

Chair Recruitment Plan

www.thebondboard.org.uk

We believe everyone should have somewhere to call home

For more than 30 years, The Bond Board has worked with people who face some of the greatest barriers to finding and keeping a home.

Our roots are in the private rented sector. We work with private landlords and with people on low incomes who can find themselves shut out of the housing market, because they cannot afford a deposit, because rents are increasingly unaffordable, because they have experienced homelessness, or because their circumstances mean other organisations may struggle to work with them.

We have never simply been about finding properties. We work with people others may not work with, helping them overcome the practical, financial, and personal barriers that stand between them and a secure home. We also work closely with landlords, recognising that sustainable tenancies have to work for both tenant and landlord.

That role is becoming more important as the housing environment changes. Access to genuinely affordable housing is increasingly difficult for people on low incomes, while private landlords themselves are navigating significant economic and regulatory change.

An opportunity to help shape what comes next

We are looking for more than someone to run effective Board meetings.

Our next Chair will join an experienced Board, Chief Executive, and staff team at a time when The Bond Board is thinking seriously about its future.

We want someone who can bring strategic leadership, constructive challenge, and a strong external perspective. Someone who is curious about our work and the people we work alongside; who can help us think commercially as well as socially; and who understands that good governance should enable an organisation to achieve more, rather than become an end in itself.

You do not need to be a housing expert. There is considerable housing knowledge within The Bond Board already. We are particularly interested in someone who can bring broader commercial or business experience, help us explore opportunities, strengthen our long-term sustainability, and support the Board as we make choices about the organisation's future.

The relationship with our Chief Executive and senior team will be important. We want a Chair who can be supportive and challenging, create space for different voices around the Board table and help ensure that good ideas become good decisions.

Above all, we are looking for someone who connects with what The Bond Board is here to achieve: helping people who might otherwise struggle to find somewhere to call home.

Our next chapter starts by listening

We are currently developing our next strategy; we want it to be rooted in the experiences of the people and communities we work alongside.

Our Voices – Our Future programme is approaching strategic planning differently. Heard Storytelling is working with people to capture their experiences and stories. Artists Collective are exploring those experiences through song and art, creating different ways for people's voices to be heard.

Alongside this, staff, volunteers, landlords and other partners are contributing their perspectives. Nurturing Grassroots is supporting our wider stakeholder engagement, and a researcher and academic expert will help us draw together the experiences, themes and patterns that emerge over the coming months.

Together, this will help us understand not only what The Bond Board does, but what difference it makes, what people need from us next and where we can have the greatest impact in the years ahead.

Our new Chair will join us at a particularly important moment, helping the Board listen to that evidence, ask the right questions, and translate what we learn into the next chapter of The Bond Board at the Board away day in January 2027.

The Board you'll be joining

Our new chair will not be starting from scratch.

The Bond Board has been an established Board of Trustees who bring different professional experience, perspectives, and a share commitment to the organisation's purpose.

The Board works closely with our Chief Executive and Senior Leadership Team, providing oversight, challenge and support while allowing the team the space to lead and deliver.

Like the organisation itself, our Board continues to develop. As part of our current strategic review, Trustees are reflecting on how the Board works, the skills and perspectives we will need for the future and how we can make the best use of the experience around the table.

Our new Chair will have an important role in that development, creating the conditions for good discussion, encouraging constructive challenge, drawing on strengths of individual Trustees, and helping the Board remain focused on the decisions that matter most.

You will be joining a Board that cares deeply about The Bond Board and its future, alongside an experienced Chief Executive and leadership team who know the organisation and the communities we serve.

A word from our Chief Executive

I have had the privilege of leading The Bond Board for more than 20 years. During that time, the organisation has changed enormously, but the reason we exist has remained remarkably constant: helping people overcome the barriers that prevent them from finding and keeping somewhere to call home.

I am proud of what we have achieved, but I am just as interested in what comes next.

This feels like an important moment for The Bond Board. The housing environment is changing, our strategic review is asking some fundamental questions about our future, and there are opportunities ahead of us. We need to be ambitious about those opportunities while protecting the values, relationships, and way of working that have made The Bond Board successful.

For me, the relationship between the Chair and Chief Executive is an important one. I want to work with someone who brings a different perspective, who will challenge my thinking, who can be a sounding board when difficult choices need to be made, and who will help ensure the Board and staff leadership work well together.

I don't expect our new Chair to arrive with all the answers. I'd much rather you arrived curious; interested in our work; willing to get to know our people and communities, and ready to ask some good questions.

If what you read in this pack connects with you, I hope you'll consider joining us and helping shape the next part of The Bond Board's story.

