



ATRIUM
HOMES
The Landlord of Choice

Applicant Pack for the post of **Board Member**





Board Member Application

Thank you very much for your enquiry regarding the above.

Our applicant pack contains some background information on Atrium, and the role and responsibilities of the Board of Directors which you might find useful. Can I draw your attention to the Code of Conduct for Governing Body Members, in particular as you will be required to agree to adhere to it as a Board member.

You'll also find more information on Atrium the website of the Scottish Housing Regulator (www.scottishhousingregulator.gov.uk) and our own website which you can find at www.atrium-homes.co.uk.

If you'd like an informal chat about what's involved, please contact me on 01563 528816.

If you are interested in pursuing your enquiry further, you should complete the **Board Member Application** form and return it to me via email: info@atrium-homes.co.uk

I look forward to receiving your completed application form in the very near future.

Stephen Black
Chief Executive

September 2019



NON-EXECUTIVE BOARD MEMBERS

Atrium Homes, based in Kilmarnock is a Registered Social Landlord and registered Scottish Charity and we are currently looking to strengthen our overall governance through the appointment of a number of Board Members.

Collectively, the Board is responsible for exercising scrutiny, establishing organisational strategy and objectives and for monitoring operational performance.

Atrium is on an ambitious transformational journey. Following consultation with our tenants, our Business Plan for the next few years will focus on our core values of delivering quality affordable housing, sustainable communities and life chances for people. As part of this process, we plan to invest up to £20million on improvements to our existing homes and on new homes.

We are looking for a mix of skills and experience to match our business needs in areas such as finance, HR, PR/marketing and governance. Whilst we are always keen to attract people who have had experience of our services as customers and who are committed to help us improve those services, what is most important to us is that Board members share our core values and objectives, possess an inquiring mind and demonstrate a willingness to challenge.

All positions are voluntary but reasonable expenses to facilitate attendance at meetings will be paid. Induction and further training will also be provided.

If you are interested, please contact us at info@atrium-homes.co.uk.

For an informal discussion about the role, please contact us on 01563 528816.

Background

1. Atrium began its landlord activities on 14 September 2000, when it bought 907 housing units and 99 lockup garages from Scottish Homes, for £8.5 million.
2. Over the years the application of Right to Buy reduced the initial stock by 126. The Right to Buy was removed by the Scottish Parliament in 2016 so Atrium will not lose any more stock to that route.
3. Atrium has added over 400 units through new build activity or acquisitions. We are about to go on site to add a further 27 units in Shortlees, and our Business Plan is aimed at investing £20million in our existing properties as well as £7million in new build between now and 2025.. Atrium is now the largest registered social landlord operating in East Ayrshire
4. Regulatory involvement with Atrium has been light throughout its 18-year life as a landlord and for several financial years engagement has been “low”. This reflects the good governance of Atrium by Board and senior staff.
5. In 2005, Atrium Homes established a subsidiary company called Atrium Initiatives. It is used as the vehicle for delivering factoring services to owners, DLO repair and maintenance services to Atrium Homes properties, services to other organisations and private landlord activities, all as separately branded activities.

Current Position

6. The independence agreement in place between Atrium Homes and Atrium Initiatives ensures that the overall strategic direction of the Group is within the remit of the Board of Atrium Homes.
7. In turn, the Board of Atrium Homes has had a number of discussions regarding the longer-term strategic direction and particular objectives of the organisation over the next 5 to 7 years. It has revised these in the light of our changing operating environment but the overall direction of travel remains the same:
 - a) We aim to be a Group that is relevant to our customers and their lives. This means listening to customer, consulting them and being prepared to change our approaches and our services to meet their requirements and aspirations.
 - b) We place great emphasis on the quality of our product, customer care, and management and maintenance services and intend to commit resources to the introduction of new supporting services.
 - c) Atrium Homes reviews its stock profile on an asset management basis and in addition to planned investment in existing stock, it has and will continue to consider selective stock re-profiling and ad hoc acquisitions. We have developed a “Fit for 21st Century Living” standard (FF21CLS) and we plan to bring all our stock to that standard over a number of years.
 - d) Atrium’s Board still aspires to see the Atrium Group grow but it recognises that the operating environment makes significant growth less likely than previously. It will however, consider appropriate and affordable development opportunities.

- e) The tight group structure of Atrium Homes and Atrium Initiatives continues to offer the best way of managing risk. Branded services will allow us to expand the range of services we deliver.
- 8. Our governance structure has been adjusted to reflect our activities and we operate with 3 sub-committees covering Operations, Investment, and Finance, Audit & Staffing respectively. We have also reviewed how we present information to Board and introduced technology to improve matters.
- 9. In December 2017, we engaged RSM (UK) to review organisational performance against the Regulatory Standards on Governance and Financial Management. Overall, the report was very positive about governance within the Group but made some recommendations and suggestions to strengthen our position. These were systematically addressed in 2018.
- 10. Succession planning, particularly at Board level will continue to be a critical aspect of our activities in the next few years. We anticipate that further change will take place with some existing Board members choosing to step down. We aim to ensure that we are capable of attracting new members who can continue to add value to our activities.
- 11. Atrium considers that regeneration of Shortlees is of intrinsic importance to Atrium's financial wellbeing and our presence here will help stabilize the area in the longer-term. It is equally important for us to assess the nature of our future relationship with customers in other areas to ensure their needs are met also. We have begun to explore the use of technology to help improve speed and effectiveness of communications and will continue to do so.

Direction of Travel

1. Board has considered the nature and type of organisation Atrium should aim to become and we have already set matters in motion to help us achieve it. Collectively, they show our direction of travel for the near future.

