Governance Committee

Membership:
Minimum of 3 members. Board member as Chair. No executives on the committee

Purpose:
Support the Board to ensure good governance arrangements for the organisation

3rd September 2026

The Governance Committee considered Board tenure, recruitment and succession planning to maintain strong leadership and the right mix of skills through the HomeTeam27 transition.

Following positive appraisal feedback, the committee approved and recommended to Board that Richard Gammage be reappointed as a Board member and Chair of the Board for a second term of up to three years from 1st November 2026.

A succession plan for the Audit & Assurance Committee was also supported. Rich Plumb will transition to Chair from February 2027, with Steve Higginson providing continuity and knowledge transfer until his tenure ends in September 2027.

The below proposals will be recommended to Board:

- extend Stuart Davies' tenure to September 2028 and Jo Davoile's tenure to November 2028
- begin recruitment for two new Board members in January 2027, with further recruitment planned during 2027 and 2028
- strengthen succession planning across committee chair and vice-chair roles, including options for future CEC leadership.

The phased approach gives new members time to gain experience before existing members leave, while retaining important social housing, asset management and development knowledge. Recruitment timing will remain flexible so that future appointments reflect the Board skills required.

Members were assured that the succession plan is regularly reviewed and modelled to identify future risks early. Wider succession arrangements, recruitment timing and the potential benefit of common start dates will be considered again in February 2027.

The next Governance Committee meeting is due to take place on Thursday 4th February 2027.