Andrew Beeput
Chief Executive

A word from our outgoing Chair

I have had the pleasure and privilege of being Chair of The Bond Board for 7 years. I am continually proud and amazed by Andrew and his team, their passion and commitment to support and help service users create brighter and sustainable futures; their ability to adapt, challenge and deliver within a complex and ever-changing external landscape.

The expertise and experience of the team and the incredible reputation The Bond Board has for delivery, offers an exciting opportunity for the charity to continue to grow and broaden the scale of its impact. The opportunity to be Chair provides an opportunity to work with a fantastic leadership Team and the Board of Trustees to be at the forefront of tackling homelessness, one of societies most endemic and complex issues.

Elaine Draper

Who we are

The Bond Board is a registered charity that exits to reduce homelessness. We demonstrate the following values when delivering services:

We are Courageous
We are Resilient
We are Compassionate
We are Enabling
We are a Learning Organisation
We are Collaborative

Established in 1993, we currently work across Bolton & Rochdale. We started out by providing bonds to help people access private rented housing, but we have since grown in response to the changing needs of the people we support. We now deliver and continue to develop a range of services to help people secure and sustain stable homes, where they can thrive in a rapidly changing environment.

We are proud to be part of national pilot programmes such as Greater Manchester Housing First and Changing Futures, working in partnership and sharing learning regionally and nationally.

We are also contributing to wider efforts to improve poor property standards in the private rented sector across Greater Manchester through initiatives like the Good Landlord Scheme.

We have been supported by a wide range of funders over the last 32 years. Our current funders include Rochdale and Bolton Councils, The Henry Smith Charity – Felix Funding, The Forester Family Foundation, as well as public donations.

Our Funders over the last 5 years

What we do

We help people facing homelessness to access and sustain a home in the private rented sector. We support everyone who might be facing homelessness, from those who have been stuck in street homelessness for a long time, to asylum seekers and refugees, to people leaving prison or fleeing domestic violence. We help people in many different ways by providing the holistic support they need and working in partnership with everyone involved in the private rented sector to secure good outcomes for our beneficiaries.

We provide practical support to both tenants and landlords to help tenancies succeed.

Our social letting agency offers safe, affordable homes and generates income that supports our wider work, including bringing empty homes back into use and delivering programmes that support refugee resettlement and financial inclusion for private tenants. Alongside this, our Bond Guarantees replace the need for a cash deposit, giving landlords peace of mind and opening up housing options for those who often have no other route into secure accommodation. All our work is focused on achieving five main outcomes.

Five Main Outcomes

All our work is focused on achieving five main outcomes



Access to Housing

That people, especially the most vulnerable, are able to access housing in the private rented sector;



Maintaining Homes

That people are able to maintain and manage their tenancy;



Life Skills

That people develop skills to live independently and have greater control;



Life Opportunities

That people's life opportunities are increased;



Influence

That local and regional housing policy reflects the needs of the most vulnerable.

Examples of our services include

Housing First

Over the last seven years, we have worked in partnership with Greater Manchester housing associations, specialist support providers, and the NHS to deliver one of three national Housing First pilots funded by Central Government in Greater Manchester. The programme provides people with complex needs who have experienced homelessness with a stable home from which they can rebuild their lives.

Changing Futures

We're working in partnership with three other charities and a range of other local organisations in Rochdale to deliver a Greater Manchester Combined Authority programme. It aims to improve how local systems and services support adults facing multiple disadvantages, including homelessness, substance misuse, mental ill health, domestic abuse, and involvement with the criminal justice system.

Asylum & Resettlement Project

We support households who have been granted leave to remain in Rochdale to access housing and integrate into the community. This includes help with benefits, English language courses, training, and employment. The project is delivered by a combination of staff and volunteers with lived experience of refugee resettlement.

Quid's In

Providing financial education, housing, and welfare rights advice. It also offers opportunities to reduce social isolation to improve wellbeing for homeless and private rented tenants. The sessions are run in an informal coffee morning style setting, supported by volunteers including people with lived experience of homelessness.



Making the Link

We provide resettlement and housing support to people moving into, or struggling to manage, a private rented tenancy. Support includes help with budgeting, rent, Council Tax, and utility bills, as well as access to essential household items. We also offer help when problems arise during a tenancy, such as rent arrears or changes in personal circumstances.

Empty Properties

Our innovative scheme brings private properties back into use. We invest in improving the property, manage it on behalf of the owner, and recover costs through rent up to two years. In the last three years, we've brought 58 homes back into use for people in need.

Letting Out Housing Management Scheme

Our ethical letting agency provides a full property management service for landlords, helping people who face barriers to renting access a home. Income from this social enterprise supports the charity's wider work.

