

# Thank you for your interest in the role of Board Member at **Stockport Homes Group.**

We're aiming to recruit to a number of vacancies that are going to arise on the Board. Successful applicants must be passionate about our vision, mission and aims and be able to bring a unique perspective to discussion and decision making at the very top of the organisation.

A passion and interest in the work of Stockport Homes Group is essential to the role and an ability to contribute to strategic decision making is equally important.

Stockport Homes is committed to ensuring that employees and the Board represent the diversity of the population of Stockport and wider Greater Manchester area. We are always looking for people who share our values and who can add something to our Board, but we would particularly welcome applications from individuals who represent the diverse communities that Stockport Homes serves.

The successful candidate will benefit from a full induction programme, as well as access to training and development opportunities and a Board Member mentoring scheme.

If you want to be part of our strategic leadership and help shape our future and support our strong social aims, we look forward to hearing from you!

**Jenny Osbourne**  
**Chair of SHG Board**



## Applying for this vacancy

Applications should be made online, by CV and an explanation of how you feel you meet the requirements of the role and why you would be an excellent Board Member.

**Closing date for completed applications is**  
**23 May 2022**

**Interviews will take place on**  
**June 2022 (Date TBC)**

If you have any questions about the role, please contact the Governance Team on

 **07527 387156**  **[governance@stockporthomes.org](mailto:governance@stockporthomes.org)**

# About us

We are Stockport Homes Group, an umbrella for four companies, including



As a landlord, Stockport Homes is an Arm's Length Management Company managing 12,500 homes on behalf of Stockport Council and 800 in our own right. Over 700 staff, over 30,000 customers, and a turnover of £50m. We are much more than a Social Landlord providing homelessness support, employment initiatives, money advice services as well as telecare and private sector lettings. Passionate about delivering services that go far beyond being a traditional landlord, our mission is 'One team, transforming lives'.

We're proud to be a unique landlord where entrepreneurship and commercialisation go hand in hand with social impact. Our group has created an innovative approach through which we can sustain our essential employment, finance and food provision services in a world of increasing demand but reducing resource.



## We are proud to have a highly engaged and high performing workforce.

In 2022 we achieved three-star status in the prestigious Best Companies List, for the fourteenth consecutive year. This is a landmark year for the organisation, with Three Sixty also achieving One Star in its first year of entering.

# SHG Group Structure

Stockport Homes' Group (SHG) structure includes a charitable community benefit society (Foundations Stockport), a trading company (Three Sixty SHG) and a development company (Viaduct Partnerships). The subsidiaries operate with significant independence but are linked through a group wide Intra Group Agreement which ensures they work in complementary ways.

## SHG Mission

# One team, transforming lives

## SHG Aims

- Be a great place to work
- Be accountable to customers
- Maximise efficiency
- Reduce inequalities
- Build strong, collaborative relationships
- Improve the environment

## Values

### Ambition

We have the ambition and courage to challenge; translating this into commercial success and brilliant outcomes for customers

### Social Responsibility

We always try to do the right thing; using our role as a service provider, employer and buyer to generate trust, build our communities and empower our people

### Passion

We have a passion for what we do; with positive, motivated and enthusiastic staff who enjoy their work

### Innovation

We are innovative in everything we do; with the agility, creativity and edge to keep defying expectations and deliver fresh and exciting things

### Respect

We treat each other with respect; supporting and inspiring one another and collaborating across teams and partnerships

### Excellence

We continually improve how we work; challenging the status quo, learning from what goes well and always being professional



For more information about Stockport Homes, visit the website on

**[www.stockporthomes.org](http://www.stockporthomes.org)**

# Our Board

Non-executive Board Members are registered company directors. Board Members are drawn from three constituencies: independents, customers and stakeholders. Most Board Members who sit on the Stockport Homes Board also sit on a Subsidiary Board and a Committee too.

## A Board Members **role is to**

- Positively represent Stockport Homes Group
- Focus on strategy rather than operational detail
- Develop an understanding of the challenges facing the diverse communities that the Stockport Homes Group serves and the role the company has in supporting those communities
- Make sure the customers have a home that is safe
- Ensure the needs and voice of customers are at the heart of decision-making

## Board Members **are expected to**

- Promote the Stockport Homes Group's values and act in accordance with them at all times
- Respect confidential information relating to the business and decisions
- Contribute to and share collective responsibility for decisions
- Challenge and support staff
- Work cooperatively with fellow Board Members, staff, and external stakeholders
- Keep up to date with local and national policy issues affecting the Stockport Homes Group
- Prepare for and attend meetings, training and other events (minimum attendance levels of 80 per cent are required)
- Comply with the Board Member Code of Conduct

