

Review of Housing Management Board 2023

Housing and Landlord Services

Business Development

Slide 1



Why are we reviewing HMB?

- TPAS smart review recommendations 2022
- Review function and impact of the board
- Compliance with social housing regulation act

Aims:

- To review terms of reference (impact of the pandemic led to HMB operating outside of its TOR)
- To consider recruitment options to improve representation
- Improve representation

What does the board do well?

- Operates as an advisory body in line with BCC constitution.
- Provides opportunity for tenants and leaseholders to influence decisions, decision makers in respect of housing service delivery.
- Opportunity to appoint representative to Bristol Homes Board.
- Linked to BCC wider formal engagement structure.
- Information made widely available via a dedicated BCC web pages, with access to minutes and links to recordings.

TPAS recommendations for HMB

Summary of TPAS recommendations

- **Clearly defined roles** and intended **outcomes** for tenants and leaseholders incorporated within terms of reference.
- The HMB **power to influence** needs to be more clearly defined.
- A clear approach to **capturing and evidencing** where **residents' voices** have influenced decisions .
- **Reference to tenant scrutiny** made within the TOR how HMB will receive recommendations and respond.
- **Broaden the number and diversity** of those engaged by reviewing the elective process
- **Ensure transparency** - Reporting back to wider resident body

Additional insight from TPAS

Further considerations

- How we make the board **more representative** and hear a range of views that reflect the wider tenant population.
- How we create a **stable membership** and an experienced/ useful body. For example, increased length of tenure.
- Ensure representatives have access to **deeper insights** from the wider tenant body.
- How the board will **maintain links with the wider involvement structure.**

Research and Best Practise

- Many looking at enhancing their most senior Resident Influencing Vehicle (RIV).
- Removal of some senior RIV like BCC HMB (Hull and Sheffield)
- Strengthened Forums (below senior board with shared membership)
- LAs (& ALMOs & HAs) continue to use involvement structures as basis for membership. Either geographical or from themed forums or panels. (Example Leeds Housing Board)
- Some use open recruitment and co-opted additional independent members (Example Manchester Housing Advisory Board)
- Shift on how three key functions happen: Performance monitoring, Strategy, Scrutiny.

Representation

Proposal to increase and improve connection with underrepresented communities and ensure hearing a range of voices that reflect wider tenant and leaseholder population.

- The membership to include up to three co-options to increase the influence of underrepresented communities.
- These may be individuals* or representatives of organisation's that are well connected with [numerically significant] communities or represent specific equalities groups that are not currently well represented in the tenant participation structure.
- The recommended tenure would be same as other board members 3 years and to review representational requirements at the end of each term.

Recruitment of Tenant / Leaseholder Board members

Option A. Recruitment from lower bodies

- Minimum of 6 representatives drawn from lower bodies, to maintain links and the selection route to the board.
- Act as incentive to encourage and promote membership of lower bodies
- Opportunity for additional seats from any new groups.
- Representatives will be expected to maintain close links with groups. This will also provide access to deeper insights from a wider group of residents.
- Opportunities to be well promoted to encourage diverse membership.
- Access and accountability to wider tenant and leaseholder (T/L) body, will remain and T/L can submit questions and attend/ observe meetings in-line with guidance. Recordings and relevant info will also be made available.
- Recommended tenure 3 years. To support development of board, members skills and experience, create a stable and experienced/useful body.

Recruitment of Tenant and Leaseholder Board Members

Option B. Citywide recruitment and selection

- Minimum 6 members, citywide advertising and selection via interview process.
- Interview process to be conducted with representation from outgoing membership and Housing Team.
- Maintenance of reserve list from those successful but unappointed to fill any vacancies during the tenure of that board.
- If there are no other suitable candidates from the first round of city-wide recruitment, readvertisement for the remaining period of tenure to tenants and leaseholders on the open involvement register.
- Representatives will be expected to maintain close links with other elements of the TP structure. Attending a minimum of at least 2 meetings of different types of lower bodies per year.
- The recommended tenure is 3 years for the purposes outlined in option A.
- Access and accountability will remain as set out in option A.

Recruitment of Tenant and Leaseholder Board Members

Option c – combination of a and b

- Minimum of 3 representatives drawn from lower bodies, to maintain links and the selection route to the board.
- Minimum 3 members, citywide advertising and selection via interview process.
- Up to three co-options to increase the influence of underrepresented communities.

Timeline

October to March 2024	To maintain continuity, it is recommended that current tenant / leaseholder board members be asked to remain in post until at least the end of the financial year.
October 2023	Agreement of proposed updates to the TOR by the current board and agreed approach to recruitment
Autumn/ Winter	Wider engagement on the proposals with other resident panels/groups
March 2024	Agreement on any further improvements following wider engagement
April 2024	Proposed recruitment to commence from April 2024. This will allow for planning and citywide promotion of opportunities including in the Spring/ Summer addition of Housing News which goes out to all BCC tenants and leaseholders. It is anticipated that following promotion and selection process via either lower bodies/ or interview panels
Summer/ Autumn 2024	New board in place



Next Steps

- Agreement in principle to the proposed amendments to the TOR set out in Appendix 1
- Agreement in principle on the arrangements for the next round of recruitment, with a view to implement from April 2024
- Broaden engagement on the proposals
- Further work to consider reward and recognition scheme for resident involvement