



barcud



Board Member Recruitment Pack

CYMDEITHAS GOFAL
THE CARE SOCIETY



Gofal a Thrwsio ym Mhowys
Care & Repair in Powys

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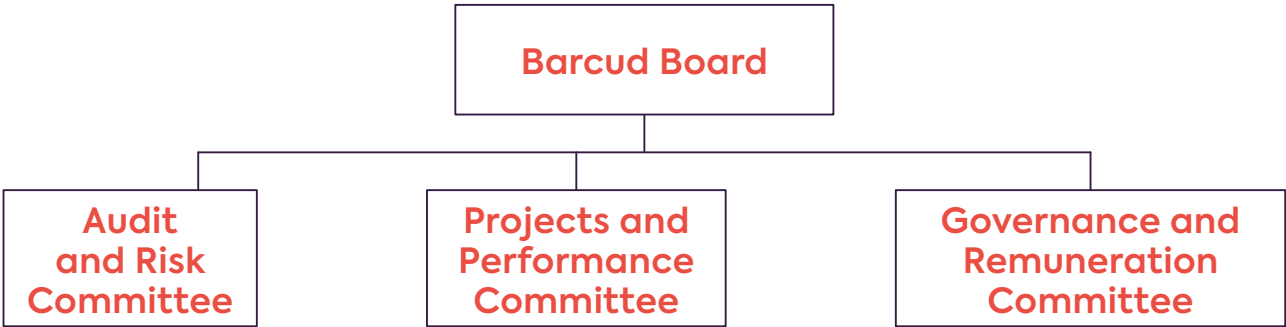
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About the Barcud Group

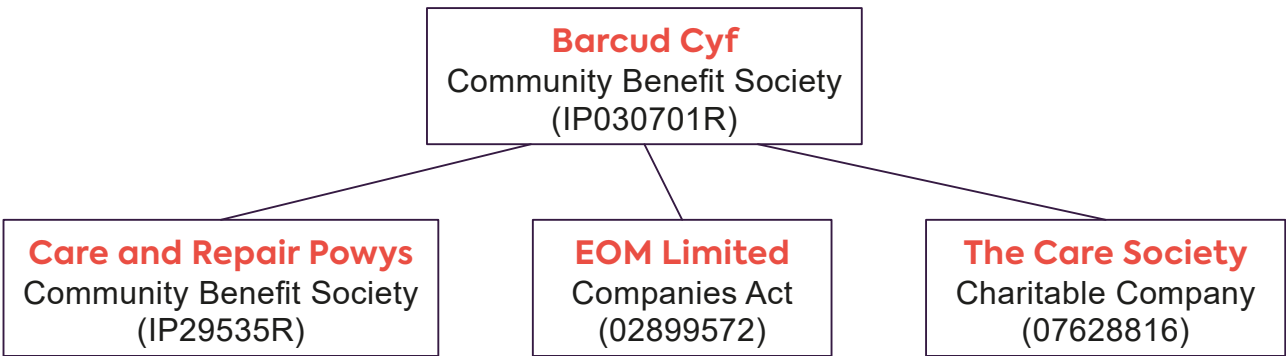
The governance of the Barcud Group is managed through the Barcud Board, Committees and the subsidiary Boards, together with Barcud’s Leadership Team. The Committee structure is shown below:

Barcud Board and Committees



Barcud has three subsidiaries; Care and Repair in Powys, EOM (EOM Electrical Contractors Ltd) and The Care Society; between them, the subsidiaries employ 97 staff and contribute £6.5 million to the Group’s turnover.

Barcud Legal Structure



Barcud Housing Association

Barcud Housing Association was registered on 2 November 2020 as a Community Benefit Society. Barcud owns and manages over 4,000 properties, has an annual turnover over £28 million, and employs over 200 staff.

Barcud is a not for profit housing association. Every penny is ploughed back into providing first class homes in our communities across Powys, Ceredigion, Carmarthenshire and Pembrokeshire.

By bringing together expertise, experience and vision, Barcud is the backbone for providing affordable housing to rent, rent-to-own and buy in the heart of Wales.

Values

The way Barcud delivers its services is reflected by its values. These are;

- **Committed** - We are committed to providing firm foundations for life.
- **Proud** - We take pride in what we do and we are proud of doing it well.
- **Respect** - We respect the people we work with and work for and value the contribution they make.
- **Caring** - We care about our people, communities, culture, country and the environment.
- **Together** - We work together with our colleagues, tenants and partners, creating stronger communities.

