BERNESLAI HOMES GOVERNANCE INDICATORS – 2023

	2021	2022	2023	Target
ATTENDANCE				
Board	93%	81%	90%	80%
Sub-Committees	89%	83%	83%	80%
Training Sessions	65%	55%	82%	80%
Board Away day	88%	89%	89%	80%
Board members appointed	1	3	2	N/A
Board members retired	0	3	2	N/A
Average time of tenure for retired members	N/A	7 years	4.5 years	6 years
BOARD MEETINGS				
Frequency	Five	Five	Five	Five
Reporting Mechanisms				
Reports: % Decision	65%	46%	50%	60%
% Information / Discussion	35%	54%	50%	40%
Decision: % Board	92%	100%	93%	65%
%Referred to Council	8%	0%	7%	35%
Agenda: % Public	53%	59%	76%	70%
% Confidential	47%	41%	24%	30%
AUDIT COMMITTEE				
Frequency	Five	Five	Five	Five
Reporting Mechanisms				
Reports: % Decision	43%	36%	41%	N/A
% Consideration / Scrutiny	57%	64%	59%	N/A
Annual Reports to Companies House	100%	100%	100%	100%
Papers distributed 5 working days prior to meeting	100%	100%	100%	100%

Appraisal – Chair				
Frequency	Annual review	Annual review	Annual review	No target
By whom	Committee Chairs	Committee Chairs	SID and ARC Chair	
Appraisal - NEDs				
Frequency	Annual with 6 month review	Annual with 6 month review	Annual with 6 month review	No target
BY WHOM	Chair	Chair	Chair	
Appraisal - Board				
Frequency	July	December	Delayed to February 2024	No target
By whom	Board Self Assessment	Board Self Assessment	External Review	

BOARD DIVERSITY	2021	2022	2023	Customer Base 2022	Target
Gender					
Male	30%	50%	70%	39%	50%
Female	70%	50%	30%	61%	50%
Ethnicity					
White British / English	70%	70%	80%	88%	90%
White Other	20%	10%		2.5%	
Bangladeshi		10%	10%	0.02%	
White and Black African		10%	10%	0.10%	
Other					10%
Disability					
None	100%	90%	80%	60%	60%
With disability			10%	40%	40%
Not disclosed		10%	10%		
Sexuality					
Heterosexual/Straight	90%	80%	80%	77%	<90%
Not disclosed	10%	20%	20%	22%	
Gay man or				0.3%	10% or
Gay woman/Lesbian				0.5%	10%
Bisexual				0.6%	
Faith					
Christian	80%	60%	50%	59%	70%
Muslim	10%	10%	10%	0.5%	
Other	10% (none)	20% (none) 10% (prefer not to say)	30% (none) 10% (prefer not to say)	30% (none) 7% (Unknown)	30%
Age					
18-25				3%	10%
26-35		10%	10%	13%	
36-45	30%	30%	10%	15%	20%
46-55	30%	30%	40%	17%	20%
56-65	40%	30%	40%	19%	20%
66+				35%	30%