



Candidate Information Pack

Non-Executive *Committee member*

Jan 2025



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Your application

Thank you for your interest in joining us as a Non-Executive Committee member. This prospectus will give you guidance on the role, the recruitment process and how to submit your application. We encourage you to take a look at our **Annual Report** and **Corporate Strategy** alongside this pack to give you a real understanding of what we do.

To apply for this position, please submit your CV and a supporting statement through the application portal on our website or through the role advertisement on LinkedIn.

If you're shortlisted, you'll be invited to attend an in-person interview at our head office, in London, on 5 or 6 February 2025.

For further information about the role or the application process, please contact Katie Prowse, Senior Governance Manager, at company.secretary@peabody.org.uk

Application deadline:

All applications must be submitted by 4pm on 23 January 2025.



Recruitment timetable

Date	Activity
Thursday 23 January 2025	Application closing date, 4pm
Friday 24 – Tuesday 28 January 2025	Shortlisting
Wednesday 5 February 2025 or Thursday 6 February 2025	Interview day –Candidates will be invited to attend an in-person panel interview with our Investment Committee Chair and members of the Peabody Trust Board.
Later in February 2025 (date to be agreed) if required	2nd interview, if required
Tuesday 1 April 2025	Appointment commences

An induction timetable will be agreed with the successful candidate week commencing 31 March 2025.

Welcome from our *Chair of Investment Committee*

Thank you for your interest in this important role on our Investment Committee.

This is an exciting time to join Peabody and an opportunity to help carry forward our Founder, George Peabody's, remarkable legacy at such a pivotal moment for housing.

Over the past two years, Peabody has undergone significant transformation, completing the integration process following our merger with Catalyst. As we move forward, we're reflecting on what works well in delivering our mission and revising and refining our approach.

Our vision is to build on our rich heritage by creating a locally focused Peabody—one that delivers safe and comfortable homes and supportive services while making a meaningful impact in the communities we serve.

To achieve this, the Peabody Trust Board has established an Investment Committee to guide decisions which shape the future of Peabody's homes and communities. Our Investment Committee will support the Peabody Trust Board with decision-making and provide oversight of key development, regeneration, asset management and building safety activities.

We're now looking for a Non-Executive Committee member to join our Investment Committee. The successful candidate will have a strong track record in leadership, delivery of strategic goals and compliance in a large and complex organisation. We're particularly interested in candidates who can demonstrate operational experience in strategic asset management and/or those who have expertise in multi-site property management.

If you believe you can contribute to this vital and inspiring work, we welcome your application.

Best wishes,

Terry Hartwell

Chair of Investment Committee



About us

Founded over 160 years ago by American philanthropist George Peabody, we have grown to become one of the UK's largest providers of social housing. Today, we manage 108,000 homes across London and the Home Counties, supporting over 220,000 residents.

At Peabody, people are at the heart of everything we do. We're investing in residents' homes to ensure they are safe, well-maintained and as comfortable as possible.

Our colleagues are committed to doing what's right for our residents. By working closely with them, we provide local, tailored services to each of our 140 neighbourhoods. We look to meet the diverse needs of the communities we serve. We're committed to ensuring equality, diversity and inclusion so that all colleagues are treated equally and are encouraged and supported to reach their full potential.



Our values and priorities



Do the right thing



Pull together



Be kind



Celebrate diversity



Love new ideas



Keep our promises



All about people

We're an inclusive organisation which celebrates diversity. Residents shape our services, and we focus on what they tell us matters the most.



Getting the basics right

We are local, visible and deliver consistently good services, developed together with residents. We invest in our residents' homes and prioritise our repairs service. We provide simple and easy access to our services through a choice of channels.



Sustainable Peabody

We focus on sustainability and consider how decisions we make today affect future generations. We invest in sustainable solutions for our communities, spaces and homes that benefit people and the planet.

Our enablers

We've got four enablers to guide us in our approach:

We put our customers first

underpinned by our values and behaviours.

We're visible in our local communities

and bring the human touch to our customer experience.

We're easy to do business with

offering our customers a better experience and make it easy to interact with us.

