



## Terms of Reference – HR Strategic Delivery Group

CHC's Strategic Delivery Groups (SDGs) actively support a strong and resilient sector and support the lobbying and advocacy work on issues identified by the membership through CHC's Corporate Plan.

### **Purpose:**

The HR SDG will:

- Support the telling of the sector's story.
- Horizon scan to identify future risks and opportunities
- Feed into and shape CHC conferences and training so that they are relevant and beneficial for members.
- Identify skills gaps within the sector (current and future) to help inform Housing Horizons

### **Remit:**

This SDG will focus on the following areas in 2019/20 (as identified by the sector):

- Work with the Communications & External Affairs SDG to promote housing as a Career
- Prepare and publish CE Pay report and HR benchmarking Report
- Support the telling of the sector's story by working in partnership to help raise the profile of the housing sector
- To contribute to discussions on the impact of digitalisation on HR and the wider organisation.

The CEO SDG and the Chairs and Vice Chairs SDG can also commission pieces of work from this SDG.

### **Attendance:**

- Each Housing Association will determine which staff to send to each SDG
- Based on the work areas, we are encouraging people that have a lead role in HR for their organisation to attend this SDG.

### **Logistics:**

- Attendance for CHC members is free as part of your membership. In the event of non-attendance a charge to cover costs will be made to your organisation.

- An agenda will be circulated in advance.
- SDGs will run 3 times a year, with one of these meetings taking place in North Wales.
- The dates for 2019/20 have been set in advance.
- The SDGs will be held in areas which are accessible for those driving and those using public transport.
- There will be an option to join the SDGs virtually where the agenda allows.
- There will be an agenda item at the end of each SDG to self-evaluate.
- The Chair/VC will record a short video at the end of each SDG outlining discussions, progress and next steps. This will be shared with other SDGs via Yammer.
- Outcomes and progress from each SDG will be reflected in CHC's quarterly progress reports.
- CHC staff will provide administration support for each meeting.