

ROCHDALE BOROUGHWIDE HOUSING

REPRESENTATIVE BODY MEETING

MINUTES OF THE MEETING 9TH FEBRUARY 2022



MEMBERS PRESENT: P Worthington (Employee Representative [Chair]), A Butterworth (Tenant Representative), A Johnson (Tenant Representative), L Brosnan (TMO Representative and Vice Chair), A Allen (Employee Representative), J Begum (Employee Representative), J Coutts (Employee Representative), S Edwards (Employee Representative), B Nicholson (Employee Representative), J Wenn (Employee Representative), B Wood (Tenant Representative), F Altham (Tenant Representative), M Ansari (Tenant Representative), D Chadwick (Tenant Representative), D Ferguson (Tenant Representative)

EMPLOYEES: N Khan (Director of Customer and Community), C Tostevin (Director of Growth), K Astbury (Head of Strategy), S Wigley (Head of Legal and Compliance [Secretary]), S Jones (Governance Coordinator [Minutes])

ALSO PRESENT: A Tumilty (Board Chair), P Joyce (Non-Executive Director), N McInroy (Non-Executive Director) and A Smith (Member [Observing])

APOLOGIES: Apologies were received from G Swarbrick (Chief Executive), T Mortenson (Tenant Representative), H Mirza (Tenant Representative) and J Taylor (Tenant Representative)

ABSENT: C Byram-Leech (Tenant Representative), M Mackenzie (Tenant Representative), A Gorczyca (Tenant Representative), and D Anderson (Tenant Representative) were absent from the meeting and no apologies were received.

DECLARATIONS OF INTEREST: None

P Worthington, Chair convened the meeting at 6.02pm

S Wigley informed Representatives that I Wharton, Tenants Representative, has recently handed in his resignation.

REF	ITEM/DISCUSSION
Feb-1	CORPORATE STRATEGY AND VALUES
Feb-1.1	K Astbury presented the report informing Representatives there has been a lot of consultation during the development of the Corporate Strategy including engagement sessions with tenants and employees, discussion and workshops at Rep Body and Board, member surveys, team and ELT discussions and workshops and interviews with partner organisations. This has all shaped the strategy we have at the moment.
Feb-1.2	K Astbury went through the layout and design of the Corporate Strategy as well as each of the three priorities. It was highlighted that the values have been reduced to five and these are crucial to everything RBH is going to do in the future.

- Feb-1.3 K Astbury shared the 'Strategy on a page' document which shows the flow and outcomes of the Corporate Strategy.
- Feb-1.4 J Begum queried if there is any option of putting imagery of somebody with a physical disability on the first few pages. K Astbury responded the cover is yet to be designed and is a perfect opportunity to ensure illustrations are representative.
- Feb-1.5 D Chadwick commented the way it is laid out being colourful and bright is very much people friendly, it is laid out in simple terms which will reach out to people in a way that will make them want to get involved.
- Feb-1.6 B Nicholson commented it reads really well and is an inspirational document. He then questioned what the targets within the strategic delivery plan will be. K Astbury clarified the delivery plan is not yet complete and the measures and targets are yet to be firmed up.
- Feb-1.7 J Begum asked if a link will be provided for "The next level: Good lives for all in Greater Manchester" that is referenced within the document as it may be of interest to many readers. K Astbury responded the link could be embedded within the document.
- Feb-1.8 F Altham commented the feel of the document is really good, it's the third Corporate Strategy he has been involved with and by far the best; from the number of people consulted to the final production of the document.
- Feb-1.9 P Worthington commented he can see and feel the conversations he has been part of reflected within the document.
- Feb-1.10 A Johnson commented it is a good layout and the scope of the consultation process was excellent, it wasn't just about employee or tenants it was also RBH's stakeholders. He commented he would like to see more of this type of consultation going forward.
- Feb-1.11 D Ferguson commented that young people and those in care tend to fall through the gap and get missed. K Astbury informed Representatives we are looking at working with young people to conduct field research into how we better engage with younger tenants alongside a charity called Common Vision. N Khan added we have an existing partnership with Rochdale Council and children leaving care, we have made some flats available for young people leaving care where they will be given support up to the point where they can take on an independent tenancy. Case studies with existing partners will be shared as part of the presentation being brought to Representatives in March.
- Feb-1.12 P Worthington informed Representatives that RBH have signed up to the Care Leavers Pledge.
- Action:** Share information on the Care Leavers Pledge with D Ferguson **Lead:** P Worthington **Due Date:** 18/02/2022
- Feb-1.13 S Edwards commented it is important for us to feed back to members all the opportunities people have had to get involved in the development of the Corporate Strategy.
- Feb-1.14 Representatives unanimously approved the Corporate Strategy.

