



Loddon Homes

Non Executive Director & Board Member

Recruitment Pack
August 2026

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Welcome letter

Dear Applicant,

Loddon Homes – Building Communities for Future Generations

Thank you very much for your interest in becoming a Non Executive Director and Board Member of Loddon Homes.

With a relatively new Board, Managing Director and full colleague team in place, along with an ambitious programme for growth and service improvement, I believe this is a really exciting time to be joining us.

We are ideally looking for someone who can bring a passion and commitment to help take Loddon Homes forward. As the role also includes chairing our Audit and Risk Committee we are ideally looking for someone who also brings strong financial experience, alongside a proven track record in overseeing those key functions.

Whilst experience within the housing sector would be useful, we don't consider it essential, and are equally interested in people from other sectors who can bring relevant expertise and fresh perspectives.

If this sounds like you then we look forward to receiving your application.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Nigel Bailey', with a stylized flourish at the end.

Nigel Bailey
Chair

About Loddon Homes

Building Communities for Future Generations

Loddon Homes Limited (LHL) is a Registered Provider of social housing, providing safe, high-quality, sustainable and affordable homes to rent and buy across Wokingham Borough and the surrounding area.

Wholly owned by Wokingham Borough Council through Wokingham Borough Council (Holdings) Limited (HoldCo), we aim to combine a strong social purpose with robust governance and financial stewardship. We play an important role in supporting the Council's housing ambitions by increasing the supply of affordable housing and helping to meet both general and specialist local housing need.

Our mission is to provide safe, quality, sustainable and affordable homes where individuals and families can thrive. We believe that everyone should have access to a home that offers security, stability and opportunity, and we are committed to building communities that support residents both now and for future generations.

We deliver a broad range of housing solutions, including affordable rent, shared ownership, and specialist and supported housing. We work closely with the Council and other partners to create homes and communities that are attractive, inclusive and sustainable.

As a Registered Provider, we operate within the regulatory framework of the Regulator of Social Housing and are committed to delivering against both the Economic and Consumer Standards.

Residents are at the heart of our decision-making, and we are focused on providing safe homes, responsive services and positive engagement and outcomes. Our performance is monitored through a range of measures, including Tenant Satisfaction Measures (TSMs), helping to ensure we continually listen, learn and improve.

We are governed by an experienced Board that provides oversight of strategy, organisational performance, risk management, regulatory compliance and value for money. Through strong governance, responsible stewardship and a commitment to continuous improvement, we aim to deliver excellent services, create lasting social value and build communities for future generations.

Our Strategic Priorities 2026/27

- Build more affordable homes in Wokingham and nearby areas to meet local demand
- Offer different types of housing to support a wide range of households
- Be financially resilient
- Work with Wokingham Borough Council to deliver good-value services
- Support the Council's vision of a community where everyone can thrive
- Shape our organisations in a way that supports a more community focused, financially independent structure for the future

Our values

- You can contact us **easily** and we respond **promptly**
- We keep our **promises**
- We **listen** and **value** everyone's views
- We **keep things simple** and **get the job done**

The Board

The current Board is made up of 7 Members. We are looking to recruit one new member to succeed a retiring Non Executive Director and Chair the company's Audit and Risk Committee. Ideally that member would bring with them one or more of the following skills, experience and passions:

- Strong expertise in finance and risk management,
- Experience overseeing audit processes
- Strong regulatory adherence experience
- Experience of working in local government and/or the housing sector
- Experience of living in affordable housing or of being a resident of Wokingham Borough
- Passion for delivering excellent customer service and resident engagement

How We Behave

We believe that those undertaking a role as a Board member should:

- always act in the best interests of Loddon Homes;
- not be influenced by any personal, business, financial or other interests;
- declare any such interests and manage them appropriately;
- sign and agree to uphold the National Housing Federation's (NHF) Code of Governance 2020 which Loddon Homes has adopted to manage its approach to governance; and
- accept collective responsibility for decisions that the Board has taken (provided the decision has been taken properly and is in accordance with our rules, policies and procedures);
- Respect the relationship between Loddon Homes and its Parent Company ensuring that the undertakings of the organisation do not negatively impact the Council

Every Board member shares the same level of responsibility.