Purpose

The purpose or aim of Barcud can be summarised in the following 'strapline': **Firm Foundations; Better Homes; Strong Communities**. This is being delivered through the achievement of five strategic objectives which are:

1. To maximise the provision of affordable, energy efficient homes in mid and west Wales
2. To be a bilingual, tenant focused landlord that works with partners to support the local economy, communities and tackles homelessness
3. To be an inclusive, first class employer that fosters a positive culture and is dedicated to developing its colleagues
4. To be a sustainable, low carbon organisation
5. To be an organisation with robust governance, finances and digital infrastructure

Further details about Barcud Housing Association can be found on the website: barcud.cymru

Care and Repair in Powys

Care & Repair in Powys is a non-profit making organisation with charitable purposes, registered with the Financial Conduct Authority as a Community Benefit Society under the Co-operative and Community Benefit Societies Act 2014.

Care & Repair in Powys was established in 1988, and is one of thirteen independent Care & Repair Agencies working across Wales. They specialise in providing a range of advice and adaptations to enable older or disabled people to remain living well in their own homes, be they privately owned or privately rented.

Care & Repair in Powys offers a Healthy Home Service for older people living in Powys, to assess and advise on safety and security in the home. They also facilitate the Mamwlad project, which is a Welsh Government funded service to help people over 50 in the farming community to stay living at home safely and independently and to tackle loneliness and isolation.

Care & Repair in Powys currently employs 19 staff who are based at Tŷ Canol House in the centre of Newtown. From there, the Agency operates across the whole of Powys.

Our Values:

The work of Care & Repair is to support older and disabled people to remain living in their own homes, independently and safely, for as long as they choose to do so.

Dignity & Respect

We treat all of our customers as individuals, with dignity and respect, and empower people to retain control of their own lives.

Inclusivity

We work collaboratively with key partners and local communities to deliver excellent sustainable services.

Person-centred

We act in a way that is open, fair, accessible and equitable. We respect the views of our clients and colleagues. We put people **first**.

Quality

We aim to provide the highest quality service, and demonstrate honesty, integrity and transparency in all that we do.

Our agreed priorities are:-

- Priority 1 - Hospital to a Healthy Home scheme
- Priority 2 - Own Occupational Therapist
- Priority 3 - Energy Officer
- Priority 4 - 4th Minor Adaptations Officer
- Priority 5 - Investigate becoming a charity
- Priority 6 - Expand Mamwlad
- Priority 7 - Hire out Mobility Aids

Further details about Care and Repair in Powys can be found on the website:
crpowys.co.uk



Gofal a Thrwsio ym Mhowys
Care & Repair in Powys

The Care Society

The Care Society is a Registered Charity providing housing, homelessness and support services throughout mid and west Wales. The Care Society is passionate about making real, practical and immediate improvements to people's lives.

The Care Society has been responsible for significant reductions in homelessness, providing people with the help they need to live independently in their own homes. The Care Society helps a wide range of people, including the most vulnerable members of society, to engage with their communities and lead more active and rewarding lives. The Care Society's work is crucial in reducing pressure and demand on public and health services locally.

The Care Society provides housing and tenancy related support to enable homeless and potentially homeless people aged 16 and over to acquire the skills and resources they need to sustain a tenancy. Funded by Supporting People, the aim of the service is to help people to live successfully and independently in settled accommodation within their community.

The Care Society also offers a Shop Mobility Scheme based within its charity shop in Aberystwyth, and manages a Social Lettings Agency.

The Care Society currently employs 40 staff who are based in, Aberystwyth and Cardigan in Ceredigion and Newtown in Powys.

Vision

"Offering real, practical and immediate improvements to people's lives through our housing, homelessness and support services."

Mission

- Supporting people to realise their full potential
- Building stronger communities
- Providing housing and accommodation options

Further details about The Care Society can be found on the website: caresociety.org.uk



EOM (EOM Electrical Contractors Ltd)

EOM is an established and reliable Newtown firm providing electrical, gas and plumbing works as well as general maintenance. EOM work on projects ranging from small jobs for individual homeowners to large-scale projects for commercial and public sector clients.