We use data to inform our decisions

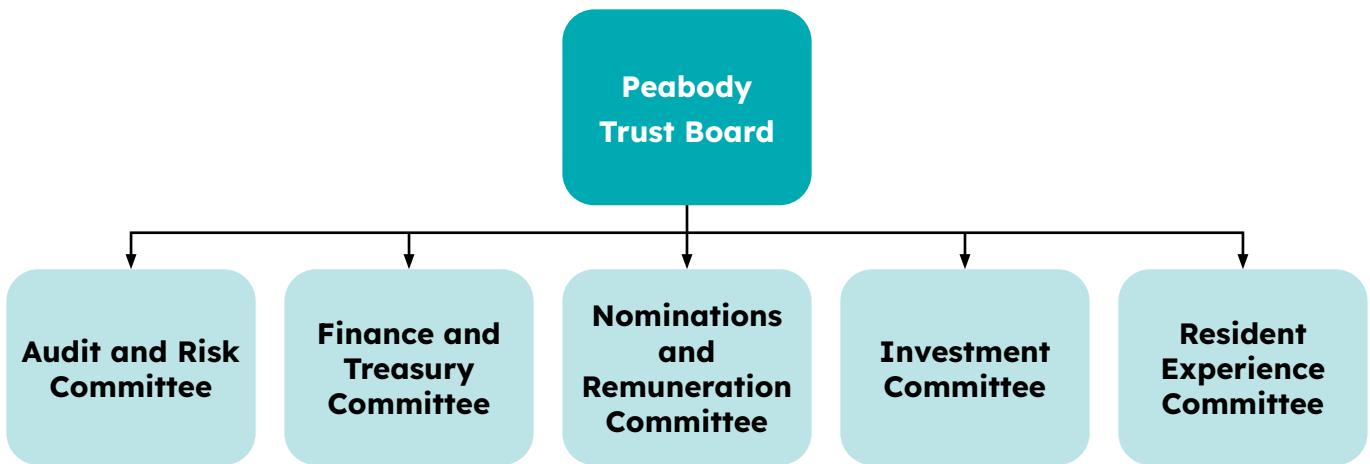
and to run an efficient and effective organisation.

Our foundations

- 1. Effective compliance**
- 2. Value for money**
- 3. Investment, treasury and tax**
- 4. Technology**

Peabody Trust Board and *committee structure*

as of 1 January 2025



Our Investment Committee

There are seven members of our Investment Committee, including both Peabody Trust Board members and independent members.

Terry Hartwell

Investment Committee Chair and Peabody Trust Board member



Terry has significant experience in the property industry, having worked in a range of roles in the commercial sector for over 35 years. Trained as a chartered surveyor with a degree in Valuation and Estate Management and a fellowship of the Royal Institute of Chartered Surveyors (RICS), Terry has advised many large corporates on property-related matters.

Ann Bentley

Peabody Trust Board member



Ann joined the Peabody Board in December 2022. She has 40 years' experience in the construction and property industry, with particular emphasis on the residential sector, project management, area regeneration, masterplanning and delivering value. She's a Chartered Member of the Institution for Civil Engineers (MICE) and a Fellow of the Royal Institution of Chartered Surveyors (FRICS). Ann has recently retired from Rider Levett Bucknall where she was the global chair and on the UK board.

David Hardy

Vice Chair of Peabody Trust Board



David joined the Peabody Board in June 2016. He trained as an accountant and joined John Laing Capital Management in 2005 as a director. He has since retired. He has over 35 years' experience in corporate finance, mergers and acquisitions and fundraising across social, economic and environmental infrastructure.

Matthew Martin

Peabody Trust Board member and resident



Matthew joined the Peabody Board as a resident member in December 2022. He previously served on Catalyst's Customer Experience Committee before the merger with Peabody. With over 10 years' professional experience in learning, development and customer experience, Matthew brings a unique perspective to the board. As a shared owner, he's also passionate about putting the voice of residents at the heart of Peabody's decision making.

