



# **ANNUAL STATEMENT OF BOARD APPOINTMENTS & COMPOSITION**

## **FOR THE REPORTING YEAR 2025-26**

May 2026

## 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 currently consists of 12 non-executive members, a maximum of 12 members may be appointed.

### 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 3<sup>rd</sup> 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 at the end May 2026:

- 8 are serving their first term,
- 4 are serving a second term and
- 0 are in their third term.
- The average length of service for the whole board is 3.1 years (exc time previously served as a co-optee).

One Board member has announced they will be stepping down in August 2026.

### Church Nominees

Given the origins of BCHA, there had been a long-standing 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. A Special General Meeting was held on 8 May 2025 which amended the constitution and removed the provisions requiring church nominations in future.

### 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, one has declared lived experience of homelessness.

Nevertheless, the Board works closely with the Customer Steering Group at joint sessions twice a year where customer priorities are reviewed and agreed.

### Co-optees

Co-optees add significant value to our governance by bringing their expertise to Board committees and, in many cases, serve as board members-in-waiting to fill future board vacancies.

At the end of May 2026, there was no co-opted members.

## APPOINTMENTS IN 2025-26

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

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

- Suzanne Rastrick – Appointed to Board 1 Nov 2025. Senior leader in the NHS with board level experience in the health service, commercial and not-for-profit organisations.

A previous co-optee to the Development & Asset Management Committee was also elected to the Board:

- Richard Knott – Appointed to Board 1 May 2025. Senior leader at a district council with over 20 years' experience in local government housing and community services.

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.

### 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
<i>Scoring at least 3 on our matrix</i>	
Responsible for business performance	11
<i>Scoring at least 4 on our matrix</i>	
Quality, audit or risk management	6
Development of organisational strategy	5
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
<i>Scoring at least 4 on our matrix</i>	
Experience of governance external to BCHA	6
Senior level management experience	9
Organisational financial management	4

**Specialist Skills** which the Organisation seeks for the Board are:

Skill/Experience	Number of Board members rated as “specialists” in this area
<i>Scoring at least 5 on our matrix</i>	
Customer engagement	5
Regulated environments	5
EDI/Community Relations	4
Asset Management/Safety Compliance	3
Customer Support/Safeguarding	3
Partnership Working/Networking	3
Sustainability/Decarbonisation	3
Development/Building	2
Housing/Tenancy Management	2
Digital Service Delivery/Transformation	2
Talent retention/colleague development	2
Health & Social Care sector	2
Social exclusion/poverty/social welfare work	0

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
Race/Ethnic Origin – % Black, Asian & Minority Ethnic heritage	8.3%	6.9% ONS 2021
Age - % under/over age 65	83% under 65 17% 65 or over	16-64 = 60.6% 65+ = 22.3% Centre for Ageing Better 2025
Gender – Male/Female	50% M; 50% F	49% M; 51% F ONS 2024
Sexuality - % LGB declared	0.0%	3.1-3.7% ONS 2021
Disability – % declared	16.6%	17.8% ONS 2021 (activities limited)

NB:

(1) percentages are based on declarations by board members or staff not all members made a declaration in each strand.

(2) SW England is selected as a benchmark for population demographics because BCHA works across Dorset, Devon, Somerset and Wiltshire and Board members are geographically dispersed.

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

## **BOARD SUCCESSION**

There is one planned resignation expected in mid 2026 but no retirements. A recruitment exercise will need to be conducted over the summer, following an assessment of skills required.

## **ANNUAL GOVERNANCE STATEMENT (AGS)**

A more general Annual Governance Statement is published each September on the BCHA website. It is intended this document and the AGS are published at the same time, each September.