EOM was established in 1995 by a group of mid Wales electricians, and today employs a total of 38 professionals within the team. EOM provides a wide range of maintenance services from reactive and voids works to residential properties, through gas servicing and electrical testing and health and safety works such as fire alarms. These services are provided to a range of clients throughout mid Wales in addition to Barcud. EOM supports apprentices, trains and develops its workforce, and aims to become an environmentally sustainable company that specialises in the installation and maintenance of electrical services to providing a multifaceted asset maintenance service.

Key objectives

- To be a sustainable business, developing sustainable skills and knowledge and can provide added value to our customers.
- To be a respected employer that supports the local economy and communities.
- To invest in colleagues, and drive for industry leading efficiency levels.
- Grow the business through quality and profitable new work.
- To be a customer focused local business, that has an excellent reputation for providing a first-class maintenance service.
- To use technology to aid efficiency and customer experience.
- To ensure that all new installations are high quality, undertaken safely, and that any new work is won on quality and recommendation, rather than just on price.
- Increase in turnover by 15% in first three years and by 10% in years four and five
- Be the contractor of choice.
- Deliver a net profit of 10% of annual turnover.

EOM has consistently increased its turnover from over £2.5 million three years ago to nearly £4m, with plans to develop the business further.

Further information about EOM can be found on the website: eomltd.co.uk



Barcud Board Members

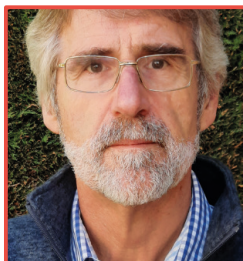
The Barcud Board is made up of up to twelve members, with provision for a further five co-optees. The Barcud Board has overall governance responsibility for the Group.

Board Members have the opportunity to sit on the Sub Committees and the Subsidiary Boards.

The current Board Members are:



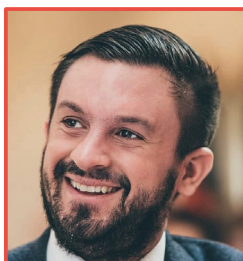
Alison Thorne
Chair of the Barcud Board



Dafydd Lewis



Kaye Law-Fox
Senior Independent Director



John Rees



Mererid Boswell



Carina Roberts



David Hall



Enid Roberts



Siobhan Johnson



Catherine Shaw
(Stepping down
September 2024)



Wyn Jones



Richard Woolley

Full biographies of all Barcud Board Members can be found on the website:
barcud.cymru/board-members

Care & Repair in Powys Board

The Care & Repair in Powys Board is made up of up to eight members - up to five independent members and a minimum of three nominees from the Barcud Board.

The current Board Members are:

Julie Metcalf (Chair)

(Stepping down September 2024)

Julie is a retired local authority Adult Social Care manager, former Head of Disability and Rehabilitation, and was a registered social worker until October 2014. The main focus of her career was physical and sensory disability services, including Occupational Therapy Services. Julie worked with colleagues across the Voluntary, Statutory and Independent Sectors and she has considerable experience of budget monitoring and control systems up to £6m.



Paul Jays (Vice Chair)

Paul has a career history in local authority health and social care services, including a period as Head of Adult Social Service with Worcestershire County Council. Most recently, Paul worked as an independent consultant with organisations including the National Institute for Health and Clinical Excellence, the Falkland Islands Government and Powys Adult Care Services and PtHB. He has also been Vice-Chair of Severn Vale Housing Association, and a director of a family business.

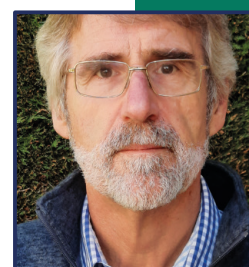
Crispin Jones

Crispin has leadership and business skills, with general financial awareness, wide experience of employment relations, contract negotiation and programme delivery. He has considerable experience of central and devolved Government liaison and a number of years of senior management experience; mainly in the private domestic housing sector, with specific knowledge of the retrofit sector.



Dafydd Lewis

Dafydd is a former Corporate Director for Gwynedd Council having had responsibility for housing, adult social care, health & well-being and community safety partnerships. Dafydd brings his skills to the Projects and Performance Committee and Care and Repair in Powys Board. Dafydd is a fluent Welsh speaker.