The Board

Loddon Homes Limited (LHL) is overseen by a Board of Directors – 3 independent Non Executive Directors (including one resident), 3 Directors nominated by Wokingham Borough Council (Holdings) Ltd (HoldCo) and the Managing Director. The Board's role is to provide strategic direction for Loddon Homes, as well as ensuring that objectives are being achieved, customer satisfaction targets are met and that as a company LHL we perform well against our key performance indicators whilst meeting all statutory and regulatory requirements.

The Loddon Homes Board is currently made up of seven members:

Member	Background
Nigel Bailey Chairman and Non Executive Director	Nigel is an experienced housing professional with over 35 years of experience working at a senior level with local authorities and housing associations across Berkshire and the South East. Nigel joined Loddon Homes as Managing Director in 2019 overseeing an organisational restructure and to navigate the organisation through the Covid 19 pandemic. Since then Nigel has retired from the day job, but his commitment to affordable housing, resident engagement and supporting local communities remains, this placed him perfectly to step into the role of Non Executive Director and latterly Chair of the Board in 2021.
Derek Cash Chair Audit and Risk and Non Executive Director	Derek has 36 years experience as a housing professional encompassing a wide variety of executive and non-executive positions, including previous roles with the National Housing Federation and Audit Commission. He has served as a Board member with Wokingham's Local Housing Companies for the past seven years and has played a key role in their development. Derek is currently Chair of Loddon's Audit and Risk Committee. Derek will be stepping down from the Board in September.
Annex Leotta Resident Board Member and Non Executive Director	Annex joined the Loddon Homes Board in 2024 as NED. Annex brings a unique perspective to the Board as she is also a resident of sister organisation Berry Brook Homes. Annex values the opportunity to contribute both her lived experience as a resident

	and parent but also her professional insight as a caseworker for a local Member of Parliament. In her day job, Annex regularly support constituents with housing and community issues, which gives her a clear understanding of the challenges residents face. Annex also acts as our Complains Champion
Darren Levy HoldCo nominated Non Executive Director	Darren is a highly experienced housing leader and board member with more than 30 years' experience across local government, housing associations and the wider public sector. He has held executive, managing director, chief executive and director-level roles, leading large-scale housing, regeneration, placemaking and transformation programmes for organisations including Wokingham Borough Council, Brighton & Hove City Council, Newham Council, Riverside, Network Homes and CityWest Homes.
Mark Thompson HoldCo nominated Non Executive Director	Mark joined Loddon Homes in 2025 as a Non Executive Director and member of the Audit and Risk Committee. In his day job, Mark works for Wokingham Borough Council as the authorities Chief Accountant and so brings invaluable financial knowledge and experience Having worked for the Council for 20 years in a variety of roles he has gained significant experience across many areas of local government.
Matt Pope HoldCo nominated Non Executive Director	Matt joined the Loddon Homes Board in June 2026, bringing almost three decades of experience with Wokingham Borough Council and a strong track record of service transformation, strategic leadership and governance Following a year in the private sector, he returned to Wokingham in 2019 as Director of Adult Services, where he led a major improvement programme that established the service as one of the highest-performing adult social care departments in the country, recognised for both regulatory performance and value for money.

	In addition to his responsibilities for Adult Services, Matt took on leadership of Children's Services in 2023 and Housing Services in 2026.
Karen Howick Managing Director & Company Secretary	Karen has been company secretary since 2022 and joined the Board as Managing Director in October 2025. Karen has been part of the Local Housing Companies, in one role or another, since 2015. Having seen the organisation navigate through inception, registration, a pandemic and all phases of growth she was naturally placed to step into the role of Managing Director and Board Member in October 2025. Karen's knowledge of the organisation, its residents and its future direction is second to none.

Role profile

Non Executive Director & Board Member, Loddon Homes

Overall Purpose

As Board members we have the legal responsibility to lead the Company within a framework of sound governance, regulatory compliance, continuous improvement and effective control, enabling risks to be properly identified, assessed and managed.

