



# Tenant Board Member

Recruitment Pack

# Welcome from the Chair

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Thank you for your interest in joining the Board of Red Kite Community Housing.

We are a tenant-led organisation, and this role is a vital part of ensuring that tenant voices remain central to our decision making.

Our founding conviction is that a housing association should provide more than just a home, and we have a commitment to tenant involvement.

As we move into a new phase of our strategic plan, we are looking for a tenant, leaseholder or shared owner as our next Board member, someone who can bring insight, challenge, or lived experience of social housing, to help shape our future.

Like other associations, we face challenges in ensuring that our homes are universally warm, safe and sustainable and that our services meet appropriately high expectations – there is always scope to do better.

We're looking for people who will help us do just that as we embark on the journey to deliver a new and exciting strategic plan.

This pack will give you an overview of the role and what it involves. We hope it inspires you to apply and be part of an organisation committed to making a real difference to people's homes and communities.



**Lucy Weston**

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Red Kite Chair



**SCAN** the **QR** code to visit our website or [click here](#) to find out more about us!



# About us

**We were formed in 2011 and since then, we have built a strong reputation as a tenant-led housing association.**

## **We:**

- Own and manage over 6,600 homes locally
- Are financially strong and rated G1/V1 by the Regulator
- Invest in homes, services and communities
- Develop new homes to meet local needs.

We are ambitious about the future, focused on delivering safe, warm homes in good condition, improving services, and supporting thriving communities.

Our Group structure has been set up to deliver the big and exciting plans we have for the future. We have the financial resources to deliver and have an experienced leadership and staff team to realise our goals.

If you join us, you will be on a Board which, amongst other things, oversees a Group Company, Twenty11. We set up Twenty11 to establish a housing provider designed for the needs and opportunities of the 21st century.



## **The Red Kite Group is comprised of the following companies:**

- **Red Kite Community Housing** - owns and manages a range of social housing homes mainly in the Wycombe district and is our core housing business
- **Twenty11** - a charitable purpose company that allows us to offer a fair housing solution, by tailoring rents to individual affordability and providing a model that allows tenants at all income levels to develop and realise their own personal aspirations through dedicated help and support
- **Red Kite DevCo** – a limited company that allows us to develop new homes in a tax efficient manner
- **Edenmead** - a limited company set up to allow us to develop private homes for sale and gift back surplus to support the delivery of affordable housing
- **Pennvale** - a limited company to undertake commercial activities to the Group and the external market.



## Our Vision

# Our Vision for 2025-2030

“Creating homes as foundations that enable individuals and communities to thrive”

## Our Mission for 2025-2030:

We will build a strong foundation for tenants and communities centred around safe, warm and affordable homes. This will be delivered through responsive, transparent, and cost-effective services, influenced and shaped by our diverse tenant voices. We will embrace innovative ways of working, recognising our responsibility to meet our wider challenges and ambitions to create sustainable communities and homes.

## Our Values



### Partnership

We will work with our tenants, volunteers and other stakeholders to achieve successful outcomes, recognising the value and opportunities enabled by working together.



### Respect

We will hear and value the diverse voices of our tenants and communities, and use this to shape and improve our services.



### Pride

We will take pride in all that we do, and want everyone to be able to be proud of their homes and neighbourhoods.

**Creating homes as foundations  
that enable individuals and  
communities to thrive**

Click [here](#) or **SCAN** the **QR** code to read about our **Corporate Strategy**.



# Our Board

**Red Kite is governed by a skills-based Board who share equal responsibility. The Board meet at least seven times during the year.**

## Our current Board

### Lucy Weston (Chair)

Lucy has extensive experience across housing, health, and voluntary sectors and is passionate about the role they play in improving people's quality of life, reducing inequality, and supporting resilient, connected communities. As a Chartered Accountant, she combines financial expertise with a clear focus on good governance and a commitment to high quality services for the people that rely on them. She currently serves as Vice Chair at Oxford Health NHS Foundation Trust and as Chair at Response, a mental health and housing charity.



### Anita Khan (Senior Independent Director)

Anita's career began in the voluntary sector with youth organisations before moving into social housing 10 years ago. Currently the Managing Director of Sparrow Shared Ownership (appointed April 2025), she previously served as Chief Executive of Tower Hamlets Community Housing and Executive Director of Customer Services at Settle in Hertfordshire. Anita brings extensive current sector expertise to the Board.