Mark Rees

Mark is a retired Trade Union Cymru Learning Support Officer, with 10 years' experience of housing management and tenant participation. Throughout Mark's career, he has been committed to the ethos of community involvement, social justice, and responsibility. Mark's experience as a former Board Member of Mid-Wales Housing Association gives him good knowledge of the relationship between Care and Repair in Powys as a Subsidiary operating within a Group structure.



Carina Roberts

Carina has over 30 years' experience of leading in the housing sector, and experience in partnership working with public and private sector organisations. Carina's knowledge of social housing and extra care provision are a valuable addition to the Projects and Performance Committee and the Care and Repair in Powys Board. Carina is a fluent Welsh speaker.



Catherine Shaw

(Stepping down September 2024)

Catherine is a former modern languages student who studied at Aberystwyth University. Catherine has lived experience of being a tenant and has extensive experience of tenant involvement and equality, diversity and inclusion. Catherine's skills have been well utilised on the Boards of Care and Repair in Powys, and The Care Society. Catherine is a keen Welsh learner.



The Care Society Board

The Care Society Board is made up of up to eight members - up to five independent members and a minimum of three nominees from the Barcud Board.

The current Board members are:

Anthony Hearne (Chair)

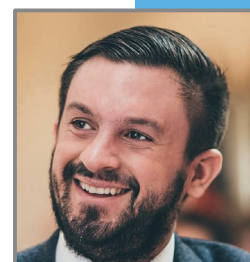
(Stepping down September 2024)

Anthony has over 30 years' experience of working and volunteering in housing, supported housing, and youth and community development organisations. Anthony is passionate about working with people and communities to help them thrive and prosper, is a big supporter of foundational economies and transformative power of the social economy, and a huge advocate for equality and social justice.



John Rees (Vice Chair)

John is Head of Finance at Plymouth Community Homes and a Chartered Certified Accountant. John's financial and risk management experience within the social housing sector led to his appointments as Chair of the Audit and Risk Committee and Vice Chair of The Care Society Board. John is an active Welsh learner with links to the Ceredigion area.



Stephen Cripps

(Stepping down September 2024)

Stephen is a former local government Chief Officer with 30 years' experience including Housing Management. Stephen was previously Chair of Tai Ceredigion and Barcud Housing Associations, and was a Member of Community Housing Cymru's Board. Stephen is also the former Chair of Ceredigion County Council's Ethics and Standards Committee.



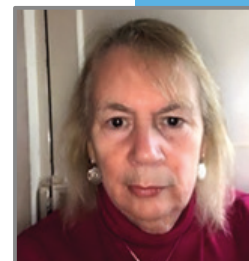
Margaret Gallagher

Margaret is an Australian who has lived in the UK for 26 years, 18 of them in Ceredigion. Margaret has a BSc and MA in Psychology from the University of Sydney and worked in social care and health for over 20 years. Margaret was the original Supporting People Manager for Ceredigion County Council and facilitated the set-up of the initiative in the county. Margaret is a trustee at Jig-So Children's Centre in Cardigan and a member of the Barcud Monitoring Group.



Annette Jones

Annette is a retired Social Worker and Team Manager with 45 years' experience, who worked with child protection, and children in need with looked after issues. Annette is highly experienced in multiagency working and appreciative of the interventions offered by The Care Society from a purchaser perspective. Annette is a fluent Welsh speaker and a Community Councillor.



Peter Saunders

(Stepping down September 2024)

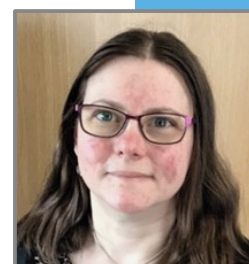
Peter has a background in town planning, research and University lecturing. He is a former Director of student services at John Moores University, Liverpool, and has an active interest in social care and extra care housing. Peter is a former Board Member of Tai Ceredigion Housing Association. Peter is a keen Welsh learner.



Catherine Shaw

(Stepping down September 2024)

Catherine is a former modern languages student who studied at Aberystwyth University. Catherine has lived experience of being a tenant and has extensive experience of tenant involvement and equality, diversity and inclusion. Catherine's skills have been well utilised on the Boards of Care and Repair in Powys, and The Care Society. Catherine is a keen Welsh learner.