We are responsible for setting and assuring compliance with the Company's values, mission, vision and strategic objectives to ensure its long-term success, fostering a positive culture with a strong resident focus. We oversee compliance with the Regulator of Social Housing's Economic and Consumer Standards, monitor resident outcomes, and provide assurance that the Company delivers safe, high-quality homes and services whilst meeting its Tenant Satisfaction Measures (TSMs) and other regulatory requirements.

Duties and Responsibilities

As a Board member we are there...

- To direct the affairs of the Company in accordance with its objects and rules and to set the strategy of the Company in consultation with the Board of our sister organisation Berry Brook Homes and parent company HoldCo.
- To satisfy ourselves as to the integrity of financial information, approve each year's accounts prior to publication, and approve each year's budget and financial plan, ensuring the Company operates efficiently, economically and in compliance with relevant regulatory and statutory requirements.
- To monitor that the Company's present and foreseeable financial, organisational, operational, regulatory and reputational risks are recognised, regularly assessed and effectively managed.
- To assess and approve investment and treasury activity in accordance with the Investment Plan, Treasury Policy and funding agreements with other members of the WBC Group.
- To assess all material growth, development and expansion projects for the Company, ensuring that growth proposals are financially sustainable and consistent with regulatory expectations.
- To establish and oversee a robust risk management, assurance and internal control framework to safeguard the assets, residents, reputation and regulatory standing of the Company
- To establish and promote a strong Value for Money (VfM) culture. Board members have a responsibility to continually consider, challenge and pursue improvements in efficiency, effectiveness, economy and resident outcomes.

- To oversee compliance with the Regulator of Social Housing's Consumer Standards and Economic Standards, ensuring that resident safety, service quality, tenant engagement, complaints handling and governance arrangements meet regulatory expectations.
 - To receive regular reports on Tenant Satisfaction Measures (TSMs), resident feedback, service performance and compliance outcomes, providing challenge and scrutiny to ensure continuous improvement and positive resident outcomes.
 - To uphold the values of the Competency and Conduct Standard, demonstrating integrity, professionalism, accountability and respect, while contributing to a Board culture of good governance, transparency and continuous improvement.
 - To approve any matters not covered in delegations or which fall outside existing delegated procedures, ratify decisions made under delegated authority where appropriate, and receive reports on decisions made by committees that fall outside their delegated authority.
-

Skills and Experience

We would like you to be able to demonstrate some or all of the following skills and experience to make sure as a Board we can be as effective as possible...

Essential Skills & Experience

- Experience of operating at a senior leadership, executive, board or governance level.
- Ability to contribute to strategic decision-making and organisational oversight.
- Experience of scrutinising performance, risk and financial information.
- Strong communication, influencing and stakeholder management skills.
- Ability to exercise independent judgement while working collectively.
- Understanding of good governance, accountability and risk management principles.
- Ability to interpret information, analyse complex issues, make sound judgements and provide constructive challenge.
- Commitment to resident, customer or service-user focused outcomes.
- Understanding of equality, diversity and inclusion and their practical application within organisations.

Desirable Skills and Experience

- Previous Non-Executive Director, Trustee, Governor, Board Member or similar governance experience.

- Experience in one or more of the following areas:
 - Finance, audit or treasury management.
 - Risk management or assurance.
 - Customer experience and service improvement.
 - Housing, development or asset management.
 - Governance, legal or regulatory compliance.
 - Public sector, local government or LATCOs.
 - Property, regeneration or place-making.
 - Commercial or business leadership.
 - Human resources, organisational development or culture change.
 - Technology, digital transformation or data management.
 - Understanding of the social housing sector and its regulatory environment.
 - Awareness of the Regulator of Social Housing's Economic and Consumer Standards.
 - Understanding of performance frameworks, including Tenant Satisfaction Measures (TSMs), resident engagement and service quality.
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General Aptitudes

We expect all our Board members to have a...

