

A decorative graphic consisting of numerous thin, parallel lines of varying colors (orange, green, dark blue, purple) that curve from the top left towards the bottom right, creating a sense of movement and depth.

BERNIA

Representation at Group Board

October 2022

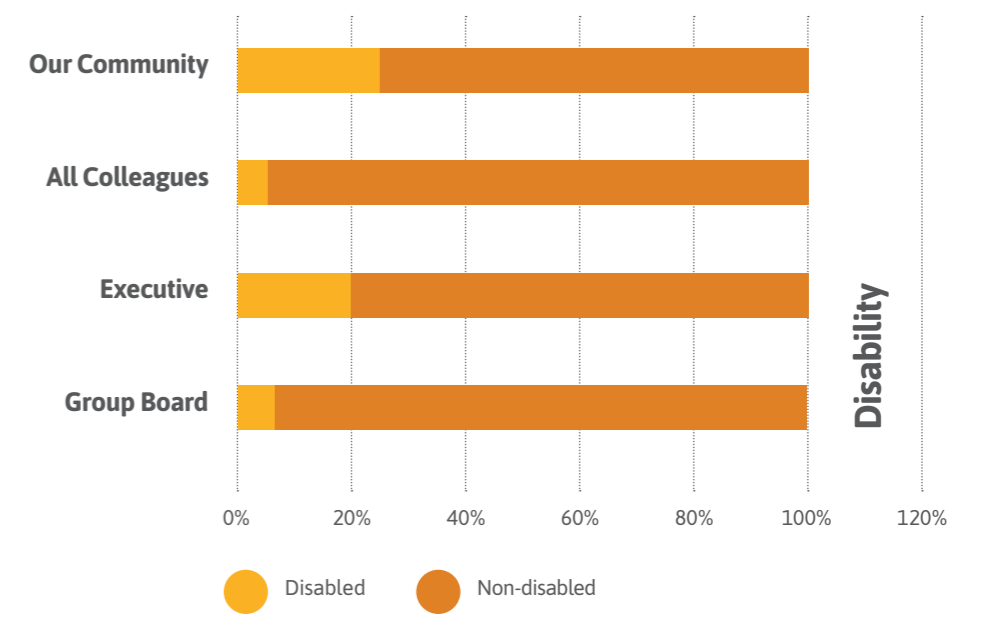
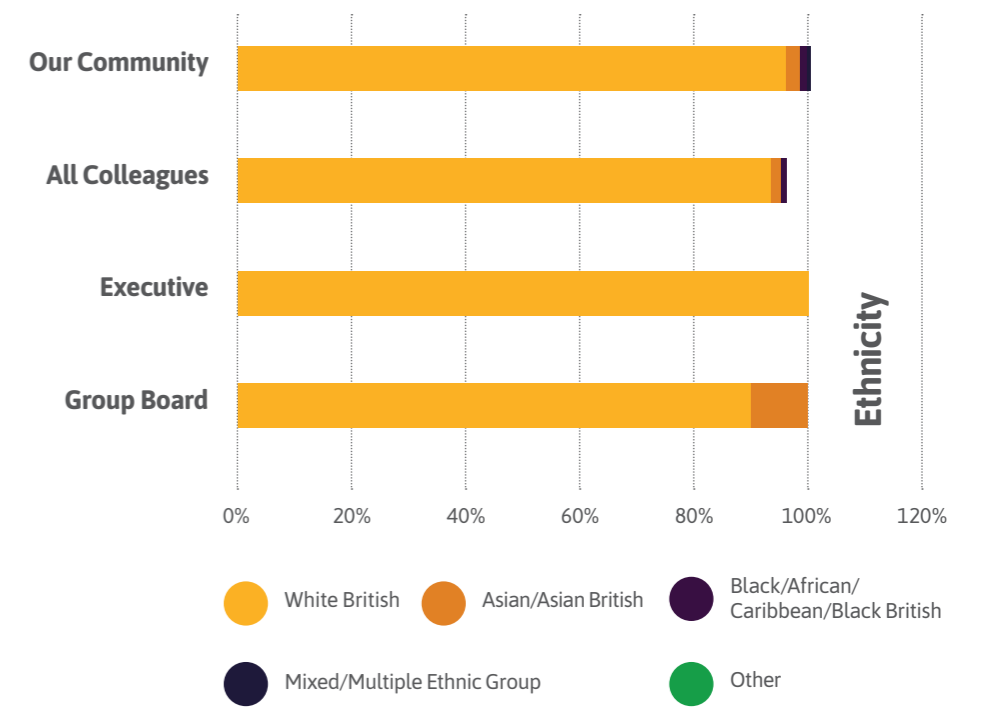
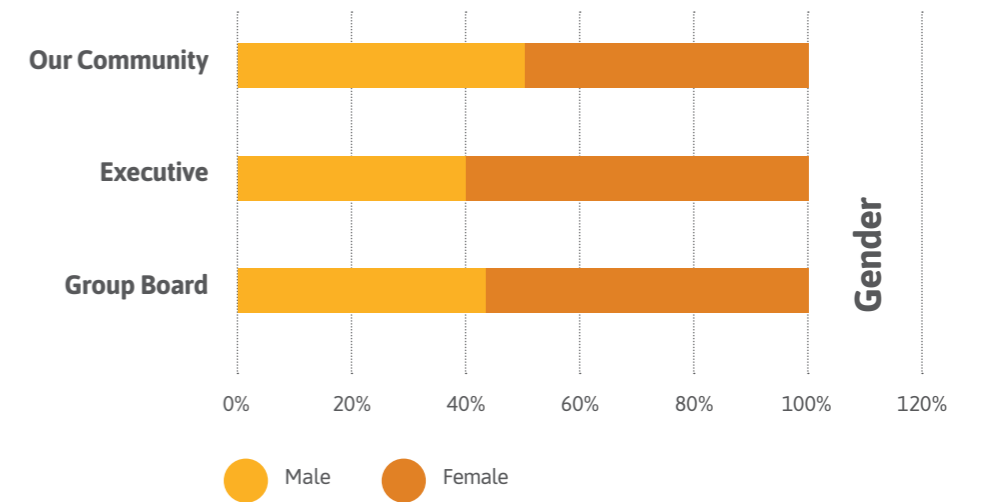


Introduction

In meeting the National Housing Federation Code of Governance, we publish data externally on representation on our Group Board. It is provided to Group Board prior to external release.

Details of our Board and Committee membership are also published on our website along with details of their experience and skills.

We seek to reflect the communities we serve within our governance structure and have taken part in National Housing Federation Equality, Diversity and Inclusion data gathering to learn more about representation within our organisation. Our current information tells us:



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Diversity monitoring

In 2021, Bernicia Group Board took part in diversity monitoring as part of the National Housing Federation campaign on EDI data collection. Benchmarking tells us that currently Group Board has a better age range than other Boards within the sector.

We have worked hard to ensure we have a diverse Group Board with the right skills to oversee our business. Diversity is a continued focus when we consider Board succession planning and recruitment. In 2022/23 we will introduce a Board development programme which will seek to strengthen diversity in governance within the sector by supporting individuals to gain the skills and experience necessary to successfully apply for non-executive roles.

Bernicia will consider offering co-option positions for candidates for board membership who have a competency and behavioural fit with the organisation, but who may require further development opportunities before taking on a board position.

Our EDI Strategy and action plan sets out how we continue to make Bernicia a better organisation through our approach to Equality, Diversity and Inclusion.

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