

	<b>Report to:</b> Northwards Housing Board 12 January 2009	<b>Item No:</b> <b>10b</b>
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<b>Title:</b>	Recruitment of Tenant Board Members 2010		
<b>Date:</b>	22 December 2009		
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<b>Confidential:</b>			
<b>For:</b> (Please tick action required)	<b>NOTING</b>	<b>DISCUSSION</b>	<b>APPROVAL</b>

PURPOSE OF REPORT
To ask the Board to consider options for the recruitment of Tenant Board Members.

RECOMMENDATION
The Board is requested to keep to the current arrangements of open nomination and election by all Tenants and improve the process by requiring candidates to attend training sessions and to meet with Board and Area Panel Members before the ballot process begins. It is proposed that the same criteria, advertisement and ballot arrangements used in 2009 are maintained for 2010.

IMPLICATIONS
<b>Equality &amp; Diversity:</b> Open and transparent recruitment encourages diversity.
<b>Financial:</b> None directly
<b>Staffing:</b> None directly
<b>Decency Target:</b> None directly
<b>Governance:</b> Northwards Memorandum and Articles must be adhered to.
<b>Risk Assessment:</b> None directly

<b>Equality Impact Assessment</b> When a new policy, procedure or initiative is being submitted for approval an Equality Impact Assessment must have been completed. Please give details below.	
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:	November 09		
Task Groups:	n/a		
Ward Councillors:	n/a		

### 1. Introduction

Northwards Housing conducted its first ballot to recruit a Tenant Board Member in autumn 2009. A wide range of advertising methods for candidates and different methods of voting were used. This resulted in 4 candidates for one position and a voting turnout of 22%.

The overall cost of the election was £11,639.

The process was successful and some useful lessons were learnt.

### 2. Northwards' Articles

Northwards' rules state:

“Prior to every annual general meeting, direct or indirect elections shall be held among the Tenants for the number of Tenant Board Members to be appointed thereat. Only Tenants shall be eligible to be appointed as Tenant Board Members but otherwise the mode and manner of such elections shall be as the Board may from time to time agree subject at all times to compliance with Article 13 (*number of Board Members*).”

For clarification “direct” is an election of all Northwards tenants and “indirect” is from a smaller body e.g. Area Panels.

### 3. Options

- i. Open nomination and election by all Tenants as current (direct)
- ii. Candidates to be nominated from the Area Panel/Forum body
- iii. Each Area Panel to elect one member from their area
- iv. Voting by Area Panel members only (indirect)
- v. Combination of nominated from the Area Panel/Forum body and voted by all tenants
- vi. Combination of nominated from the whole tenant body and elected by Area Panels
- vii. Combination of nominated from Area Panel/Forum body and elected by Area Panels
- viii. Interview process either by direct advertisement or by self or tenant body nomination

There are advantages and disadvantages with all of these options. No option represents an ideal solution and there are issues of transparency, openness and equality and diversity to be considered for each.

Development of these options may result in rule changes which will be time consuming and will result in legal costs to make necessary the changes.

It may be more appropriate that any rule changes are reviewed when the legal arrangements for post March 2012 are being considered. It is further proposed that the Board include the arrangements for appointing Tenant Board Members in the next Governance Review in Summer 2010.

The consultation with Area Panels in November 2009 did not result in any desire to change the recruitment process, but gave a range of suggestions of how the current process can be improved. These are reflected in the improved process in the recommendation below.

#### **4. Recommendation**

The Board is requested to keep to the current arrangements of open nomination and election by all Tenants and improve the process by requiring candidates to attend training sessions and to meet with Board and Area Panel Members before the ballot process begins. It is proposed that the same criteria, advertisement and ballot arrangements used in 2009 are maintained for 2010.