



# Independent Board Member Recruitment Pack

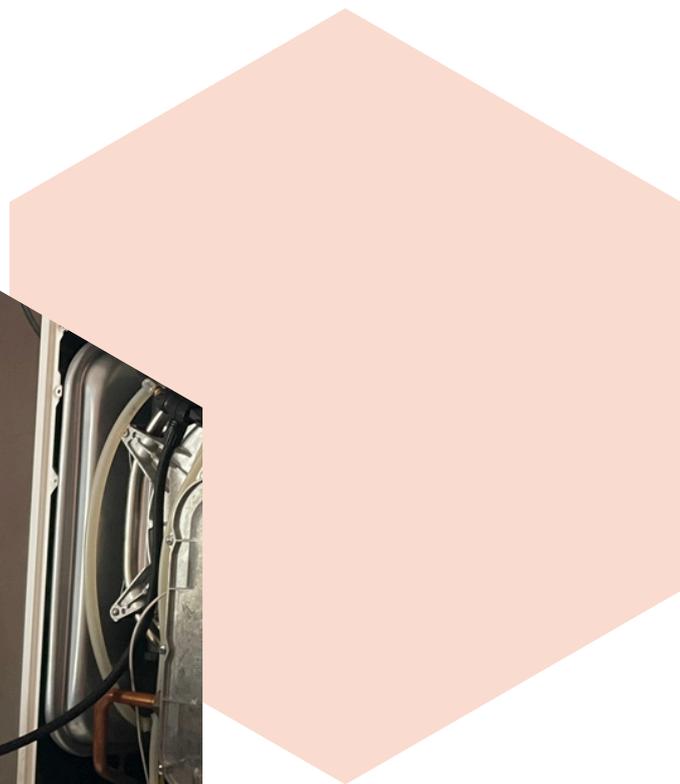
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[www.berneslaihomes.co.uk](http://www.berneslaihomes.co.uk)

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## Introduction

At Berneslai Homes, we're responsible for managing around 18,000 homes on behalf of Barnsley Council. We support tenants and work together to create thriving communities.

We're extremely proud that Barnsley Council, in partnership with Berneslai Homes, became the first local authority partnership in the UK to receive a top-tier C1 grading from the Regulator of Social Housing, recognising our delivery of high-quality housing services, strong tenant engagement, and effective governance. [You can read about this on our website.](#)



## Diversity statement

We know that Barnsley is made up of people from all walks of life, and we want our Board to reflect that. Berneslai Homes is committed to improving the diversity and representation of our Board and will encourage applications from underrepresented groups.

We actively welcome applications from individuals of all backgrounds, particularly those who are underrepresented in leadership roles including women, people from Black, Asian, and minority ethnic communities, disabled people, LGBTQ+ individuals, and younger candidates. Your lived experience and valued perspective are vital to shaping our future. Join us in driving forward our ambition for thriving, inclusive neighbourhoods where everyone feels seen, heard, and valued.



# Welcome letter

Dear Candidate,

Thank you for your interest in joining Berneslai Homes as an Independent Board Member.

Berneslai Homes is a company limited by guarantee, 100% owned by Barnsley Council. We're a key community anchor organisation with a strong reputation and high visibility across our neighbourhoods. Our heritage is one of deep roots in the past, but with eyes on the future.

This role invites you to join our Board as a non-executive director. It includes being a member of our Audit and Risk Committee and meets the legal requirements in the Companies Act.

The right home environment is critical to our tenants' physical and mental health and wellbeing. Good quality, energy-efficient, and safe housing helps people stay healthy and provides the base to help achieve a decent quality of life.

We move into year six of a ten-year contract with Barnsley Council, providing housing management and maintenance services across the council housing stock. Our Strategic Plan for the same period focuses on:

- Delivering safe, energy-efficient housing that supports tenant health and wellbeing, with a strong focus on compliance with the Building Safety Act.
- Putting tenants at the heart of services, making sure their voices shape service delivery and improvements.
- Creating thriving, inclusive communities by addressing economic challenges and promoting diversity and opportunity.



Being a board member of an organisation like ours requires real leadership skills. You will play a key role in ensuring Berneslai Homes delivers the strategic objectives outlined in our Strategic Plan. You'll need to balance the need for strategic thinking alongside the ability to scrutinise performance, whilst ensuring we're putting the needs and aspirations of tenants at the heart of everything we do. We also want you to bring your own ideas and innovation.

You'll embrace being an ambassador, understanding and listening to tenants as part of the Tenant Satisfaction Measures and regulatory standards.

