

Coast to Capital

Meeting: Skills 360 Board Meeting
Date: Wednesday 25 November 2020
Report Title: Board Leadership
Report by: Kirsten Trussell
Item No: 6
Part: A

Recommendation:

The Board is asked:

- to approve the introduction of Board Champion and Project Sponsor roles to support the development of its leadership role for the region
- to approve the recruitment of an additional business Board member with expertise in horticulture and/or viticulture

1. Context

The Skills 360 Board is now well established. It has carried out substantive research and analysis over the last 18 months and has recently published its Skills Strategy and Action Plan. It has welcomed its role and responsibilities as the Skills Advisory Panel for the Coast to Capital region and developed an in depth understanding of the local economy.

With a clear direction and focus, there is real opportunity for the Board to adopt a strong leadership role. Now is the time for the Board to raise its profile and in doing so secure strong engagement from employers, education providers, central and local government and the third sector, encouraging collaboration and bringing in the investment that the region needs to recover from the impact of COVID-19, EU transition and 20 years of economic stagnation.

2. Skills Audit

To understand the existing strengths of the Skills 360 Board members we carried out a skills audit during October. At the time of writing we have responses from all but 3 Board members but the evidence so far is showing that we have a strong mix of skills and sector expertise.

To note, there is a very comprehensive mix of broader skills amongst Board members, but we are missing sector expertise in horticulture and viticulture in particular.

3. Existing responsibilities

In our terms of reference, we ask that Board members join as a representative of their sector, a reminder of which is given below:

- The role of business members is to represent the views and interests of private and public sector businesses, inclusive of local government, as well as to support understanding of the skills needs of businesses and identify where investment is needed to create the skills for the future of the Coast to Capital area.
- The role of the education sector members is to represent the views and interests of the further and higher education sector and to bring a comprehensive knowledge of the education policy and funding landscape.
- The role of the community and voluntary sector member is to represent the views and interests of their clients and communities and to bring a comprehensive knowledge of the community and voluntary sector landscape.

We would like to stress the importance of the 'representative' aspect of these roles, particularly for those representing higher education, further education, independent training provision and the community and voluntary sector. In order to implement the Skills Strategy and Action Plan we will need your support to engage closely with the other institutions and organisations working in your sector in the Coast to Capital area.

4. Leadership opportunities

We are keen to build on those areas of representation set out above and to maximise the Board's leadership opportunities with our key partners and stakeholders.

In order to do this we propose the introduction of Board Champion and Project Sponsor roles based on the findings of the skills audit.

Board Champions

The Board Champion roles are opportunities for Board members to use their particular area of expertise. There are a mix of roles which have been identified as key to the success of the Board and delivery of its Skills Strategy and Action Plan. The sector focused roles are based on the sectors where we have significant competitive advantage and those that employ or have the potential to employ high numbers.

The broad objectives of the Board champion roles are set out in Annex 1. Following the Board meeting, we would like to work with individual champions to develop a more specific set of objectives for their role.

We have matched the roles set out below with Board members according to the results of the skills audit. We then spoke to individuals to gain their consent to

the role. We ask the Board to approve the Board Champion roles as set out below and to approve the recruitment of an additional business Board member with expertise in horticulture and/or viticulture.

Role	Board member
Equality and Diversity champion	Tim Walder
Stakeholder Conversations champion	Jenny Andersson
Digital skills champion	Simon Pringle
Communities champion	Kevin Delf
Horticulture/Viticulture champion	Vacancy
Tourism champion	Simon Bland / Alison Addy
Advanced Manufacturing and Engineering champion	Winston Mahaffy
Health and Care champion	Mark Power
Construction champion	Tim Walder / Liane Richardson
Financial and Professional Services champion	Christina Dennis

A key element of the sector focused roles will be the introduction of **sector spotlights**, which will start with a presentation to the Skills 360 Board giving an overview of the specific sector. With the support of the Board Champion we would then form a Working Group which would carry out a deep dive into the employment and skills challenges and opportunities in that sector culminating in a set of recommendations for the Skills 360 Board.

We are starting with Construction and are pleased that Tim Walder and Liane Richardson have offered to present at this meeting on 25 November.

Project Sponsors

The Project Sponsor roles are opportunities to support the successful delivery and implementation of key projects by providing strategic leadership and expertise as appropriate. More opportunities will become available as we progress with the implementation of the Skills Strategy and Action Plan.

The objectives of the Board champion roles are set out in Annex 2. Following the Board meeting, we would like to work with individual champions to develop a more specific set of objectives for their role.

We have matched the roles set out below with Board members according to the results of the skills audit. We then spoke to individuals to gain their consent to the role. We ask the Board to approve the Board Sponsor roles as set out below.

Role	Board member
EAN and Careers Hub sponsor	Liane Richardson
Institute of Technology sponsor	Fran Rutter
Home Decarbonisation Academy pilot sponsor	Ruth Whittaker
Innovation Centre sponsor	Jane Longmore

	(Vice Chancellor of Chichester University and Coast to Capital Board HE representative)
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5. Conclusion

The introduction of these new leadership roles for the Skills 360 Board will help to raise the profile of the Board and its members, to increase collaboration with our partners and stakeholders and to successfully deliver the Skills Strategy and Action Plan in support of the people and businesses of the Coast to Capital area.

6. Next Steps

We will discuss these roles in greater detail with individual Champions and Sponsors.

We will begin the recruitment for an additional business Board member with expertise in horticulture and/or viticulture

7. Diversity Statement

We have assigned Board members to these roles according to their skills, expertise and knowledge.

The introduction of the role of Equality and Diversity champion we allow us to focus on the overall diversity of the Board and to ensure we are embedding a focus on equality and diversity in the implementation of our Skills Strategy and Action Plan.

8. Legal Statement

There are no legal considerations associated with this paper.

9. Financial Statement

There are no financial implications for consideration regarding the recommendations set out in this paper.

Annexes:

- Annex 1 – Board Champion objectives
- Annex 2 – Project Sponsor objectives