

# Hendre Board Composition Statement April 2020



## Background

In line with Hendre's Rules, Membership and Composition Policy, the composition of the Hendre Board is reviewed annually prior to the Annual General Meeting (AGM). This statement sets out the:

- Main requirements of the Standing Orders and Membership and Composition policies.
- Current composition of the Hendre and Hafod Board including resignations and appointments made in the 2019/2020 financial year.
- Skills required by the Hendre and Hafod Board assessed against skills of the current Hendre / Hafod Board Members.
- Vacancies and skills requirements for 2020/2021.

## Association rules and Membership policy

The Hendre and Hafod Boards should consist of between 5 and 15 members including co-optees.

Appointment as a Board member is usually for a three-year term, with a maximum of three consecutive terms. In discussion with the Chair, the third term is renewable on an annual basis to facilitate a smooth succession plan.

A new member's three-year term of office starts on either the date of the election at the AGM or the date of the first AGM following appointment as a co-optee to fill a vacancy. The Hendre Board can elect Committee Members as it feels necessary to ensure the effective operation and independent scrutiny of its committees.

A Board or Committee member cannot be reappointed after serving a total of nine years.  
Hendre Board Composition 2019/2020

## Hendre Board Composition 2019/2020

As of April 2020, the Hendre Board consists of 10 members and Hafod Board of 9 members. The Hendre Board are currently in the process of recruiting an eleventh member who is due to attend the Hendre Board meeting on the 20th of April as an observer. The Hendre Board has also appointed 4 committee members who sit on various Hendre board committees.

During 2019/2020 there have been four resignations from the Hendre Board and three new appointments. The appointments were made in line with the skills required as part of last year's composition statement i.e. social care and asset management. There has been one resignation by a committee member and another committee member is due to leave in 2020 and another in quarter 1 of 2021.

The time served by members is as follows:

Member Status	Recruitment	Co-optees	Under 3 years	3 - 6 years	6 – 8 years	Final year
Hendre Board	1	2	4	4		
Hafod Board		1	4	4		
Committee				1	1	1

At the recent performance reviews all members indicated their intention to stay on the Hendre Board and Committees in line with their terms of office.

## Skills Assessment

In April 2020 the RAC updated the composition policy identifying the skills required by the Hendre Board. These skills were assessed by members as part of 2020 performance review where members were asked to rate their primary skills and secondary skills. Where reviews did not take place, the skills assessment from 2019 were utilised.

The assessment of skills against Hendre’s desired position indicates that the skills gaps of the Hendre Board relate to digital / IT transformation, legal and development (property). Should recruitment of members be required in 2020/21 they should be focused on acquiring these skills

In addition there is a need for the RAC to consider the appointment of independent committee members given that by quarter 1 2021 there will only be two remaining one of which chairs Hendre’s safeguarding committee. Consideration will be given in 2020 to the appointment of Committee Members and how the appointments could be used as a step-up into a Board Member position.