Asset Management

We have undertaken some re-profiling works to make better use of unpopular house types. We have completed work on 43 new units in Shortlees and are about to start building a further 27 new houses.

In response to customer feedback, we have developed a Fit for 21st Century Living standard (FF21CLS) and have undertaken financial modelling to assess the financial feasibility of bringing all our older housing to that standard. The standard and associated costs need further refinement and this is a priority for the year ahead.

Improving Customer Services and Engagement

Atrium has embarked on a strategy aimed at improving approaches to customer service and customer engagement. Our draft Customer First Business Plan 2018-21 reflects this. In the short term, we will focus on existing services to improve customer satisfaction levels across the Group.

Our most recent Customer Satisfaction Survey shows increases in customer satisfaction across all services.

Homes regularly reviews its staff structure to ensure we have the correct resources. In 2018 we undertook a major restructure to ensure the organisation was capable of delivering

Business Plan objectives. Recruitment to new and vacant posts will be complete by March 2019.

Money Advice and Tenancy Sustainment Services

Money advice and tenancy support services are an important part of Atrium's vision of sustainable communities. We have a Money Advice team, funding for a temporary Digital Assistant to help improve customer skills in this area, and we are actively shaping our services to focus on tenancy sustainability.

Direct Labour Services

We have been delivering a direct repair service since 1 September 2014. We have implemented change to operational working practices and terms and conditions of employment in order to develop our own service model and we currently employ 5 multi-skill operatives undertaking void and reactive repair works. We have seen a number of positive outcomes, including improved performance in key operational areas, reduced costs and a more pro-active service delivery model. We will build on this going forward.

Factoring Services

Choice Places is the factoring service of Atrium Initiatives. We will consider giving greater emphasis to the promotion of Choice Places as we move ahead but a primary focus in the coming year must be on further increasing existing customer satisfaction levels.

- 2 We have chosen to commit resources to these and other areas of activity in the short-term. These activities have capital and/or revenue implications over the coming years, as well as longer-term implications for Atrium as a business and registered social landlord.

Role Description for Governing Body Members of Atrium Homes

1. Introduction

“The Governing Body leads and directs the RSL to achieve good outcomes for its tenants and other service users.” Regulatory Standards of Governance and Financial Management, Standard 1¹

- 1.1 This role description has been prepared to set out the responsibilities that are associated with being a Governing Body Member (GBM) of Atrium Homes (Atrium). It should be read in conjunction with the accompanying person specification and Atrium Homes’ Articles of Association and Standing Orders.
- 1.2 Atrium Homes is a Registered Social Landlord and a Scottish Charity. The role description reflects the principles of good governance and takes account of (and is compliant with) the expectations of the Regulatory Standards of Governance and Financial Management for Scottish RSLs and relevant guidance produced by the Office of the Scottish Charity Regulator (OSCR).
- 1.3 Atrium encourages people who are interested in the Association’s work to consider seeking election as a GBM and is committed to ensuring broad representation from the communities that it serves. GBMs do not require ‘qualifications’ but, from time to time, we will seek to recruit people with specific skills and experience to add to or expand the existing range of skills and experience available to ensure that the governing body is able to fulfil its purpose. We carry out an annual review of the skills that we have and those that we need to inform our recruitment activities.
- 1.4 This role description applies to all members of the Governing Body, whether elected or co-opted, new or experienced. It is subject to periodic review.

2. Primary Responsibilities

- 2.1 As a GBM your primary responsibilities are, along with the other members of the Governing Body, to
 - Lead and direct Atrium’s work
 - Promote and uphold Atrium’s values
 - Set and monitor standards for service delivery and performance
 - Control Atrium’s affairs and ensure compliance
- 2.2 Responsibility for the operational implementation of Atrium’s strategies and policies is delegated to the Chief Executive.

3. Key Expectations

- 3.1 Atrium has agreed a Code of Conduct for Governing Body Members which every member is required to sign on an annual basis and to which you must adhere. You may not take up a position on the Governing Body unless you have signed the Code of Conduct.
- 3.2 Each GBM must accept and share collective responsibility for the decisions properly taken by the Governing Body. Each GBM is expected to contribute actively and constructively to the work of Atrium. All members are equally responsible in law for the decisions made.

¹ Scottish Housing Regulator (April 2012) *Regulation of Social Housing in Scotland: Our Framework* available [here](#)

- 3.3 Each member must always act only in the best interests of Atrium and its customers, and not on behalf of any interest group, constituency or other organisation. GBMs cannot act in a personal capacity to benefit themselves or someone they know.
- 3.4 You are required to declare any interests you might have, particularly those which might conflict with the interests of Atrium.

4. Main Tasks

- To contribute to formulating and regularly reviewing Atrium's values, strategic aims and performance standards
- To monitor Atrium's performance
- To ensure that Atrium operates within and is compliant with the relevant legal and regulatory frameworks
- To ensure that risks are realistically assessed and appropriately monitored and managed
- To ensure that Atrium is adequately resourced to achieve its objectives and meet its obligations
- To act, along with the other members of the governing body, as the employer of Atrium's staff

5. Duties

- Act at all times in the best interests of Atrium
- Accept collective responsibility for decisions, policies and strategies
- Attend and be well prepared for meetings of the governing body and sub-committees. If for any reason you cannot attend a meeting, submit your apologies timeously and in advance
- Contribute effectively to discussions and decision making
- Take part in training and other learning opportunities
- Take part in an annual review of the effectiveness of Atrium's governance and of your individual contribution to Atrium's governance
- Maintain and develop your personal knowledge of relevant issues and the wider housing sector
- Represent Atrium positively and effectively at all times, including when attending meetings and other events
- Respect and maintain confidentiality of information
- Treat colleagues with respect and foster effective working relationships within the governing body and between the governing body and staff
- Be aware of and comply with our policy on the restrictions on payments and benefits
- Register any relevant interests as soon as they arise and comply with Atrium's policy on managing conflicts of interest

6. Commitment

- 6.1 An estimate of the regular annual time commitment that is expected from GBMs is shown below. Over and above this, you may be asked to become involved in a range of activities such as interviewing prospective staff or consultants; procurement processes; ad hoc working parties; and ambassadorial roles at formal dinners etc.

