



# Join our Board

Thank you very much for your interest in a Board position at Maryhill Housing!.

To help us achieve a balance of skills on our Board we are currently looking for a new member with financial expertise. Other corporate services experience such as HR and IT would also be of benefit. If you have this background and would like to make a difference to Maryhill and Ruchill we would love to hear from you.

This pack provides more information on what is involved. If you think you would like to join, please feel free to contact our Chief Executive Bryony Willett for an informal chat to help you decide whether to apply. You can contact Bryony on **0141 948 1109, 07834 232 865** or by email at **[bwillett@maryhill.org.uk](mailto:bwillett@maryhill.org.uk)**

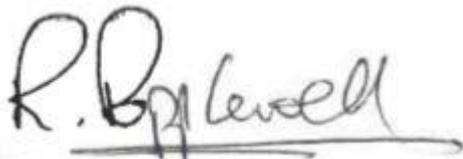
Once you are ready to apply, please send us:

- A completed application form, including a personal statement that explains why you are interested in a Board position and what you think you could bring.
- An up-to-date CV.

Please send your application by email to **[corporatesupport@maryhill.org.uk](mailto:corporatesupport@maryhill.org.uk)** by **Friday 19<sup>th</sup> March 2021 at 5.00pm.**

We look forward to hearing from you!

Best regards,



**Roger Popplewell**  
Chair

# About Maryhill Housing

Maryhill Housing is a charitable, community-based housing association operating in North West Glasgow. Our main role is to improve, build, manage and maintain homes. We are very proud of our communities and are passionate about the physical, social and economic transformation of Maryhill and Ruchill, actively investing in regeneration activity. Our Vision is to provide **great homes in strong and thriving communities**.

Our Values are:



**Think customer first**



**Deliver on our promises**



**Keep improving**



**Celebrate diversity**

With a £13m turnover and around 95 staff, we manage over 3,000 tenanted homes and provide a factoring service to a further 700 owners. We have a broad range of housing including tenements, retirement housing for older people, high-rise apartments and modern canal-side homes. We are also carrying out a new development programme, having recently started to build 100 new homes, with ambitious plans for further projects in the future.

Providing affordable high quality housing is only part of our story. We are a dynamic and ambitious organisation committed to growth, diversification and innovation. We launched a new Corporate Plan in 2019 that sets out the following aims:



**Improving customer experience and increasing customer satisfaction**



**Addressing poverty and enabling customers to make their lives better**



**Providing better homes and developing neighbourhoods to feel proud of**





**Chair, Roger Popplewell, and Director of Operations, Jennifer Simon,  
with Kate Forbes MSP, Cabinet Secretary for Finance**

## Our Board

The Maryhill Housing Board is made up of a majority of customers (as set out in our Rules). We also have five independent Board members who bring their professional skills to the Board. We currently have twelve Board members in total.

Our Rules allow for up to fifteen Board members and we are currently looking to co-opt an additional member with finance, HR and IT skills.

We believe having a diverse Board is vital to our ongoing success and we particularly welcome applications from under-represented groups. We are also looking to recruit new Board members who may be interested in office-bearer positions in the future, such as Chair of our Audit & Risk Committee.

You can read more about our Board on our website:

[www.maryhill.org.uk/about-us/the-maryhill-board](http://www.maryhill.org.uk/about-us/the-maryhill-board)



**Chief Executive, Bryony Willett, and local MSP, Bob  
Doris, at our community facility, opened in 2019**

# Why join us?

As a Maryhill Housing Board member you would be responsible for making big decisions that impact on our customers' lives – how much rent we should charge; how we should improve our homes, and whether we should build new homes.

Our Board also takes key strategic financial decisions, such as those relating to new borrowing, treasury management and intra-group loans. Your expertise could make a real difference to our 3,700 customers.

Joining our Board is your opportunity to give something back to the communities of Ruchill and Maryhill. Good quality, warm, affordable housing improves lives. By joining our Board you can make a practical contribution to social justice.

Joining our Board will also make a difference to your own life: you will learn new skills around governance and strategic planning. This experience could help you take the next step in your career or enrich your life – interacting with new people with different life experiences.

We offer a detailed induction programme for new Board members and an in-depth training programme. We support Board members to attend external conferences and events and carry out an annual review to ensure Board members are getting the support they need.

