## Board Member Induction Policy

### 1 Introduction

An induction programme will be provided for new Board members who will meet with the Chair and CEO during this process. The induction programme commences in advance of the new member's first meeting (when they will be asked to sign the Code of Conduct) and will be completed within the first three months of the individual becoming a member of the Board. Further reference can be found in our Board Member Induction Pack

### 2. Aims

OVHA will provide a structured induction programme that all new Board members will be required to take part in. We will be flexible in how we deliver this programme, to make learning useful and rewarding and to take account of members' personal commitments.

### 3. Principles

Board Members have ultimate responsibility for directing the activity of the Association, ensuring it is well run and delivering the outcomes for which it has been set up.

### 4. Equality

OVHA is committed to promoting equality and ensuring that all individuals are treated fairly and with respect. We do not tolerate discrimination based on race, gender, age, disability, religion, sexual orientation, or any other protected characteristic. We strive to create an inclusive environment where diversity is valued, and everyone has equal access to opportunities and resources.

### 5. Induction Process

The induction process will be undertaken by the Chair, Chief Executive Officer (CEO) and members of the management team, where required. Induction will commence once a new Board member has been appointed.

The induction process format will take the form of face-to-face meetings, or in extreme circumstances by a virtual platform i.e. Microsoft Teams, Zoom etc. New members will also be encouraged to attend an estate walk-about, so that they can familiarise themselves with the Association's housing stock.

Further details on Board Induction can be found in our:

Board and Committee Training & Development Policy
Board Induction Checklist
Board Induction Plan
Governing Body Induction Guidance

**6. Review**

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

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