



Report to:

Northwards Housing Board

18 July 2008

Item No:

8b

Title:	Board Skills		
Date:	8 July 2008		
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Confidential:			
For: (Please tick action required)	NOTING ✓	DISCUSSION	APPROVAL

PURPOSE OF REPORT

To report to the Board the current skill mix of the Board.

RECOMMENDATION

It is recommended that the Board :

- a) note this report and use as a reference when recruiting or making decisions.
- b) considers hiring experts or co-opting people on occasion with the requisite skills where a skill gap exists.
- c) request that Resource and Audit Sub-Committee consider appointing a co-optee with Finance and/or Treasury Management to reinforce this expertise.
- d) request that this audit be carried out annually to test the strength of the board skill mix.
- e) review identified training needs together with the outcome of the current Board appraisal process to develop an overall training plan.

IMPLICATIONS	
Equality & Diversity:	None directly, although the board should have skills in this area to ensure that equality and diversity is considered adequately in the decision making process.
Financial:	Training has been identified which may be additional to the current training plan.
Staffing:	None directly.
Decency Target:	None directly.
Governance:	The Board are required to have a wide skill mix to ensure the strategic and business plans are implemented effectively. Skill gaps can be covered by hiring of experts or co-opting people with the requisite skills. The skills register also provides guidance when recruiting new members.
Risk Assessment:	

Equality & Diversity Implications (Please tick where relevant):

BME	<input type="checkbox"/>	Lesbian/Gay/Bisexual/Transgender	<input type="checkbox"/>
Gender	<input type="checkbox"/>	Single Parents	<input type="checkbox"/>
Age	<input type="checkbox"/>	Domestic Violence	<input type="checkbox"/>
Disability	<input type="checkbox"/>	Alcohol/Drug Mis-users	<input type="checkbox"/>

Consultation/Consideration:

	Yes, No or N/A:	Name:	Date:
Sub-Committee:	n/a		
Area Panel:	n/a		
Task Groups:	n/a		
Ward Councillors:	n/a		

Following self assessment by Board Members the following analysis of skills is reported.

The skills which are considered to be **low** (5 members or under who have high/medium skills) are

- Property Development or Management of Property and Contracts – although 2 members have high skills
- Information Technology – although 1 member has high skills
- Business Development – although 3 members have high skills
- Legal Matters
- Social Work

The final two skills have three members who have medium skills but no-one has assessed themselves to have high skills. The Board may wish to consider the advice of experts if matters are brought to the Board where either skill is required in decision making. This skill gap may also be addressed in future recruitment.

Average Skills (6 members -with more medium than high skills)

- Finance and Treasury Management
- Human Resources

Human Resources and Equality Sub-Committee already have an expert co-optee to assist with this area of work.

The Board are recommended to request that Resource and Audit Sub-Committee consider appointing a co-optee with Finance and/or Treasury Management to reinforce this expertise.

The skills audit has identified some training needs. It is recommended that these are reviewed together with the outcome of the current Board appraisal process to develop an overall training plan.

Appendix 1 gives a detailed report of all skills.

Analysis of Board Skills July 2008				
Number of returns 9 - SR,PS,MM,MH,FA,RC,JF,AT ,MC -Await JH, ,				
	High	Med	Low	Status/Comment
Training and Employment	3	5	1	Good
Regeneration	4	3	2	Good
Finance and Treasury Management	1	5	3	Average
Business Management	2	3	4	Low
Risk Appraisal and Management	2	5	2	Good
Social Housing	3	4	2	Good
Legal Matters	0	3	6	Low
Property Development or Management of Property and Contracts	2	0	7	Low
Human Resources	3	3	3	Average
Information Technology	1	2	6	Low
Public and Media Relations (including Marketing and communications)	3	3	3	Average
Working with Local Authorities	7	1	1	Excellent
Partnership Working	6	2	1	Very Good
Community Relations and Needs	5	3	1	Very Good
Resident Involvement	5	3	1	Very Good
Social Work	0	3	6	Low
Equality and Diversity	2	5	2	Good
Board or Committee work or Governance	5	3	1	Very Good
Business Development (including change management, team development, contract negotiations, business planning, service delivery)	3	2	4	Low
Project Management	5	4	0	Excellent