The positions on our Boards are voluntary but we pay reasonable out of pocket expenses and childcare costs.

“As a Board Member of Maryhill Housing, I have been able to draw upon my professional skills and experience and make a direct contribution to the corporate governance of an innovative and changing organisation. In addition, I enjoy working collaboratively with the other Board Members while learning new skills and gaining greater insight to the housing sector.”

**Richard Turnock, Board member**

“I believe that having residents who have a good knowledge of Maryhill and Ruchill alongside independent members with housing management knowledge achieves the right balance to help us do all we can to deliver quality, affordable housing for tenants while ensuring Maryhill Housing remains a strong organisation.”

**Tim Holmes, Board member**

# What being a Board member involves

The purpose of the Board member role is to ensure Maryhill Housing is well-run and achieves good outcomes for tenants and other customers. In practical terms this involves the following commitments:

## Board Meetings

The Maryhill Housing Board meets once a month, with the exception of July and December. Meetings start at 6pm and are usually held in our main offices on Garrioch Road in Maryhill. They are currently taking place over video call.

In addition to these standard meetings, we have two Saturday away days, in November and February. These are usually held in a local hotel and allow Board members the opportunity to meet in a less formal environment to discuss the future of the Association.

Finally there is our Annual General Meeting in September each year. This meeting is open to our wider membership, made up mostly of our customers.

## Papers

For all of these meetings there are reports and other papers sent electronically to Board members a week in advance. All Board members must read these papers before attending the meetings and should come ready with any questions or comments for discussion. Mobile devices are provided for Board members to access these papers electronically, along with any training they might need.

## Audit & Risk Committee

In addition to the full Board, we also have an Audit & Risk Committee.

This sub-group looks in more detail at finance, internal and external audit, performance and risk.

The committee meets four times a year in June, August, November and February on the last Thursday of the month at 6pm. Our new Board member will be asked to join this Committee as part of their role.



## Working groups

Sometimes if we have large projects to discuss we will set up working groups made up of Board members and staff. Participation in these working groups is voluntary. They can involve different time commitments depending on the project – these will always be explained to Board members in advance.

## Learning & development

We provide a range of learning opportunities for our Board members, from additional half hour briefings prior to a Board meeting through to separate half or full day training sessions on relevant topics. We also have a Board training budget in place to be able to send Board members on external training courses or conferences.

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## Role profile

Each individual Board member is expected to:

- Attend meetings and contribute to discussions.
- Provide scrutiny and challenge.
- If unable to attend, put in apologies in advance of the meeting and submit comments or questions via email instead.
- Attend training, conferences and other events as appropriate.
- Represent Maryhill Housing positively at external events.
- Work effectively with other Board members.
- Work effectively with staff.
- Declare any personal or other interests.
- Uphold the Code of Conduct for Board members.

## Code of Conduct

A Code of Conduct is in place that sets out expectations of how Board members will behave. The seven principles of the Code are:

