



Join us as a

Board Member!

Do you want to help shape an ambitious, resident-led housing association, including its homes and communities, for the better?

If you answered 'yes', then a Board Member role at Eastlight is for you!

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“Hello

I’m Chris, the interim Chair of Eastlight Community Homes’ Board.

We’re looking for passionate individuals who are familiar with the social housing landscape and wants to help us be an even better landlord.

Does this sound like you?
Keep on reading!

We are Eastlight

Eastlight Community Homes is a housing association that owns 14,500 homes across the East of England. We are a not-for-profit organisation, which means we put every £1 we receive from our residents back into the services and homes we provide – like homes for social rent, affordable rent and shared ownership.

We were born in July 2020, and since then, our Board Members have worked hard to ensure Eastlight developed into the robust and forward-thinking landlord it is today, alongside our approximately 500-strong, dedicated colleagues who put our residents at the centre of every decision they make.

By working with housebuilders, local government and public bodies, our organisation helps to deliver homes to the areas they are needed most; by doing so, we are proud to have built thousands of new, affordable and sustainable homes across Essex and the East.

We are also focused on improving the safety and security of our existing homes and communities to make sure our residents have a place they feel proud to live.

As a ‘resident-led’ organisation, we are honoured to have eleven Eastlight residents or those with lived experience who serve on our Board and Committees, including our Customer Influence Committee. They help us to make good, resident-centric decisions so that we can continually improve our services.

Our members also ensure that Eastlight follows rules and regulations, listens to residents’ views and acts upon them, and that we develop a greater understanding of what our customers need to feel happy in their homes and communities.

To achieve our big plans for the coming years, we need people who can lean on their vast experience – to help Eastlight fulfil its purpose and remain fit for the future. This will help our Board to continue to ask the right questions, adapt in the right ways and provide the homes and services our residents really need.

We are Eastlight, and we want you to join us to build a brighter future!”

Kind regards,

Chris Cheshire

Chris Cheshire

Interim Chair of the Board



What will you be doing?

As a Board Member, you will collaborate and work with other Board Members to make important decisions, demonstrating our values of ambition, inclusion and accountability, and helping to guide the future of Eastlight.

We expect each of our Board Members to sit on two Committees in addition to their Board Commitments, Committee appointments are based on skills and experience.

We are looking for people who care about good leadership and want to make positive changes for our residents.



What you will do as a Board Member:

While you will deliver the following activities as a Board Member, you are not required to have experience of all responsibilities to apply for this role. You will be supported to carry out your duties effectively.

Committee Membership: As part of your role as Board Member, we expect you to sit on two of our Board Committees. This will be assigned depending on your skills, and the needs of each Committee.

Help Plan our Future: Work on Eastlight's big strategic plans, making sure they fit with our values and priorities.

Good Leadership: Make sure we have good rules and follow them, sticking to key guidelines when making important decisions. You'll also represent Eastlight in a positive and ethical way, using your skills and experiences to help others.

Look out for problems: Find and monitor any risks to Eastlight and make plans to reduce them, while balancing our ethical, social, environmental and financial responsibilities.

Oversee our budgets: Keep track of Eastlight's spending, approving plans and budgets, and make sure we use our money wisely.

Talk to People: Connect with residents, community members, partners and other Board Members to build good relationships and represent Eastlight well. You'll also take part in discussions and challenge others with respect.

Develop & Follow our Rules: Help to review and improve our policies, while committing to best practice – for example, acting in line with the National Housing Federation's Code of Governance 2020 and Code of Conduct 2022.

Be Fair: Commit to showing empathy and promoting equity and inclusion. You'll be driven and determined to change our diverse communities for the better.

Support Growth: Help Eastlight to grow and improve, including planning for the future. You'll also focus on your own development too, and you will be open to receiving training and other opportunities to help you thrive in your role.

Who are we looking for?

We are looking for people who are passionate about co-design, the importance of resident voice and enhancing how we operate within an ever-evolving financial and regulatory landscape.

Ideally, you have the knowledge of the challenges facing the social housing sector and our diverse residents. We are looking to strengthen our Board skills and expertise in the following areas: Information Governance/Data Governance/Data Quality or Resident Engagement/Involvement or H&S -corporate/workplace focus or Treasury Management and experience in one of those areas would be an advantage. For people who are considering their first Board Role we are also encouraging applications from candidates without Board experience.

We value the importance of having different voices, experiences, perspectives and backgrounds in the Boardroom. Therefore, we strongly encourage applications from underrepresented groups and communities to apply.