Victoria (Vicky) Medhurst

Vicky is Head of Finance at Brandon Trust and has worked in the charity and not-for-profit sector for the last 15 years. During this time, Vicky has encountered a wide range of needs of communities across South Wales and is passionate about ensuring they have access to the right support. Vicky's experience in the care and support sector whilst working at Pobl Group has provided insight into the challenges of the sector, particularly around funding and sustainability.



Richard Woolley

Richard is a Chartered Certified Accountant and former Chief Executive of Connexus Homes. He has over 30 years' experience in the social housing sector at organisations including both large-scale voluntary transfers and traditional housing associations in roles such as Director of Resources and Group Chief Accountant as well as a Chief Executive for almost five years. With a strong finance, governance and strategic housing background, Richard is a valued member of both the Projects and Performance Committee and The Care Society Board, in addition to his Group Board member role.



EOM Board

EOM's Board is made up of up to six Members, three of which are independent and three are nominated by the Barcud Board.

The current Board Members are:

Richard Knight (Chair)

Richard is a Senior Business Development Manager of Plentific; a provider of landlord and property maintenance solutions, and a former Regional Client Director of GasTag. Richard has over 30 years in the ICT industry supporting customers with installation and maintenance of software solutions and over 20 years supporting housing associations with business support.



Mererid Boswell

Mererid is the Head of Finance and Corporate Services at the National Library of Wales. As a chartered accountant with experience of finance in the charity and public sector, Mererid's financial skills are well utilised as a member of the Audit and Risk Committee and EOM Board. Mererid is a fluent Welsh speaker.



David Hall

David is the Group Head of Property for the Wrekin Housing Group. With nearly 30 years' experience in social housing in the delivery of asset management, property health and safety, property retrofit, procurement, and housing development, and sitting on the both the CIH Asset Management and the NHF Building Safety Groups. David's skills are a valuable addition to the Audit and Risk Committee and the EOM Board.



Wyn Jones

Wyn is a Fellow of the Royal Institution of Chartered Surveyors, Member of the Chartered Institute of Arbitrators and a Member of the Expert Witness Institute. He is also an experienced developer and an RICS registered Expert Witness, Accredited Valuer, Arbitrator, and Independent Expert. Wyn also holds office as a Chair of the First-tier Tribunal Property Chamber, Government appointed Chair on the Welsh Valuation Tribunal and Lord Chancellor's appointed member of both English and Welsh Agricultural Land Tribunals. Wyn's skills are well suited to his roles on the Projects and Performance Committee and EOM Board.



Antony Lowry

Anthony is a business owner with over 25 years' experience of working in the social housing sector: 15 of those operating at executive level in a range of Large-Scale Voluntary Transfers in both rural and inner city locations.



Fleur Whittingham

Fleur has worked in social housing for over 20 years after graduating with an MSc in research methods and statistics. Fleur has a broad knowledge in the delivery of gas servicing, maintenance, investment and procurement, and a particular interest in Health and Safety and property compliance.



How To Apply

To apply for these roles please submit the following documentation:

- A detailed CV of no more than two pages (2,000 words) including details of positions held (and dates). Please include key achievements of relevance to a non-executive position
- A supporting statement of no more than two pages (2,000 words) explaining your motivation in applying for a position and how you would add value as a Board member (meet the skills, abilities and personal qualities of the relevant Person Specification). **Please state which role you are applying for and if you are applying for more than one role please indicate your preference.**
- A completed equality and diversity monitoring form. Before we shortlist, your personal details and equality and diversity monitoring form will be separated from your application form. This is because we want to make sure that candidates are shortlisted on their knowledge, skills and experience alone.
- Contact details (name, job title, organisation, phone and email) for two referees (one personal and one employment related, preferably your current employer if applicable). Please note we will not take up references without your prior permission.

If you wish to have an informal and confidential discussion to understand more about Barcud and its subsidiaries, or any of the roles, please contact Elspeth Edwards, Senior Governance Officer, by email: boardrecruitment@barcud.cymru, or direct line: 01570 424362, who will provide insights and/or arrange a call with the Chair of Barcud.

Recruitment Timetable

Recruitment Stage	Date
Closing Date	Wednesday 18 September
Shortlisting Decision	Friday 27 September
Interviews (Tŷ Canol, Newtown)	Wednesday 16 October

If you are likely to be unavailable during any of the interview periods above, please contact boardrecruitment@barcud.cymru as soon as possible.



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