

Board Membership Criteria



Across the membership of the Board, Connect Housing aims to include:

- 1. Skills and Experience** – the full range of expertise required to govern the Association effectively (details below);
- 2. Profile** – members with a range of characteristics and backgrounds, broadly reflecting the areas where Connect Housing operates (details below).

All Board members are expected to demonstrate:

- 3. Team Working** – putting into practice the skills required for the Board to work as an effective team (details below);
- 4. Attendance** – participating in Board meetings and other events, as required (details below).

The priorities for recruitment of Board members, as at October 2011, are skills and experience in:

- Neighbourhood investment/social enterprise
- Working with children/young people
- Housing support services/safeguarding
- Asset management

We are particularly keen to recruit more women members and members from ethnic minority backgrounds to the Board.

1. Skills and Experience

- Understanding housing needs
- Understanding residents' issues and concerns
- Resident and community involvement
- Customer service
- Housing support services and working with vulnerable people, including safeguarding
- Organisational or general business management
- People management
- Housing management
- Information management/IT
- The policy, statutory and regulatory environment affecting the association
- Finance and accounting
- Strategic management, risk management and planning
- Community relations and needs, including equality and diversity and community safety
- Working with government, local authorities, private and voluntary bodies
- Public relations and marketing
- Neighbourhood investment and social enterprise
- Asset management and property development
- Working as a member of Boards/Committees
- Legal matters
- Services for children, young people and families
- Tackling worklessness
- Energy efficiency and environmental sustainability

2. Profile

- Tenants or leaseholders of Connect Housing – minimum of two, maximum of four
- Gender – target equal numbers male/female
- Ethnic group – minimum 33% Black & Minority Ethnic background (i.e. all backgrounds except White British)
- Disability (i.e. long-term illness, health problem or disability which limits daily activities or work) – minimum 18%
- Local accountability (i.e. living and/or working in Leeds, Kirklees or Calderdale) – minimum 75%

3. Team Working

- Supporting and always taking into account Connect's aims and objectives and values
- Respecting the role of others, inside and outside the Board
- Challenging freely and constructively
- Compromising when appropriate
- Sticking to the Board's decisions
- Influencing others through persuasive discussion
- Listening and seeing the views of others
- Confronting and challenging without appearing aggressive
- Reaching conclusions based on rational interpretation of available information
- Avoiding jumping to a decision under pressure

4. Attendance

- Board meetings approximately every two months, early evening meetings on Wednesdays in Leeds or Huddersfield
- Board Seminars two or three times each year, usually full day events
- Participation in at least one committee or Panel, or acting as a Strategic Lead
- Training sessions as and when arranged
- Annual General Meeting
- Expected minimum attendance is 80% of Board meetings and Seminars, and applicable Committee/Panel meetings
- Commitment to Connect Housing business of at least three hours per month (excluding travel)