



Homes Committee
Members

Your Application

Thank you for your interest in Riverside. Candidates are invited to apply for the role of Non-Executive Committee Member of The Riverside Group Limited Homes Committee.

This pack explains who we are, the opportunities of joining our governance community and what you need to do to apply.

To apply for this role please submit a CV and a short covering letter explaining how you meet the requirements of the role to Graeme.Cooper@riverside.org.uk. Though not mandatory, please also complete the Equalities and Diversity form. This is for monitoring purposes in line with our commitment to equality and diversity. It is important to Riverside that our governance community reflect the communities we serve and therefore we welcome applications from all backgrounds.

Interviews will be held via Microsoft Teams. First stage interviews will be held on 3rd and 4th June 2025 and final stage interviews will be held on 12 June 2025.

Thank you for your interest in this role.

Sara Shanab

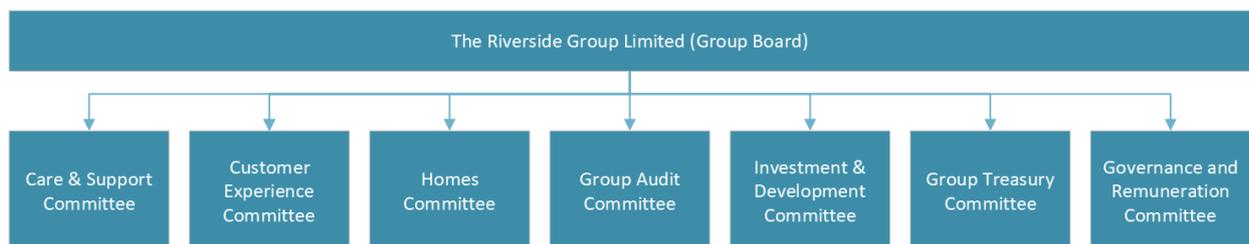
Executive Director of Corporate Services and General Counsel

Background

The Riverside Group Limited (TRGL) is looking to recruit someone who has the knowledge and experience set out in the person specification. The successful candidate will take up a place on the Committee for an initial three-year term with the possibility of a second three-year term.

About Riverside Governance

The TRGL Board is the senior governance body within Riverside and sets the mission, strategy, corporate and business plans and policy for the Group as well as overseeing performance against these. The powers of committees are delegated by the Board and set out in the Terms of Reference of the committees. After results from an In-Depth Assessment (IDA) in 2024, the Regulator for Social Housing in England announced that Riverside had attained their highest Governance grade of G1, reflecting that the regulator views Riverside to be a very well governed organisation.



About Riverside and recent changes

Riverside is a group of complementary businesses driven by a clear social purpose, with a charitable housing association at its core.

Established over 95 years ago, we remain driven by a deep sense of social purpose, providing a range of homes and wider support services for a diverse community of people across England and Scotland.

The Riverside Group is a sector-leading national housing association group:

- owning over 77,000 homes, putting us in the top five English housing association groups by size
- operating across a national footprint, with 'weight' in London, the North-West, the East Midlands, the East Coast and Scotland
- being the nation's largest housing association provider of supported housing
- with secure financial foundations: £680 million annual turnover, £5 billion assets.

Following our merger with One Housing Group in 2023, we believe that we can create a combined Group which is 'Better and Stronger Together' based on our shared social purpose and common values. Critically we have the capacity to do more together than we could apart, more for:

- our customers, through excellent services and the opportunity for deeper engagement in our governance and the shaping and scrutiny of services
- our communities, by building more quality, affordable homes and accelerating investment in our current homes, with an emphasis on building safety, decarbonisation and regeneration
- supporting people who are homeless or require extra support, by providing excellent care and support services
- our colleagues, by being an exciting place to grow and develop as part of one of the country's most progressive housing association groups.
- our sector, by developing a clear voice on housing and broader policy.

