

# Tenant Board Member Pathway Programme

Supporting potential  
board members of  
the future

*We will provide this policy on request at no cost,  
in large print, in Braille, on tape or in another  
non-written format.*

## We're looking for potential board members of the future.

The Wheatley Homes Glasgow Board has always had a strong tenant voice. We know that tenants bring essential insight and experience to our Board.



*Maureen Dowden, Board Chair,  
Wheatley Homes Glasgow*

Our Tenant Board Member Pathway Programme (“Pathway Programme”) is designed to **support tenants who are interested in governance, want to understand how decisions are made, and may wish to explore becoming a Tenant Board Member in the future.**

This programme is not about joining the Board right away or a guarantee of a future Board role. It is a supportive, step-by-step way to:

- Learn how housing Boards make decisions;
- Build confidence and new skills;
- Experience governance-related activities; and
- Find out whether a Board role may be right for you.

As the Chair of the Wheatly Homes Glasgow Board I have seen the importance and impact of having tenants on our Board. That is why we are relaunching our Pathway Programme, recognising that being a Board member is a commitment that comes with important responsibilities.

No specific experience is needed. We are looking for customers with:

- Time, curiosity and a willingness to learn;
- An ability to listen and reflect;
- Commitment to fairness and improving services;
- Respect for different opinions and points of view; and
- An ability to consider the long term impact of decisions.

We want to make this programme as accessible as possible. This information pack provides detail about:

- What the Pathway Programme involves;
- The type of training and mentoring we include; and
- The wider support we can offer to help you to participate.

We will have a discussion session with those who might be interested in joining this programme. If you are interested or would just like to hear a bit more about what might be involved, I would strongly encourage you to attend a session.

## **PATHWAY PROGRAMME OUTLINE**

### **What will you get from the programme?**

#### **Learning and confidence-building**

- How housing Boards make decisions
- How budgets, performance and risk are discussed
- Build confidence and new skills
- Plain-English introductions to key topics
- Find out whether a Board role may be right for you.

#### **Support every step of the way**

- Supported by experienced Board members and staff
- Receive training and mentoring
- Travel/childcare expenses covered (where applicable).

#### **Real experience of governance**

- Experience governance-related activity
- Attend an information session with the Chair and tenant Board members
- Learn about the Scrutiny Panel, an opportunity to build experience
- Potential to shadow a Board meeting as an observer

#### **Time commitment**

- Up to approximately ten learning/shadowing and scrutiny opportunities each year;
- Dates agreed in advance; and
- Designed to fit around work and family life where possible.

## What are the core steps in the programme?

### Step 1 – Learn more

- Express interest in understanding more about the pathway programme via an informal information session. Fill in the form: [Board member pathway programme Expression of interest form](#)
- Hear from the Chair and tenants already on Boards
- Ask questions in a relaxed, friendly environment
- No commitment required.

### Step 2 – Pathway programme application

- Complete a short, simple application for the Pathway Programme
- Or if you would rather, there are options to apply via video or supported conversation

### Step 3 – Supported participation during the pathway programme

- Attend learning sessions
- Be prepared to learn more about the Scrutiny Panel
- Take part in optional events, training and conferences
- Shadow a Board meeting.

### Step 4 – Develop, reflect and decide

- Work with your mentor/coach to understand your strengths
- Build further skills and confidence
- When a Board vacancy arises, decide whether to go forward for the formal recruitment process – only if you want to.

It's important to note that not everyone who applies to the programme will be selected and not everyone who completes the programme will become a Tenant Board Member.

## SCRUTINY PANEL

### What is the Scrutiny Panel?

Our Scrutiny Panel is made up of tenants from Wheatley Homes Glasgow and other social landlords in the wider Wheatley Group.

‘Scrutiny’ is all about reviewing performance, through a partnership approach, and working with officers to identify improvements for services

#### How often and when does it meet?

The Panel meets four times per year. We rotate meetings around our wider Wheatley Group offices in Glasgow, Edinburgh and Dumfries. The panel also takes part in an annual learning session, and there is also the option to take part in thematic reviews. Meetings are a mix of in person and online and are currently normally late morning or early afternoon.

#### How long do meetings last?

Meetings are normally no more than three hours.

#### Are meetings always at the same time of day?

Each year we consider whether the meeting times need to change. Meetings will be planned to suit the majority of tenants.



More information on recent Scrutiny Panel activities is included on our website: [Group Scrutiny Panel](#).

## Interested? Next steps

Come along to an informal information session or get in touch today.

As Step 1 of the Pathway Programme, we plan to hold in-person and online sessions in May to allow anyone interested to come and hear more about the programme.

This will explain more about the formal process for applying and how we will select participants, ask any questions you may have, hear any feedback you have on how we could improve the programme and discuss the next steps.

If you're interested, please complete this short [expression of interest form](#) to join an information session.

If you would like an advance discussion, please get in touch:  
[pauline.donald@wheatley-group.com](mailto:pauline.donald@wheatley-group.com)

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