Activity	Time
Attendance at up to 8 regular meetings of the Governing Body	20 hours
Reading and preparation for meetings of the governing body	20 hours
Attendance at up to 4 sub-committee meetings	8 hours
Reading and preparation for sub-committee meetings	8 hours
Attendance at annual planning and review events (including individual review meeting)	12 hours
Attendance at internal briefing and training events	8 hours
External Training and conference attendance (may include overnight stay or weekend)	16 hours
Total	92 hours

- 6.2 Board meetings take place in the evenings of the last Tuesday of January, February, March, May, June, August, September and November commencing at 5.45pm. Because they are planned and scheduled in advance, there is an expectation that GBMs will prioritise attendance over other activities.

7. What Atrium Offers GBMs

- 7.1 All GBMs are volunteers and receive no payment for their contribution. Atrium has policies which prevent you or someone close to you from benefiting personally from your involvement with Atrium, although these policies also seek to ensure that you are not unfairly disadvantaged by your involvement with Atrium. All out of pocket expenses associated with your role as a GBM are fully met and promptly reimbursed.

- 7.2 In return for your commitment, Atrium offers:

- A welcome and introduction when you first join the governing body;
- A mentor from the governing body and a named staff contact for the first six months, with ongoing support
- Clear guidance, information and advice on your responsibilities and on Atrium's work
- Formal induction training to assist settling in
- Papers which are clearly written and presented, and circulated electronically in advance of meetings
- A tablet or comparable electronic device, should you need it, to access the papers
- The opportunity to put your experience, skills and knowledge to constructive use
- The opportunity to develop your own knowledge, experience and personal skills
- The chance to network with others with shared commitment and ideals

8. Review

- 8.1 This role description was approved by the Governing Body on Atrium. It will form the basis of the annual review of the effectiveness of your contribution to our governance. It will be reviewed by the Governing Body not later than 2021.

The Atrium Group

Code of Conduct for Governing Body Members

August 2018

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The Atrium Group (Atrium) comprises **Atrium Homes** a successful, award winning Registered Social Landlord with charitable status, and **Atrium Initiatives** a wholly owned commercial subsidiary.

Introduction

There are references throughout this Code of Conduct (the Code) to 'you' and 'your' which means the member of the Governing Body of Atrium Homes and/or Atrium Initiatives who has signed this Code. References to 'we', 'us' and 'our' can refer to both or either Atrium Homes and Atrium Initiatives

- 1.1 We attach the greatest importance to ensuring that high standards of governance and ethical behaviour are demonstrated by all of our people and in all of our activities.
- 1.2 This Code of Conduct sets out the requirements and expectations which are attached to your role as a member of our Governing Body. You have a personal responsibility to uphold the requirements of this Code. You cannot be a member of the Governing Body if you do not agree to adopt this Code of Conduct. To confirm that you understand its requirements and accept its terms, you must review and sign this Code annually.
- 1.3 Atrium Homes as a Registered Social Landlord (RSL), is required to adopt and comply with an appropriate Code of Conduct¹. This Code is based on the Model Code of Conduct produced by the Scottish Federation of Housing Associations. We have determined that this Code of Conduct should also apply to Board members appointed by Atrium Homes to serve on its wholly owned subsidiary, Atrium Initiatives.
- 1.4 This Code of Conduct is an important part of our governance arrangements. Members of the Governing Body are responsible for ensuring that they are familiar with the terms of this Code and that they always act in accordance with its requirements and expectations. Governing Body Members must always ensure their actions accord with the legal duties of the RSL and with regulatory guidance. You must also ensure you are familiar with any policies which are linked to this code.
- 1.5 If a member of the Governing Body appears to have breached any part of this Code, the matter will be investigated in accordance with the procedures set out at (Appendix 2). A breach of this Code may result in action being taken by the Governing Body to remove the member(s) involved.

Who the Code applies to

- 2.1 This Code of Conduct applies to all elected, appointed and co-opted members of our Governing Body and its sub-committees and to the governing bodies of all subsidiaries and members of the Atrium Group.

¹ Scottish Housing Regulator (2012) Regulatory Framework, Regulatory Standard 5.2 available: [here](#)

How the Code is structured

- 3.1 The Code is based on the seven principles which are recognised as providing a framework for good governance. They demonstrate honesty, integrity and probity.²
- 3.2 Each principle is described, as it applies to the activities of a RSL and its Governing Body Members, and supporting guidance is offered for each to provide more explanation of the Code's requirements. The guidance is not exhaustive and it should be remembered that Governing Body Members and RSLs are responsible for ensuring that their conduct at all times meets the high standards that the RSL sector is recognised for upholding.

The Principles

- 4.1 The seven principles and what they mean for the purposes of this Code are:
 - A. [Selflessness](#) (page 4)
 - B. [Openness](#) (page 5)
 - C. [Honesty](#) (page 6)
 - D. [Objectivity](#) (page 7)
 - E. [Integrity](#) (page 8)
 - F. [Accountability](#) (page 9)
 - G. [Leadership](#) (page 10)

² Committee for Standards in Public Life 1994, [Nolan Principles on Standards in Public Life](#)

A. Selflessness

You must act in the best interests of the Atrium Group at all times and must take decisions that support and promote our strategic plan, aims and objectives. Members of the Governing Body should not promote the interests of a particular group or body of opinion to the exclusion of others.