Broad aspirations are not enough, and we have developed a Corporate Plan for 2023-2026 entitled Forward Together, setting out our three-year strategy. This comes at a time of stronger regulation across our sector, with an increased emphasis on consumer regulation through a refocused Regulator of Social Housing and a more muscular Housing Ombudsman, a new regime for building safety and the strengthening of the CQC and Ofsted regimes applying to some of our care and support services.

The key objectives under our Corporate Plan are:

- Warm and safe, decent homes
- Trusted customer services
- Support through the cost-of-living crisis
- Leadership in care and support
- New homes, better places.

The successful candidate joining the Committee will provide leadership and help to shape how Riverside delivers on those objectives, whilst also expanding their own skills and experiences.

About the Role

We are looking for a Non-Executive Committee Member to join the Homes Committee. As a Housing Association, it is essential that our governance community promote and champion Riverside's values, vision and social purpose. Customers are at the heart of everything that we do, and Committee members must be committed to work in the best interests of our current and future residents and customers.

Terms and Conditions

The total time commitment is estimated at 6 days per year which includes five formal Committee meetings per year (initially to be held remotely via Microsoft Teams), members are invited to join a Group Strategy Day once per year.

Other activities include induction, appraisal and training/development activities and other ad-hoc meetings for urgent matters. The successful candidate will also be encouraged to visit Riverside schemes and services, which are organised by Riverside, to allow Board and Committee members to gain a better understanding of the activities of the Group.

The remuneration for the role of Committee member is £3,250 per annum.

The role of committee member

Committee members will:

- Apply their skills, knowledge, and experience to actively contribute to the committee's work in discharging its responsibilities as set out in the Terms of Reference for the committee.
- Support and constructively challenge, as necessary, the Group's Executive Team and other officers.
- Attend functions, away days and other meetings as required from time to time.
- Undertake induction and appraisal activity in line with the Board's agreed programme.
- Keep their knowledge and skills up to date, taking part in appropriate learning and development activities that aim to maintain and develop competence and improve performance.
- Promote and champion the organisation's values.
- Establish and maintain constructive working relationships with non-executive colleagues, executives, and officers.
- Attend, prepare for and participate in Committee meetings.
- Comply with the Group's Code of Conduct and the Board/Committee Member Agreement for Services.
- Display passion, energy, and enthusiasm for the role and for Riverside's vision and values.
- Be committed to working in the best interests of current and future residents.
- Be a strong leader with personal and professional credibility.
- Be confident in making independent and critical judgments and in facilitating debate to ensure risks and alternative courses of action are properly considered.
- Possess a high degree of probity and integrity.
- Work in a collaborative, open and engaging style.
- Be committed to accountability, transparency, and equality of opportunity.
- Be self-aware and open to feedback and personal development.
- Be able to commit the time necessary to undertake the role to a high standard.

Person Specification

Knowledge and experience

- Leadership experience of delivering landlord services and health & safety compliance, in particular building safety.
- Recent strategic leadership and business planning experience around maintenance, repairs and asset investment.
- Understanding of customer service and consumer regulations, including the Regulator of Social Housing's Safety & Quality Standard.
- Experience in sustainability and working towards zero carbon.
- Demonstrate a willingness to make recommendations to support business growth aspirations while protecting the fundamental core objectives of the charitable nature of Riverside.
- A strong awareness of and commitment to embedding equality and diversity principles.
- Non-Executive experience is preferred but an understanding, or willingness to develop knowledge of governance and how committees operate and add value is essential.
- An understanding or willingness to develop knowledge of how a Registered Social Housing Provider operates.

Skills and abilities

- Apply your own specialist knowledge appropriately.
- Analyse significant amounts of complex information, debating and challenging as necessary.
- Assess the risks of proposed courses of action.
- Make independent and critical judgments, while recognising the need to reach consensus based on compromise.
- Develop and maintain relationships with others.

