



Report to the Board

15 May 2014

Title: Board Training and Development Plan 2014/15

Report of: Managing Director

Purpose of report

1. To agree a Board Training and Development Plan for 2014/15

Background

2. The Board, at its meeting on 14 May 2014, agreed a series of workshops during 2013/14 based around the following themes: -
 - Welfare reform
 - New Build
 - Finance
 - Role and Responsibilities for Board members
 - Equality Legislation
 - Safeguarding
3. The Board received a presentation from the Head of Customer Services on mitigating the impact of Welfare Reform on Council Housing at its meeting on 11 July 2013. This took place at Kibblesworth Community Centre and members of Keelman Homes were also invited.
4. An equality and diversity training event around the role of Board Members was facilitated by the Council and Gateshead Council on 18 February 2014 and was well received by directors who attended.
5. The timing was not yet right to effectively deliver workshops around either New Build or Safeguarding and it is proposed that these be included in the 2014/15 plan.
6. A date is still being fixed for the finance workshop and this will also be included in the 2014/15 plan.
7. Sheila Bouitieh and Helen Hall, Tenant Directors, attended an NFA Event on introduction to new Board Members on 6 December 2013.

8. Board Members have had one-to-one appraisals with the Chair and no individual training needs have been identified.
9. There was a general consensus that the Board would like to be kept informed of ongoing developments and changes in legislation. There was also a suggestion that Board Members be kept up to date with key issues and challenges identified by the Council at Members Seminars.

Board Training and Development Plan 2014/15

10. It is proposed that the 2014/15 plan be used to deliver a series of workshops around the outstanding areas from the 2013/14 plan – namely Finance, New Build and Safeguarding. As well these, the views of the Board will be sought on any other areas they would like these in. As previously agreed, members of Keelman Homes will also be invited.
11. It is considered as good practice for annual training around the roles and responsibility of a Board Member and it is proposed that an organisation be approached to deliver training on this after the next Annual General Meeting.

Link to Values

12. This report relates to the following company values: -
 - Being honest, accountable and transparent.
 - Being motivated, trained and committed
 - Embracing equality.

Equality and Diversity Implications

13. All TGHC employees are required to complete a mandatory equality and diversity e-learning programme which is refreshed every three years. The next refresh is in 2014/15 and all members of the Board will also be given the opportunity to complete the programme.

Financial Implications

14. By again delivering the training in-house there will be no financial implications.
15. The only financial implications would be the use of an organisation to deliver the training around roles/responsibilities for Board Members. The Head of Corporate Services has confirmed that resources are available within the budget.

Risk Management Implications

16. Providing regular training and carrying out Board appraisals reduces the strategic risk of failure to manage effective corporate governance.

Value for Money Implications

17. There are no value for money implications directly arising from this report.

Health Implications

18. A well trained Board makes better decisions which will have a positive impact on the health and well being of Gateshead residents.

Impact on Customers

19. There is a positive impact on tenants. A well trained Board makes better decisions resulting in improved services for tenants.

Consultation Carried Out

20. It was not necessary to carry out any consultation when compiling this report.

Recommendation

21. The views of the Board are sought on the proposed training and development plan for 2014/15 and any additional topics they would like included.