



JOIN OUR TEAM

Recruitment Pack

Independent Audit
Committee Member



November 2025

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Your application



Thank you very much for your interest in this post

On the following pages you will find details of the role and the selection process to assist you in completing and tailoring your application

Recruitment Pack



Before doing anything, make sure you've read the recruitment pack and do take a look at our [Annual Report](#) and [Corporate Plan](#)



CV

review your CV and make sure it's telling us what you can do!



Supporting Statement

Please tell us why you want to be an Independent Audit Committee Member and what experience you can bring to the table

If you have been shortlisted, you will be asked to attend an interview on **Wednesday 21st January 2026.**

If you would like an informal chat about the role, or you have any questions please contact kirsty.solway@teignhousing.co.uk

Applying

Please email your CV and supporting statement to fiona.baker@teignhousing.co.uk by noon on **Friday 5th December 2025**

Welcome Letter

Dear applicant,

Thank you for your interest in applying for the Independent Audit Committee Member position at Teign Housing.

You will join us at a time of change, more of which you can read about on page six.

We are looking for a committee member who will ensure decisions are made with the needs and priorities of our residents in mind. You will offer constructive challenge to support strong governance, risk management and financial oversight.

If you'd like to learn more about us, we've recently published our [Annual Report 2024-25](#) for residents. You can read our [Corporate Plan 2024-27](#) and our most recent [performance reports](#), including our 2024-25 Tenant Satisfaction Measure results, our Annual Accounts and Value for Money Assessment on our [website](#).

I hope this pack gives you all the information you need. If you wish to have an informal chat ahead of any application, contact details are provided within this pack.

Good luck with your application!

Richard Gammage
Chair, Teign Housing

What's in it for you?

- An exciting opportunity to give something back to a socially conscious organisation
- Grow and develop new skills with formal and informal sessions
- Average time commitment involved for meetings, training, events and preparation is estimated to be around 6 hours per month
- There are 4 Audit & Assurance Committee meetings a year, as well as the Audit Annual Accounts meeting. We also encourage our Independent Audit Committee Members to attend the annual Board strategic away days.
- The Independent Audit Committee Member is also expected to keep up to date with Board meeting paperwork.
- We will pay a fee of £2,350 per annum and travelling and other miscellaneous expenses will be reimbursed.
- Member appointment of three years, which can be extended to a maximum of six years.



About Teign Housing



Teign Housing owns and manages over 4,000 homes across South Devon, from Dartmoor National Park to urban centres in Teignbridge, the South Hams, West Devon, East Devon and Exeter. We employ over 200 members of staff, and we are a registered charity governed by our Board. We are dedicated to providing high quality customer services and making the local area a better place to live by creating sustainable communities and working in partnership.

We are a local housing association with a strong commitment to our residents and communities.

It's an exciting time to join Teign Housing. Earlier in the year, the Regulator of Social Housing confirmed the retention of our G1 and V2 gradings. We received a strong C2 grading, and the regulator noted we have a good approach to safety, deliver effective maintenance services, and offer a wide range of meaningful opportunities for residents to influence our services. However, we also need to improve how we manage anti-social behaviour, how we deal with complaints, and how we consider the diverse needs of our residents. We are now working through a plan to move us from C2 to C1.

We have an ambitious development programme, and we are investing in our existing homes to ensure they are all EPC C or above by March 2028.

From April 2027, the management of Templer HomeBuild, our repairs subsidiary, will be insourced. This is an exciting and pivotal moment for Teign Housing and Templer HomeBuild, as it will enable us to make changes that will really set us up for the future.

We have recently reviewed and rewritten our purpose, visions and values, in consultation with our involved residents, colleagues and Board. They set out our long-term commitment to our residents and colleagues.

Our Vision



Homes people love, and a landlord you can trust



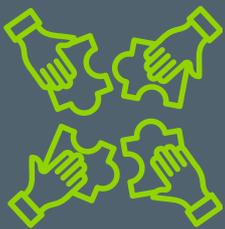
Our Values

Friendly



- we offer a welcoming environment for customers and colleagues
- we are approachable and accessible
- we talk and write in plain language

One Team



- our one Teign and Templar team is made up of many people working together with the same shared vision
- we provide joined-up services that give customers and colleagues the same quality of experience whoever they are talking to
- we know that to be successful we rely on and support our colleagues

Listen and Learn



- we listen carefully to customers and colleagues, checking that we are doing the right thing
- we ask for feedback about all aspects of our work, and use it to improve and change how we do things in future
- we keep on learning, changing, and letting people know what we have done

Our Purpose - why are we here?