Personal behaviour and style

- Displays passion, energy and enthusiasm for the role and for Riverside's vision and values.
- Is committed to working in the best interests of current and future residents and customers.
- Is a strong leader with personal and professional credibility.
- Skilled at developing and maintaining relationships with others.
- An assured influencer who is able to question and challenge with independence and integrity and who does not cross over the line of operational management.
- A pragmatist, with the maturity and sensitivity to analyse complex issues and deliver sound judgment.
- Possesses a high degree of probity and integrity.
- Works in a collaborative, open and engaging style.
- Is committed to accountability, transparency and equality of opportunity.
- Is self-aware and open to feedback and personal development.
- Can commit the time necessary to the role.
- Is able to generate new ideas and bring new perspectives.
- Be confident in making independent and critical judgements and in facilitating debate to ensure risks and alternative courses of action are properly considered.
- Keep their knowledge and skills up to date, taking part in appropriate learning and development activities that aim to maintain and develop competence and improve performance.

The Homes Committee

The purpose of the Homes Committee is to support The Riverside Group Limited's Board and monitor performance and scrutinise delivery of Asset Management objectives as established through the strategies, policies and plans and implemented via processes, procedures, systems and behaviours.

The Committee focuses on monitoring how well Riverside delivers on the Regulator's consumer outcome-based standards for customers, specifically the Safety & Quality Standard - monitoring safety and good quality homes and landlord services to tenants.

The Riverside Homes Committee is a new Committee to be established in early 2025, and its terms of reference are being finalised however the below reflects the expected responsibilities of the Committee:

- To scrutinise delivery of the Asset Management Strategy, monitoring progress in respect of asset management initiatives against objectives set out in the Strategy and any subsequent and related strategies;
- To scrutinise all plans and strategies around maintenance, responsive repairs priorities, major/cyclical repairs, building safety, asset investment and spend ensuring value for money and increased levels of customer satisfaction;
- To monitor performance against Key Performance Indicators and service delivery plans in relation to asset management issues;
- To scrutinise the Group's compliance with the Safety and Quality Standard and landlord health & safety duties including stock quality; decency; asset compliance, building safety and overall safety in the home; repairs, maintenance and planned improvements and adaptations
- To review and track risks, controls and mitigations in relation to Building Safety compliance;
- To scrutinise delivery of Voids management policy and procedures;
- To agree (in accordance with delegated authority from the Board) significant asset related procurements;
- Seek assurance regarding the assistance provided to tenants seeking housing adaptations;
- Analyse asset data, asset quality assessment and stock condition data to inform business plan assumptions, ensuring that the stock investment profile is fit for purpose and informs investment delivery operations;
- Implement and monitor the Group's Strategy for investment towards achieving zero carbon and matters relating to sustainability;
- Ensure general Regulatory compliance with respect to Asset Management;
- Ensure Compliance specifically with the Building Safety Regulator Higher Risk Residential Buildings Regulations;
- Approve stock disposals or acquisitions, including asset swaps and property sales, that are between £5m and £10m in value.

Key dates and selection process

Indicative timescale, key stages	Deadline
Closing date for applications	16 th May 2025
First stage discussion/interviews	3 rd and 4 th June 2025
Interviews by Riverside panel	12 th June 2025
Appointment decision	subject to GRC approval on 30 June 2025
Role with effect from:	1 July 2025, with some time prior to this for induction meetings with key members of staff.

Committee meeting dates

Committee meeting dates are currently being established and are subject to change. It is anticipated that meetings will ordinarily be held remotely via Microsoft Teams.

July 2025 – tbc

September 2025 – tbc

November 2025 – tbc

25 February 2026, 2.00pm

23 April 2026, 10.30am

Get in touch or find out more

For further information please visit
www.riverside.org.uk/about-us

Follow us on Twitter
[@RiversideUK](https://twitter.com/RiversideUK)

Or contact

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A charitable Registered Society under the Co-operative and Community Benefit Societies Act 2014

Details correct at time of publication