



6. normally either the Curriculum and Quality Committee or the Finance, Resources and Sustainability Committee. Committees generally meet up to four times a year. We estimate that the time commitment required of a staff governor is approximately ten hours a month.

### **CRITERIA FOR APPOINTMENT**

As staff governors are appointed following election by other members of staff, it is not appropriate to set out selection criteria.

By law, however, only staff members who are eligible for appointment as charity trustees can be appointed as staff governors. This excludes anyone who:

- has been disqualified as a company director;
- has an unspent conviction for an offence involving dishonesty or deception (such as fraud);

All governors, including staff and student governors, work on a voluntary basis. The College meets reasonable out-of-pocket expenses (such as travel expenses) incurred by governors in the performance of their duties.

Staff governors share in the collective responsibility of the Governing Body on an equal footing with all other governors. They participate in all discussions, subject to some restrictions where the positions of individual members of staff are under consideration.

Each governor is appointed for a term of up to four years (student governors up to two years). A staff governor may stand for re-election for a second term.

Each governor is required to make an annual declaration of eligibility and to declare any interests that might be seen as potentially influencing their behaviour as a governor.

The performance and effectiveness of each governor is assessed on an ongoing basis by the Chair of Governors (supported by the Director of Governance), who undertakes an individual development interview with each governor as part of the Governing Body cyclical programme of governance review.

College staff are entitled to reasonable time off (unpaid) to perform public duties of this type. In addition, the College has agreed that, in view of the benefit that it gains from having committed and well-informed staff governors, staff governors should not incur a