- A.1** You must always uphold and promote our aims, objectives and values and act to ensure their successful achievement.
- A.2** You should exercise the authority that comes with your role as a Governing Body member responsibly and not seek to use your influence inappropriately or for personal gain or advantage.
- A.3** You must accept responsibility for all decisions properly reached by the Governing Body (or a sub-committee or working group with appropriately delegated responsibility) and support them at all times, even if you did not agree with the decision when it was made.
- A.4** If you are unable to support in public a decision that has been properly reached by the Governing Body, you should resign.
- A.5** You must consider the views of others and be tolerant of differences.
- A.6** You must not seek to use your position to influence decisions that are the responsibility of staff (e.g. granting a tenancy, ordering a repair, awarding a contract).
- A.7** You must not seek to use your influence for the benefit of yourself or your business interests, or the benefit of someone to whom you are closely connected³ or their business interests.
- A.8** Mobile phones should be switched off during meetings, seminars, training courses etc.

³ See Appendix 1, p13-15 for definition of “closely connected”

B. Openness

You must be transparent in all of your actions; you must declare and record all relevant personal and business interests and must be able to explain your actions.

- B.1** You should exercise reasonable skill and care in the conduct of your duties.
- B.2** You should avoid any situation that could give rise to suspicion or suggest improper conduct.
- B.3** You must declare any personal interest(s) and manage openly and appropriately any conflicts of interest and observe the requirements of our policy on the matter.
- B.4** You must not accept any offers of gifts or hospitality from individuals or organisations which might reasonably create – or be capable of creating – an impression of impropriety, influence or place you under an obligation to these individuals or organisations. You must comply with our policy on the matter.
- B.5** You must ensure that you are informed about the views, needs and demands of tenants and service users and that your decisions are informed by this understanding.
- B.6** You must ensure that the organisation is open about the way in which it conducts its affairs and positive about how it responds to requests for information.
- B.7** You must not prevent people or bodies from being provided with information that they are entitled to receive.

C. Honesty

You must ensure that you always act in the best interests of the organisation and that all activities are transparent and accountable.

- C.1** You should always act in good faith when undertaking your responsibilities as a Member of our Governing Body.
- C.2** You should use your skills, knowledge and judgement effectively to support our activities.
- C.3** You should ensure that decisions are always taken and recorded in accordance with our Rules and procedures.
- C.4** You must ensure that the organisation has an effective policy and procedures to enable, encourage and support any staff or Governing Body member to report any concerns they have about possible fraud, corruption or other wrongdoing.⁴
- C.5** You must report any concerns or suspicions about possible fraud, corruption or other wrongdoing to the appropriate senior person within the organisation in accordance with our whistleblowing policy.
- C.6** You must not misuse, contribute to or condone the misuse of our resources and must comply with our policies and procedures regarding the use of its funds and resources.⁵
- C.7** We forbid all forms of bribery, meaning a financial or other advantage or inducement intended to persuade someone to perform improperly any function or activity. You are not allowed to accept or give bribes from/to anyone, and must comply with our policy on bribery. You are also obliged to report any instances of suspected bribery within the organisation or any of its business partners.
- C.8** You, or someone closely connected to you (see Appendix 1, p12-15), cannot as a result of your role with us receive preferential treatment relating to any services provided by the organisation or its contractors/suppliers, and you should be able to demonstrate this.

⁴ These concerns might include, but are not confined to, suspected fraud, dishonesty, breach of the law, poor practice, non-compliance with regulatory requirements, misconduct, breach of this code.

⁵ Resources include people, equipment, buildings, ICT, funds, knowledge, stationery, transport

D. Objectivity:

You must consider all matters on their merits; you must base your decisions on the information and advice available and reach your decision independently.

- D.1** You must ensure that the decisions that you take are consistent with our aims and objectives and with the relevant legal and regulatory requirements (including those of the Scottish Housing Regulator, and the Office of the Scottish Charity Regulator).
- D.2** You must prepare effectively for meetings and ensure you have access to all necessary information to enable you to make well-informed decisions.
- D.3** You must monitor performance carefully to ensure that the organisation's purpose and objectives are achieved, and take timely and effective action to identify and address any weaknesses or failures.
- D.4** You should use your skills, knowledge and experience to review information critically and always take decisions in the best interests of the organisation, our tenants and our service users.
- D.5** You should ensure that the Governing Body seeks and takes account of additional information and external/independent advice where necessary and/or appropriate.
- D.6** You should ensure that effective policies and procedures are implemented so that all decisions are based on an adequate assessment of risk, deliver value for money, and ensure the financial well-being of the organisation.
- D.7** You should contribute to the identification of training needs, keep your housing and related knowledge up to date, and participate in training that is organised or supported by us.

E. Integrity:

You must actively support and promote our values; you must not be influenced by personal interest in exercising your role and responsibilities.

- E.1** You must always treat your Governing Body colleagues, our staff and their opinions with respect.
- E.2** You must always conduct yourself in a courteous and professional manner; you must not, by your actions or behaviour, cause distress, alarm or offence.
- E.3** You must declare any personal interests in accordance with this Code (see Appendix 1); in the event that you have a continuing personal interest which conflicts with our activities, values, aims or objectives, you should resign.
- E.4** You must ensure that you fulfil your responsibilities as they are set out in the relevant role description; that you maintain relationships that are professional, constructive and that do not conflict with your role as a member of the Governing Body.
- E.5** You must uphold our equality and diversity, whistleblowing and acceptable use⁶ policies.
- E.6** You must respect confidentiality and ensure that you do not disclose information to anyone who is not entitled to receive it, both whilst you are a member of the Governing Body and after you have left.
- E.7** You must observe and uphold the legal requirements and our policies in respect of the storage and handling of information, including personal and financial information.
- E.8** You must not make inappropriate or improper use of, or otherwise abuse, our resources or facilities and must comply with our policies and procedures regarding the use of its funds and resources.
- E.9** You must not seek or accept benefits, gifts, hospitality or inducements in connection with your role as a member of our Governing Body, or anything that could reasonably be regarded as likely to influence your judgement. You must not benefit, or be perceived to benefit, inappropriately from your involvement with the organisation and must comply with our policies on the matter.

