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**Candidate** **Prospectus**

Recruitment of Chair

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1. Foreword

A person posing for the camera

Description automatically generatedThe Regulator of Social Housing (RSH) is responsible for the regulation of around 1,600 social housing landlords. Most of these are housing associations, but there are also around 200 local authorities who own council housing. These organisations provide a home to four million households in England. The importance of ensuring safe, secure and well-managed affordable housing remains a Government priority and was reinforced by the tragedy at Grenfell Tower.

RSH has successfully delivered highly effective regulation of Registered Providers of social housing for many years. We became a standalone body three years ago. Our purpose is to promote a viable, efficient and well-governed social housing sector able to deliver homes that meet a wide range of needs.

**Fiona MacGregor, RSH Chief Executive**

Until now our regulation has largely focused on ensuring the housing associations we regulate are well governed and financially viable - to maintain lender confidence, protect social housing assets and the tenants who live in those homes.

The publication of the Social Housing White Paper set out plans for changes to how regulation will work in future. Alongside maintaining a strong track record of economic regulation, we will build our consumer regulation function to more actively engage with providers on some of the issues that matter most to tenants.

This will make the board of the RSH an exciting place to be in the coming years. You will be at the forefront of improving the experiences of social housing tenants, whilst making sure that the sector remains an active developer of new homes to help address the country’s housing crisis.

I would like to encourage you to consider applying to join as the Chair of the regulator at this exciting and challenging time. Our role is an important one – keeping the social housing sector in good shape to make a positive difference to the lives of social housing tenants.

Our board is essential in steering the strategic direction of the organisation, bringing a range of financial, housing, regulation and consumer expertise and experience as set out in the accompanying job description. We hope to receive applications from a diverse range of individuals, we would particularly welcome candidates from a Black, Asian or Minority Ethnic (BAME) background.

1. About the Regulator of Social Housing

The Secretary of State for the Department of Levelling Up, Housing and Communities (DLUHC) is seeking to appoint a Chair to the Regulator of Social Housing (RSH). The Chair will help guide the next phase of the organisation’s growth and development. We are open to applicants with a wide range of skills and backgrounds and would welcome hearing from applicants who have experience leading an organisation through significant change.

This Government is committed to improving the lived experience of social housing tenants. The Charter for Social Housing Residents: Social Housing White Paper recognised the role RSH plays in protecting and empowering social housing tenants through a robust regulatory framework, and committed to strengthen that further. RSH will therefore have a key role to play in delivering the reforms set out in the White Paper in what will be an exciting and challenging time to join the organisation.

RSH is one of DLUHC’s key arm’s length bodies, ensuring that providers are well-run, financially sound, and able to deliver the homes that are needed, as well as ensuring that existing tenants have landlords that provide homes that are safe and deliver a good service.

Ensuring the financial stability of the sector and overseeing the response of landlords will continue to be crucial for RSH. As an economic regulator overseeing a sector with access to over £100bn of private finance, regulation and understanding of the sector are key in maintaining market confidence and spotting financial issues before they arise.

RSH is not a large organisation in terms of people and operating budget, but it is key in terms of overseeing services to the 4 million households who live in social housing and in terms of delivering Government objectives on housing. Social housing accounts for 17% of households in England and social landlords are on average responsible for over 20% of all new housing delivery in England in any given year. RSH's Board members are pivotal to the delivery of housing objectives to tenants and Government.

All of this is likely to provide a challenging task for a new Chair of RSH. The role will require ensuring that the organisation continues to deliver in these more challenging times, and that going forward it can respond and evolve to delivering a more consumer-focused regulatory regime involving a significant change in the size and role of the organisation.

**The Charter for Social Housing Residents – Social Housing White Paper:**

<https://www.gov.uk/government/publications/the-charter-for-social-housing-residents-social-housing-white-paper>

**Aims and Objectives**

The Regulator of Social Housing was previously constituted as the Regulation Committee within the Homes and Communities Agency. RSH became a stand-alone arms length body on 1 October 2018.

