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**Title:** Governance Performance Indicators and Targets  
2015/16 to 2017/18

**Report of:** Managing Director

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### **Purpose of Report**

1. To note the governance performance indicator results for 2014/15 and agree targets for the next three years.

### **Background**

2. The Board, at its meeting held on 12 May 2010, considered performance indicators around governance for the first time.
3. 2009/10 was the baseline year and targets were set for the next three years for the following: -
  - % attendance at Board Meetings (as a % of all Board Members)
  - % attendance at committee meetings (as a % of membership)
  - Appraisals of the Chair and Board Members
  - Average number of training sessions (as a % of total training sessions)
  - Compliance with Companies House returns and filing changes in directorship within 14 working days of notifying Company Secretary
  - Board Diversity
    - Gender
    - Ethnicity
    - Disability
    - Age.

### **Governance Performance Indicator Results 2014/15**

4. Attendance at Board Meetings has risen from 83% to 85% which is now on target and has now risen by 15% in the last two years.
5. However, attendance at committee meetings has fallen from 84% to 80.5%. This can mainly be attributed to attendance at Resources Committee which has fallen significantly from 89% in 2013/14 to 73% in 2014/15.

6. The average number of training sessions per Board member has increased from 0.66 to 0.73, though this is only based on attendance at one Board Workshop in January around the stock condition survey being carried out by Ridge. In addition, two tenant directors have attended a couple of external training sessions at Trafford Hall.
7. 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.
8. A process for carrying out appraisals in 2015/16 will be agreed with the Chair.
9. Details of all the performance results together with proposed targets for the next three years are attached at the Appendix to this report.

### **Links to Values**

10. This report is aligned to the following Company values: -
  - Open and honest
  - Inclusive, valuing diversity

### **Equality and Diversity Implications**

11. Setting targets for Board diversity reinforces the company's commitment to having a Board that is representative of Gateshead.

### **Financial Implications**

12. There are no financial implications directly arising from this report.

### **Impact on Customers**

13. There was no impact on customers as a result of compiling this report.

### **Risk Management Implications**

14. Setting targets for attendance at Board/committee meetings and the carrying out of Board appraisals reduces the risk of an inability to retain directors on the Board.

### **Value for Money Implications**

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

### **Health Implications**

16. There are no direct health implications arising from this report although the successful implementation of the recommendations would have a positive impact on the health and well being of Gateshead residents.

### **Consultation Carried Out**

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

### **Recommendations**

18. The Board is recommended to: -
- comment on the Governance Performance Indicator results for 2014/15;
  - agree the targets for the next three years.

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**Appendix**

PI DESCRIPTION	Target 2014/15	Performance 2014/15	Target 2014/15	Target 2015/16	Target 2016/17
<b>Governance Performance Indicators</b>					
% attendance at Board Meetings (as a % of all Board members)	85%	85%	85%	85%	85%
% attendance at Committee Meetings (as a % of membership)	85%	80.5%	85%	85%	85%
% of Board and Committee minutes forwarded to lead officer with three working days	95%	93%	95%	95%	95%
Appraisals of Chair and Board Members	100%	N/A	100%	100%	100%
Average number of training sessions per Board member (as a % of total training sessions)	1.00	0.73	1.00	1.00	1.00
Compliance with Companies House returns and filing changes in directorship within 14 working days of notifying Company Secretary	100%	100%	100%	100%	100%
Board Diversity: - <ul style="list-style-type: none"> <li>• Gender</li> <li>• Ethnicity</li> <li>• Disability</li> <li>• Age</li> </ul>		<p><b>Gender</b> Male 47% Female 53%</p> <p><b>Ethnicity</b> White British 93% Black African 7%</p>	To be more representative of Gateshead		

PI DESCRIPTION	Target 2014/15	Performance 2014/15	Target 2014/15	Target 2015/16	Target 2016/17
		<p><b>Have a disability</b> Yes 27% No 73%</p> <p><b>Age</b> Up to 25 years 0% 25-39 years 0% 40-49 years 20% 50-59 years 40% 60-74 years 40% 75+ years 0%</p>			