⁶ This relates to the use of ICT, social media and networking, facilities etc., and is specific to each individual RSL.

F. Accountability

You must take responsibility for and be able to explain your actions, and demonstrate that your contribution to our governance is effective.

- F.1** You must observe and uphold the principles and requirements of the SHR's Regulatory Standards of Governance and Financial Management, guidance issued by the SHR and other regulators, and ensure that (Name of Organisation's) legal obligations are fulfilled.
- F.2** You must ensure that we have effective systems in place to monitor and report its performance and that corrective action is taken as soon as the need is identified.
- F.3** You should contribute positively to our activities by regularly attending and participating constructively in meetings of the Governing Body, its committees and working groups.
- F.4** You should always be courteous and polite and behave appropriately when acting on our behalf.
- F.5** You must participate in and contribute to an annual review of the contribution you have made individually to our governance.
- F.6** You must ensure that there is an appropriate system in place for the support and appraisal of our Senior Officer and that it is implemented effectively.
- F.7** You must not speak or comment in public on our behalf without specific authority to do so.
- F.8** You must co-operate with any investigations or inquiries instructed in connection with this Code.
- F.9** You recognise that the Governing Body as a whole is accountable to its tenants and service users, and you reflect this in your actions as an individual.

G. Leadership:

You must uphold our principles and commitment to delivering good outcomes for tenants and other service users, and lead the organisation by example.

- G.1** You must ensure that our strategic aims, objectives and activities deliver good outcomes for tenants and service users. You must ensure that you make an effective contribution to our strategic leadership.
- G.2** You must ensure that our aims and objectives reflect and are informed by the views of tenants and service users.
- G.3** You must always be a positive ambassador for the organisation.
- G.4** You must participate in and contribute to the annual review of the Governing Body's effectiveness and help to identify and attain the range of skills that we need to meet our strategic objectives.
- G.5** You must not criticise the organisation or our actions in public.
- G.6** You must not criticise staff in public; any staffing related matters should be discussed privately with the Chair and/or Senior Officer.
- G.7** You must not use social media to criticise or make inappropriate comments about the organisation, its actions or any member of the Governing Body, staff or other partners.
- G.8** You must not act in a way that could jeopardise our reputation or bring us into disrepute.⁷

⁷ This includes activities on social media, blogs and networking sites.

Declaring and Managing Personal Interests

- 5.1 Where you have a personal, business or financial interest in any matter that is relevant to our activities or is being considered (or is likely to be considered), or you know that someone to whom you are closely connected has such an interest, you must declare it promptly and record it in our Register of Interests.
- 5.2 You must keep your entry in the Register of Interests complete, accurate and up to date.
- 5.3 More details and examples are included at Appendix 1 (p12-15).

Breach of this Code

- 6.1 Each member of the Governing Body has a personal and individual responsibility to promote and uphold the requirements of this Code. If any member of the Governing Body believes that they may have breached the Code, or has witnessed or has become aware of a potential breach by another member, they should immediately bring the matter to the attention of the Chair.
- 6.2 Alleged breaches of the Code of Conduct will be dealt with by the Chair of Atrium Homes with the support of the Senior Officer and the Chair of Atrium Initiatives where the breach relates to the subsidiary Board. Where the allegation of a breach is against the Chair, the Vice-Chair will be responsible for leading the investigation. The procedure for dealing with alleged breaches is described in the accompanying protocol.
- 6.3 Each member of the Governing Body has a duty to co-operate with and contribute to any investigation relating to the Code of Conduct

Review

- 7.1 This Code of Conduct was adopted by the Governing Body on 28 August 2018. It will be reviewed not later than 31 August 2020.

Acceptance

I _____ have read and understood the terms of this Code of Conduct and I agree to uphold its requirements in all my activities as a member of our Governing Body. I am aware that I must declare and manage any personal interests. I agree to review all relevant Registers regularly to ensure that all entries relating to me are accurate. I understand that, if I am found to have breached this Code of Conduct, action will be taken by the Governing Body which could result in my removal.

Signed _____

Date _____

Declaring and Managing Personal Interests

1. Introduction

- 1.1 Being a member of our Governing Body is of course only one part of your life. Other aspects of your life - such as family, friends and neighbours, voluntary work, causes you support, possibly business or financial interests, possibly your own housing arrangements - may have the potential to cross over into your role as a Governing Body Member.
- 1.2 However, as we are an organisation that works for the community [and uses public funds], it is essential that there is no conflict - and that there can be no reasonable perception of conflict - between your duties as a Governing Body Member and your personal (or personal business or financial) interests.
- 1.3 Any potential conflict between your position as a member of Governing Body and your other interests must be openly declared and effectively managed so as to protect the good reputation of Atrium and the RSL sector.
- 1.4 Where you have a personal business or financial interest in any matter that is relevant to our activities or is being considered (or is likely to be considered) or you know that someone to whom you are closely connected has such an interest, you must declare it promptly and record it in the Register of Interests.
- 1.5 This Appendix gives further guidance on how to declare and manage any personal (including personal business or financial) interests.