RSH has two distinct roles set out in statute – these are in relation to (i) economic and (ii) consumer regulation.

Its statutory economic regulation objectives apply primarily to Private Registered Providers of Social Housing (commonly known as housing associations). Economic regulation is currently the main activity of RSH – vital in ensuring that those providers meet standards set in relation to matters such as their financial viability, governance and value for money.

RSH’s statutory consumer regulation objective extends to all registered providers, both Private Registered Providers and stock owning local authorities. RSH's main activity in this area is to set standards related to consumer regulation matters, which are principally in relation to the services that registered providers make available to their tenants. While RSH sets consumer standards, the primary responsibility for resolving issues with these is between landlords, tenants and their representatives at a local level – with ultimate recourse to resolve individual complaints via the Housing Ombudsman, a separate organisation. RSH can only currently intervene if a consumer standard has been breached and, as a result, there is serious detriment or potential serious detriment to tenant. The Government has committed to removing the ‘serious detriment’ test in the Social Housing White Paper, supporting RSH to move to proactive consumer regulation in future, once legislation has passed.

The economic and consumer regulation standards are reflected in the current regulatory framework for social housing, which came into effect on 1 April 2015 and is regularly updated.  The regulatory framework sets out the requirements that providers must meet (in particular, seven outcome-focused regulatory standards) and the way in which RSH carries out its functions.

Its approach to regulation is co- regulatory. This means that boards and, in the case of local authorities, councillors, are responsible for their organisation’s performance, compliance with regulatory standards and adherence to their own selected code of governance.  RSH also has a statutory duty to exercise its functions in a way that is proportionate and minimises interference.

1. Diversity and Equal Opportunities

DLUHC is committed to the principle of Public Appointments on merit with independent assessment, openness and fairness of the process and providing equal opportunities. Applications are welcome from all, we particularly encourage applications from women, people from an ethnic background, people with disabilities and other under-represented groups.

If you believe you have the experience and qualities we are seeking, we look forward to receiving your application.

**Disability Confident**

As a Disability Confident Leader, we will offer interviews to disabled candidates who meet the published minimum criteria. By ‘minimum criteria,’ we mean that you must provide evidence in your application, which demonstrates that you meet the level of competence required under each of the essential criteria. If you wish to apply under this scheme, please complete the declaration in the on-line application form. It is not necessary to state your disability.

**Reasonable Adjustments**

If you would like a confidential discussion regarding any reasonable adjustments during the process, please indicate this in the email covering your application or contact [applications@audeliss.com](mailto:applications@audeliss.com). You do not need to apply under the Disability Confident Scheme to ask for a reasonable adjustment.



1. Job Description

**As Chair of the Board you will be responsible for:**

* Leading the Board and establishing the strategic aims and objectives of RSH in line with its fundamental objectives and functions;
* Maintaining confidence in RSH and its ability to regulate providers to promote delivery of good quality homes that meet a range of needs;
* Representing RSH effectively with key stakeholders including in government, and with bodies representing lenders, providers and tenants, and with the general public;
* Working closely with and supporting the Chief Executive, and supporting and challenging the Executive to lead and develop the organisation;
* Ensuring that the Board operates and exercises its functions in accordance with the highest standards of conduct and probity and established good practice in decision making;
* Promoting the most effective and efficient use of resources consistent with delivery of the organisation’s overall objectives; and
* Ensuring that the Board members play a full and active role, including that they are appropriately briefed on their duties and responsibilities.

