

Thank you very much for your interest in joining the Board of Bron Afon Community Housing. I hope you will find all the information you need in our pack or on our website to enable you to decide whether you want to put your name forward for the Board. If you would like an informal chat our Chief Executive Duncan Forbes or I will get back to you.

Bron Afon: Created and Shaped by Tenants and Staff

Bron Afon went live on 31st March 2008. We were created and shaped over a period of two years by tenants and staff working together to design their own landlord and employer. The result is a unique organisation with our own ways of working. If you join the Board, you will be able to play your part in improving and adapting our model as we learn from our own experience and others.

Community Owned

We have over 1400 members and our members play an active part in the development of our policies and strategies and monitoring performance. Our membership committee is elected and scrutinises the work of our Board, attending Board meetings and receiving all non confidential papers. All our members live in Torfaen and a majority must be tenants. As a Board member you will be part of an organisation that is operating on a democratic basis, seeking to involve members and staff in our key decisions.

Proud to be a Public Service Organisation

We are proud to be seen as a public service organisation working as a partner with public sector organisations in the Borough. Operating only within Torfaen we are a community based organisation delivering local services.

Making a Difference: Improving the quality of life in Torfaen

We are a new community owned social enterprise and registered social landlord. The provision of high quality homes and excellent services to tenants is one of our aims. We intend to play a major part in improving the quality of life for all residents in Torfaen, not just in the housing arena but by creating new jobs, increasing skills, improving health, promoting community safety, supporting and developing communities, supporting older people and tackling poverty. Well over 150 of our staff work in repairs and improvements making us one of the largest construction employers in South East Wales.

- With 48 apprentices we have a substantial role to play in increasing the skills of local young people.
- We provide support services to over 2,000 local older people
- We have our own community safety team.
- We own and manage significant parcels of land for community use.
- We are actively involving local communities in shaping their own priorities.

With a local focus, an annual spend of nearly £50 million and over 400 staff almost all based in our headquarters building and more than 75% of whom live locally we are large enough to make an impact yet small enough to be versatile and flexible. Unlike almost every other registered social landlord, we are carrying out the internal improvement programme to tenants' homes using our own staff rather than major contractors as we can achieve savings whilst ensuring that we create new jobs for local people.

Bron Afon: The Look and Feel

We are seeking to create an organisation where members, staff and the Board work together as partners. Some quotes from our staff are included in the pack/website. We have designed our headquarters as a base for our members as well as our staff, emphasising the membership as essential partners in our organisation. Our headquarters building is status free with no reserved parking and no separate offices for anyone. The Board meetings are demanding but informal and everyone is on first name terms. Staff are involved in shaping and developing our policies and we are placing a great emphasis on people working across teams, staff teams in some cases, and joint membership/board/staff teams in others.. Tenants have noticed the difference, we consistently receive far more compliments than complaints and excellent feedback on satisfaction surveys.

Challenge

We want to deliver excellent services and mediocrity isn't good enough. We want a Board that works closely in partnership with the staff team whilst playing an important role as a critical friend being able to stand back and challenge what we do and how well we do it.

Looking to the Future

If you decide to join us, you will be enjoying us at an exciting time. Our first Corporate Plan was in the form of the Offer Document which you will find on our website (www.bronafon.org.uk) setting out commitments to the tenants who used to be housed by Torfaen County Borough Council of the changes that would take place if they voted to transfer to Bron Afon. Most of those commitments are now completed or are well in hand and a review of progress against each commitment is contained in our self assessment which is on this website. During the last six months we have developed a new Corporate Plan for the period up to 2017. Over 600 residents of Torfaen and staff members were actively involved in developing our new priorities. You will, therefore, be joining us at a time when we have set a clear new direction for the future with a clear mandate to improve the quality of life and life chances of people within Torfaen and neighbouring communities.

Find Out More

There is much much more to say about Bron Afon but you won't really get a feel for

whether you want to join the Board pin us work here without talking to us, finding out what makes us tick and whether we are the kind of people you want to join. So please feel free to call me and talk it over and if you want to pursue membership of the Board we can invite you to an initial informal meeting with Board members so you can find out more.

Tamsin Stirling
Chair of the Board
BRON AFON COMMUNITY HOUSING