

## **BERNESLAI HOMES GOVERNANCE INDICATORS – 2022**

	<b><u>2020</u></b>	<b><u>2021</u></b>	<b><u>2022</u></b>	<b><u>Target</u></b>
<b><u>ATTENDANCE</u></b>				
Board	96%	93%	81%	80%
Sub-Committees	87%	89%	83%	80%
Training Sessions	92%	65%	55%	80%
Board Away day	100%	88%	89%	80%
Board members appointed	4	1	3	N/A
Board members retired	5	0	3	N/A
Average time of tenure for retired members	5.5 years	N/A	7 years	6 years
<b><u>BOARD MEETINGS</u></b>				
Frequency	Eight (additional due to covid)	Five	Five	Five
<b><u>Reporting Mechanisms</u></b>				
Reports: % Decision	72%	65%	46%	60%
% Information / Discussion	28%	35%	54%	40%
Decision: % Board	93%	92%	100%	65%
% Referred to Council	7%	8%	0%	35%
Agenda: % Public	56%	53%	59%	70%
% Confidential	44%	47%	41%	30%
<b><u>AUDIT COMMITTEE</u></b>				
Frequency	Five	Five	Five	Five
<b><u>Reporting Mechanisms</u></b>				
Reports: % Decision	54%	43%	36%	N/A
% Consideration / Scrutiny	46%	57%	64%	N/A
<b><u>ADMINISTRATION</u></b>				
Annual Reports to Companies House	100%	100%	100%	100%
Papers distributed 5 working days prior to meeting	100%	100%	100%	80%
<b><u>Appraisal - Chair</u></b>				
Frequency	Annual review	Annual review	Annual review	No target
By whom	Committee Chairs / CEO	Committee Chairs	Committee Chairs	

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>Target</u>
Appraisal - NEDs				
Frequency	Annual review	Annual with 6 month review	Annual with 6 month review	No target
BY WHOM	Chair	Chair	Chair	
Appraisal - Board				
Frequency	Annual Away Day	July	December	No target
By whom	Self- assessment	Board Self Assessment	Board Self Assessment	

<b>BOARD DIVERSITY</b>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>Customer Base 2022</u>	<u>Target</u>
<b>Gender</b>					
Male	37%	30%	50%	39%	50%
Female	63%	70%	50%	61%	50%
<b>Ethnicity</b>					
White British / English	75%	70%	70%	88%	90%
White Other	25%	20%	10%	2.5%	
Bangladeshi			10%	0.02%	
White and Black African			10%	0.10%	
Other					10%
<b>Disability</b>					
None	100%	100%	90%	60%	60%
With disability				40%	40%
Not disclosed			10%		
<b>Sexuality</b>					
Heterosexual/Straight	100%	90%	80%	77%	90%
Not disclosed		10%	20%	22%	
Gay man or				0.3%	10% or
Gay woman/Lesbian				0.5%	10%
Bisexual				0.6%	
<b>Faith</b>					
Christian	88%	80%	60%	59%	70%
Muslim		10%	10%	0.5%	
Other	12% (none)	10% (none)	20% (none) 10 % (prefer not to	30% (none) 7% (Unknown)	30%

BOARD DIVERSITY	2020	2021	2022	Customer Base 2022	Target
			say)		
<b>Age</b>					
18-25				3%	10%
26-35			10%	13%	
36-45	25%	30%	30%	15%	20%
46-55	37.5%	30%	30%	17%	20%
56-65	37.5%	40%	30%	19%	20%
66+				35%	30%