2. Examples of interests that must be declared

- 2.1 The following are examples of the kind of interest that you must declare. Please note that this list is not exhaustive, and there may be other interests that you should also declare.
 - Tenancy of a property (by you or someone to whom you are closely connected) of which we are the landlord.
 - Occupancy or ownership of a property (by you or someone to whom you are closely connected) which is factored or receives property related services from us.
 - Receipt of care or support services from us.
 - Membership of a community or other voluntary organisation that is active in the area(s) we serve.
 - Voluntary work with another RSL or with an organisation that does, or is likely to do, business with us.

- Membership of the governing body of another RSL.
- Being an elected member of any local authority where we are active.
- If you purchase goods or services from us.
- If you purchase goods or services from one of our contractors or suppliers.
- Significant shareholding in a company that we do business with.
- Membership of a political, campaigning or other body whose interests and/or activities may affect our work or activities.
- Ownership of land or property in our areas of operation excluding for the purpose of your own residential use (i.e. there is no requirement for you to declare any house in which you currently live).
- Unresolved dispute relating to the provision of services in connection with a tenancy or occupancy agreement or a contractual dispute over the provision of goods or services with us.

2.2 If you are not sure whether a certain matter needs to be declared, you must seek guidance from the Chair or CEO. If doubt remains, the advice would always be to declare the matter.

2.3 You should note that in some circumstances, declaration of an interest may not be sufficient, and that it may be necessary for the organisation to take additional measures to deal satisfactorily with the situation so as to protect the probity and reputations of both yourself and the organisation.

3. Definition of 'close connection'

3.1 Someone 'closely connected' to you includes family members and persons who might reasonably be regarded as similar to family members even where there is no relationship by birth or law.

3.2 As well as considering your own actions, you must be aware of the potential risk created by the actions of people to whom you are closely connected. Who you should consider, and our expectations of you to identify and declare such actions are outlined in Table A on page 14.

Table A

Group	Required Response
<p>1. Members of your household</p> <p>This includes:</p> <ul style="list-style-type: none"> • Anyone who normally lives as part of your household (whether related to you or otherwise) • Those who are part of your household but work or study away from home 	<p>We expect you to be aware of and declare any relevant actions of all people in your household. You must take steps to identify, declare and manage these.</p>
<p>2. Partner, Relatives and friends</p> <p>This includes:</p> <ul style="list-style-type: none"> • Your partner (if not part of household) • Your relatives and their partners • Your partner’s close relatives (i.e. parent, child, brother or sister) • Your close friends • Anyone you are dependent upon or who is dependent upon you • Acquaintances (such as neighbours, someone you know socially or business contacts/associates) 	<p>Where you have a close connection and are in regular contact with anyone within this group, we expect you to be aware of and declare any relevant actions. Under these circumstances, you must take steps to identify, declare and manage these actions.</p> <p>Where you do not have a close connection and regular contact with someone in this group, we do not expect you to be aware of or to go to unreasonable lengths to identify any relevant actions. However, if you happen to become aware of relevant actions by such individuals, then these should be declared and managed as soon as possible.</p>

What You Need To Consider

3.3 The following are the relevant actions /involvement by those to whom you are closely connected that you should consider, declare and manage as per our expectations outlined in Table A:

- A significant interest in a company or supplier that we do business with. A significant interest means ownership (whole or part) or a substantial shareholding in a business that distributes profits, but does not include where an individual has shares in large companies such as banks, utility companies or national corporations, i.e. where owning shares would not give the individual any significant influence over the activities of that organisation.

- Where the individual may benefit financially from a company with which we do business
- Involvement in the management of any company or supplier with which we do business
- Involvement in tendering for or the management of any contract for the provision of goods or services to us.
- Application for employment with us.
- Application to join our Board or any of its subsidiaries
- Application to be a tenant or service user of the organisation
- If they are an existing tenant or service user of the organisation

4. Practical Arrangements for Declaring personal interests

- 4.1 As a Governing Body Member you are required, on appointment, to complete a form to register any personal interests that could potentially conflict with your role and thereafter to complete a new form (or amend the existing form) whenever there is a material change. You will also be prompted annually to update the register.
- 4.2 You must keep your entry in the Register of Interests up to date, add any new interests as soon as they arise, and amend existing interests as soon as any change takes effect.
- 4.3 A situation may arise where you are invited to be present at a meeting where a matter in which you have a personal (or a personal business or financial) interest is discussed. In such cases you must inform the meeting chair at the start of the meeting, or as soon as you become aware that this is the case. You would then be required to leave the meeting for the duration of the particular item. If in any doubt, you should ask the meeting chair or another senior person present for guidance. This applies to all meetings that you attend as a member of our Governing Body – both internal and external.
- 4.5 Any failure to make a complete, accurate and prompt declaration - whether deliberately or through taking insufficient care - will be regarded as a breach of this Code.

Appendix 2:

Protocol for Dealing with a Breach of the Code of Conduct

- 1.1** This procedure sets out the arrangements that will normally apply to potential breaches of the Code of Conduct, which are defined as follows:
- (a) Breaches of the Code of Conduct (the Code) that occur during a meeting and involve a member being obstructive, offensive or disregarding the authority of the Chair
 - (b) Other complaints about the conduct of a Member of the Governing Body
 - (c) Information that suggests that there may have been a breach of the Code by a member of the Governing Body.
- 1.2** The Chair has delegated authority to deal with potential breaches of the Code, subject to Clause 2.1 below. The Chair has delegated authority, in consultation with other office-bearers, to instruct, progress and conclude investigations carried out in accordance with this protocol.
- 1.3** A breach of the Code is a Notifiable Event. The Chair is responsible for ensuring that the necessary notifications are made to the Scottish Housing Regulator as soon as any breach comes to light, and that the SHR's requirements (as set out in the relevant guidance⁸) in terms of reporting the outcome of the investigation are met.