The environment for social housing providers continues to present significant challenges. At Berneslai Homes, every team member is committed to living our core values — the '3 Cs': Customer First, Can Do, and Curious. These principles are embedded in everything we do, and it's essential that you can demonstrate them in your role.

We hope what you're about to read inspires you to apply. Thank you for your interest, and we look forward to receiving your application.



**Ken Taylor**  
Chair of the Board



**Amanda Garrard**  
Chief Executive





# About us

Berneslai Homes is an arms-length management organisation (ALMO) established in December 2002. We are 100% owned by Barnsley Council, delegated to provide services to around 18,000 council-owned houses across the borough, employing around 550 staff.

## Our vision and values

**Our vision is:** Creating great homes and communities with the people of Barnsley.

Everyone who works for Berneslai Homes embraces our 3 Cs values and applies them to their role:



[Our Strategic Plan 2021-31](#), 'Roots in the past, eyes on the future', focuses on how we can build for the future by supporting our local communities, listening to our tenants, and keeping an eye on the external environment, assessing and acting on the challenges and opportunities we face.

# Being a Board member at Berneslai Homes

## Term of office

3 year term, with the potential to extend by another 3 years

## Time commitment

Up to 30 days each year

## Remuneration

£3,700 pa

## Location

Gateway Plaza 10th floor,  
off Sackville St, Barnsley, South  
Yorkshire, S70 2RD or remotely

## The Board's primary responsibilities include:

- Setting the long-term strategic direction for Berneslai Homes.
- Ensuring proper governance, compliance, and risk monitoring.
- Approving strategic plans and budgets, and overseeing performance through internal controls.
- Providing challenge and scrutiny to ensure sound financial management and operational effectiveness.

## Key requirements:

- Strategic experience in Asset Management and Building Safety.
- Ability to oversee and set the long-term strategic direction for Berneslai Homes.
- You are already operating at a strategic and senior leadership level, with a strong understanding of governance and compliance.

## Knowledge:

- Understanding of current issues in affordable/social housing.
- Understanding of the social, economic, and/or political context in which the organisation operates.
- Understanding of the regulatory and compliance framework relevant to social housing.

## Experience:

- Experience of working with or for not for profit, public sector, private sector and/or social enterprise bodies.
- Experience of customer care and service delivery.
- Experience of operating in a climate of significant change and challenge.
- Experience of working as part of a team.



### **Key responsibilities:**

- Act in the best interests of Berneslai Homes at all times.
- Support the objectives and policies agreed by the Board.
- Uphold and promote the values of Berneslai Homes, including openness and transparency.
- Follow the Code of Conduct and maintain high standards of probity.
- Work constructively with other board members and Berneslai Homes staff.
- Prepare for, and attend, all meetings, training and other events.
- Present a positive image of the company at external events and act as an ambassador for the company.
- Avoid conflicts of interest, and should they occur, declare any relevant matters.
- Maintain accountability and confidentiality.
- Participate in reviews of Board performance (both individual and collective).
- Meet directors' general duties under the Companies Act 2006.

### **Key characteristics:**

- Communicates effectively and challenges constructively, with courtesy and respect for others.
- Displays effective time management.
- Has good interpersonal and listening skills.
- Accepts the principle of collective responsibility.
- Acts as a champion for diversity and challenges inappropriate behaviour.
- Develops a culture of excellence.
- Shows commitment and enthusiasm.
- Values and uses tenant views.
- Good, independent judgment.
- Ability to work effectively as a member of a team.
- Impartiality, fairness, and the ability to respect confidences.





# Support and commitments

## **What support will I be given?**

The successful candidate will be fully supported through our induction process, provided with a personalised development programme to become a capable board member, and assigned a mentor to be guided along the way.

## **Attend Board and Committee meetings**

Board meetings are face-to-face and are usually held six times each year on Thursdays at 4pm. Audit and Risk Committee meetings are a mixture of face-to-face and virtual, and are held four or five times each year on Thursdays at 3pm. We expect you to make every effort to attend scheduled meetings.

## **Attend associated meetings and events**

You will also attend two Strategic Planning Days, regular training and other events throughout the year. This will include ambassadorial events with staff and tenants.

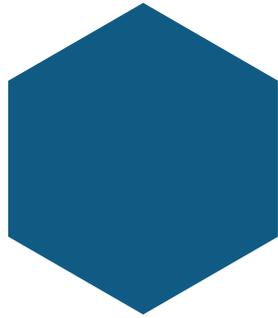
## **What's the time commitment for being a Board member?**

Each meeting will require up to one day's work, taking into account reading and preparation, and around two to three hours for the meeting.

