

## **Board Trainee Programme Recruitment Pack**



**We are looking for several people to join either our Board or Committees, with various roles available.**

**Closing Date for Applications: 10<sup>th</sup> January 2025**

## About us

The Pioneer Group is a housing association. We provide great, safe homes and are community led and focussed on sustaining regeneration on Castle Vale and improving the lives of our tenants, residents and service users across all our communities

## Our VISION

### 'Making Lives and Communities Better'

We have the privilege of being an anchor organisation in our communities. By providing a safe place to call home, we provide the strongest foundations from which many people can thrive. We are passionate about our social purpose, and this resonates throughout our organisation.

The Pioneer Group mainly operate in Castle Vale, where 95% of our homes are together with communities in Stockland Green and Stetchford.



## This is where YOU come in!

**The Pioneer Group are looking for new voices to join our Boards and/or Committees to help better our services.**

As a trainee Board Member, you will have a significant impact on the work we do in local communities.

### **What would the role involve?**

You will be provided with an exciting and structured 2-year training programme in conjunction with the Housing Diversity Network. This will include virtual training sessions, networking events, mentoring as well as getting to know our organisation and the services we provide.

Over time we would ask you to get involved in discussions: at meetings, in small groups, and with staff or customers. You will need to be comfortable reading reports and confident in expressing your views.

We ask that you be able to commit around two days a month and be flexible as this could include both daytime and evenings. At the end of the programme, we hope you will be ready to take on a full Board member role.

We're interested in hearing from a diverse range of potential Board Members.

### **We are particularly keen to hear from people with 'lived experience and/or with a background in Human Resources.**

We want to hear about your passion, values, and commitment to our purpose of making a real difference to people's lives.

We truly believe by having diverse voices and backgrounds within our governance we will better represent the rich diversity in our communities and deliver better outcomes for our tenants' residents and service users.

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**Interviews on MS Teams: TBC.**



**Here are some of the qualities we are looking for in our trainees:**

- A passion for the work we do to make a difference to people's lives
- Alignment with our values
- Commitment to learning
- Knowledge of the communities we serve
- Human Resources background
- Good communication skills

## Application Form

If you would like to be considered for the Board Trainee Programme, please:

- Complete this application form
- Complete the Diversity Monitoring Form

## Data Protection Act 2018

The information on this form may be held on computer and/or held as manual data. All the information supplied by you is strictly confidential and will only be used for the purpose of recruitment administration. Your personal data will be handled in line with our UK GDPR obligations'

## Personal Details

<b>Title</b>		
<b>Surname</b>		
<b>Forename(s)</b>		
<b>Address</b>		
		<b>Postcode:</b>
<b>E-mail</b>		
<b>Telephone Number</b>	<b>Home</b>	
	<b>Work</b>	
	<b>Mobile</b>	
<b>Date of Birth</b>		

**Please tell us why you are interested in joining the Pioneer Group's Board Trainee Programme?**

**What do you hope to learn from the Programme?**

**Please provide a brief summary of the qualification and experience you could offer the board which may be through employment, voluntary of community work or personal experience.**

I certify that to the best of my knowledge the information I have supplied is correct. I understand that deliberately giving false or incomplete information would disqualify me from appointment or, in the event of discovery after appointment, make me liable to removal from the Board Diversity Programme

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## Board Equal Opportunities Monitoring Form

We are committed to achieving success through Board membership that is representative of our local communities. We are committed to achieving this by attracting people to the organisation from a broad range of backgrounds, cultures, and experiences.

Employees are continuously being trained to understand diversity and issues faced by minority groups. Our monitoring is to ensure that we offer appropriate and sensitive support to all our tenants, service users and employees, so that they can be treated with dignity, respect and understanding. We also recognise that certain communities and the individuals within them have been underserved in the past and we wish to redress this imbalance.

On receipt, this sheet will be retained for statistical monitoring purposes only. If, however, you do not wish to disclose a response to a specific question, please feel free to move onto the next question. We will assure confidentiality and sensitivity in our monitoring

### Name:

### Gender

Male  Female  Transgender  Prefer not to answer

### Ethnicity

White: British	<input type="checkbox"/>	Asian/Asian British: Indian	<input type="checkbox"/>	Black/Black British: Other	<input type="checkbox"/>
White: Irish	<input type="checkbox"/>	Asian/Asian British: Pakistani	<input type="checkbox"/>	Chinese/Other: Chinese	<input type="checkbox"/>
Mixed: White & Black Caribbean	<input type="checkbox"/>	Asian/Asian British: Bangladeshi	<input type="checkbox"/>	Chinese/Other: Chinese	<input type="checkbox"/>
Mixed: White & Black African	<input type="checkbox"/>	Asian/Asian British: Other	<input type="checkbox"/>	Gypsy/Romany/Irish Traveller	<input type="checkbox"/>
Mixed: White & Asian	<input type="checkbox"/>	Black/Black British: Caribbean	<input type="checkbox"/>	Prefer Not to answer	<input type="checkbox"/>
Mixed: Other	<input type="checkbox"/>	Black/Black/British: African	<input type="checkbox"/>	If other: please specify	<input type="checkbox"/>

### Religion

None	<input type="checkbox"/>	Muslim (Islam)	<input type="checkbox"/>
Christianity	<input type="checkbox"/>	Sikhism	<input type="checkbox"/>
Buddhism	<input type="checkbox"/>	Other	<input type="checkbox"/>
Hinduism	<input type="checkbox"/>	Prefer not to answer	<input type="checkbox"/>
Judaism	<input type="checkbox"/>		<input type="checkbox"/>



<b>Sexual Orientation</b>	
Gay Women/Lesbian	
Gay Man	
Heterosexual/Straight	
Bisexual	
Other	
Prefer not to answer	

### **Disability**

The Disability Discrimination Act 1995 defines a person as having a disability if he/she has a physical or mental impairment which has a substantial and long term adverse effect on his/her ability to carry out normal day to day activities. Giving information about your disabilities or health problems ensures that we take appropriate steps to respond to your application in a fair and equal manner. Describing your disability or ongoing health problems will not preclude you from consideration; however this information will assist us in deciding what adaptation (if any) may be required.

- a) Do you have a disability as defined above?    YES     NO
- b) If yes, please describe the disability:

**Thank you for completing this form. Please return the application to:**

[Governanceassuranceteam@pioneergroup.org.uk](mailto:Governanceassuranceteam@pioneergroup.org.uk)

If you would like a hard copy of this form, please call: 0121 748 8100 and ask to speak to Kayleigh Hall/Sarah Melaney.

You can also return a hard copy by posting this to:

FAO Governance Team  
 11 High Street,  
 Castle Vale  
 B35 7PR

**Closing Date:**

**Interview Date(s):**