### Tracey Faraday-Drake (Chair of People, Remuneration & Nominations Committee)

Tracey has spent most of her career in the housing and charitable sectors, starting off as a frontline worker supporting homeless ex-offenders in London.



### Afzal Ismail (Chair of Audit and Risk Committee)

Afzal has experience as a non-executive director in the public sector, namely housing and the NHS. Currently on the Board (and also chair of their Audit Committee) of a large hospital in the Midlands, Afzal's particular expertise is risk, audit and governance which is underpinned by his accountancy qualification.



**Tim Mulvenna** (Chair of Development Committee)

Tim has worked in housing for nearly 20 years and is currently Chief Executive at Future Housing Group, which provides affordable homes across the East Midlands.

**David Carroll** (Board Member)

David has lived in the Wycombe area all of his life and was brought up in council accommodation. David was appointed as a magistrate some years ago and is currently a serving Buckinghamshire Councillor.

**Derek Cash** (Board Member)

Derek has worked in social housing for 32 years. He served for 14 years as a local Councillor in his native Dorset.

He played a leading role in setting up three housing associations from scratch in Dorset, Somerset and South Africa.

**Lesley Clarke** (Board Member)

Lesley was first elected as a Councillor in 1991 and has been a member of Wycombe District Council, Buckinghamshire County Council, and now the unitary Buckinghamshire Council, representing, Abbey Ward. She was also High Wycombe Town Mayor in 1994/5 and Deputy Mayor in 2021/22.

**Candida Dutiro** (Board Member)

Candida has been a Red Kite tenant since 2011 and brings both lived experience and professional expertise to her role as Tenant Board Member. She holds an MSc in Leadership and has held senior NHS roles in ophthalmic screening, data reconciliation, and governance.



**Diana Green** (Board Member)

Diana has spent half her career working for a large American corporation, and half working for a major UK charity. She has worked in logistics, manufacturing and employee communications.



**Our Resident Representative Team**

Key to our tenant-led approach is our Resident Representative Team (RRT) made up of 10 tenants, leaseholders or shared owners.

They conduct a scrutiny programme of the areas of the business they choose, they oversee membership of our key tenant engagement structures, and have representation on most recruitment panels and procurement activities. Click [here](#) or **SCAN** the **QR** code below to find out more.



**Ron Fowler**  
(Chair of our RRT).



**Our Executive Team**

Information about our Executive and Senior Leadership team, who are responsible for managing the day-to-day operations of Red Kite can be found [here](#) or **SCAN** the **QR** code below to find out more.



**Peter Cogan**  
(Group Chief Executive).

Peter has a wealth of experience in housing and overseeing key customer-facing functions, including repairs, housing, customer services, customer relations, and community engagement teams.



# Summary of the role - Red Kite Tenant Board Member

**Job title:** Tenant Board Member

**Remuneration:** £6,000

**Responsible to:** The Chair of the Board

**You don't need previous Board experience –**  
we will support you with any development needs.

## Role purpose

The Board of Red Kite is corporately responsible for the success of the organisation and ensuring its compliance with all legal and regulatory obligations by directing and supervising the Group's affairs.

## Role profile – What we're looking for

We are looking for a Red Kite tenant, leaseholder or shared owner who can bring lived experience and a strong customer perspective.

## Key qualities

- A genuine commitment to improving homes and services
- Ability to think strategically and see the bigger picture
- Confidence to ask questions and challenge constructively
- Ability to work collaboratively as part of a team
- Good communication skills.

## What you'll bring as a tenant, leaseholder or shared owner

- First-hand experience of Red Kite services
- Understanding of what matters most to tenants
- Insight into how services work in practice
- Ability to represent a broad range of tenant views.

## Other expectations

- Commitment to equality, diversity and inclusion
- Willingness to learn and develop in the role
- Ability to review and understand Board papers
- Attendance at Board and relevant meetings
- All Board members are Disclosure and Barring Service (DBS) checked.

**Interested?**



**SCAN** the QR  
code for full role  
details or  
[click here](#)

# Frequently asked questions and extra information

## What will I receive?

### You will receive:

- Annual remuneration (**£6,000**)
- Training and development opportunities
- Support from experienced Board members and staff.