Iain McPherson

Board member of Town and Country Housing

(a registered provider of social housing in Kent, Surrey and Sussex, which is part of the Peabody group)



Iain has over 25 years' experience in the Housing Sector. He began in government bodies working in both investment and regulatory roles, and later moved to Housing Associations and publicly listed developers.

He was appointed as Managing Director at Persimmon in January 2025, having previously been Chief Operating Officer of Sage Homes since October 2022.

Arita Morris

Non-Executive Committee member



Arita is a Board Director at Child Graddon Lewis. She's an award-winning architect, with a wealth of experience leading complex residential and mixed-use projects.

Hari Sothinathan

Non-Executive Committee member



Hari Sothinathan joined Peabody as an Independent Committee member in December 2022 and has served on the group Development Committee and Thamesmead Committee. He joined Deloitte as a partner in June 2023 after 4 years as a partner at Gerald Eve.

General responsibilities

- Provide visionary input to the Committee and the organisation, ensuring capable and effective decision-making that supports stability and growth
- Offer independent, informed insights on all aspects of asset and property management, including adherence to relevant regulatory compliance requirements
- Actively contribute to the Committee's role in shaping Peabody's strategic direction by setting policies, defining goals and objectives, evaluating opportunities and risks, monitoring performance against agreed targets, and ensuring good corporate governance
- Keep Peabody's long-term investment aspirations under review, considering the political, economic, and social environment in which it operates
- Uphold and promote Peabody's purpose, aims, and priorities while exemplifying the desired culture, values, and behaviours, including a commitment to equality, diversity, and inclusion
- Build strong working relationships with other Committee members and Executive Directors, offering advice, counsel, support and constructive challenge
- Ensure Peabody, including its subsidiaries and representatives, operates in compliance with all applicable laws, regulatory requirements, governance best practices, and its governing documents
- Act in the best interests of Peabody, its beneficiaries, and future beneficiaries, ensuring its charitable objectives are pursued, public benefit is delivered, and its good name and values are safeguarded
- Ensure Peabody's financial stability and viability, making sure resources are used effectively, assets are protected and managed, and funds are properly invested
- Ensure a robust framework of prudent and effective controls is in place to identify, assess, and manage risk.

Individual duties

- Avoid conflicts of interest.
- Attend induction and training programmes, contributing specialist expertise and knowledge relevant to the role of a Committee Member
- Stay informed about industry best practices and prepare for and participate in all Committee meetings
- Maintain confidentiality of all sensitive or confidential information received in the course of Committee responsibilities
- Adhere to the Code of Conduct and the adopted NHF Code of Governance.
- Represent the collective perspective of residents or customers
- Participate in an annual appraisal with the Chair of the Committee
- Act as an ambassador for Peabody and represent the organisation at external events.

Person specification:

Qualities	Essential	Desirable
Experience	<ul style="list-style-type: none"> Substantial experience in a Non-Executive or Executive Director role at a large organisation 	<ul style="list-style-type: none"> Corporate governance and third sector experience Commercial business oversight
Knowledge	<ul style="list-style-type: none"> Strategic asset or property management Building Safety and compliance 	<ul style="list-style-type: none"> Social Housing and third sector Strategic Development Management Community involvement
Skills	<ul style="list-style-type: none"> Ability to contribute to and challenge the development of long-term strategies Understanding of corporate governance principles and practices. Awareness of financial risks and ensuring the organisation's financial sustainability Capability to make sound, impartial decisions Strong ability to engage and collaborate with stakeholders at all levels Maintaining impartiality and prioritising the organisation's best interests. Commitment to uphold ethical standards and act as a role model for the organisation's values Ensuring accountability and transparency in decision-making Advocacy for equality, diversity, and inclusion, with an understanding of its strategic importance 	

Investment Committee meeting dates

The committee meets at least 6 times a year.

Date	Time	Location
09/04/2025	2pm - 5pm	Westminster Bridge Road
02/07/2025	All Day	Site tour and meeting
03/09/2025	All Day	Site tour and meeting
12/11/2025	2pm - 5pm	Westminster Bridge Road
28/01/2026	2pm - 5pm	Westminster Bridge Road
18/03/2026	2pm - 5pm	Westminster Bridge Road



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