



ANNUAL STATEMENT OF BOARD APPOINTMENTS & COMPOSITION

FOR THE REPORTING YEAR 2022-23

May 2023

ROLE OF THE BOARD

The purpose of the Board is to direct the affairs of the Association in accordance with its objects and constitution and ensure that its functions are properly performed. These functions are set out separately in its Terms of Reference.

CONSTITUTIONAL REQUIREMENTS

The Board of BCHA is unpaid and consists of 12 non-executive members.

Tenure

All members serve terms of 3 years at a time up to a maximum of 2 terms (6 years) as a general expectation under the Code of Governance that BCHA has adopted (National Housing Federation, 2020). Subject to Business need, members may serve a 3rd term (up to a maximum of 9 years' overall service) although appointment for a third term will be subject to approval by the Board.

Of the 12 current board members:

- 7 are serving their first term,
- 5 are serving a second term and
- None are in their third term.
- The average length of service for the whole board is 2.3 years.

Two Board members have announced they will be stepping down at/by the AGM in September 2023.

Church Nominees

Given the origins of BCHA, there is a constitutional requirement for the Board to include one nominee from the Anglican Deanery of Bournemouth and one nominee from the Roman Catholic Deanery of Bournemouth (although it is recognised that either deanery may nominate a second individual should the other deanery be unable to do so).

There are currently no church nominees as we were unable to source candidates from the deaneries in our recruitment exercises in 2022. The longer term requirement for church nominees will need evaluation during 2023.

Tenant Board Members

There is space on the Board for up to 2 tenant board members although, at present, there are none serving on the Board. Nevertheless, we also encourage candidates with lived experience of our services or of homelessness or residency in social housing more widely to apply to join the Board.

Of the current cohort of Board members and co-optees, one has declared lived experience of homelessness.

Our current customer engagement structures also enable direct board-customer liaison and joint-working.

Co-optees

There are no co-opted members on the main Board although two co-optees were appointed to the Development Committee in 2022-23.

APPOINTMENTS IN 2022-23

Following an open recruitment and selection process, four Board members were appointed in the year in order to fill vacancies that arose:

- Graham Oliver joined in September 2022. Graham has over 30 years' experience as a Chartered Accountant, latterly helping Housing Associations to connect finance function more closely with operations, from planning through processing to reporting and monitoring
- Asif Khan joined in January 2023. Asif has worked in the Social Housing sector for 25 years across both local authorities and housing associations. His current post is Head of Asset Management at Notting Hill Genesis, where he also previously held the role of Head of Compliance. Asif is a member of the Chartered Institute of Building (CIOB) and Institute of Occupational Safety and Health (IOSH) and has degrees in both Law and Surveying as well as a Level 7 Diploma in Strategic Management and Leadership Practices
- Julie Porter joined in January 2023. Julie is a Fellow of the Royal Institution of Chartered Surveyors and has a degree in Land Management. She has worked within housing development in a variety of roles for over 30 years. Julie is currently Executive Director of Development at Fairhive Homes in Buckinghamshire.
- Chris Nicholson joined in February 2023. Chris spent most of his executive career as a partner at KPMG, where he specialised in infrastructure finance and regulation advisory work. He has also worked closely with government in a variety of roles. Chris is currently Chair of the Board of a large government agency. He has been a Board member of a housing association and a trustee of a drug and alcohol abuse charity.

We also appointed two co-optees to the Development Committee – Peter Edy and Ian White joined the Committee at in September 2022.

Peter is an experienced Construction professional and a qualified member of the Royal Institution of Chartered Surveyors and the Chartered Institute of Building. Peter's role provides senior management leadership, in Development, Risk Management, Procurement and Contract Management; Change Management and Strategy

Ian has worked in Housing and in commercial sectors in both finance and other management roles. He currently leads the finance function at Magna Housing.

BOARD SKILLS & EXPERIENCE

Subject to vacancy, Board membership is open to any person aged 18 or older who possesses the time and skills required by the Organisation to perform the role.

The Board seeks to recruit people with specific skills and experience which are appropriate to our business - its size, activities, risks and opportunities.

Skills

The Organisation distinguishes between “*general skills*” (all board members should ideally possess broad experience of strategic-level working in organisations) and “*specialist skills*” (each board member will likely only possess a specialist skill in one area, rarely more).

General Organisational Skills which the Organisation seeks for the Board are:

Skill/Experience	Number of Board members with Skill/Experience in this area rated strong (a score of at least 3 out of 6)
Experience of managing business performance	10
Quality, audit or risk management	9
Development of organisational strategy	11
Management of growing and diverse organisations	6

General Leadership & Management Skills which the Organisation seeks for the Board are:

Skill/Experience	Number of Board members with Skill/Experience in this area rated strong (a score of at least 3 out of 6)
Experience of governance external to BCHA	8
Senior level management experience	8
Organisational financial management	8

Specialist Skills which the Organisation seeks for the Board are:

Skill/Experience	Number of Board members rated as “specialists” in this area (a score of at least 5 out of 6)
Customer engagement	3
Social exclusion/poverty/social welfare work	2
PR/Social Media management	2
Housing or Support service delivery	1
Regulated environments	1
Development/Building	4
Welfare Reform	1
Social or Commercial Enterprise	1
Legal qualification and experience	1
Criminal Justice sector	0 – but Recoop subsidiary has CJS specialists
Health & Social Care sector	3
Digital Service Delivery/Transformation	1

This list of skills may be amended from time to time to reflect ongoing business needs.

Skills/experience are scored on a scale of 0-6 with points accumulated for professional qualification/training and experience (recency and level).

In addition, all board members must have the ability to exercise good judgement and to be confident to participate in board meetings and be able to constructively challenge, as necessary.

A pen portrait of each Board member can be viewed in the Board area of our website.

BOARD DIVERSITY

BCHA collects information provided by Board members to ensure that the make-up of the Board is diverse and seeks to reflect the communities where we work. Bearing in mind that one board member comprises 8.3% of the Board, we do expect some fluctuation upwards and downwards against each diversity strand every year as people join and leave the Board.

Diversity Strand	BCHA Board	SW Population Average	BCHA Workforce
Race/Ethnic Origin – % Black, Asian & Minority Ethnic heritage	17%	6.9% ONS Census 2021	7.5% March 2023 (of those completing questionnaire)
Age - % under/over age 55	33% under 55 67% 55+ [50% of board working age]	18-54 = 57.9% 55-80 = 28.0% ONS 2021 BCP area only	79% under 55 21% 55+ March 2023
Gender – Male, Female	67% M; 33% F	49% M & 51% F ONS 2021	37% M; 63% F Mar 2023
Sexuality - % LGB	0%	3.2% ONS 2021 (popn. 16+)	Low levels recorded
Disability – % declared	0%	18% for UK although varies by age ONS 2020	7.1% March 2023

NB: (1) percentages are based on declarations by board members or staff.

(2) 2021 census data for BCP or England and Wales where not available.

Work is ongoing through our Equality, Diversity & Inclusion Strategy to ensure a diverse board is maintained as part of ongoing succession planning and recruitment.

BOARD SUCCESSION

Following a recruitment drive over the course of 2022 all Board vacancies were filled with additional candidates recruited to fill pipeline vacancies becoming available in 2023.

ANNUAL GOVERNANCE STATEMENT (AGS)

A more general Annual Governance Statement is published each September on the BCHA website.