**Key Responsibilities:**

* Ensuring that the board is fit for purpose to support the RSH’s activities and contribute to the achievement of its statutory objectives, including by: ensuring that clear corporate and business plans are set; driving delivery against them; and ensuring that the complexity, financial impacts and range of risks facing the sector are fully understood and inform the Regulator’s strategy.
* Helping to ensure that RSH has long-term capacity and capability and undertakes on-going horizon-scanning and using the collective skills and experience of the Board to support and challenge assumptions and long-term strategy.
* Being a figure head for the organisation with key external stakeholders and bringing credibility to the role and organisation with registered providers, their residents, lenders and Government.
* Bringing an informed external perspective and ability to assimilate complex issues and finances to challenge and support on delivery of outcomes.
* Ensuring that clear performance information is used to provide assurance of delivery of statutory objectives within agreed risk appetite, and that budgets are achieved.
* Ensuring the Regulator’s overall capacity and capability to deliver its statutory objectives.
* Agreeing and supporting the Regulator’s corporate standards, culture and values.
* Management and evaluation of the Board and Chief Executive.
* Informing and agreeing distribution of responsibilities between the board, committees, and executive in line with the Regulator’s Framework Agreement and Board Terms of Reference.
* Ensuring sound financial management of the Regulator of Social Housing.
* Scrutinising the allocation of financial/human resources to the achievement of the corporate plan.
* Ensuring organisational design supports the attainment of strategic objectives.
* Setting risk appetite and ensuring appropriate controls are in place to manage risk.

1. Selection Criteria

**Essential Criteria**

* Ability to champion excellent customer service;
* Ability to influence a wide range of stakeholders, sufficient to lead and drive transformation of a sector;
* Ability to shape and champion good governance and approaches to risk, including experience on a board;
* Ability to understand financial structures and products and the risks and opportunities they present, with the ability to apply this understanding to different markets such as the social housing sector; and
* Experience of senior leadership in a large or complex organisation, managing complex systems; steering an organisation to deliver effectively and respond to a changing external landscape; and overseeing major corporate transformation.

**Desirable Criteria**

* Experience chairing a board, ideally of similar complexity;
* Experience operating within, and/or running, a regulatory system of comparable scale and complexity.

**Outline Terms and Conditions**

**Remuneration:**

Fixed annual salary of £65,000 per annum.

**Time Commitment:**

Your time commitment is expected to be a maximum of 2 days per week.

**Term:**

Appointments are made by Ministers for a period of 3 years.

**Location:**

National

**Expenses and Subsistence:**

Reasonable travel and subsistence expenses incurred on RSH business will be reimbursed in accordance with RSH policies.

**Conduct:**

The Chair will be expected to act in accordance with:

* the principles set out in the Cabinet Office’s [Code of Conduct for Board Members of Public Bodies.](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/409604/code-of-conduct_tcm6-38901.pdf) This can be seen here <https://www.gov.uk/government/publications/code-of-conduct-for-board-members-of-public-bodies>. The Code sets out, clearly and openly, the standards expected from those who serve on the boards of UK public bodies and will form part of individual members’ terms and conditions of appointment; and,
* the [Seven Principles of Public Life](https://www.gov.uk/government/publications/the-7-principles-of-public-life) (see section 8)

**Nationality:**

You must have a right to work in the UK, there must be no employment restrictions, or limit on your permitted stay in the UK.

**Annual Appraisal and Reappointment:** Annual appraisals are expected to be undertaken. Reappointments are not automatic and will only be considered subject to satisfactory performance appraisals.

1. Assessment Overview

Public appointments are made on the basis of merit, in accordance with the Cabinet Office Governance Code on Public Appointments. The decision on who to appoint is made by Ministers, who receive advice from the Advisory Assessment Panel on the suitability of candidates against the published selection criteria.

The timeline provided is indicative and could be subject to change. If you are unable to meet these timeframes, please let us know by contacting applications@audeliss.com.

The Advisory Assessment Panel will be:

* Lord Gary Porter CBE – DLUHC Departmental Board Non-Executive Director and Chair of the panel
* Tracey Waltho – Director General for Housing and Planning DLUHC
* Debbie Gillatt Senior Independent Panel Member

This post is subject to a Select Committee for a Pre-Appointment Hearing.

