

NHF Code 2020

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52 Points

21 James Tickle's STEPS 2019

What are the 5 key areas?

Acknowledgements

Standards of governance

Roles, membership, tasks in Strategic leadership to protect stakeholders

Introduction

Code Requires:

- Residents at the heart of strategic decisions
- Stakeholder accountability
- Environmental sustainability
- Equality & Inclusion
- Comply or Explain

Glossary

- 7 Terms
- Annual reports
- Key Stakeholders

Mission & Values

Set, drive social purpose, mission & values embed resident focus, inclusion

1. Mission

- Lead by mission & values

2. Resident Focus

- Opportunities for engagement & strategic decisions

3. Eq, Diversity, Inclusion

- Commitment, composition, publish annual progress reports

4. Culture

- defined to deliver mission
- Lead by example
- alignment with values

5. Integrity

- high self, probity
- adopt Code
- record conflicts of interest
- public register of declarations

6. Accountability

- openness
- residents can scrutinise & hold to ac

7. Reputation & Trust

- actions & decisions uphold reputation

Strategy & Delivery

Set strategy to fulfill purpose, remain viable

1. Strategy, Resources & Plans

- Overall direction
- Financially sustainable plans, VFM & environmental sustainability

2. Structures

- support effective delivery
- Purpose fulfilled by changes if needed

3. Working with Others

- Collaborate to deliver purpose

4. CEO

- Delegate with contract, appraisal & termination

5. Workforce policies in place

- insight into their views
- remuneration & well being

6. Performance

- Oversight on delivery with accurate reports

7. Group Structures

- Subsidiaries support & enhance mission
- compliant or intervene
- Code application & deal with conflicts of interest

8. Joint Ventures & Partnerships

- support mission & objectives
- arrangements documented
- benefits & risks reviewed annually

Board Effectiveness

Led by a skilled, diverse board, review performance, effectiveness, comply with this Code

1. Roles & Responsibilities

- Statutory roles set out
- chair not on ARC
- Execs not members
- Framework of delegation

2. Functions

- Cannot be delegated
- Compliance with vision, mission, values
- 3E's challenge exec

3. Composition

- Regular reviews
- 5-12 + co-ops
- Exec in minority
- VC appraises Chair

4. Election, Selection, Appointment

- diverse mix, open recruitment
- annual report on diversity, skills

5. Committees

- enable board to scrutinise effectively

6. Remuneration

- Objective mechanism via a committee in the best interests -

7. Tenure & Renewal

- Comply with constitution
- Strategy for own renewal
- 9 year rule, no reappointment for 3 yrs

8. Conduct of Business

- Efficient
- separate meetings
- agendas, records

9. Performance, Review, Learning

- annual effectiveness
- composition, skills
- Code compliance
- full induction & continuous development

10. Appraisal

- 2 year full!
- Chair by Sur member

11. Compliance

- publish annual statement & explain non-compliance
- plan for compliance

Control & Assurances

Manage risks with assurance, effective controls, compliant & org is viable

1. Audit

- Sound int & ext controls
- confidence in systems
- AAC

2. Audit Committee

- independent scrutiny
- minutes
- annual meeting ext auditors
- reports to board

3. Risk

- arrange to manage framework in place
- Org resilience & continuity stress tests

4. Compliance

- in line with legal & regulation
- controls
- safeguarding annual statement

5. Whistle Blowing & Confidential concerns

- members & staff able to raise concerns
- independent investigations
- proportionate action by board

6. Compliance

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