

Southway Plus Board Member Recruitment Pack



If you're passionate about our people and places, and want to use your commercial skills for social good, **we want to hear from you!**



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1. Introduction from the Chief Executive

Thank you for expressing an interest in a position on Southway Plus Board. This pack provides further information about the roles and explains the application process.

Southway Plus is the commercial subsidiary of Southway Housing Trust Limited. Plus develops market sale and private rent properties to generate profit, supporting the Trust in delivering its social objectives.

Plus has a £35m loan in place to deliver homes for market rent and outright sale, and already owns two successful market rent schemes and has its first sale scheme on site. Over the next four years, Plus expects to deliver profits of up to £3m that will be gift aided to the Trust to subsidise the cost of our Affordable Homes programme.

We believe that our commercial activity is vital to achieving the social aims and objectives of the Group. If you share our passion and want to use your commercial or development expertise to help us deliver social good to the communities of South Manchester and beyond, we look forward to talking with you.

I wish you every success in your application.



Karen Mitchell
Chief Executive

2. About Southway

Southway Housing Trust is a community-based housing provider and social enterprise established in 2007. We are a trusted landlord and provide good quality affordable rented homes for around 6,000 households in and around South Manchester, and we employ around 200 staff.

- We invest over £1m every year in strengthening our communities and supporting the people who live there
- In the 10 years up to 2026, we will have built around 1,600 new homes, the majority of which will be affordable homes for rent and low-cost home ownership
- Over the next 6 years, we will create £3.5m of profit in our commercial subsidiary Southway Plus, ring-fenced to subsidise the cost of new affordable homes in the higher-value areas of South Manchester
- Our interest is in People, Homes, and Neighborhoods. We take our role as a key stakeholder seriously, working in partnership with others to achieve more than we can alone

Southway's Vision, Values and Mission

Our long-term vision is of **Thriving Communities**.

A thriving community is a place that people are proud of; homes are secure and good quality, and the neighbourhood is safe, clean, green and sustainable.

People choose to live in a thriving community because it has a sense of place and belonging. People of all ages can access what they need to have a healthy and fulfilled life. Equality and diversity are valued. People look out for each other.

We will track our direction of travel towards this vision. Over the next 10 years, we expect our thriving communities to be characterised by: -

- Levels of child poverty reducing
- Levels of loneliness and isolation in all age groups reducing
- Higher levels of employment and social connectedness
- A supply of homes that is closer to meeting needs
- A smaller carbon footprint
- And higher levels of satisfaction with our communities as a place to live.

The way we do things is determined by our values:

We are **Caring, Committed** and we will be **Successful Together**.

Southway Housing Trust has a clear sense of purpose:

- We provide and build homes that people on below-average incomes can afford. We understand our role as a 'steward' on behalf of our local communities.
- We are community-based. Our focus on South Manchester, and areas nearby, means we understand our neighbourhoods and, with our tenants and residents, we know what works.
- We care about the people who live in our homes. We build trust and confidence and believe that we can achieve success together.
- We use our skills and resources to address inequality, reduce poverty and improve lives in our diverse communities. We support, advise and enable people to achieve their potential and live well.
- Our services provide value for money. We are creative in solving problems and we use our financial strength effectively. We work with others to create greater outcomes.
- We will promote what we are good at, if that helps others, and make profit for the purpose of building more affordable homes in South Manchester.



About Southway Plus

Southway Plus is the commercial subsidiary of Southway Housing Trust Limited. Plus develops market sale and private rent properties to generate profit, supporting the Trust in delivering its social objectives.

The key objectives of Southway Plus are to:

- Deliver 250 market sale and private rent properties
- Deliver £3m of gift aid by December 2026, to contribute to the social objectives of the Trust
- Develop an asset base and track record that will enable independent borrowing to proceed in 3-5 years

To support the delivery of an ambitious programme, funding has been secured via an Intra Group Loan from Southway Housing Trust, which totals £35m plus an additional £3m for investment in GMJV.

To date, Southway Plus has successfully delivered a 42-home private rented sector scheme in Altrincham and a second scheme of 27 properties in Cheadle. Market sale activity comprises two schemes totalling 12 homes; Plus intends to develop a total of c220 properties by March 2025.



