

REGULATORY STANDARD 6:		The governing body and senior officers have the skills and knowledge they need to be effective.	
No.	Guidance	Met?	Compliance Evidence – and what contributes to compliance
6.1	The RSL has a formal, rigorous and transparent process for the election, appointment and recruitment of governing body members. The RSL formally and actively plans to ensure orderly succession to governing body places to maintain an appropriate and effective composition of governing body members and to ensure sustainability of the governing body.	Yes	Adherence to Rules. Committee recruitment policy and processes. AGM process. Open advertising. Annual independent governance appraisal review. Drumcog training programme. Additional training and conference attendance. Internal audit. Committee Succession Planning Policy. Committee structure annual review. Committee induction processes. Role description for governing body members and office bearers. Governing body members guide. Code of Conduct for committee members. Committee performance review policy and process. Training. Shadowing process for taking on new role within committee.
6.2	The governing body annually assesses the skills, knowledge, diversity and objectivity it needs to provide capable leadership, control and constructive challenge to achieve the RSL's purpose, deliver good tenant outcomes, and manage its affairs. It assesses the contribution of continuing governing body members, and what gaps there are that need to be filled.	Yes	Annual independent governance appraisal review . Committee performance review policy and process. Committee Succession Planning Policy. Committee structure annual review. Committee collective assessment (includes staff and committee) Individual committee assessments . Committee recruitment policy and processes Share approval process, Training to fulfil role.

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6.3	The RSL ensures that all governing body members are subject to annual performance reviews to assess their contribution and effectiveness. The governing body takes account of these annual performance reviews and its skills needs in its succession planning and learning and development plans. The governing body ensures that any non-executive member seeking re-election after nine years' continuous service demonstrates continued effectiveness.	Yes	Adherence to Rules. Committee collective assessment (includes staff and committee) Individual committee assessments . Committee performance review policy and process. Committee Succession Planning Policy. Committee recruitment policy and processes. Annual independent governance appraisal review (LE) with feedback reporting and ongoing review of outcomes. Committee member shadowing/support. AGM process. Drumcog training programme. Additional training and conference attendance. Internal audit. CPD. Application approval process.
6.4	The RSL encourages as diverse a membership as is compatible with its constitution and actively engages its membership in the process for filling vacancies on the governing body.	Yes	Membership Policy. Committee recruitment policy and processes. Provision of information prior to applying and observing opportunities. Advertising for recruitment. Newsletter articles. Website information. AGM notices and process. New tenants sign up ask to encourage new tenants to become involved. Encourage at Settling in Visits. Biographies provided for members seeking election at AGM 2021.
6.5	The RSL ensures all new governing body members receive an effective induction programmes to enable them to fully understand and exercise their governance responsibilities. Existing	Yes	Recruitment policy and processes. Provision of information prior to applying and observing opportunities. Committee induction processes. Role description for governing body members and office bearers. Governing body members guide. Code of Conduct for committee members.

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	governing body members are given ongoing support and training to gain, or refresh, skills and expertise and sustain their continued effectiveness.		Annual review process for committee members. Committee performance review policy. Committee recruitment policy and process. Committee succession planning. Networking and training opportunities. Monthly updates – e.g. EVH, SFHA, GWSF. Membership of external bodies with access to services. Drumcog training programme. Internal audit. Regular training opportunities. Training feedback.
6.6	If the governing body decides to pay any of its non-executive members then it has a policy framework to demonstrate clearly how paying its members will enhance decision-making, strengthen accountability and ownership of decisions, improve overall the quality of good governance and financial management and deliver value for money.	N/A	N/A
6.7	The governing body is satisfied that the senior officer has the necessary skills and knowledge to do his/her job. The governing body sets the senior officer's objectives, oversees performance, ensures annual performance appraisal, and requires continuous professional development.	Yes	Job description. Appraisal system – 6 monthly reviews by Office Bearers reported back to CoM. Business Plan linked to appraisal system to set objectives, review performance and ensure CPD. 360 appraisal and reviews. Committee reporting. Scrutiny/questioning at committee meetings. Training support to senior officer. Committee training to appraise. Internal audit.