

# Bath & North East Somerset Council

DECISION MAKER:	Single Member Decision by Leader as Shareholder	
DECISION DATE:	27 <sup>th</sup> April 2026	EXECUTIVE FORWARD PLAN REFERENCE:
		<b>E 3701</b>
TITLE:	Aequus Shareholder Reserve Matters Decision – Appointment of Non-Executive Director	
WARD:	All	
AN OPEN PUBLIC ITEM		
<b>List of attachments to this report:</b> n/a		

## 1 THE ISSUE

- 1.1 Two Non-Executive Directors have stepped down from the Aequus Board. As a result, a recruitment process has been undertaken, and a preferred candidate has been identified for one of the roles, subject to Shareholder approval. The other position will be held pending a review of Board requirements.

## 2 RECOMMENDATION

**The Leader, as Shareholder, is asked to;**

- 2.1 **Approve the Appointment of Chris Faulkner as Aequus Non-Executive Director.**

## 3 THE REPORT

- 3.1 One of the current Aequus Non-Executive Directors (NEDs), Liz Pickering, ended her first term on 31<sup>st</sup> March 2026 and will not be serving another term. Michelle Hyde, also stood down as an NED in October 2025 due to a promotion in her permanent employment which created a potential conflict of interest
- 3.2 As of 1<sup>st</sup> April 2026, this leaves 4 NED's and 2 Executive Directors on the board and given that the quorum for Board meetings is 3 directors, one of whom must be a NED, it was crucial to fill one of these vacancies promptly to maintain effective governance
- 3.3 To ensure the Board continues to operate efficiently, the recruitment of a new NED was strongly focussed on experience in Housing and Development.

- 3.4** The role was advertised via social media, the Indeed recruitment portal, together with Bath & North East Somerset Council (B&NES) social media. We received 21 applications and 5 were shortlisted and invited for interview based on the skills and experience matching the criteria detailed in the advert.
- 3.5** Initial interviews took place on during February and March 2026 and the panel consisted of the Aequus Chair, the Aequus Managing Director and the Council's Head of Housing.
- 3.6** The panel unanimously agreed to recommend Chris Faulkner for appointment. The proposal is that Chris will commence the role in June 2026 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.

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