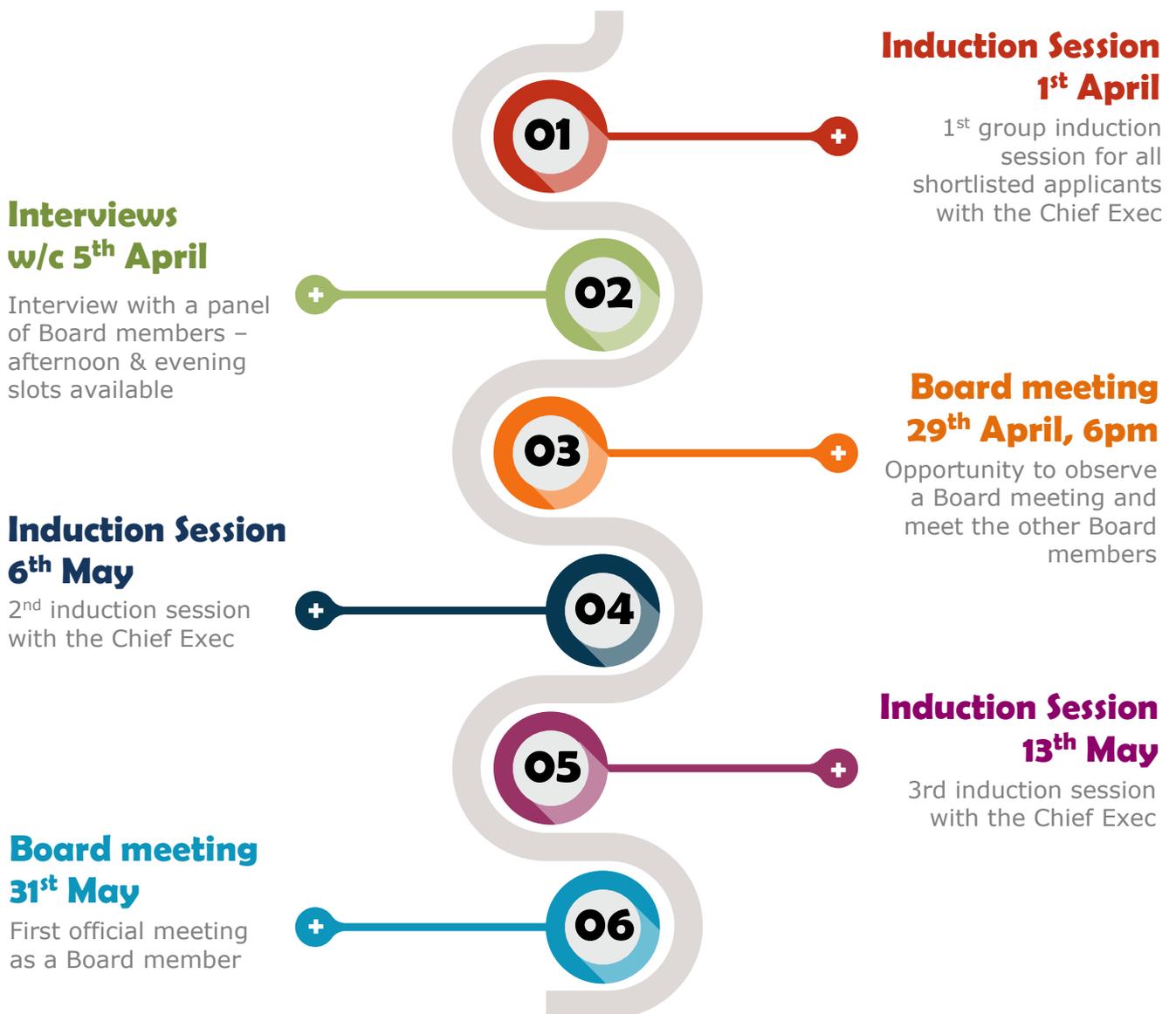
- Selflessness – acting in the best interests of the Association.
- Openness – declaring all relevant interests.
- Honesty – being transparent and abiding by the Association's policies.
- Objectivity – considering all matters on their merits.
- Integrity – actively promoting our values.
- Accountability – taking responsibility for actions and for Board decisions.
- Leadership – delivering good outcomes for customers and leading by example.

# Board recruitment timeline

The diagram below shows our planned timeline for the recruitment of our new Board member.

Due to the current covid restrictions we will complete the majority if not all of these events via video call. We will support you to be able to do this.

As a reminder, all applications must be received by **Friday 19<sup>th</sup> March at 5.00pm.**



## Other Information

Our History

[www.maryhill.org.uk/about-us/our-history](http://www.maryhill.org.uk/about-us/our-history)

Corporate Plan 2019 – 2022

[www.maryhill.org.uk/about-us](http://www.maryhill.org.uk/about-us)

Annual Reviews and Customer Newsletters

[www.maryhill.org.uk/about-us/annual-reports-and-newsletters](http://www.maryhill.org.uk/about-us/annual-reports-and-newsletters)

Assurance Statement and Engagement Plan

[www.maryhill.org.uk/about-us/how-we-are-performing](http://www.maryhill.org.uk/about-us/how-we-are-performing)

Board and Committee Papers

[www.maryhill.org.uk/about-us/board-meetings-and-minutes](http://www.maryhill.org.uk/about-us/board-meetings-and-minutes)

Board Member Policies

[www.maryhill.org.uk/about-us/rules,-policies-and-codes](http://www.maryhill.org.uk/about-us/rules,-policies-and-codes)

Full Publication Scheme

[www.maryhill.org.uk/about-us/freedom-of-information](http://www.maryhill.org.uk/about-us/freedom-of-information)



**This document can be provided in a range of other formats on request**

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