of Board members will strongly aim to strengthen diversity (protected characteristics) on the LEP Board.
- Recruitment will also have regard to the priorities within the Local Industrial Strategy, or its equivalent, to ensure appropriate Board expertise in key areas