

Candidate information pack
Chair of Audit and Risk
Committee
Independent Committee
Member

August 2022



Welcome from our Chair

Thank you for your interest in joining Goram Homes as a Board / Committee Member.

Goram Homes is a commercial company with social values that generates social, financial, and environmental benefit for Bristol. Alongside our development partners, our shareholder, Bristol City Council, and communities, we aim to build homes that transform where and how people live.

We work with private sector partners that share our values and who will deliver maximum social and environmental value. Goram Homes is a subsidiary of Bristol Holding Ltd, which is wholly owned by Bristol City Council.

By building sustainable mixed developments which include high levels of affordable homes, we are supporting Bristol City Council's vision that "by 2050 every person in Bristol will be able to live in a home that they can afford, and which is secure and warm". We are also dedicated to creating employment and training opportunities wherever possible and have committed to 75% of our spend going to local companies.

Through the delivery of zero carbon, inclusive developments that build communities, provide access to green space, and create active travel and liveable neighbourhoods we are supporting multiple aims of Bristol's One City Strategies.

How we work

Goram Homes is one of Bristol City Council's key delivery vehicles in the fight against the housing crisis - especially for larger market facing and mixed tenure projects. Our developments are, in the main, joint ventures (LLPs) with the value of the land forming a large proportion of our initial investment.

The Goram Homes Board oversees performance of all LLPs against the Business Plan and detailed financial appraisals. Reporting of our performance is then provided to the Council's strategic client and Bristol Holding, who in turn advise our shareholder, Bristol City Council.

Any potential sites are assessed by the Goram Homes team and, if the site is viable and deliverable, presented to the Goram Homes Board for consideration. The affordable housing is purchased at a market value by either a housing association or by the Council and agreed on a project-by project basis.

We will retain an initial interest in the management and maintenance of all our schemes, to empower residents and remain alongside them when they move into their new home.

Our Business Plan

Our 2022 Business Plan, approved by the Council, includes a pipeline of fourteen sites and gives us the opportunity to build nearly three thousand new homes for Bristol. We have started work on our first development '[One Lockleaze](#)' and held two design competitions for sites at [Castle Park](#) and [Redcliffe way](#) with several other projects are in the pipeline. Our business model allows us to work at pace, whilst our relationship with Bristol City Council and company values ensure that our work is driven by what benefits Bristol.

You can read our 2022 Business plan in full [here](#).

What drives us

With over 16,000 people on the housing waiting list and large numbers in temporary accommodation there is an urgent need for more homes in Bristol. The addition of Hengrove Park to our pipeline has doubled the number of homes we can build and given us and even greater opportunity to deliver much-needed affordable housing. At the same time, amid a climate and ecological crisis, we have a clear responsibility to protect the environment.

The challenge of finding ways to build homes in a way that protects both people and the planet is one that Goram Homes takes seriously. This is why we are working towards gaining [B Corp Certification](#) to demonstrate and share they ways in which we are meeting the highest standards of environmental and social performance.

I look forward to hearing from you soon.

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Chair, Goram homes



Who we are

Goram Homes is a Bristol-based housing company. We build homes that create communities and are environmentally, socially and economically sustainable.

Our mission

Goram Homes works in partnership to build sustainable, affordable homes that create communities, respect the environment, and contribute to the local economy.

Our values

We make a positive social impact. We build partnerships with purpose. We innovate to succeed.

For our people: This means we employ people who share our values – they are committed to working in partnership and passionate about building communities that are celebrated for their design and sustainability credentials.

For our partners: We are adaptable, fleet of foot, we work collaboratively and consider different approaches to achieve our goals.

For our communities: We work in partnership with our communities to build homes where they want to live, that respect the environment, contribute to the economy and are sustainable.

B Corp

Certified B Corporations are businesses that meet the highest standards of social and environmental performance, public transparency, and legal accountability to balance profit and purpose. B Corp Certification is the only certification that measures a company's entire social and environmental performance.

Over the past year, Goram Homes has been working towards gaining Certified B Corporation status in order that our business approach is evidence-based and shows our partners and stakeholders the ways in which Goram Homes is meeting the highest standards of performance.

Community-focussed

We want to contribute to the wellbeing of our city and the lives of people who live here. Wherever we build homes, we will work with communities to address their needs, support economic growth and strengthen communities.

Sustainable

The climate emergency, declared by Bristol in 2018, demands action and leadership across the construction industry. We are committed to all our sites having increased biodiversity and carbon neutral homes. And we have signed up to the [RIBA climate challenge](#) and [Building with Nature Standards](#) to ensure our developments really deliver for people and wildlife.

Innovative

We welcome new ways of working and innovation that delivers the right results.

Our focus is on finding the best solutions to deliver our homes most effectively, whether that is adopting Modern Methods of Construction or using new technology to reach more people.

Where we started

Goram Homes was set up by Bristol City Council in 2018 to build quality homes where they are needed the most. Our name is rooted in the local myth of two giants, Goram and Vincent, which tells the story of Bristol's foundations and some of our most iconic sites.

