



Non-Executive Directors

Do you want to ensure everyone has a safe, warm and affordable place to call home?

We're a small community based housing association with 715 homes across Somerset and we're looking for new Board members. Our purpose is to provide safe, warm and affordable homes to a decent standard for those for whom the local housing market is not working.

Who are we looking for?

We're looking for a number of passionate, committed and knowledgeable people to join our Board. Our differences unite us and we want a diverse Board that reflects the communities we work in and the voices we champion. We want our Board to challenge our Executive team constructively and actively participate in conversations that look at issues from all angles before making a collective decision.

We're particularly interested in people who have knowledge of and experience in:

- Financial
- Property management
- Environmental sustainability
- Digital communications and marketing
- Community engagement and development
- Family support, health and social care and supported housing
- Lived experience
- Developing Psychologically Informed Environments

We value accountability, transparency, kindness, honesty, collaboration and social justice. We expect our Board to ensure we're making the best of our resources so that we can deliver our purpose.

If you'd like to find out more you can look at our Personal Specification and Code of Conduct online.

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Online: www.shal.org – Email: information@shal.org – Tel: 01278 444344

SHAL is registered in England and Wales as a Community Benefit Society and an exempt charity (number 27772R).

What are we doing?

Our tenants drive our strategic agenda. In 2015 we asked our tenants what our priorities should be. They said:

1. Invest in maintaining and improving the standard of our existing homes
2. Support tenants who need help to look after their homes and keep their tenancy
3. Tackle anti-social behaviour
4. Help tenants reduce their bills and manage their money
5. Build new homes

As a result have invested almost £2 million across 72% of our homes since 2015, replacing bathrooms, kitchens and external doors as well as central heating systems and windows. We have an ambitious plan to increase the number of homes we own by over 5% this year. We have 28 new homes being built in Bridgwater and 10 in Wellington, including 3 shared ownership, our first low cost home ownership homes.

We're currently asking all our tenants what their priorities are now and what they think of us as a landlord. We're planning to refresh our stock condition information with a particular focus on energy efficiency with the aim of tackling fuel poverty.

Most of our tenants work in vital jobs that every community needs including health and social care, education, retail and construction. Most of our homes are for families so children and young people play a big part in what we do. We're passionate about ending homelessness and the stigma of social housing which people across England identified as a major issue following the fire at Grenfell Tower in 2017.

Our strategic agenda over the next few years will tackle all these issues with our tenants and their communities and aims to create a real sense of belonging within a vibrant, positive SHAL community.

Working in collaboration

We work with our tenants and their communities in a number of ways. We're the Locally Trusted Organisation for the Big Local Villages Together Partnership in Puriton and Woolavington. This is a lottery funded project which empowers communities to identify and tackle the challenges their neighbourhoods face to make them even better places to live in. This includes tackling loneliness, transport and making sure that children and young people are not disadvantaged by growing up in a rural community.

We also work very closely with other agencies including the Together Teams who focus on disadvantaged areas in Bridgwater, Burnham on Sea and Highbridge.

We're also an Early Adopter of the National Housing Federation's Together with Tenants programme which aims to create a stronger, more balanced relationship with tenants and residents.

Growing as a business

Despite 4 years of rent cuts our financial performance remains strong. In response to the cuts the Board made some brave, strategic decisions to ensure that we operated as efficiently and as effectively as possible, focussed on delivering out tenants' priorities and tackling the growing housing crisis.

Our operating surplus is around 40% and over the last 3 years we have reduced our headcount by 33% while increasing our productivity by 500%. This year we are starting to plan the refinancing of our loan portfolio to ensure that we can continue to build new homes as well as continuing to invest in our current homes.

Commitment

Our Board meets at least 4 times a year, including the Annual General Meeting. A selection of Board members also sit on the Audit and Risk Sub-Committee which also meets 4 times a year. There is also an additional Strategy Day and Governance Day throughout the year. Our Board members are volunteers and they're not remunerated (apart from reasonable expenses) but you'll be valued and appreciated.

Find out more

To find out more you can visit www.shal.org or you can email your CV and a covering letter to Angela@shal.org or call her on 07834 747972 to have an informal chat about what's involved.