We are a non-for-profit landlord providing good quality homes at below-market rents, on long-term tenancies. This enables:

- residents to put down roots and turn houses into homes
- people-centred housing services that ensure sustainable tenancies and viable communities
- investment in properties and places on a long-term basis

Our Strategic Aims



Great Services



Great Homes



A Sustainable Business



About the Board



Richard Gammage, Chair of the Board

Richard has been chair of Teign Housing since July 2024. He has served as Chief Executive of two supported housing providers and primarily focused on delivering housing and support to extremely vulnerable clients. Richard has extensive leadership experience across a wide range of organisations, and a background in managing change programmes, project and programme development and in developing people. His passion is to make a difference to people's lives.



Sean Palka, Vice-chair of the Board

Sean brings a wealth of business management experience as well as strategic leadership gained in the legal sector. His legal knowledge of the property and development market enhances and complements the current Board's combined skills and knowledge. Sean is currently working with a homeless charity and firmly believes that everyone has the right to a safe and well-maintained home.



Rebecca Harwood-Lincoln, Board Member and Chair of Customer Experience Committee

Rebecca has 30 years of global leadership experience, including marketing, project management, business planning, and international negotiation. She is currently a Board member of SOHA Response, in addition to being an Independent Panel Member for the Wiltshire Police & Crimes Commissioner. She believes passionately in giving back to her community and demonstrates this through a number of voluntary roles.



Steve Higginson, Board Member and Chair of Audit & Assurance Committee

Throughout his career, Steve has strived to achieve the highest standards of probity within his roles. He was Director of Resources and subsequently Deputy Chief Executive for a registered social landlord in Wales and has served on several boards. Prior to this, Steve was a Regulation Analyst for the Housing Corporation. Steve has contributed to the current rent policy for Wales, the Affordable Housing Review and Community Housing Cymru.



Stuart Davies, Board Member and Chair of Templer HomeBuild Board

Stuart has worked in social housing for over 35 years and is passionate about the difference a settled, secure home can make to a person's life. In the last two decades, he's been a Director or Executive in some of the largest housing associations operating across the Southwest. In April 2020, he set up his own company.



Jo Davoile, Board Member and Chair of Governance Committee

Joanna brings a wealth of experience from various housing association and Board positions and contributes a broad knowledge of housing development, management, regeneration and sustainability. She has been working in the social housing sector in England and Wales for over 20 years and has been an Executive Director for a housing association in Wales since 2022. Jo has a post-graduate leadership diploma, an MBA and is accredited as a professional coach.



Richard Plumb, Board Member

Richard has over 35 years' experience in internal audit and risk. He is a consultant who provides internal audit, risk management, and governance support to clients in both the public and private sectors. Before that, he was Head of Risk & Assurance for a government-owned company and Partner of a global professional services practice. Richard is also an Independent Audit & Risk Committee Member at the Construction Industry Training Board, Treveth and Bristol Waste Company.



Anne-Marie Henderson, Board Member

Anne-Marie was a Housing Officer for a Local Authority before moving to Devon in 2005 and into a Teign Housing home with her family. She first joined the Board in 2009 and completed a 9-year term. After that, she joined several of Teign Housing's resident involvement groups, where she was Chair of both Scrutiny Panel and Residents' Forum at different times. Anne-Marie is passionate about residents being involved in Teign Housing's activities and decision making, and being on the Board will strengthen the residents' voice being heard in the boardroom.



George Dexter, Board Member

George is a retired Finance Director who worked in Plymouth and Westminster before that. He has a wealth of experience, having previously been a non-executive director in two Devon NHS Trusts, and spent nine years on the Board of another Decon housing association. George is a West Devon Borough Councillor and is Chair of the Council's Audit & Governance Committee.