Abney Apartments in Cheadle consists of 27 market rent one and two-bedroom apartments

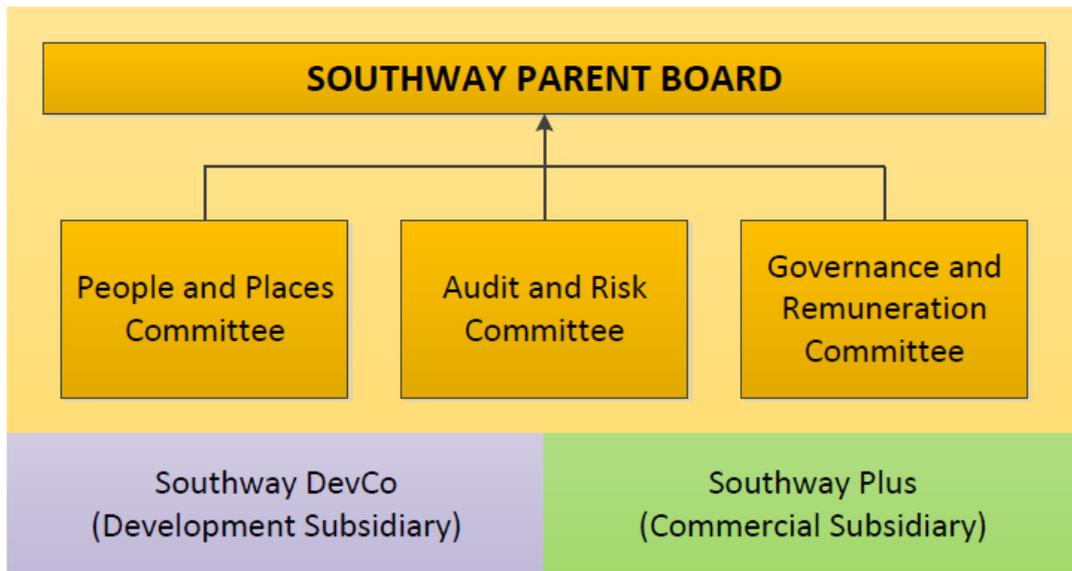


Aura in Altrincham consists of 42 market rent apartments in two and three storey blocks

3. Southway's Governance Structure

Board and Committee Members are volunteers. Some of these are Southway tenants, some are nominated by Manchester City Council, and some are independent members appointed to provide specific expertise.

Appointments to the governance structure are based on the knowledge and skills that individuals can bring to the overall mix.



The Board of **Southway Plus** is made up of members of the Parent Board, as well as two Executive Directors. The Parent Board retains ultimate decision-making powers.

4. About the Role

Members in all parts of the governance structure must demonstrate a commitment to and understanding of the vision and values of the Trust, as well as being able to understand Southway Plus' activities and priorities, and make key decisions, leading the organisation effectively.

Pay and Support

This is an unpaid role. The Board has decided that all Board and Committee Member roles will not be remunerated, as it has a strong commitment to the importance of volunteering and believes that this fits best with Southway's ethos and direction.

All reasonable expenses incurred while engaged in Board or Committee duties will be met.

Support can be provided based on individual needs, which will be discussed during recruitment and induction. This might include adjustments to enable a person with a disability to play an active role, or support with childcare costs where this would otherwise be a barrier to attendance.

Time Commitment

The Southway Plus Board meets up to four times per year.

Meetings take place in the evening, starting around 5.30pm, and each requires up to a day of work, considering reading and preparation, plus around 2-3 hours for the meeting itself. Papers are issued 7 days before meetings.

As part of taking on the role, all new members take part in an induction programme, meeting the Chair and members of the Executive to discuss the priorities and challenges of the Trust, taking a tour of our neighbourhoods, and going through a governance briefing to learn about the role and its requirements.

Each spring, all members attend a one-to-one review meeting with the Chair and Chief Executive to review their effectiveness and that of the Board, and to identify any training and development needs.

5. How to Apply

Recruitment Timetable

This is to be confirmed.

The deadline for applications is **Friday 4th November**.

The successful applicants will take up their positions the following week.

You will need to complete an application form and there will be an interview with:

- Chair of the Southway Plus Board
- Karen Mitchell, Chief Executive, Karen Mitchell

Further Information

For further information on the contents of this pack or the recruitment process, please contact Matthew Maouati, Head of Governance and Performance, at m.maouati@southwayhousing.co.uk or over the phone on 0161 448 4267

If you would like to learn more about the role, we can arrange for you to meet with Southway's Chief Executive, Karen Mitchell.

Equality Statement

Southway is committed to diversity and inclusion. We aspire to a governance structure that reflects our tenants and the wider communities in which we operate. We encourage people from all backgrounds and experiences to apply for roles in our governance structure and welcome a diverse range of people. We value difference of thought as we know this enhances our organisation. We particularly, though not exclusively, welcome applications from disabled people, people who identify as women, people who identify as LGBT+, and BIPOC.

This pack includes written material and a written application process. If you would prefer or require a different approach to allow you to show your best, please get in touch for further guidance. Audio and visual recorded applications will also be accepted where they cover the same requirements.

If you need reasonable adjustments for any part of the recruitment process, please contact the Governance team at governance@southwayhousing.co.uk so a member of the team can contact you directly to help.



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