



Report to the Board

21 May 2015

Title: Board Training and Development Plan 2015/16

Report of: Managing Director

Purpose of report

1. To agree a Board Training and Development Plan for 2015/16.

Background

2. The Board, at its meeting on 15 May 2014, agreed a series of workshops during 2014/15 based around the following themes: -
 - Finance
 - New Build
 - Safeguarding
 - Roles and responsibilities of Board Members
3. The Board received a presentation from Paul Dowling, Strategic Director, Communities and Environment at its Board Meeting on 15 January 2015 on Gateshead Council's Budget 2015/16 and 2016/17.
4. A joint TGHC/Keelman Homes site visit took place on 14 May 2015 to look at new build sites. As well as viewing a number of recently completed new build sites, this also provided an opportunity for TGHC and Keelman Homes Board Members to network with each other.
5. Sheila Bouitieh and Helen Hall, Tenant Directors, attended the following two events at Trafford Hall during 2014/15: -
 - All on Board – Board Memberships
 - Community Engagement
6. No appraisals of Board Members took place in 2014/15. Appraisals would normally take place during October – December. However, the future of the Company was still uncertain until the 5 year extension of the Management Agreement was agreed by the Council in December 2014 and therefore appraisals in 2014/15 had to be postponed. A process for carrying out appraisals in 2015/16 will be agreed with the Chair.

Board Training and Development Plan 2015/16

7. Price Waterhouse Cooper (PWC) is delivering training on the duties of a Board Member on 9 June 2015. This will include the principles of good corporate governance, the Code of Conduct, conflicts of interest and key expectations of a Board Member.
8. A session on Digital Inclusion will be delivered in July regarding the findings of external agency Hippo's insight project on how ready our tenants and leaseholders are to access digital services. This will be a joint session with officers from TGHC about how the findings will be used to target activities in the coming year and help prepare people for Universal Credit.
9. It has previously been noted that the Board would like to be kept informed of ongoing developments and changes in legislation. The Board will continue to receive this through dedicated time being set aside at the start of scheduled Board Meetings where necessary.
10. It is unclear however which other areas the Board feel they require further training in. It is therefore proposed that a date and time be fixed in the months when scheduled Board Meetings are not taking place for any potential Board Workshops with the topics to be agreed nearer the time.
11. The following dates and times are proposed. All school holidays have been avoided and the Council's calendar of meetings has also been considered to avoid any clashes with Council meetings.
 - Thursday, 8 October 2015 at 10am
 - Thursday, 10 December 2015 at 2pm
 - Thursday, 4 February 2016 at 10am

Link to Values

12. This report relates to the Company values to be:
 - Open and honest
 - Inclusive, value diversity

Equality and Diversity Implications

13. The Board will be kept updated with any changes in equality and diversity legislation and should the need arise one of the dates set aside could be used for a workshop in this area.

Financial Implications

14. The cost of PWC delivering the training on duties of a Board Member is £1,500. The Head of Corporate Services has confirmed that this can be met from within existing budgets.

Risk Management Implications

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

Value for Money Implications

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

Health Implications

17. 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

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

Consultation Carried Out

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

Recommendation

20. The views of the Board are sought on the proposed course of action for Board training in 2015/16.