

Bath & North East Somerset Council

MEETING/ DECISION MAKER:	Single Member Decision by Leader as Shareholder	
MEETING/ DECISION DATE:	On or after 21st December 2024	EXECUTIVE FORWARD PLAN REFERENCE:
		E 3587
TITLE:	Aequus Shareholder Reserve Matters Decision – Appointment of Non-Executive Director	
WARD:	All	
AN OPEN PUBLIC ITEM		
List of attachments to this report:		
None		

1 THE ISSUE

- 1.1 One of Aequus Group's current Non-Executive Directors, Bob Marshall, comes to the end of his second term in December 2024. A recruitment process has been carried out and a preferred candidate has now been identified for the role, subject to approval by the Shareholder.

2 RECOMMENDATION

The Leader, as Shareholder, is asked to;

- 2.1 **Approve the Appointment of Tessa Rollings as Aequus Non-Executive Director.**

3 THE REPORT

- 3.1 One of Aequus current Non-Executive Directors, Bob Marshall, comes to the end of his second term in December 2024. In accordance with Aequus governance policies, NED's are not eligible for re-appointment after serving two consecutive terms. Additionally, the Board has an identified need for further finance expertise following the departure of the previous Chair, Charles Gerrish, in May 2024.
- 3.2 Currently, the Board consists of 5 NEDs and 2 Executive Directors. Given that the quorum for Board meetings is 3 directors, one of whom must be a NED, it is crucial to fill this vacancy promptly to maintain effective governance. Additionally, this new NED will be a member of the Audit & Risk Committee, further emphasising the need for financial experience.

- 3.3** To ensure the Board continues to operate efficiently and address the critical need for financial oversight, the recruitment of a new NED with strong finance and housing experience was identified as a priority.
- 3.4** The role was advertised via social media, the Indeed recruitment portal, together with B&NES Council social media. We received 12 applicants and 4 were shortlisted and invited for interview based on the skills and experience matching the criteria detailed in the advert. Interviews took place on 4th November 2024 and the panel consisted of the Aequus Chair, the Aequus Managing Director and the Council's Director of Capital and Housing.
- 3.5** The panel unanimously agreed to recommend Tessa Rollings for appointment. Tess has a wealth of experience in finance and housing and has held a number of relevant non-executive positions. The proposal is that Tessa will commence the role in January 2025 subject to Shareholder approval.

4. STATUTORY CONSIDERATIONS

- 4.1** Aequus is a wholly owned B&NES group of companies, established by the Executive in accordance with the powers set out under S1 of the Localism Act 2011 (the general power of competence). The Council approved a Transfer Agreement with Aequus in January 2020 which provides the basis for the transfer of surplus land and development sites from the Council to the Company, to support the delivery of the Shareholder objectives and subject to Shareholder approval of development.
- 4.2** The Council approved the current Shareholder Reserved Matters on 24th March 2022.

5. RESOURCE IMPLICATIONS (FINANCE, PROPERTY, PEOPLE)

- 5.1** All staff are directly employed by Aequus Developments Ltd and all such related costs are met directly by the company

6. RISK MANAGEMENT

- 6.1** Continuity of resources is a key risk mitigation to achieve the company business plan.

7. EQUALITIES

- 7.1** The Company assesses the impact of business activity via the business plan. A recruitment decision does not impact people with protected characteristics.

8. CLIMATE CHANGE

- 8.1** The company business plan set out the response and action to address the Climate emergency.

9. OTHER OPTIONS CONSIDERED

- 9.1** None: The recruitment to maintain key technical leadership is a core component of the business plan.

10. CONSULTATION

10.1 In accordance with the Company Protocol.

Contact person	Simon Martin, Director of Capital and Housing Delivery
Background papers	None
Please contact the report author if you need to access this report in an alternative format	