

GOVERNANCE 2008

Ducane's board of 10 volunteers sets the direction of our work. Members are drawn from all sectors of the community and bring to our business a diverse set of skills, competencies and experiences relevant to our work. One board member is a Ducane tenant



The board:

- sets and upholds our values
- determines our direction and strategic priorities
- formulates policies and defines our position on major national and regional policy issues
- sets clear measures of success and monitors our performance
- reviews major business risks and makes sure adequate control structures are in place
- gets feedback from service users, regulators, partners, funders and auditors and others outside Ducane
- makes sure we meet our contractual, statutory and regulatory responsibilities as an employer and landlord
- represents Ducane in public.

ROBERT FULTON, CHAIRMAN

Former Home Office civil servant, with experience of planning and performance management in the criminal justice system and of PFI contracting. Board member since 2004.

STEVE CASHMAN

Medical researcher and IT specialist. A former Ducane tenant, he continues to advise and help with information technology matters. Leads on tenant issues and IT. Board member since 1991.

SHANI MASHHOOD

IT specialist: full lifecycle – strategy, infrastructure, development and business intelligence. PRINCE 2 practitioner certified. Leads on project management. Board member since 2006.

PETER TEMPLE

Manager at the hospital mortuary, Hammersmith Hospital, and resident at Ducane HA. Leads on tenant issues. Board member since 2006.

ROD CONSTANTI, VICE CHAIR

Head of development at East Thames Housing Group, lead member for development. Leads on property development and risk. Board member since 2005.

JOHN PAYNE

Human resources specialist and former Imperial College employee relations and pensions manager. Leads on human resources and personnel issues. Board member since 1998.

MICHAEL ROBERTS

Retired banker, lead member for finance. Board member since 2005.

SUE STONE

Assistant registrar (postgraduate admissions), Imperial College. Leads on user perspective and tenant issues. Board member since 2003.

JOHN WHATMORE

Former local councillor and former chair of Octavia Hill HT. Consultant in leadership to public and private sector organisations. Leads on governance and effectiveness. Board member since 2003.

GRAHAM REID

Director of consultancy firm and, until recently, managing director of a construction company specialising in new build and refurbishment. Many years of experience leading large construction contracts. Leads on construction and project management. Joined the board in 2007.





Service conditions

Our board members meet five times a year. They are not paid but are reimbursed for reasonable expenses.

Individual members take lead responsibility for areas such as finance, property development, information technology and human resources. Some also serve on groups focusing on one-off or specialist projects, including construction and infrastructure.

Our board members get quarterly reports on our operation, with a traffic light (red, amber, green) score card indicating how our performance compares with the targets set by the board at the beginning of the year, with financial covenant ratios and sector-wide performance indicators.

We have recently reviewed our skills and experience as a board in line with the governance standards in the National Housing Federation's code of governance.

Organisation structure

