



Report to:

Northwards Housing Board
11 May 2010

Item No:

9b

Title: Board Member 360 Degree Appraisals

Date: 29 April 2010

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Confidential: No

For: (Please tick action required)	NOTING ✓	DISCUSSION	APPROVAL
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PURPOSE OF REPORT

The attached report sets out information as to the progress of the Board and Sub-Committee Co-optee Member annual 360 degree appraisals

RECOMMENDATION

The Board are requested to complete their own assessment and give feedback about other Board Members where applicable and ask the Chief Executive to ask staff to submit their feedback where applicable.

IMPLICATIONS

Equality & Diversity:	It is a key part of the Governance arrangements that Equality and Diversity is embedded throughout.
Financial:	None directly
Staffing:	None directly
Decency Target:	None directly
Governance:	The annual appraisal of Board Members is key to identify training needs and to comply with TSA regulations.
Risk Assessment:	Regulation compliance is essential

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-Committees:	N/A		
Area Panels:	N/A		
Task Groups	N/A		
Ward Councillors:	N/A		

The annual Board appraisal process began in February 2010.

The questions have been revised in accordance with the Boards request following the last appraisal feedback.

Appendix1 shows the return rate for each Board Member as at 27 April as supplied by Azure Consulting. An updated list will be sent to Board Members prior to the May meeting.

Board Members are aware of the importance of completing a review. Other than good practice there are two key areas:

1. The TSA have detailed their specific expectation within the Governance Standard:
"1.2 Registered providers shall establish and maintain clear roles, responsibilities and accountabilities for their board, chair and chief executive and produce an annual assessment of the effectiveness of their arrangements."
2. The Board do not have a Learning and Development Plan for 2010/11. This can only be produced once the appraisals are completed and both group and individual plans have been agreed. The meeting on 8 June is a planned training event that cannot be planned until topics are identified and agreed.

If Board Members are having difficulty accessing the site or have any questions, Diane Roberts or Emma Harris can provide support.

The Chief Executive will ask staff to submit their feedback where applicable.

Recommendation

The Board are requested to complete their own assessment and give feedback about other Board Members where applicable and ask the Chief Executive to ask staff to submit their feedback where applicable.

Appendix 1

Northward Housing 360 update as at 27 April 2010

A Trotman - currently 45% complete – still outstanding:

Still needs to complete questionnaire for self

Peers - R Christie, D Leah and M Hackett

Executive - M Stevens

Stakeholder - D Roberts

D Leah – currently 45% complete – still outstanding:

Chair – S Ratchford

Peers – M McKeivitt and A Trotman

Stakeholders – M Bazargan, M Hackett and P Glazebrook

F Adamjee – currently 45% complete – still outstanding:

Peers – M McKeivitt, M Bazargan and M Blakeley

Executive – M Stevens

Stakeholders – J Brown and C White

M Bazargan – currently 54% complete – still outstanding:

Still needs to complete questionnaire for self

Peers – D Leah and P Glazebrook

Executive – M Stevens

Stakeholder – D Roberts

M Blakeley – currently 54% complete – still outstanding:

Still needs to complete questionnaire for self

Peer – A Trotman

Executive – M Stevens

Stakeholders – S Finegan and D Roberts

M Carmichael – currently 45% complete – still outstanding:

Still needs to complete questionnaire for self

Peers – A Trotman, M Bazargan and M McKeivitt

Executive – S Brown

Stakeholder – D Roberts

M Hackett – currently 54% complete – still outstanding:

Still needs to complete questionnaire for self

Peers – A Trotman, D Leah and M McKeivitt

Executive – M Stevens

M McKeivitt – currently 50% complete – still outstanding:

Peers - M Hackett and R Christie

Executive - A Foster, D Roberts and L Mcburnie

R Christie – currently 62% complete – still outstanding:

Still needs to complete questionnaire for self

Peers – M Hackett

Executive – M Stevens

S Ratchford – currently 40% complete – still outstanding:

Peers - R Christie and M Carmichael

Executive - M Stevens

Stakeholders - D Roberts, A Duffield and S Finegan

H Vaughan, P Glazebrook, K Blakeley, J Fitzgerald, G Johnson and L Barnett have all been set up for Self Assessment only - they **all** still need to complete the questionnaire.