



Report to the Board

15 January 2015

Title: Board Membership

Report of: Managing Director

Purpose of Report

1. To approve the appointment of Tracy Harrison as an Independent Director and the appointment of Ronnie Harris as a reserve Independent Director for one year.

Background

2. Barbara Dennis announced at the Board Meeting on 15 May 2014 that she would be retiring as an Independent Director at the Annual General Meeting in September 2014. Barbara subsequently retired at the AGM on 18 September 2014 and it was agreed to undertake a recruitment campaign to appoint another Independent Director.

Recruitment of Independent Director

3. The vacancy for an Independent Director was advertised in November 2014 through the Housing News Website and there was an article in the Evening Chronicle, Journal and Metro. The vacancy was also advertised in The NorthEast Recruitment Now.
4. This resulted in 23 expressions of interest with 11 applications being received. Of the 11 applications received, the interview panel consisting of Paul Foy, John Hamilton and Robert Buckley shortlisted five applicants for interview.
5. The Panel agreed to appoint Tracy Harrison as an Independent Director. In addition, the Panel agreed to appoint Ronnie Harris as a reserve Independent Director for one year.
6. Tracy Harrison is Commercial Director at the Northern Housing Consortium (NHC). She joined the NHC in 2006 and the roles she has held have gained her an insight and to learn about the work of different landlords.
7. Tracy's current knowledge and experience of working with Boards comes from her previous role as Director of Moorside Maintenance Ltd and from her involvement with the NHC's Board of Management.

Links to Values

8. This report is consistent with the company value of being honest, accountable and transparent.

Equality and Diversity Implications

9. The Company aims to have a representative Board and the current make up of the Board is taken into consideration when making appointments.

Financial Implication

10. The cost of advertising the Independent Director vacancy on the Housing News website, in the local press and The NorthEast Recruitment Now was £735, £1,677 and £298 respectively. There are no other financial implications directly arising from this report.

Impact on Customers

11. Having an effective and well trained Board can ensure that services delivered to tenants are responsive to their needs.

Risk Management Implications

12. An inability to fill vacancies or retain directors on the Board or a Board without the right mix of skills has previously been identified as an operational risk and this appointment will help to continue to mitigate this risk.

Value for Money Implications

13. There are no value for money implications as a result of compiling this report.

Health Implications

14. An effective and well trained Board will have a positive impact on the health and wellbeing of residents in Gateshead.

Environmental Implications

15. There are no environmental implications arising from this report.

Consultation carried out

16. It has not been necessary to carry out any consultation when compiling this report.

Recommendation

17. The Board is asked to approve the appointment of Tracy Harrison as an Independent Director and the appointment of Ronnie Harris as a reserve Independent Director for one year.