You'll keep up to date with issues affecting Berneslai Homes; we'll provide you with access to information to help you to do this.

In total, the time commitment is therefore likely to be up to 30 days per year, but this can vary. There will be an additional time commitment as you work through our initial induction process.





# Meet our team - Board

## **Ken Taylor - Chair of the Board**

Ken has over 25 years of experience at the executive director and board level in the public, private, and voluntary sectors. Ken has worked in a range of areas, including housing, regeneration, employment and skills, and health and wellbeing.



## **Rebecca Mather - Tenant Member**

Rebecca sits on the Customer Services Committee. She is semi-retired and a registered midwife and health visitor. Rebecca is passionate about people and likes to engage with them to deliver positive experiences.



## **Adam Hutchinson - Chair of Audit Committee**

Adam is a qualified accountant and has worked in social housing for 20 years. He is currently Director of Financial Operations at Incommunities Ltd, a housing association operating in Yorkshire.



## **Mark Johnson - Senior Independent Director**

Mark has over 30 years of experience in social housing. He's a keen advocate of the ALMO model, working with many throughout the UK. Mark is retiring in January 2026.





**Richard Fryer - Chair of the Customer Services Committee**

Richard is a Director at Karbon Homes – a regional housing association based in the North East. He believes strongly in the role of effective governance in making sure that housing providers deliver for their residents and communities.

**Kevin Osborne - Councillor**

Kevin has a strong record of promoting social cohesion, working with disadvantaged communities and assisting them to move closer toward education, employment, or enterprise.



**Jo Sugden - Independent Member**

Jo sits on the Audit and Risk Committee. She has experience in both the private and public sectors throughout her career and now works for Ongo (a stock transfer housing association based in North Lincolnshire).



**Gez Morrall – Tenant Member**

Gez has 30 years’ experience in the education sector and the charity sector, and is now a director of his own training and development provision supporting people with apprenticeships and employment.



**David Leech - Councillor**

Councillor David Leech has served the St Helen’s Ward, Barnsley, as a local councillor since October 2011. He was elected to serve as the Civic Mayor of Barnsley in May 2025.



## Meet our team - Executive Management Team



### **Amanda Garrard – Chief Executive**

Amanda joined Berneslai Homes as Chief Executive in September 2019, with over 30 years of experience in the social housing sector. After starting her career in Barnsley she was pleased to return ensuring that Berneslai Homes continues to provide excellent services and improve the homes and communities where we work.

### **Dave Fullen - Executive Director of Customer and Estate Services**

Dave is dedicated to making sure we understand the needs of our tenants and provide top-quality services in the right way. He is proud of the priority we place on involving tenants and residents in monitoring, shaping and developing the service.



### **Russell Thompson – Interim Executive Director of Property Services**

With his roots firmly in property maintenance, Russell's understanding of the sector, from strategic to granular, encompasses repairs and maintenance and DLOs, asset management, building safety, compliance, bidding, disposals and acquisitions. Russell's number one passion is seeing people and teams grow and develop in their roles, and he prioritises making a difference, supported through official and non-formalised coaching and mentoring.



### **Rachel Taylor – Executive Director of Resources**

Rachel enjoys working with numbers, so after doing a maths degree, becoming an accountant seemed the natural choice. After working in local government, a large accountancy firm, and education, Rachel moved to social housing and has held senior leadership roles in ALMOs and housing associations.



# How to apply

## Key dates and selection process

Closing date: Friday 14 November 2025

All shortlisted candidates will be invited to an interview on Thursday 27 November 2025. Interviews will be held at Berneslai Homes' head office, Gateway Plaza, 10th floor, off Sackville St, Barnsley, South Yorkshire, S70 2RD.

## How do I apply?

Submit an up-to-date CV\* showing your full career history. We recommend that this be no longer than three pages.

Submit a supporting statement\* explaining why you're interested in this role, detailing how you're a good candidate for this post, and how you fulfil the linked role specification.

\*Please submit your documents by email to [governance@berneslaihomes.co.uk](mailto:governance@berneslaihomes.co.uk)

Please also complete the linked declaration form by clicking here or scanning the QR code. Completion of the equalities section isn't mandatory, this is requested for monitoring purposes in line with our commitment to equality and diversity.



Applications must be received by Friday 14 November 2025.

If you would like an informal chat about the role and organisation, or if you have any other questions, please email [governance@berneslaihomes.co.uk](mailto:governance@berneslaihomes.co.uk).





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