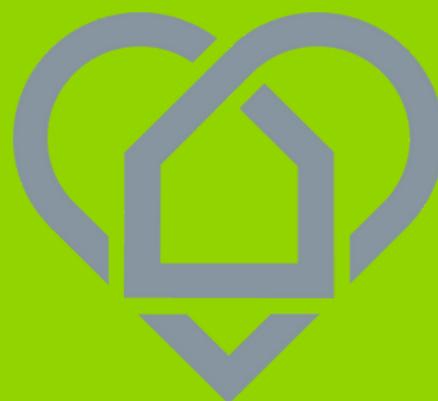


Tom Woodman, Board Member and Chief Executive

Tom joined Teign Housing in early 2024. He was previously Chief Executive at Cornerstone Housing, and before that was an Executive Director at LiveWest. Tom is a member of the Chartered Institute of Housing and sits on its national Policy Advisory Committee. Tom believes that housing associations should always be focussed on people rather than just properties. He is committed to Teign continuing to be an organisation that has a clear purpose and values and makes a real difference in local communities.

Dates of Meetings 2026-27

Meeting	Date	Time	Location
Audit & Assurance	Tuesday 12th May 2026	14:00-16:00	Millwood House, Newton Abbot
Audit Annual Accounts	Thursday 25th June 2026	14:00-14:45	Virtual, via Teams
Audit & Assurance	Tuesday 1st September 2026	14:00-16:00	Millwood House, Newton Abbot
Board Away Days	Tuesday 29th September- Wednesday 30th September 2026	TBC	TBC
Audit & Assurance	Tuesday 10th November 2026	14:00-16:00	Millwood House, Newton Abbot
Audit & Assurance	Tuesday 9th February 2027	14:00-16:00	Millwood House, Newton Abbot



Role Profile

Independent Audit Committee Member

Purpose

- To provide independent scrutiny of, and challenge to, Teign Housing's risk and audit environment
- To act as part of the Audit & Assurance Committee in reporting to Teign Housing's Board on the effectiveness of the control environment
- The Independent Audit Committee Member must not be a paid member of Teign Housing staff or a member of its Board

Responsibilities

- Challenge management, asking probing questions about risks and controls, ensuring key issues and recommendations are communicated via the Chair to the Board
- Ensure decisions are made with the needs and priorities of residents in mind
- Attend and contribute effectively to Audit & Assurance Committee meetings, Board strategy sessions, and training events
- Stay informed about Teign Housing's operations, risks, and performance by reviewing relevant papers and sector updates
- Ensure the committee delivers its delegated responsibilities, with a focus on risk, assurance, internal controls, and regulatory compliance
- Provide independent, constructive challenge to support strong governance and financial oversight
- Maintain confidentiality and declare any conflicts of interest as required by legislation, standing orders and financial regulations
- Uphold the Code of Conduct and adopted Code of Governance, acting with integrity and professionalism.

Person Specification

Independent Audit Committee Member

Qualities	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Audit & risk management within the social housing sector • Several years senior management experience • Strategic planning 	<ul style="list-style-type: none"> • Board or committee membership within the social housing sector or similar environment • Providing strategic direction to Executive Directors
Knowledge	<ul style="list-style-type: none"> • Risk management • Audit • internal controls assurance • Understanding of the customers Teign Housing serves 	<ul style="list-style-type: none"> • Social housing related issues • Corporate or charity finance • Health & safety legislation • Strategic asset management • Business law • Business development • Housing development • Change management • ESG
Skills	<ul style="list-style-type: none"> • Prepare for, attend and participate appropriately in meetings • Demonstrate learning, keep up to date with relevant issues • Be aware of and assess the likely impact of the political, economic and regulatory environments • Determine key issues, understand information presented, offer original perspective • Develop relationships, respect others, challenge constructively, compromise • Able to spot opportunities and innovate, understand implications and risks • Persuasive, willing to express opinions that contradict those of others, but supportive of committee decisions • Work effectively as a member of a committee 	
Commitment	<ul style="list-style-type: none"> • Commitment to social housing and empathy with the vision, values and strategic aims of Teign Housing • Commitment to contribute to the Audit & Assurance Committee in the best interest of the organisation • Commitment to equal opportunities 	
Special Conditions		<ul style="list-style-type: none"> • Ability to represent Teign Housing publicly, at conferences, events and in the media • Availability to provide consultation and directions to the Executive Management Team at short notice as required

Recruitment Timetable



Date	Activity
Friday 5th December 2025	Closing date - 12 noon
Week commencing 8th December 2025	Shortlisting
Wednesday 21st January 2026	Interview day Informal meetings with some of our involved residents and Executive Management Team, followed by an interview with the panel
February 2026	Induction begins
Tuesday 10th February 2026	Audit & Assurance Committee meeting