1. How to Apply

How to Apply:

* **Curriculum Vitae** (maximum 2 pages). Include your education, professional qualifications, and full employment history.
* **An accompanying Supporting Letter** (maximum 2 pages). Please tailor setting out your suitability for the role and how you meet the Selection Criteria. We suggest you use specific examples to demonstrate how you meet the Criteria. Please also include the details of two referees who we could contact should you be successful after interview stage
* **Application Form and Diversity Information**. You should declare any potential issues including conflicts of interest (perceived, potential or actual), this includes your personal or professional history that could, if you were appointed, be misconstrued, cause embarrassment to the RSH, DLUHC or HM Government, or cause public confidence in the appointment to be jeopardised. The Panel will explore your declarations during the interview process. Failure to disclose such information could result in an appointment either not being made or being terminated.
* **Biography**. Please could you provide as part of the application form (in section 7) a short biography that you would be happy to be shared with the panel, Ministers, and with officials. (max 250 words). This information will not be assessed, the panel will assess your suitability using your CV and Covering Letter. Please provide a brief career history set out as follows: your name; current or most recent role(s); board appointments (if any) and any highlights or significant achievement.

**Link to the DLUHC RSH Chair 2021 Application Form:**

<https://forms.office.com/Pages/ResponsePage.aspx?id=EGg0v32c3kOociSi7zmVqCT7isUYtaVLv0yIY7uje0ZURTE1MUU4QUs5V0FTN1hZSTFKQzNWOUU1MCQlQCN0PWcu>

Please ensure you include ‘RSH Chair’ as the subject line of your email. Please submit the required documentation to:

**applications@audeliss.com** by **Monday 18 October**.

**We are unable to process incomplete applications so please ensure you include all requested documentation when you apply. Late applications will not be considered**.

Candidates should note that ‘due diligence’ will be carried out as part of the assessment process if you are called to interview and will be shared with the Panel and Ministers, this will include searches on social media, blogs and/or other publicly available information.

Diversity data will be treated in confidence and is used for data gathering information only and will not affect your application. Please complete the Disability Confident Interviews section if relevant.

You will receive acknowledgement of your application within 48 hours.

Due to the high volume of applications we receive, we only provide feedback to candidates who reach the interview stage and will only be provided once the campaign has concluded.

**This post is subject to a Select Committee for a Pre-Appointment Hearing.**

Pre-appointment scrutiny is an important part of the appointment process for some of the most significant public appointments made by Ministers. It is designed to provide an added level of scrutiny to verify that the recruitment meets the principles set out in the Governance Code on Public Appointments.

The pre-appointment scrutiny aspect of the appointment has two parts.

First, information concerning the appointment and the Minister’s preferred candidate will be shared with the relevant select committee. As part of this process, you will need to be content for your name and your CV to be shared with the Select Committee as the Government’s preferred candidate. You may also be required to complete a pre-appointment hearing questionnaire which could include, among other things:

* declarations of any relevant potential conflicts of interest,
* what you see as the priorities and key risks for the organisation,
* questions about how you would lead the board and work with stakeholders,
* your commitment to standards in public life and how you would handle being in the public eye.

Normally any information provided to the select committee by the Government or a candidate will be published.

Second, it is likely that the select committee will decide to call the Government’s preferred candidate to a public hearing before the select committee to answer questions relating to their suitability to the role. You would not be expected to have an in depth technical knowledge of how the body works or an exact plan of what you would do in the role, however you will be expected to provide a credible representation of your understanding of the work of the body and what your role in its future would be.

The proposed date for a pre-appointment hearing is yet to be confirmed but is expected early 2022.

The Government is committed to making the public appointments as accessible as possible so that no one is deterred from applying. We will provide support to you to help you prepare for the hearing and the clerks to the select committee will also be available to discuss with you how the hearing will run. You will also be supported by the Department in working with the select committee should you require any adjustment to enable you to participate fully in the hearing process.

For more information about pre-appointment scrutiny, please see the ‘Cabinet Office Guidance: Pre-appointment scrutiny by House of Commons Select Committees’.

<https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/771845/Cabinet-Office-Guidance-pre-appointment-scrutiny-of-public-appointments.pdf>

The Liaison Committee also publishes guidelines to select committees for pre-appointment.

