

**Meeting date:** 24 November 2022

**Report to:** Governance Committee

**Subject/report title:** Solihull Community Housing – Board appraisal policy

**Report from:** Executive Director – Customer Service, Transformation and Business Support

**Report author/lead contact officer:** Martyn Sargeant

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**Wards affected:**

- All Wards |  Bickenhill |  Blythe |  Castle Bromwich |  Chelmsley Wood |  
 Dorridge/Hockley Heath |  Elmdon |  Kingshurst/Fordbridge |  Knowle |  
 Lyndon |  Meriden |  Olton |  Shirley East |  Shirley South |  
 Shirley West |  Silhill |  Smith's Wood |  St Alphege
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**Public/private report:** Public

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**1. Purpose of Report**

- 1.1 To provide an update to the Committee on changes made to the Solihull Community Housing (SCH) Board appraisal policy, following feedback from the Committee about the arrangements in place to monitor and review the attendance, contribution and performance of SCH Board members, in particular those nominated by the Council.

**2. Decision(s) recommended**

- 2.1 That the Committee note the changes made by Solihull Community Housing to its Board appraisal policy.

**3. Matters for Consideration**

- 3.1 Following its decision in March 2022 to approve the proposed arrangements for the remuneration of Council-nominated members of the SCH Board, the Committee made suggestions to SCH about amendments to its Board appraisal policy that the Committee felt would strengthen the accountability mechanisms. In particular, the Committee suggested that:

- The continuous nature of appraisal should be made clearer (i.e. that it is not a once-a-year event).

- There should be greater clarity about the escalation process should the contribution of a Council-nominated Board member be deemed unsatisfactory.

3.2 At its meeting on 17 October 2022, SCH's Human Resources, Equalities and Remuneration Committee welcomed the suggestions made by the Governance Committee and made a number of amendments to the appraisal policy. An annotated copy of the revised policy is attached as appendix A.

#### 4. What options have been considered and what is the evidence telling us about them?

4.1 SCH regularly reviews and updates its appraisal policy, so the amendments made in light of the Committee's feedback were the latest iteration.

#### 5. Reasons for recommending preferred option

5.1 n/a

#### 6. Implications and Considerations

6.1 State how the proposals in this report contribute to the priorities in the [Council Plan](#):

Priority:	Contribution:
<p>People and Communities:</p> <ol style="list-style-type: none"> <li>1. Improving outcomes for children and young people in Solihull.</li> <li>2. Good quality, responsive, and dignified care and support for Adults in Solihull when they need it.</li> <li>3. Take action to improve life chances and health outcomes in our most disadvantaged communities.</li> <li>4. Enable communities to thrive.</li> </ol>	<p>Strengthening Communities is one of the core objectives in the SCH Strategic Vision for 2020-25.</p>
<p>Economy:</p> <ol style="list-style-type: none"> <li>5. Develop and promote the borough's economy, with a focus on revitalising our town and local centres.</li> <li>6. Maximising the opportunities of UK Central and HS2.</li> <li>7. Increase the supply of affordable and social housing that is environmentally sustainable.</li> </ol>	<p>Provision of affordable social housing is a key objective of the Strategic Vision. SCH is working with the Council to improve the sustainability of the housing stock.</p>
<p>Environment:</p> <ol style="list-style-type: none"> <li>8. Enhance our natural environment, improve air quality and reduce net carbon emissions.</li> </ol>	<p>n/a</p>

Priority:	Contribution:
9. Promote employee wellbeing	Employee wellbeing is also at the heart of the Strategic Vision, coming under the Passion in People objective.

## 6.2 Consultation and Scrutiny:

6.2.1 There has been no consultation relating to this report, but the earlier consultation with the Governance Committee has resulted in the changes proposed.

## 6.3 Financial implications:

6.3.1 There are no financial implications relating to this report.

## 6.4 Legal implications:

6.4.1 There are no legal implications arising from this report.

## 6.5 Risk implications, including Risk Appetite:

6.5.1 The board appraisal policy is one mitigation in place to reduce the risk of inadequate governance arrangements.

## 6.6 Equality implications:

6.6.1 There are no equality implications arising from this report.

6.7 Linkages to our work with the West Midlands Combined Authority (WMCA), Local Enterprise Partnership or the Birmingham & Solihull Integrated Care System (ICS):

6.7.1 n/a

## 7. List of appendices referred to

7.1 A: Solihull Community Housing – Board Appraisal Policy

## 8. Background papers used to compile this report

8.1 [Report](#) to the Governance Committee: *Remuneration of Solihull Community Housing Board Members*, 29 March 2022

8.2 [Report](#) to the Governance Committee: *Solihull Community Housing – Performance of Council Nominees to the Board*, 27 July 2022

## 9. List of other relevant documents

n/a