



Agenda Item 4iii

Report

Classification:	Open
To:	Management Committee
From:	Stephen Macintyre
Meeting Date:	6 November 2019
Subject:	Committee Appraisal Feedback Report Committee Learning & Development Plan Committee Appraisal Policy

1.0 Introduction

The Association commissioned SHARE to undertake this year's Committee Member appraisals and a Committee effectiveness review. Olwyn Gaffney who met with Committee earlier in the summer will be in attendance to present the following reports:-

- Management Committee Appraisal Feedback Report
- Committee Learning & Development Plan
- Committee Appraisal Policy

Individual Learning Statements for each Committee Member have been issued to Committee Members under separate cover.

2.0 Feedback Report

There are 5 recommendations listed on Page 3 of the Report which the Committee is asked to review and consider how it wishes to ensure these are followed through.

3.0 Learning & Development Plan

The Learning & Development Plan reflects possible actions highlighted in each of the 5 recommendations and the Committee is asked to agree a timetable for completion of these actions. Reference to the relevant Regulatory Standards is also indicated within this plan.

4.0 Committee Appraisal Policy

SHARE was also asked to review the Association's Committee appraisal policy and a draft is attached for Members' comment. It is anticipated that a final draft will be presented for approval at the next Committee Meeting.

5.0 Individual Learning Statements

Members will have received their own individual learning statements and it will be the responsibility of each Member to ensure these statements are kept up to date and that any events, training, briefings etc are recorded on the statement. The statements will be reviewed as part of the following year's appraisal process.

9.0 Recommendations

It is recommended that the Committee notes the contents of the Feedback Report and the recommendations contained within it. The Committee is also asked to approve the content of the Learning & Development Plan which will be inserted into the Association's Internal Management Plan.

Regulatory Compliance	<p>Standard 6 The governing body and senior officers have the skills and knowledge they need to be effective.</p> <p>6.1 The RSL has a formal, rigorous and transparent process for the election, appointment and recruitment of governing body members. The RSL formally and actively plans to ensure orderly succession to governing body places to maintain an appropriate and effective composition of governing body members and to ensure sustainability of the governing body.</p> <p>6.2 The governing body annually assesses the skills, knowledge, diversity and objectivity it needs to provide capable leadership, control and constructive challenge to achieve the RSL's purpose, deliver good tenant outcomes, and manage its affairs. It assesses the contribution of continuing governing body members, and what gaps there are that need to be filled.</p> <p>6.3 The RSL ensures that all governing body members are subject to annual performance reviews to assess their contribution and effectiveness. The governing body takes account of these annual performance reviews and its skills needs in its succession planning and learning and development plans. The governing body ensures that any non-executive member seeking re-election after nine years' continuous service demonstrates continued effectiveness.</p> <p>6.4 The RSL encourages as diverse a membership as is compatible with its constitution and actively engages its membership in the process for filling vacancies on the governing body.</p> <p>6.5 The RSL ensures all new governing body members receive an effective induction programme to enable them to fully understand and exercise their governance responsibilities. Existing governing body members are given ongoing support and training to gain, or refresh, skills and expertise and sustain their continued effectiveness.</p>
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Financial Impact	None
Risk Assessment	Medium