



BOARD AND COMMITTEE TRAINING POLICY

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Review Requirement	5 Years

ORE VALLEY GROUP

BOARD / BOARD TRAINING POLICY

The Ore Valley Group consists of Ore Valley Housing Association, which is the parent company and has 3 subsidiary companies, namely Ore Valley Enterprises, Fife HARCA and Cardenden Heat and power (CHAP).

This in turn dictates that there are four Boards each consisting of their governing Board members.

The Association on behalf of each subsidiary company will ensure that all existing and prospective Board members have access to appropriate training to equip them for their role in managing their respective company. It is therefore even more important that the Board of the Association are provided with adequate training to support them govern the Association, whilst maintaining an overview of each of the Subsidiary companies.

Adequate provision will be made within each year's budget.

The CEO will bring to the attention of all Board members relevant training opportunities within the programmes organised by SFHA, Scottish Housing Regulator, Scottish Government, COSHC, SHARE, SHBVN, Chartered Institute of Housing, TPAS amongst others. However acknowledging that there may at times not be relevant opportunities that meet training needs, options of bringing in a training provider, or sharing training with other organisations where appropriate will be considered.

To ensure that all Board members are able to maximise their uptake of training opportunities, the Ore Valley Group will reimburse approved out of pocket expenses, including for child minding. (Please refer to the Payment of Board Expenses Policy for further details)

Individual Board members' training requirements are established through the Board Self Assessments and appraisal. The training offered includes:-

The CEO will have authority to approve individual training requests at his discretion, up to an individual budget per Board member per year of not more than 1/10th of the full budget for the year. All other training expenditure will require the prior approval of Board. The Executive Support Officer linking with the Corporate Support Team, will monitor the level of training provided to members on a regular basis to ensure that individual needs are being met and a report will be presented to the Management Board on an annual basis. Board will also receive details of both staff and Board training expenditure on a quarterly basis.