Goram Homes will build on Bristol's historic foundations to shape it for future generations. Our homes are economically, socially and environmentally sustainable to reflect our city's values today.

We work with the people of Bristol, for the people of Bristol, to write the next chapter in Bristol's history.

The Roles

Chair of the Audit and Risk Committee

Role Purpose

To Chair the Audit and Risk Committee from its inception. You will work with the Chair of Goram Homes Board to establish a robust committee which will provide assurance to the Board and the Council on matters of Risk and Assurance. Working with the executive you will review and oversee the Risk and Assurance frameworks

Reporting to the Chair of the Board.

Key Areas of Responsibility

- Work with the Chair, the other members of the Board and the Executive to ensure the delivery of 'the company's objectives and to ensure that its values and ways of working are consistent with the expectations of the Council.
- Agree and then support the continuous development of the Company's strategy, customer centric approach and activities so that its delivery remains consistent with its agreed mission, mandate and expectations of the Council.
- Impartially monitor the commercial and social performance of the Company and its Executives against Board agreed business objectives and Service Level Agreements. To hold the Executive to account for their performance with a particular focus on whether or not the Company is achieving its strategic objectives.
- Ensure that there is effective and robust governance in relation to:
 - financial performance monitoring and reporting
 - risk monitoring and mitigation – covering finance and regulatory risk
 - corporate governance including in the context of BCC as shareholder
 - policies including scheme of delegation, senior salaries and risk management
- Act in a way that takes collective responsibility for the Company and provides challenge to the Executive.

Knowledge, experience, skills and personal attributes

All Board members will have:

- Integrity and strong ethical standards.
- Highly developed interpersonal skills and the ability to handle conflict comfortably.
- Sound judgment and the ability to understand and evaluate complex problems.
- The ability to challenge and influence in a persuasive and constructive way.
- Commercial insight and understanding of the Company's performance in relation to its business plan and strategic objectives.
- A well-developed appreciation of the value of effective governance, risk management and financial control.
- Senior and strategic Executive or Board level experience or the demonstrable skills to operate effectively within a Board environment.
- Strong self-awareness and a desire to continuously improve their personal performance and knowledge.

Term of office

- Initial 2-3 year period, with the possibility of one renewable term thereafter.

Time commitment and location

- The Audit and Risk Committee meet five times per year: four quarterly meetings (remote) and one for financial report and accounts (in Bristol).
- The Board meet five times per year (three are likely to be remote and two in Bristol) with the Chair of the Audit and Risk Committee in attendance.

Remuneration

- £12,000 per annum.
- Reasonable out of pocket expenses.

Independent Committee Member

Role Purpose

To work with the Chair of the Audit and Risk Committee from its inception. You will work with the Chair of the committee and the Finance Director to establish a robust committee which will provide assurance to the Board and the Council on matters of Risk and Assurance.

Reporting to the Chair of the Audit and Risk Committee

Key Areas of Responsibility

- Work with the Chair, and the Executive to ensure the delivery of 'the company's objectives and to ensure that its values and ways of working are consistent with the expectations of the Council.
- Ensure that there is effective and robust governance in relation to:
 - financial performance monitoring and reporting
 - risk monitoring and mitigation – covering finance and regulatory risk
 - corporate governance including in the context of BCC as shareholder
 - policies including scheme of delegation, and risk management
- Act in a way that takes collective responsibility for the Company and provides challenge to the Executive.

Knowledge, experience, skills and personal attributes

All Committee Members will have:

- Integrity and strong ethical standards.
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- Senior and strategic Executive or Board level experience or the demonstrable skills to operate effectively within a Board environment.
- Strong self-awareness and a desire to continuously improve their personal performance and knowledge.

Term of office

- Initial 2-3 year period, with the possibility of one renewable term thereafter.

Time commitment and location

- The Audit and Risk Committee meet five times per year: four quarterly meetings (remote) and one for financial report and accounts (in Bristol).

Remuneration

- £5,000 per annum.
- Reasonable out of pocket expenses.

Timetable

Closing Date	Thursday 25th August 2022 – 9am
Longlist Meeting	Thursday 1 st September
Preliminary Interviews	w/c 5 th & 12 th September 2022
Shortlist Meeting	Tuesday 20 th September 2022
Final Panel	Tuesday 4 th October 2022

How to Apply

To apply please submit an up to date copy of your CV, along with a Supporting Statement that addresses the criteria set out in the person specification, using examples to demonstrate how you meet the essential requirements.

Please provide your home, work, mobile and email contact details and let us know of any dates when you are not available or where you may have difficulty with the indicative timetable. You should also provide the names, positions, organisations and contact details for two referees, one of whom should be your current or most recent employer. If you do not wish us to approach your referees without your prior permission, please state this clearly.

If you would like to discuss in more detail, please contact:

- Simon Wing on 020 7426 3976
- Chantelle Harris on 07384 460191
- Rachel Salvia on 02074263374

Applications must be received by **9am on Thursday 25th August 2022**.

Goram
Homes

