

## **Board Appraisal Policy**

### **1. Introduction**

The Ore Valley Group recognises that Board member appraisal is an essential process for demonstrating that our Board members are and remain high performing and able to effectively undertake the role of strategic leadership. Responsible for providing collective leadership in setting and achieving strategic objectives, our Board members must also control the activities of OVHA and ensure that they remain within the law, its Rules and relevant regulatory requirements.

### **2. Aims of the Policy**

To implement a programme of annual reviews of the contributions made by individual members of the governing body to the organisation's governance.

### **3. Principles**

The annual reviews should:

- Be undertaken in the context of the organisation's business plan.
- Be informed by an overall assessment of the effectiveness of existing governance arrangements.
- Take account of how the individual can support the organisation to deliver its business plan objectives over the period of the plan.
- Identify individual skill and knowledge development areas that, when addressed, will lead to greater effectiveness
- Comply with 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 individual's 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

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.

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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](#).

Maryjane Elder  
Review Date: May 2024  
Next Review Date: May 2027