Conduct at meetings

- 2.1** Alleged breaches that occur during the course of a meeting (and which have not happened before) will normally be dealt with by the Chair or sub-committee Convenor, either during the meeting and/or within 24 hours of the meeting. In these circumstances, the Chair may ask the member to leave the meeting or a vote may be taken to exclude the member from the rest of the meeting. After the meeting, the Chair or sub-committee Convenor will discuss such behaviour with the member and may require the member to apologise or take such other action as may be appropriate. Where the Chair regards such behaviour as being very serious, it may also be investigated subsequently in accordance with the terms of this protocol, as will repeated incidents of a similar nature.

Other Complaints

- 3.1** It is recognised that potential breaches of the Code of Conduct may occur beyond Atrium's premises (e.g. whilst a Governing Body member is at an external meeting, attending a training event or conference or otherwise representing us, or whilst engaging in social networking). Potential breaches may also involve inappropriate conduct in relation to colleagues, staff or service users. Potential breaches may also involve failure to follow the requirements of an approved policy.
- 3.2** A potential breach of the Code, including repeated instances of poor conduct at meetings, will normally be the subject of an investigation, which will be managed

⁸ Scottish Housing Regulator, Feb 2016.

by the Chair.

- 3.3** Not all potential breaches will be the subject of complaints or allegations. Where they are, they do not have to be made in writing but the Chair and Secretary/Senior Officer should ensure that there is always a written statement of the complaint or allegation that is used as the basis for the investigation.
- 3.4** In the event that an allegation is made anonymously, it will be investigated as thoroughly as possible, although it is recognised that it may not be possible to conclude any such investigation satisfactorily.

Investigation of a potential breach

- 4.1** Allegations of a breach should normally be made to the Chair or, where the complaint relates to the Chair, to another office-bearer. The Chair or office-bearer, in consultation with the other office-bearers, will decide whether to instruct an independent investigation or whether to carry out an internal investigation. No one who has any involvement in the complaint or the circumstances surrounding it will play any part in the investigation.
- 4.2** A potential breach of the Code of Conduct (other than that which is being dealt with as described at 2.1) will be notified to the Governing Body by the Secretary within seven working days either of occurring or of receipt of the complaint. The notice will include a report on the proposed arrangements for investigation (but will not describe the detail of the complaint) and a recommendation of a suitable person to carry out the investigation. This recommendation should be made by the Chair who may seek advice from our solicitors.
- 4.3** All investigations will be objective and impartial. A potential breach of the Code of Conduct will normally be investigated by an independent person, unless it is decided that an internal investigation is appropriate (as set out at 4.1).
- 4.4** An internal investigation will be carried out by three Members of the Governing Body, not including the Chair, who will make a report and recommendations to the Governing Body. They will be supported in the conduct of the investigation by the Senior Officer.
- 4.5** Where the potential breach relates to the Chair or other office bearer, an independent investigation will always be carried out.
- 4.6** An independent investigation will normally be overseen by the Chair and one other office bearer, with support from the Senior Officer. In the event that the alleged breach relates to the Chair, one of the other office-bearers will act to fulfil the responsibilities ascribed to the Chair
- 4.7** The Chair and other office-bearer, with any support they feel necessary, will brief the agreed advisor/investigator and then consider their recommendations at the end of the investigation, before reporting to the Governing Body. Atrium should always provide the investigator with a written brief that sets out the nature of the complaint and of the investigation to be carried out, as well as a timescale for completion and reporting. The brief may refer to any action previously taken that is relevant. Investigations should not usually take more than six weeks to conclude.

The advisor/investigator will normally present their report to the Governing Body.

- 4.8** Any investigation of a potential breach should be notified to the individual concerned within seven days of the decision to investigate. The Governing Body Member must be notified in writing of the nature of the complaint and the arrangements proposed for investigation.
- 4.9** The Governing Body Member whose conduct is being investigated will not be party to any of the discussions relating to the investigation. Any Governing Body Member who is the subject of a complaint is expected to co-operate with any investigation carried out. The Governing Body should agree to grant leave of absence to a member who is the subject of a complaint whilst an investigation is carried out.
- 4.10** A meeting of the Governing Body will be held to consider the report and recommendations from the investigation and to determine what action should be taken against any individual who is found to have been in breach of the Code.
- 4.11** The Governing Body will report the findings of the investigation and the proposed action to the member concerned within seven days of the meeting at which the report of the investigation was considered.
- 4.12** Where, following an investigation, it is concluded that a serious breach has occurred, the Governing Body may require the member to stand down from their position in accordance with the Rules.
- 4.13** If the Governing Body proposes to remove a member, following investigation, the member will have the right to address the full Governing Body before their decision is taken at a special meeting called for that purpose. Any such decision must be approved by a majority (two thirds) of the remaining members of the Governing Body, in accordance with Rule 34.2) ⁹

Action to Deal with a Breach

5.1 If, following investigation, a breach of the Code is confirmed, action will be taken in response. This action will reflect the seriousness of the circumstances. It may take the form of some or all of the following:

- an informal discussion with the member concerned
- advice and assistance on how his or her conduct can be improved
- the offer of training or other form of support
- a formal censure
- a vote to remove the Member from the Governing Body

5.2 The outcome of any investigation will be notified to the Scottish Housing Regulator.

Definitions

6.1 Atrium will regard the following actions as a “serious breach” of the Code of

Conduct (this list is not exhaustive):

- Failure to act in our best interests and/or acting in a way that undermines or conflicts with the purposes for which we operate.
- Support for, or participation in, any initiative, activity or campaign which directly or indirectly undermines or prejudices our interests or those of our service users, or our contractual obligations.
- Accepting a bribe or inducement from a third party designed to influence the decisions we make.
- Consistent or serious failure to observe the terms of the Code of Conduct.

