

## The Highland Council

### Appointments Panel External Bodies/ALEOs

Minutes of Meeting of the **Appointments Panel** held in Committee Room 1, Council Headquarters, Glenurquhart Road, Inverness on Friday, 6 February 2015 at 2.00pm.

#### Present:

Mr A Christie (substitute)  
Mr J Gray  
Mr D Hendry

Mr T MacLennan (substitute)  
Mrs C Wilson (Teleconferencing)

#### Officials in attendance:

Ms M Morris, Depute Chief Executive/Director of Corporate Development  
Miss J MacLennan, Principal Administrator

### Business

#### 1. Apologies for Absence

Apologies for absence were intimated on behalf of Dr D Alston and Mr D Millar.

#### 2. Declaration of Interest

Item 5 – Mr A Christie (non-financial).

#### 3. Appointment of Chair

The Panel **AGREED** to appoint Mr J Gray as Chair.

#### 4. Exclusion of the Public

The Panel **RESOLVED** that, under Section 50A(4) of the Local Government (Scotland) Act 1973, the public should be excluded from the meeting for the following item on the grounds that it involved the likely disclosure of exempt information as defined in Paragraph 1 of Part 1 of Schedule 7A of the Act.

#### 5. Director of High Life Highland – Expressions of Interest

**Declaration of Interest: Mr A Christie declared a non-financial interest in this item on the grounds of having seconded a Motion at the Council meeting in December in relation to one of the applicants and left the room.**

There had been circulated to Members only Expressions of Interest received in regard to the vacancy for the position of Director of High Life Highland, together with a copy of Skills Set and Role Profile.

During discussion, Members emphasised the importance of Equality Awareness being included in Skill Sets submitted from external bodies and arms' length organisations. In this regard, it was recalled that the Council had previously approved a procedure for appointments to major external bodies and arms' length organisations and included in this had been a condition that Members

should attend an Induction and undertake appropriate training during the term of their appointment.

It was therefore recommended that appropriate training should include Equalities Awareness and that the Council should consider including this as a prerequisite for the successful candidate

Thereafter, the Panel **AGREED TO RECOMMEND:-**

- i. that the Council should consider both candidates;
- ii. that external bodies and arms' length organisations should be asked to include Equality Awareness in their Skill Sets when seeking Council Directors; and
- iii. that the candidate appointed as a Director to High Life Highland should undertake Equality Awareness training before they took up the position.

The meeting concluded at 2.15 pm.

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Andrew M Millar

6 Carn Dearg Place, Portree

Isle of Skye. IV51 9PZ      Application for Director HighLife Highland

Experience:

I ran my own retail family butcher business in Portree for many years and also was a partner in another retail venture with responsibility for the day to day running of said business for around ten year until I took the decision to semi retire some four years ago to give more time to pursue other interests and commitments. I have been a Director and Company Secretary of Cuillin FM Ltd , a Community radio station which celebrated its tenth Birthday in 2014 for approximately six years.

I have been involved with the cultural, learning and leisure sector in the Highlands in my position as Vice Chair of The Council's Education Culture and Leisure committee for 3 Council terms with responsibility for the Leisure side of the service including Libraries and was heavily involved in the early discussions and fact finding for the Highland Archive Centre in Inverness. I was also involved in many meetings with Council Officers as the idea of Highlife Highland grew from a tiny seed into the successful organisation we have today so feel I have a very good grasp of all the aspects of the services Highlife provides.

Skills:

My Experience as a Director of Cuillin FM where i lead the marketing for that company has given me a very good insight into that challenging aspect of business. I have served previously on the Board of Highlife Highland since its inception until December 2014 and had the honour of leading the company through the first important months of life as Chair of the Board. I believe I did that well and the present strength of the Company endorses that belief. I have served as a Councillor since 1992 which has equipped me with many of the skills necessary to be a positive contributor to the working of a successful board. In that time I have chaired the Skye and Lochalsh Area Committee for Four years and the S&L Licensing Board for around six years, both of which were challenging roles for various reasons.

Personal Qualities:

My past record as a Director covers most of what that is asked for in this section although I would add that in the past I was elected Chairman of the Skye Round table, the North of Scotland Area Chairman of the Great Britain and Ireland Round Table and also served for a year on their National Executive Marketing and Magazine committee. I was also a founder member and past President of the Portree and District Rotary Club.

Other requirements: I have lived all my life, so far, on the island of Skye and am happy to attend meetings at any time as my past record with Highlife Highland proves. My involvement with the leisure side of Highland Council over the years shows my commitment to supporting culture and leisure activities throughout Highland.

**From: Alister Mackinnon - Member**

Please find below statement in support of my expression of interest as Director of High Life Highland.

Further to the opportunity for a councillor appointment, I should be grateful if I could be considered as a candidate for a place on the board of High Life Highland.

I have looked closely at the work of High Life Highland and, having considered in detail the skills set listed, the key responsibilities and tasks required of directors, I feel that I have the necessary commitment and the range of attributes and skills sought for this position. I consider this organisation as making a crucial and valued contribution to our Highland communities and is clearly a key partner for Highland Council in providing as wide a range of recreational, leisure and cultural opportunities to Highland residents. I am very keen to see High Life Highland continue to make a major contribution to cultural activities, sports opportunities, with attendant health promotion benefits, and be ambitious in its commitment to the Highlands and its people.

As a resident of the Highlands all my life I hope my record of service to the local community is evident in my enthusiastic membership and involvement in school, church, community council and for the past three years as a Highland councillor. I am a Gaelic speaker and have a wide interest in all aspects of Highland culture and sport, including regularly supporting my local football team, Ross County. My time on the board of Skye and Lochalsh Local Enterprise Company required a very similar commitment in terms of time and expertise to that listed for HLH.

I would suggest that I meet the attributes needed by a director in particular through:

- \* my extensive personal vocational experience in banking, insurance and as a financial consultant gives me significant skills for business planning, monitoring spending, which is rightly seen as a central responsibility for directors, dealing with employee issues and assessing property usage and developments; and this has been further enhanced by my membership of HC's audit and scrutiny committee
- \* a long track record of giving generously of my time for serving on, among other bodies, the Ben Wyvis Primary School Parent Council, including overseeing the move to the new school, displaying at all times a strong commitment to teamwork and a willingness to take on hard work and challenges which improve life for Highland citizens
- \* wide-ranging knowledge of the whole Highland area, very aware of the individual needs of our disparate local areas in regard to the services overseen by HLH and committed to making sure local views and needs are regularly sought and that the work of HLH is rigorously evaluated

In short, I put myself forward as a potential board member believing that I could contribute constructively to discussions, strategic planning and the other tasks involved; and that I would use my experience and enthusiasm for the work of HLH to the benefit of all in our Highland community. I look forward to being able to share further my thoughts on what I could bring to the work of the board at the interview stage.