Assessment Process

|  |  |
| --- | --- |
| Application Closing Date | 18 October |
| Shortlisting | W/C 15 November |
| Panel interviews | W/C 13 December |
| Pre-appointment Select Committee Hearing | March 2022 |
| Provisional Start Date | April 2022 |

In the present circumstances, interviews are expected to be conducted remotely. Should this change, candidates will be notified accordingly. Copies of passports will need to be shown at interview in order to check candidates’ identity.

The Minister may choose to meet with these candidates before making a decision.

Please note: The time taken between interview and a final appointment decision being made can sometimes take a number of weeks. Candidates who have been interviewed will be kept informed of progress.

1. Seven Principles of Public Life

In 1995 the Committee on Standards in Public Life defined seven principles which should underpin all who serve the public. It is important that members of public bodies maintain the confidence of Parliament and the public. Consistent with the Governance Code, applicants will be assessed on merit, and all candidates will need to uphold the standards of conduct set out in these principles that will be tested during the selection process. Failure to disclose such information could result in an appointment either not being made or being terminated. Should you wish to speak to someone concerning a potential conflict of interest or other issues please contact [Applications@audeliss.com](mailto:Applications@audeliss.com)

**Selflessness** Holders of public office should act solely in terms of the public interest.

**Integrity** Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other benefits for themselves, their family or their friends. They must declare and resolve any interests and relationships

**Objectivity** Holders of public office must act and take decisions impartially, fairly and on merit, using best evidence and without discrimination or bias.

**Accountability** Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

**Openness** Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for doing so.

**Honesty** Holders of public office should be truthful.

**Leadership** Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

1. GDPR

We will process your application in accordance with the General Data Protection Regulations and Data Protection Act 2018. Your data will be held securely and processed for the purpose of the recruitment process. Access will be restricted to those dealing with your application or involved in the recruitment process, this will include Ministers and Special Advisers.

Data may also be shared with Cabinet Office, in order to comply with the Public Appointments Governance Code, article 3.1 of the Public Appointments Order in Council 2019.  Data may also be shared with Cabinet Office and The Commissioner for Public Appointments in order to meet the public equality duty as set out in the Equality Act, s149. The Commissioner may also request access as part of a complaint investigation or review of the recruitment process.

Your data will be stored for 2 years, if appointed your data will be stored for the duration of your tenure and may be shared with the organisation that you are appointed too, unless specifically requested otherwise. Should you wish your data to be removed from our records, please contact:

[applications@audeliss.com](mailto:applications@audeliss.com)

**Complaints:**

If you consider that your personal data has been misused or mishandled, you may make a complaint to the Information Commissioner who can be contacted at:

Information Commissioners Office

Wycliffe House

Water Lane

Wilmslow

Cheshire

SK9 5AF

0303 123 1113

[casework@ico.org.uk](mailto:casework@ico.org.uk).

The data controller for Public Appointments is joint between DLUHC, OCPA and the Cabinet Office.

10.Contact Details

The Department of Levelling Up, Housing and Communities (DLUHC) are working in partnership with Audeliss. For a confidential discussion please contact Nicky Webster-Hart at Audeliss on [nicky@audeliss.com](mailto:nicky@audeliss.com).

**Complaints:** If you have any complaints about the way your application has been handled, please contact [PublicAppointments@communities.gov.uk](mailto:PublicAppointments@communities.gov.uk).

If you feel this competition has not been conducted fairly and you wish to make a complaint, you should initially contact the Appointments Team at [PublicAppointments@communities.gov.uk](mailto:PublicAppointments@communities.gov.uk).

If after investigation by the Department you remain dissatisfied, you may take your complaint to the Commissioner for Public Appointments at [publicappointments@csc.gov.uk](mailto:publicappointments@csc.gov.uk) details on how to make a complaint can be found on the Commissioner’s website at:

<https://publicappointmentscommissioner.independent.gov.uk/regulating-appointments/investigating-complaints/>