Approval and Review

7.1 This protocol was approved by the Governing Body of Atrium Homes on 28 August 2018. It will be reviewed immediately following its implementation to deal with a potential breach or not later than 31 August 2020, whichever is the earlier.

ATRIUM HOMES & GROUP

GDPR Fair Processing Notice

(How we use your personal information)

This notice explains what information we collect, when we collect it and how we use this. During the course of our activities we will process personal data (which may be held on paper, electronically, or otherwise) about you and we recognise the need to treat it in an appropriate and lawful manner. The purpose of this notice is to make you aware of how we will handle your information.

Who are we?

Atrium Homes, a Scottish Charity (Scottish Charity Number SC028506), a Registered Social Landlord (Registered Number CON305), a company limited by Guarantee (SC190351) and having their Registered Office at 14 Central Avenue, Kilmarnock, KA1 4PS (“**we**” or “**us**”) take the issue of security and data protection very seriously and strictly adhere to guidelines published in the Data Protection Act of 1998 and the General Data Protection Regulation (EU) 2016/679 which is applicable from the 25th May 2018, together with any domestic laws subsequently enacted.

We are notified as a Data Controller with the Office of the Information Commissioner under registration numbers Z5916972 & Z9714139 and we are the data controller of any personal data that you provide to us.

Our Data Protection Officer is Shelley Hunter

Any questions relating to this notice and our privacy practices should be sent to us at the following address:

DPO@atrium-homes.co.uk.

How we collect information from you and what information we collect

We collect information about you:

- when you apply for housing with us, become a tenant, request services/ repairs, enter in to a factoring agreement with ourselves howsoever arising or otherwise provide us with your personal details
- when you apply to become a member or a Board member;
- from your use of our services, whether to report any tenancy/ factor related issues, make a complaint or otherwise;
- from your arrangements to make payment to us (such as bank details, payment card numbers, employment details, benefit entitlement and any other income and expenditure related information);

We collect the following information about you (if applicable):

- name;
- address;
- telephone number;
- e-mail address;
- National Insurance Number;
- next of kin;
- emergency contact information
- date of birth;
- personal characteristics such as gender and ethnic group;
- employment details; and
- carer’s details

We receive the following information from third parties:

- Benefits information, including awards of Housing Benefit/ Universal Credit
- Payments made by you to us;
- Complaints or other communications regarding behaviour or other alleged breaches of the terms of your contract with us, including information obtained from Police Scotland;
- Reports as to the conduct or condition of your tenancy, including references from previous tenancies, and complaints of anti-social behaviour

Why we need this information about you and how it will be used

We need your information and will use your information:

- to undertake and perform our obligations and duties to you in accordance with the terms of our contract with you
- to enable us to supply you with the services and information which you have requested;
- to enable us to respond to your repair request, housing application and complaints made;
- to analyse the information we collect so that we can administer, support and improve and develop our business and the services we offer;
- to contact you in order to send you details of any changes to our or supplies which may affect you;
- for all other purposes consistent with the proper performance of our operations and business; and
- to contact you for your views on our products and services.

Sharing of Your Information

The information you provide to us will be treated by us as confidential and will be processed only by our employees within the UK/EEA. We may disclose your information to other third parties who act for us for the purposes set out in this notice or for purposes approved by you, including the following:

- If we enter into a joint venture with or merged with another business entity, your information may be disclosed to our new business partners or owners;
- If we instruct repair or maintenance works, your information may be disclosed to any contractor;
- If we are investigating a complaint, information may be disclosed to Police Scotland, Local Authority departments, Scottish Fire & Rescue Service and others involved in any complaint, whether investigating the complaint or otherwise;
- If we are updating tenancy details, your information may be disclosed to third parties (such as utility companies and Local Authority);
- If we are investigating payments made or otherwise, your information may be disclosed to payment processors, Local Authority and the Department of Work & Pensions;
- If we are conducting a survey of our products and/ or service, your information may be disclosed to third parties assisting in the compilation and analysis of the survey results

Unless required to do so by law, we will not otherwise share, sell or distribute any of the information you provide to us without your consent.

Transfers outside the UK and Europe

Your information will only be stored within the UK and EEA).

Security

When you give us information we take steps to make sure that your personal information is kept secure and safe. This includes ensuring there is adequate IT and physical security for all locations that data is stored and we ensure that these measures are tested on a regular basis to ensure compliance.

How long we will keep your information

We review our data retention periods regularly and will only hold your personal data for as long as is necessary for the relevant activity, or as required by law (we may be legally required to hold some types of information), or as set out in any relevant contract we have with you.

Our full retention guidelines are available on our website or a copy can be requested from our registered office.

Your Rights

You have the right at any time to:

- ask for a copy of the information about you held by us in our records;
- require us to correct any inaccuracies in your information;
- make a request to us to delete what personal data of your we hold; and
- object to receiving any marketing communications from us.

If you would like to exercise any of your rights above please contact us at:

DPO@atrium-homes.co.uk

You also have the right to complain to the Information Commissioner's Office in relation to our use of your information. The Information Commissioner's contact details are noted below:

The Information Commissioner's Office – Scotland
45 Melville Street, Edinburgh, EH3 7HL
Telephone: 0131 244 9001
Email: Scotland@ico.org.uk

The accuracy of your information is important to us - please help us keep our records updated by informing us of any changes to your email address and other contact details.