- Feb-1.15 K Astbury asked Representatives to vote for their top three names for the Corporate Strategy. Succeeding Together received the highest number of votes and the decision was made for this to be the name of the Corporate Strategy along with a tag line which refers to mutuality.
- Feb-1.16 K Astbury went through the strategic delivery plan explaining the delivery plan is a live document so it can flex and change as projects and activities develop and it will help to ensure projects and activities are delivering what they set out to do. The document will be reviewed annually, and monitoring framework will be put in place to check progress against the activities as well as an outcome-based dashboard to give an overview at a glance. It is also useful to note that all activities are linked to the values. K Astbury highlighted that the first activity listed within the plan is to conduct a review of RBH's democracy which will be key for the Representative Body. It will look to increase engagement with members and our communities, looking at creative ways on how people can be involved in decision making beyond the formal Representative Body.
- Feb-1.17 K Astbury informed Representatives the next steps is to firm up targets and milestones.
- Feb-1.18 P Worthington assured Representatives there will be a check in on the Corporate Strategy every time the full Representative Body meets.
- Feb-1.19 S Edwards commented he noticed on the delivery plan it mentions there are 50% existing projects and 50% new projects. Current projects will have undergone an EQIA and he queried what the plan is to ensure the new projects go through that process. K Astbury responded project initiation documents are currently being put in place to help get new projects off the ground, this will include EQIA's. S Edwards added he feels it is important to include tenants in discussions were appropriate.
- Feb-1.20 S Edwards commented communication is important, it would be worth looking at a plan to ensure progress is shared and successes are celebrated whilst linking it back to the values and the mutual.
- Feb-1.21 B Nicholson asked what the independent review of democracy is it about. K Astbury clarified this is new and needs to be worked up, it will be a fresh look at how Members, Tenants and Employees are involved in decision making at different levels in a creative way both in a physical and digital sense.
- Feb-1.22 J Wenn queried what format the strategy is in. K Astbury confirmed it is currently in PDF format, but it has been designed so it can be used digitally on the website.
- Feb-1.23 A Tumilty commented that Board are equally as pleased in the document that has been produced and one of the key things is that it is so accessible. The delivery plan gives the Board the tools needed to monitor the Corporate Strategy in more detail. A Tumilty thanked everyone who has input into the development of the Strategy as well as thanks to K Astbury and the team.
- Feb-1.24 K Astbury explained the Corporate Strategy will be live from 1st April, there are a few things ongoing around the planning of the launch. Looking to hold in person coffee and chat sessions during launch week which will include members of the Representative Body, ELT and Board. Also looking at holding a large event of

some kind around the end of July beginning of August, not focusing solely on launching the strategy but an event to bring people together in an informal fun way.

Feb-1.25 K Astbury informed Representatives the Communications Team would like to do some short videos of what is important to you in relation to the Corporate Strategy, your voice and your thoughts. Details will be circulated on how this can be done in the near future. A Tumilty added it would be nice to highlight how it has been developed in a mutual way.

Action: Link in with Governance to support Representatives in producing short videos with their thoughts on the Corporate Strategy **Lead:** K Astbury **Due Date:** 21/03/22

Resolution: Representative Body:

- **Approved the RBH Corporate Strategy 2022-25.**
- **Decided on the title for the RBH Corporate Strategy 2022-25 as Succeeding Together**

Feb-2 **ANY OTHER BUSINESS**

Feb-2.1 P Worthington reminded new Representatives of the importance of completing their induction and informed them an induction day has been set up for 22nd March and email circulated earlier today.

The Chair closed the meeting at 19:30

Signed..........(Representative Body Chair) As a true and correct record of the Representative Body conference meeting held on 9th February 2022