Rochdale and Bolton Bond Guarantees

Written Bond Guarantees to replace the need for a cash bond enabling people facing homelessness to access a safe private rented home.

Impact of our services

2024/25: Our Year in Numbers

2,725



private rented households receiving support

454



bonds over 12 months

77%



of the homeless people housed remained in their tenancies for more than 12 months

£1,135,415



financial gains for our beneficiaries

152



new bonds issued

1,733



people attended our Quids In and Migrant Drop Ins

192



vulnerable people safeguarded

950.5



total hours volunteered

What our Beneficiaries and Stakeholders Say …

"My support worker has just been like my saviour really. She helps me with everything. She got me this place and helped me sort all my bills out. It's given me a new lease of life cos I wouldn't be here and in this place without The Bond Board. I've got my life back"
A Bond Board Beneficiary

"They offer support to tenants who have not always managed to maintain successful tenancies in the past. This help means the tenants have somewhere to turn to for help and advice and ensure minor problems are addressed before they become major issues"
A Bond Board Landlord

"In the beginning, I was a little bit apprehensive of becoming a landlord, not knowing exactly what it involved and what I had to do, but with my knowledge of The Bond Board, it was covered very easily because they took over all the little problems I might have had and it was all resolved by them"
A Bond Board Landlord

I don't think I could manage. It's The Bond Board who's actually got me through the issues what I've got. They're really good people. To have nothing, it really knocks the stuffing of you. The Bond Board have been great. I'm ready to make a fresh start"
A Bond Board Beneficiary

What's involved in being a Trustee?

Remuneration and Tenure

All Trustee roles are voluntary and unpaid although expenses incurred in fulfilling your duties will be reimbursed.

3 + 3 years

The length of the appointment is three years with the possibility of extension for a further two three-year terms. Maximum tenure being 9 years.

Time Commitment

The Trustee Board meetings are held four times a year and one annual away day. These take place face to face in Bolton or Rochdale, or virtually. You may be requested to join additional sub-committees, such as Finance, which usually meets three to four times a year. Additionally, you will support your fellow Trustees and the senior leadership team in task and finish groups, where needed.

Induction and Training

The Board recognises that a good induction process can really help new trustees to settle in quickly thereby enabling them to start making a difference to the organisation from the outset. As new Trustees will have different experiences and background, we will talk to the you at an early stage about what you would like to get from your induction and ways we can tailor process to cater for your needs.

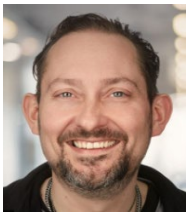
Our Trustee team



Amber Barry
(Trustee)



Andrew Underdown
(Treasurer)



Dan Bond
(Trustee)



Josh Davies
(Trustee)



Kirsty Rhodes
(Trustee)



Tom Fisher
(Vice Chair)

Be part of what comes next

For more than 30 years, The Bond Board has helped people overcome barriers that stand between them and somewhere to call home.

The challenges are changing. So are we.

Over the coming months, people who use our services, staff, volunteers, landlords and partners will help us understand what The Bond Board needs to become next. Their experiences and stories will shape our new strategy.

Our new Chair will be part of that conversation.

You will help us listen carefully, think ambitiously, and make good choices about our future – while making sure we never lose sight of the people we are here for.

If it is something you would like to be a part of, we would very much like to hear from you.

The application process

We want the application to begin with a conversation, not just a form.

If you are interested in finding out more about the role and whether it would feel right for you, we would be very happy to have an informal conversation and answer any questions you may have.

The Bond Board celebrates diversity, welcomes fresh perspectives, and is committed to an inclusive and equitable recruitment process. If you require reasonable adjustments or have particular access needs, we are happy to discuss these with you.

To apply, we ask candidates to submit a CV and a short supporting statement setting out:

- why you are interested in becoming Chair of The Bond Board;
- the skills and experience you would bring to the role; and
- what interests you about helping shape the organisation's next chapter.

Closing Date: Tuesday 22nd December 2026

Planned Interview Dates: TBC January 2027

The interviews will be virtual or in person with a small panel including the Chief Executive and the outgoing Chair. We are happy to arrange interviews for shortlisted candidates outside of office hours.

Email: jgibson@thebondboard.org.uk

Disqualification

Individuals are already automatically disqualified as charity Trustees if they:

- have unspent convictions for offences of dishonesty or deception;
- are currently declared bankrupt or subject to bankruptcy restrictions or an interim order;
- are subject to a debt relief order, a debt relief restrictions order or interim order;
- have been disqualified from being a company director;
- have previously been removed as a Trustee, or as a charity officer, agent, or employee, by the Commission or the High Court due to misconduct or mismanagement.