

## Board Recruitment Policy

### 1. Introduction

The purpose of this policy is to set out the arrangements for recruiting new members to the Board of Ore Valley Housing Association (OVHA). The policy is consistent with our [Rules](#), our [Standing Orders](#) and the Scottish Housing Regulator's [Regulatory Standards](#) for Registered Social Landlords in Scotland.

### 2. Aims of this Policy

OVHA aims to:

- Ensure that recruitment principles are clear and adhered to by all staff and board members involved in any recruitment and selection processes
- Use fair and effective methods for the appointment of candidates consistent with the Association's [Equalities, Diversity & Inclusion Policy](#)
- Ensure that our business is directed by a Board which reflects the needs and expectations of our members, customers and local communities, and that we are accountable to them.
- To develop an excellent workforce committed to the aims, values, and service delivery requirements of the Association
- Review the organisation's present and future challenges to assist in identify any gaps in knowledge and skills

### 3. Principles

OVHA actively promotes equality of opportunity for all and welcomes applications from any candidates with the right mix of behaviours, skills and potential. The selection of candidates for interview will be based on appropriate skills, qualifications and experience with the following desired outcomes:

- Effective leadership, control and direction is provided
- Good governance across all of our activities is maintained
- Our aims and objectives are achieved
- Compliance with all legislative and regulatory requirements

### 4. Equality, Diversity & Inclusion

Ore Valley Housing Association is fully committed to equal opportunities and ensuring equality of treatment for all stakeholders, employees, customers and suppliers without discrimination or prejudice based on an individuals protected characteristics as defined in the Equalities Act as follows :-

- age
- disability
- gender identity<sup>1</sup>
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

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<sup>1</sup> The inclusion of gender identity as a characteristic goes beyond the confines of the Equalities Act which only recognises gender reassignment as a protected characteristic. This is referred to in our [Equality, Diversity & inclusion Policy](#).

The Association will always seek to follow best practice in order to ensure that the above group needs are understood, considered and accommodated wherever possible.

#### **5. Policy Review**

This Policy will be reviewed every three years or earlier in line with regulatory or legislative guidance/changes or good practice guidelines.

Maryjane Elder

Created: October 2023

Next Review Date: October 2026