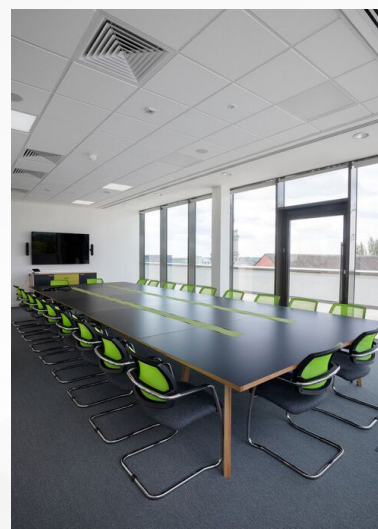
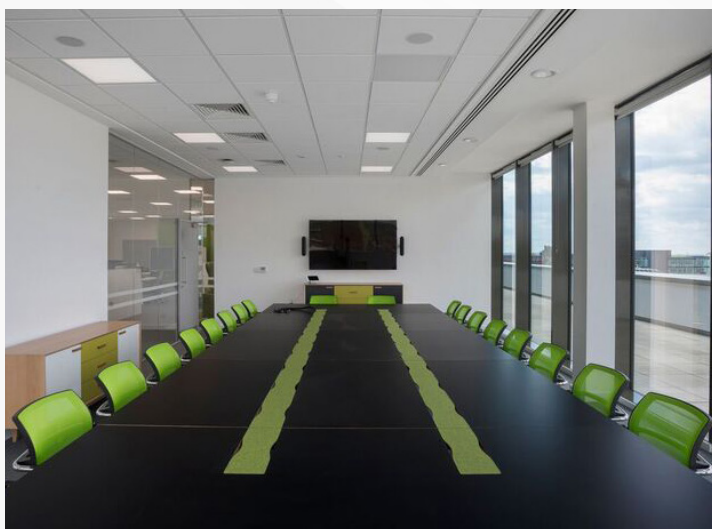
## The Stockport Homes Board's **main role is to**

- Develop and set the company's Vision, Mission and Aims
- Set and monitor performance against targets
- Satisfy itself that financial information is accurate, and that financial controls and risk management systems are robust
- Approve annual budgets and audited annual accounts
- Protect the assets of the companies within SHG
- Support the co-regulatory work of the Customer Scrutiny Panel
- Ensure a skilled and competent leadership team is in place to drive service delivery and growth
- Ensure the Company operates within the law, according to its rules and in line with the Regulator of Social Housing (RSH) regulatory framework



## All Board members **must comply with the Companies Act 2006 and are required to**

- Act within powers
- Exercise independent judgement
- Exercise reasonable care, skill and diligence
- Avoid conflicts of interest
- Not accept third party benefits
- Declare any interest in a proposed transaction or arrangement
- Promote the success of the organisation



## Experience

The successful candidate will have a connection to Stockport and be able to evidence one or more of the following:

- Some knowledge and understanding of the social housing sector
- Ability to think strategically and be part of successful decision making
- Ability to work collaboratively
- A passion for the work Stockport Homes does
- A connection to Stockport, or Stockport Homes

## Governance and **Management Arrangements**

The Stockport Homes Board meets four times per year, with additional Committees and Subsidiary Board meetings bringing the average number of attendances required from individual Members to twelve. Meetings are usually held early evening at the Cornerstone building. There are two away days per year and attendance at occasional training events may also be required.

## Recruitment, **Development and Appraisal**

Board Members are recruited for the skills and experience they bring to the Boards of the **Stockport Homes Group**.

The Board would expect you to give your best and will support you to be an excellent non-executive director. Board Members receive a full induction and ongoing training and support to help them settle into their roles. Board Members are appraised at least every two years during which you will reflect on the performance of the Board as a whole, your own performance and contribution as a Board Member and any development needs you had to support you to fulfil your role.

## Equality, **Diversity and Inclusion**

SHG is an organisation committed to equality, diversity and inclusion. SHG believes it is more likely to attract people from a wide pool of talent if it is explicit in its commitment to diversity and is demonstrating this through how it operates through its Equality, Diversity and Inclusion Strategy.

SHG believes a successful workplace is one that values everyone and embraces both similarities and differences.

Our approach is to create an environment that values all individual and group differences within the workforce, including our Board. We embrace the diversity of backgrounds and perspectives of everyone who works here and use these different life skills and experiences to increase our innovation, creativity and outcomes for customers.

All Board Members must actively promote the principles of equality and diversity in their work for **Stockport Homes Group**.

## Payment **and Expenses**

Board Members may receive payment for their work on the Board. The current rate is £2,200 per annum for a Board Member, with additional allowances being payable for holders of Committee and Subsidiary Chair positions. Out of pocket expenses are also covered. The arrangements for Board Remuneration are currently under review. Payments are reported in the annual accounts.