

BERNESLAI HOMES GOVERNANCE INDICATORS – 2024 to 2025

	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2024-2025 (new reporting timeline)</u>	<u>Target</u>
ATTENDANCE					
Board	81%	90%	89%	87%	90%
Sub-Committees	83%	83%	87%	82%	80%
Training Sessions	55%	82%	56%	56%	80%
Board Strategic Planning days (at least 2)	89%	89%	91%	90%	80%
Board members appointed	3	2	1	1	N/A
Board members retired	3	2	1	0	N/A
Average time of tenure for retired members	7 years	4.5 years	17 months (no longer a tenant)	n/a	6 years
BOARD MEETINGS					
Frequency	Five	Five	Five	Six	Five
Reporting Mechanisms					
Reports: % Decision	46%	50%	53%	49%	60%
% Information / Discussion	54%	50%	47%	51%	40%
Decision: % Board	100%	93%	89%	90%	65%
% Referred to Council	0%	7%	11%	10%	35%
Agenda: % Public	59%	76%	75%	70%	70%
% Confidential	41%	24%	25%	30%	30%
AUDIT COMMITTEE					
Frequency	Five	Five	Five	Five	Five
Reporting Mechanisms					
Reports: % Decision	36%	41%	34%	33%	N/A
% Consideration / Scrutiny	64%	59%	66%	67%	N/A
Annual Reports to Companies House					
Annual Reports to Companies House	100%	100%	100%	100%	100%
Papers distributed 5 working days prior to meeting	100%	100%	100%	100%	100%

	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2024-2025 (new reporting timeline)</u>	<u>Target</u>
Appraisal - Chair					
Frequency	Annual review	Annual review	Annual review	Annual review	No target
By whom	Committee Chairs	SID and ARC Chair	SID and ARC Chair	SID and ARC Chair	
Appraisal - NEDs					
Frequency	Annual with 6 month review	Annual with 6 month review	Annual review	Annual review	No target
BY WHOM	Chair	Chair	Chair	Chair	
Appraisal - Board					
Frequency	December 2022	Delayed to February 2024	February 2024	May 2025	No target
By whom	Board Self-Assessment	External Review	External review	Board self-assessment (plus 360 degree with EMT and Head of service)	

<u>BOARD DIVERSITY</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2024-2025</u>	<u>Customer Base 2024 comparative (main tenant)</u>	<u>Target</u>
Gender						
Male	50%	70%	64%	67%	61%	50%
Female	50%	30%	36%	33%	39%	50%
Ethnicity						
White British / English	70%	80%	82%	100%	87%	<90% 10% non-white British
White Other	10%				2%	
Bangladeshi	10%	10%	9%		0.02%	
White and Black African	10%	10%	9%		0.10%	
Other					11%	
Disability						
None	90%	80%	73%	67%		<60%
With disability		10%	9%	11%	40% disclosed	40%
Not disclosed	10%	10%	18%	22%		
Sexuality						

<u>BOARD DIVERSITY</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2024-2025</u>	<u>Customer Base 2024 comparative (main tenant)</u>	<u>Target</u>
Heterosexual/Straight	80%	80%	82%	89%	73%	<90%
Not disclosed	20%	20%	18%	11%		
Gay man or					0.5%	10% or
Gay woman/Lesbian					0.5%	10%
Bisexual					1%	
	Faith					
Christian	60%	50%	55%	56%	52%	<70%
Muslim	10%	10%	9%		1%	30%
Other	20% (none) 10% (not disclosed)	30% (none) 10% (not disclosed)	27% (none) 9% (not disclosed)	33% (none) 11% (not disclosed)	32% (none)	
	Age					
18-25					3%	10%
26-35	10%	10%	9%		12%	
36-45	30%	10%	9%		17%	20%
46-55	30%	40%	27%	33%	16%	20%
56-65	30%	40%	55%	67%	19%	20%
66+					32%	30%