

**MINUTES OF A MEETING OF THE
GOVERNANCE COMMITTEE
Town Hall, Main Road, Romford
10 August 2022 (7.30 - 7.50 pm)**

Present:

COUNCILLORS

Conservative Group	Joshua Chapman, Osman Dervish, Jason Frost, David Taylor and Damian White
Havering Residents' Group	Ray Morgon (Chairman), Gillian Ford (Vice-Chair), Christopher Wilkins and Graham Williamson
Labour Group	Patricia Brown and Paul McGeary
East Havering Residents Group	Martin Goode

All decisions were taken with no votes against.

The Chairman reminded Members of the action to be taken in an emergency.

9 APOLOGIES FOR ABSENCE & SUBSTITUTE MEMBERS

Apologies were received from Councillors Keith Darvill (Pat Brown substituting) and Mandy Anderson (Paul McGeary substituting).

10 DISCLOSURE OF INTERESTS

There were no disclosures of interest.

11 MINUTES 22 JUNE 2022

The minutes of the meeting held on 22 June 2022 would be reviewed at a later point as it was wished to ensure that they were an accurate reflection of the meeting.

12 APPOINTMENT OF DEPUTY DIRECTOR - LEGAL AND GOVERNANCE

Following a recruitment process and the conducting of interviews by the Onesource Joint Committee, the Governance Committee was asked to confirm the choice of candidate for the position.

Questions were raised about the level of information that the Committee had received to ensure proper due diligence had been undertaken. It was confirmed that proper due diligence had been undertaken and that because

this was a Onesource post it was required to be ratified through the Governance Committee as stated in the Constitution.

Some Members felt that the READI review had however highlighted that staff were worried about a barrier to progression in Havering. Clear recommendations of the review had been the use of DandI questions and diverse panels when recruiting and a Member asked if these had been complied with during the interview process and if the READI review had been taken into account. A Member also requested that consideration be given to how a more diverse panel for Havering could be formed going forward.

It was also raised whether there were any internal candidates for the recruitment and whether work needed to be carried out to increase the flow of internal talent and encourage internal applicants. Officers confirmed that no internal applicants had applied for the position. Some Members felt that there was a need to explore whether this was directly linked to a barrier to progression and if the Council as an Authority could do more to support its staff.

It was requested that further information on this appointment be provided at the next meeting; including the number of candidates who applied, the recruitment process and details of the other candidates (anonymised) that were interviewed.

The Committee **APPROVED** the choice of the Onesource Joint Committee for the post of Deputy Director – Legal and Governance.

Chairman