

 <b>Northwards Housing</b> North Manchester's Council Homes	<b>Report to:</b>  Northwards Housing Board  10 July 2009	<b>Item No:</b>  <b>8d</b>
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<b>Title:</b>	Board Membership and Recruitment		
<b>Date:</b>	19 June 2009		
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<b>Confidential:</b>	No		
<b>For:</b> (Please tick action required)	<b>NOTING</b>	<b>DISCUSSION</b>	<b>APPROVAL</b> ✓

**PURPOSE OF REPORT**

To inform the Board of progress and make recommendations to the Board regarding recruitment of Board Members at the AGM on 15 October 2008.

**RECOMMENDATION**

The Board are requested to:

1. Formally approve the appointment of Martin McKeivitt and Fatima Adamjee as Independent Members and make this recommendation to the Council prior to the AGM;
2. Subject to Council approval, appoint Martin McKeivitt and Fatima Adamjee as Independent Members at the AGM,
3. Approve the appointment of an appropriate agency to conduct a ballot of tenants and residents should be this be required,
4. Request a further report about the Tenant vacancy at the meeting on 15 September.

<b>IMPLICATIONS</b>	
<b>Equality &amp; Diversity:</b>	The effectiveness of the recruitment will be assessed to ensure that the Board are meeting equality targets
<b>Financial:</b>	None directly
<b>Staffing:</b>	None directly
<b>Decency Target:</b>	None directly
<b>Governance:</b>	The Articles of Association must be adhered to. This demonstrates that the Board have made suitable arrangements
<b>Risk Assessment:</b>	The Board must ensure stability of the group

<b>Equality Impact Assessment</b>	
Function being assessed	Board Recruitment and Succession Planning
Section	Business Services
Date of assessment	2 March 2009
Person Responsible for assessment	Diane Roberts
Is this a new or existing policy?	Existing

If there are significant implications in terms of equality please append a summary report.	None
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**Consultation/Consideration:**

	<b>Yes, No or N/A:</b>	<b>Name:</b>	<b>Date:</b>
<b>Sub-Committee:</b>	N/A		
<b>Area Panel:</b>	N/A		
<b>Task Groups:</b>	N/A		
<b>Ward Councillors:</b>	N/A		

**Board Membership and Recruitment**

**Background**

The Board received a report at its March meeting informing of the requirement for this years election and recruitment. Northwards' Articles of Association require one Tenant and two Independent Board Members to retire at this year's Annual General Meeting. All Members required to retire or stand down may be re-appointed or stand for election if they so wish.

**Current Situation**

The Board has one tenant vacancy which has been created by the required rotation. Joan FitzGerald has indicated that she will re-stand for election. Two independent vacancies have been created by the required rotation; Martin McKeivitt and Fatima Adamjee.

**Independent Vacancies**

Martin McKeivitt and Fatima Adamjee have both agreed to re-stand as Independent Members. If the Board accept this recommendation, it is proposed that the vacancies are not advertised. The Board are required to formally accept these proposal at this meeting and make this recommendation to the Council between 28 and 7 days prior to the AGM.

**Tenant Vacancies**

The Tenant vacancy has been openly advertised to all Northwards tenants and leaseholders in the manner agreed. The closing date for expressions of interest is 20 July 2009. In addition a direct mail out inviting Black African and Asian Pakistani tenants to register their interest in becoming a board member was completed in May. This was to assist the Boards target to ensure that the Board is representative of the community it serves.

The Board agreed to invite all interested tenants to a "mock" Board meeting where they will have an opportunity to contribute to the discussion. This will also be an opportunity to discuss their application and find out more about the role. In addition a one day training event on "Being a Board Member" was held on 8 July at the request of Area Panel Members.

Should there be more candidates than the one vacancy available a ballot of all tenants and leaseholders will take place. Quotes will be sought from appropriate agencies. The Board are requested to give approval to award this work to the agency which represents best value for money.

A further report regarding the outcome of the recruitment campaign will be given at September Board meeting.

## **Recommendation**

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