

	Report to: Northwards Housing Board 10 March 2009	Item No: 9c
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Title:	Champion Roles		
Date:	26 February 2009		
Author:	Diane Roberts	Tel No:	0161 227 3033
E mail:	d.roberts@northwardshousing.co.uk		
Confidential:	No		
For: (Please tick action required)	NOTING	DISCUSSION ✓	APPROVAL

PURPOSE OF REPORT

To begin the process of reviewing the Champion role.

RECOMMENDATION

The Board are asked to review the role, the Champion areas and the allocation of the roles. It is recommended that the Board form a working group to review this area in more detail and report back their recommendation to the May Board Meeting. It is further recommended that some senior staff who have been involved in the Champion work are included in this group.

IMPLICATIONS	
Equality & Diversity:	None directly
Financial:	None directly
Staffing:	None directly
Decency Target:	None directly
Governance:	The Board are demonstrating good governance by reviewing effectiveness of groups.
Risk Assessment:	None directly

Equality Impact Assessment	
Function being assessed	Not applicable
Section	
Date of assessment	
Person Responsible for assessment	
Is this a new or existing policy?	
If there are significant implications in terms of equality please append a summary report.	

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		

1. Review of role

The main purpose of the role is “To provide a focus at Board and Sub-Committee level in a specialist topic. To contribute to the Mission, Value and Objectives of Northwards in this area.” Appendix 2 provides the full role description.

After discussion with some Board Members, and some members of senior staff, the role in some instances has been valuable for both parties. In other areas there has been little contact or development of the area.

There appears to be a range of reasons for the success and for the lack of development of the role.

The Board are asked to evaluate the role and agree if it should continue at all and if so if it should be in this or an amended format.

2. Review of Champion areas

If it is agreed to continue with the initiative, the Champion areas should be reviewed to ensure that they are still fit for purpose and assist with delivering the service. The Board may want to consider reducing the number of areas to those that are key business priorities for the coming year and to do this on an annual basis.

Appendix 1 details the current areas. The Sub-Committee review has been incorporated into this document.

3. Review of allocated roles

Following recruitment of new Board Members at the AGM and the Sub-Committee Review it is appropriate to match individual skills with the Champion areas once they are agreed. Appendix 1 details the current allocation of roles.

Recommendation

The Board are asked to review the role, the Champion areas and the allocation of the roles. It is recommended that the Board form a working group to review this area in more detail and report back their recommendation to the May Board Meeting. It is further recommended that some senior staff who have been involved in the Champion work are included in this group.

Appendix 1

Board Champions current (Sub-Committee responsibilities updated)		
Area (Sub-Committee)	Champion	Lead Officer
Asset Management (AM)	Michelle Carmichael	Claire Hopkins
Equality & Diversity (All)	Susan Ratchford	Steve Finegan
Resident Involvement (CC)	Joan FitzGerald	Claire Tyrrell
Value for Money (R)	Vacant	Alison Foster
Respect Standard (CC)	Vacant	Julie Wilson
Financial Inclusion (CC)	Martin McKeivitt	Alison Foster
Access and Customer Care (CC)	Anna Trotman	Steve Finegan
Environmental (AM)	Mark Hackett	Claire Hopkins
Health & Safety (R)	Vacant	Alan Lawerenceson
Performance (All)	Rachel Christie	Steve Finegan
Human Resources (R)	Fatima Adamjee	Lisa McBurnie
Housing Opportunities (CC)	Paul Seymour	Anne Duffield



Board Champion Role

Main purpose

To provide a focus at Board and Sub-Committee level in a specialist topic. To contribute to the Mission, Value and Objectives of Northwards in this area.

Functions

- To take an interest in a specialist topic, have or be prepared to have a greater understanding of the main issues and concerns associated with this element of our work.
- To be aware or be prepared to be aware of best practice and bring knowledge and expertise from outside the organisation.
- To be supported in the above by appropriate officers including attendance at learning events and networks.
- To act as a sounding board, raise items for discussion and debate, and to contribute positively to the decision making process.
- To contribute to the development of strategy and provide visible leadership in the specialist area.
- To attend relevant Boards, Sub-Committee, Area Panel and Forum Group meetings as appropriate.

Induction

- Senior Staff to be informed of the Board Champion initiative and which Board Member is responsible for their area of work.
- Lead officer to contact relevant Board Member to arrange an initial meeting to:
 - Introduce to relevant member(s) of staff and discuss how the operational/strategic relationship will work
 - Share action plans/strategy/future ideas
 - Suggest reading material/websites/other resources
 - Agree any training requirements and subsequently agree how to share future opportunities for training and networking
 - Agree the level of input required and communication with staff
- Board Member to report back to September Board Meeting progress and review of the role.