## How much time is involved?

Around two days per month, including Board and committee timings, meetings and preparation.

## Will I get support?

**Yes** - you will receive induction, training and ongoing support to help you succeed.

## I'm on benefits, will this affect me?

You may need to declare payments - support can be provided to help you understand any impact.

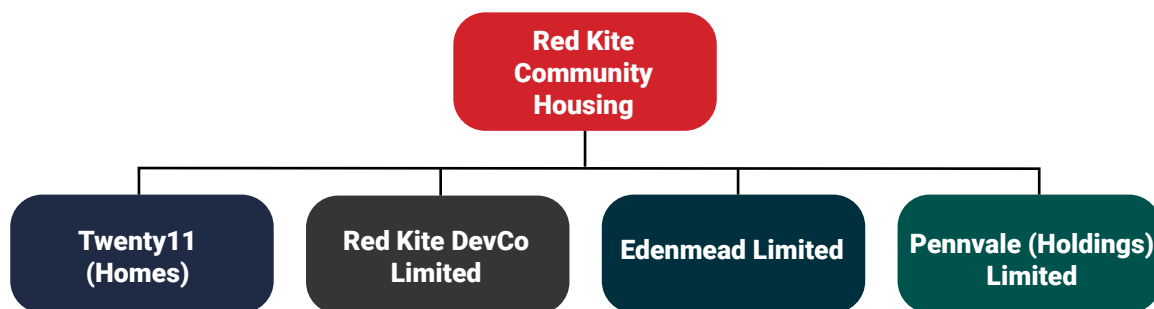
## Will I see confidential information?

**Yes** - Board members are expected to handle information appropriately and confidentially.

## Governance and Group structure

Red Kite operates as a Group, including:

- **Red Kite Community Housing** (core housing business)
- **Twenty11** (a charitable purpose company)
- Development and commercial subsidiaries.



The Board oversees the Group and ensures it proceeds in accordance with its Corporate Strategy, meets its legal and regulatory requirements, and ensures strong governance, financial control and risk management. [Click here](#) or **SCAN** the **QR** code to find out more.



## Practical considerations

- The estimated time commitment is around three days per month (including meetings, reading and preparation time, committee work, Board away days (these are whole-day events), appraisal, ambassadorial events, training and development, etc.)
- Access to email and the internet are required to access our paperless Board portal. A laptop will be provided
- Access to a suitable vehicle or public transport to attend meetings and events. We will support those with mobility issues where required
- Out-of-pocket expenses and remuneration are paid in accordance with the relevant policies. We will reimburse reasonable costs necessarily incurred in the performance of Board duties, such as attending events, external meetings, or training. The cost of any travel to or from our Head Office cannot be claimed
- Our Board meetings are held in person, generally from 4.30-7.30pm. Sub-committee meetings are usually held online via Microsoft Teams.

## Training

We offer training and mentoring/coaching as well as training on the housing sector regulatory environment for those new to the sector.



# How to apply

## To apply

Please submit:

- A CV
- A supporting statement outlining your interest and what you would bring.

**If you would like to apply, but don't have a CV we still want to hear from you! Please contact us so we can support you.**

## Recruitment process

We will operate a two-stage recruitment and selection process.

### First stage:

You will have the opportunity to discuss the role in further detail, along with gaining a deeper understanding of who we are as an organisation. It will also provide us with an opportunity to find out more about you, explore your career background in further detail and discuss your motivations for applying for this position. This stage will be undertaken virtually via Microsoft Teams.

### Second stage:

The second stage of the process will involve a panel interview. This stage will be on site at Red Kite.

There will also be a separate discussion with a Resident Representative Team member.

## Recruitment timeline

**Applications close**  
8th June

**First stage interview**  
w/c 15th June

**Second stage**  
w/c 29th June/  
6th July

All successful candidates, once approved by Group Board, will be formally appointed by our members at our Annual General Meeting on 15th September 2026.

For an informal conversation about the role with the Chair or Head of Governance, please get in touch with **Noreen Adams** on [noreen.adams@redkitehousing.org.uk](mailto:noreen.adams@redkitehousing.org.uk)

**You can find further information about our organisation on our website:**



[www.redkitehousing.org.uk](http://www.redkitehousing.org.uk)

**Red Kite**  
Community Housing