- Commitment to the Company's purpose and values.
 - Interest in helping provide high-quality, affordable homes and excellent resident services.
 - Strategic thinker with sound judgement and objectivity.
 - Able to understand complex issues and focus on the most significant matters.
 - Demonstrates integrity, independence and accountability.
 - Energy, commitment and enthusiasm for the role.
 - Ability to work collaboratively to achieve shared goals.
 - Commitment to value for money, continuous improvement and effective governance.
 - Commitment to regulatory compliance, resident safety and positive resident outcomes.
 - Willingness to devote sufficient time to the role including preparation and attendance at Board and Committee meetings.
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Eligibility

To be a Board member we all need to...

- Not have a conflict of interest, or potential conflict of interest, that could compromise the ability to act in the best interests of the Company.

- Satisfy any requirements relating to Company Director eligibility and regulatory expectations for Board Members.
- Be willing to comply with the Company's Code of Conduct, governance framework and declarations of interest process.

Terms and conditions

Remuneration

- £4,000 per annum.
- All reasonable expenses paid.
- Successful candidates will be given a full induction programme including stakeholder meetings, mentoring, and training.

Commitment required

- The Board currently meets in-person every 3 months (four meetings a year). Plus one strategy day a year.
- As Chair of Audit and Risk Committee there is an additional four (currently on-line) meetings a year to attend.
- Sufficient time should also be set aside to prepare for meetings, undertake learning and development and miscellaneous representative engagements.

Additional information

Additional information about Loddon Homes is available on the organisation's web site – <http://loddonhomes.co.uk/>.

Further information

For an informal and confidential discussion about the position, please contact Nigel Bailey, Chair of Loddon Homes - nigelb901@gmail.com, or Karen Howick, Managing Director, karen.howick@wokingham.gov.uk .

How to apply

To apply to join us on the Board of Loddon Homes, please email karen.howick@wokingham.gov.uk to express your interest and provide:

- A detailed CV including details of positions held (and dates), size of budgets and teams managed and key achievements
- A supporting statement explaining your motivation in applying for this position at Loddon Homes and also addressing how you meet the requirements of the role profile.
- Full contact details (name, job title, organisation, phone and email) for two referees (including your current employer if applicable). Please note we will not take up references without your prior permission
- Recruitment monitoring form below

Your application will be treated with strictest confidence.

We look forward to hearing from you!

Appendix 1 | Recruitment monitoring form

Diversity monitoring form

Equal Opportunities Monitoring Form

Loddon Homes is committed to Equal Opportunities Policy in employment. All applicants for employment are asked to complete the following details. This information, which is used solely for monitoring purposes, will be treated as confidential and will be separated on receipt before consideration of applicants' takes place.

Full name		Date	
Gender	Male ☐ Female ☐	Date of birth	
Vacancy applied for			
Where did you see the vacancy advertised			

Do you consider yourself to have a mental or physical disability which has substantial and long term adverse effect upon your ability to carry out normal day to day activities? Yes ☐ No ☐

If yes, please give brief details, and any facilities or provision you require for attending the interview.

Ethnic Origin - Please tick the box which you feel best describes your ethnic origin

WHITE	☐	MIXED/MULTIPLE ETHNIC GROUPS	☐
British	☐	White and Black Caribbean	☐
Irish	☐	White and Black African	☐
Gypsy or traveller	☐	White and Asian	☐
Any other white background	☐	Any other Mixed/multiple ethnic background	☐
ASIAN/ASIAN BRITISH	☐	BLACK/AFRICAN BACKGROUND	☐
Indian	☐	African	☐
Pakistani	☐	Caribbean	☐
Bangladeshi	☐	Any other Black/African/Caribbean	☐
Chinese	☐	Background	☐
Any other Asian background	☐		
OTHER ETHNIC GROUP	☐	PREFER NOT TO SAY	☐
Arab	☐		
Any other ethnic group	☐		

Religion – Please tick a box which you feel best describes your religion

None	Hindu	Sikh	
Christian (All denominations)	Jewish	Any other religion	
Buddhist	Muslim	Prefer not to say	

Sexual Orientation – Please tick a box which you feel describes your sexual orientation

Heterosexual	Gay Woman	Other	
Gay Man	Bisexual	Prefer not to say	