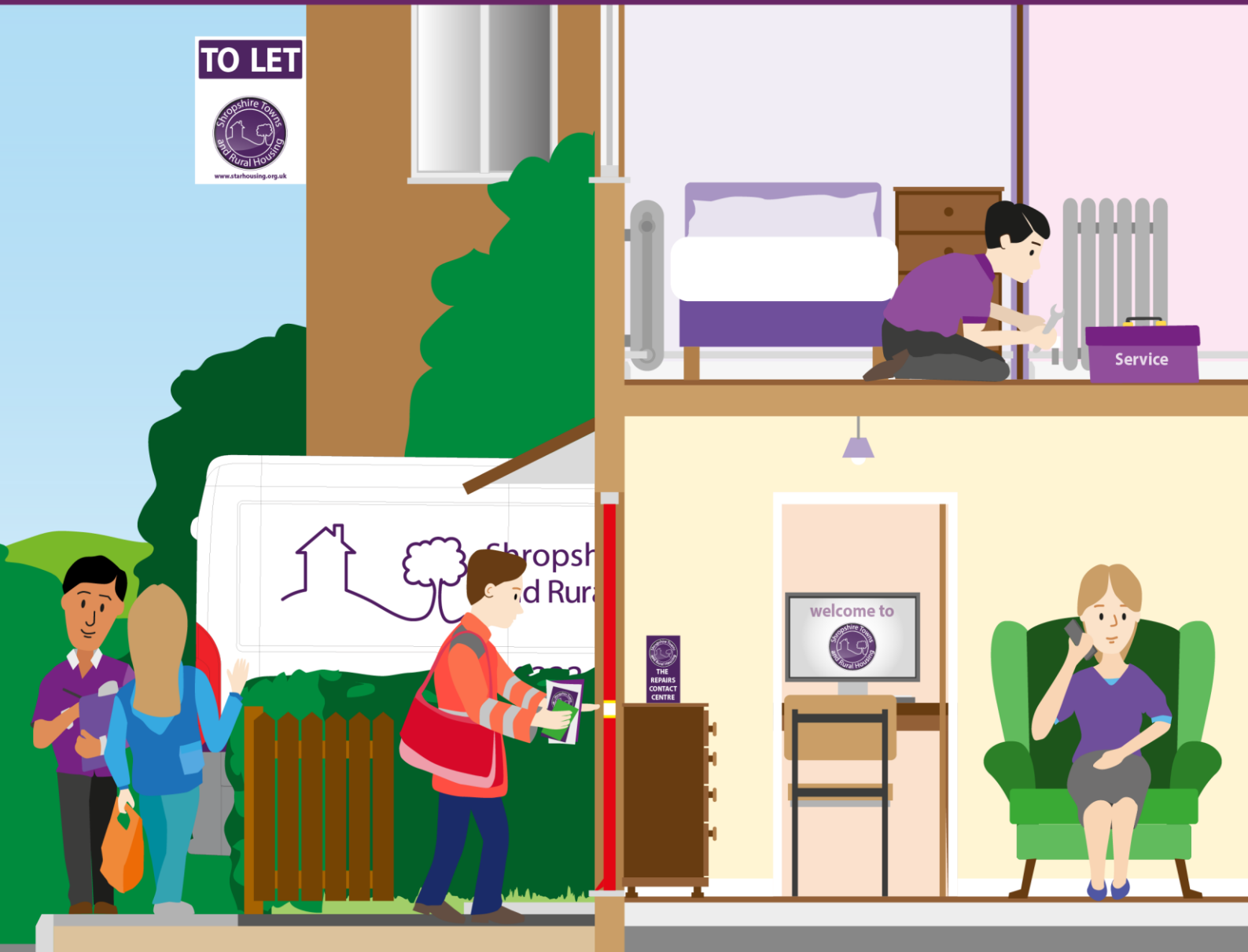




Shropshire
Towns and Rural Housing

Shropshire Towns and Rural Housing Ltd (STAR Housing)

Governance Strategy



December 2021 to December 2022

Produced by Managing Director

Why Introduce a Governance Strategy?

- It is a recognition that good corporate governance is key to any organisation's success.
- To ensure that we meet our objective of "running our business effectively"
- To ensure that we comply with the 'NHF Code of Governance 2020'
- To help to mitigate the risk of a failure of corporate governance

Our Guiding Principles

- The Board will be balanced, diverse and effective that leads and controls the Company.
- The Board will operate to the highest ethical standards and uphold the values of the Company.
- There is accountability to and involvement of the Company's stakeholders.
- There is a spirit of openness in the governance of the Company.
- There is fairness and equality of opportunity in all aspects of the organisation's governance.
- Roles and responsibilities between the Board members, paid staff and stakeholders are clear.
- The Board is supported by having effective staff and committee structures backed by effective systems of internal delegation, audit and control.
- The Company has effective and proper relationships with its internal and external auditors and regulators.
- We will ensure that all key Company strategy and policies and organisational development is linked appropriately into the Company governance arrangements.

Our Objectives

This details how we plan to ensure that our governance will achieve our guiding principles. We will:

Regularly Review Board Effectiveness

Annually review:

- The effectiveness of our Governance including measuring ourselves against to 'Measuring ourselves against the NHF Code of Governance 2020'
- Board and sub-committee Terms of Reference.
- Board effectiveness including the Scheme of Delegations.
- Board member 'Declaration of Interests'.
- Board member performance by appraisals and review
- Effectiveness of Board performance assessment process.
- The Constitution and make amendments at the Annual General Meeting if required.

Review every 3 years or sooner if required:

- Board policies including Code of Conduct and Recruitment, Selection and Performance Assessment Processes.
- Board Member Roles and Responsibilities including Chairs and Chairs of Sub-committees.

At least every 5 years

- Whole Board effectiveness through external appraisal

Develop the Skills of our Board.

Assess skills gaps and seek to fill them through recruitment or training through:

- Competence-based recruitment to the relevant Board positions.
- Develop annual training programmes to meet needs of Board and Board Members.
- Develop individual training programmes where required.
- Ensuring that there is up to date 'supporting information' for members through regular review of the Governance Guide.
- Ensure regular information and training for Board members regarding industry developments and the impact on the Company.

Ensure Governance is Open and Transparent

Board meetings are:

- Where possible open to the public.
- Advertised in advance and the agendas made available on the internet.
- Minuted and minutes made available on the internet.

Tenant and Independent Board Member vacancies are:

- Advertised widely and open to all qualifying members.
- Recruitment is competency based and follows the principles set out in the Policy.

Board Members remuneration is set by a Remuneration Panel, overseen by Human Resources experts and set in line with industry norms.

Ensure that there are appropriate arrangements for scrutiny in place that regularly report to the Board.

Outcomes of the Strategy

The following anticipated outcomes of the Strategy are:

- An annual self-assessment against our framework to ensure compliance reported in the annual financial statements and an annual assessment of Board effectiveness.
- A Board action plan to address findings of the annual self-assessment and assessment of Board effectiveness.
- 'Good' internal audit reports of Governance.
- Successful delivery of any external review recommendations