The attached role profile outlines the skills and experience we are keen to add to our Board.

When and where will you work?

Board Member roles are a mix of online and in person commitments. Usually, the in-person meetings are at our main offices in Braintree or Marks Tey, however, some engagements, such as stock tours, are off site.

As a Board Member, you will spend about three days a month (about 36 days a year) on Eastlight work. This includes preparing for and participating in Board and Committee meetings, out and about days, strategy sessions, learning new things, networking with others, meeting our residents and colleagues and attending important events.

The time commitment is often greater during induction, as members familiarise themselves with Eastlight, so it may exceed three days a month at first.

Our Board Meetings are usually in person with the odd meeting online (MS Teams). Our Committee Meetings are usually online, unless we agree otherwise.

You will receive all the equipment and tools needed to do your job, such as a laptop and headset, as well as training on how to use these effectively. If you need additional support, appliances or hardware, or other such training, then please let us know.



Visit <https://careers.eastlighthomes.co.uk/search>.

Please also include what Committee you are most interested in applying for, or if you wish to apply for both.

See page 11 for more details.

The Board

Our Board sets the strategic direction and ensures our business is run properly.



How do our Board & Committees operate?

Board	The Board has overall control and manages the big decisions we make at Eastlight. Board Members keep track of how well we are doing, ensure we follow rules and regulations, manage calculated risks, and make sure we have enough resources to meet our obligations.
Customer Influence Committee (CIC)	The CIC makes sure residents can share their ideas and help make key decisions, including important plans and activities that affect them and our resident-base.
Audit & Risk Committee (ARC)	ARC ensures we have good systems, structures and frameworks in place, which allow us to meet our legal, statutory and regulatory duties, and remain effective.
Development & Asset Management Committee (DAM)	DAM looks after new projects, like buying land, building and improving homes and communities. It also makes sure we are eco-friendly and can meet Net Zero Carbon by 2050.
Governance & People Committee (G&P)	G&P helps the Board with making sure we follow good governance practices, make Eastlight an attractive place to work, retain skilled employees and oversee pay and reward. They also look after our People Strategy and key policies like Safeguarding and Equality, Diversity & Inclusion.
Finance & Treasury Committee (F&T)	F&T looks after our money plans and makes sure we stay financially healthy. They also oversee our Treasury Strategy and handle money transactions for the Board.



“We’ve got exciting work coming up”

Catherine Turner,
Board Member and Customer Influence Committee (CIC) Chair

What does the next year look like?

Board and Committee Timetable April 2026 to March 2027

Key: ● Board Meeting – virtual or in-person ● ARC – virtual ● CIC – virtual ● AGM
● Board Away Day – in-person ● DAM – virtual ● F&T – virtual ● School Holidays
● G&P – virtual ● Emerald / Iceni Board ● Weekends

Q1			
	APR 26	MAY 26	JUN 26
M			
Tu			
W	1		
Th	2		
F	3 Bank Holiday	1	
Sa	4	2	
Su	5	3	
M	6 Bank Holiday	4 Bank Holiday	1
Tu	7	5 G&P	2
W	8	6	3
Th	9	7 DAM	4
F	10	8	5
Sa	11	9	6
Su	12	10	7
M	13	11	8
Tu	14	12 ARC	9
W	15	13	10 Board Dinner
Th	16	14	11 Strategy AM Board Meeting PM
F	17	15 CIC including Away Day	12
Sa	18	16	13
Su	19	17	14
M	20	18	15
Tu	21	19	16
W	22	20	17
Th	23	21	18
F	24	22	19
Sa	25	23	20
Su	26	24	21
M	27	25 Bank Holiday	22
Tu	28	26 F&T Meeting	23
W	29	27	24
Th	30	28	25
F		29	26
Sa		30	27
Su		31	28
M			29
Tu			30

Q2			
	JUL 26	AUG 26	SEP 26
		Holidays No meetings	
M			
Tu			1
W	1		2
Th	2 Iceni/Emerald		3
F	3		4
Sa	4	1	5
Su	5	2	6
M	6	3	7
Tu	7 G&P	4	8
W	8	5	9
Th	9 CIC	6	10
F	10	7	11
Sa	11	8	12
Su	12	9	13
M	13	10	14
Tu	14 ARC (year end)	11	15
W	15	12	16 Board Strategy Day [no Board meeting]
Th	16 DAM	13	17
F	17	14	18
Sa	18	15	19
Su	19	16	20
M	20	17	21
Tu	21	18	22
W	22	19	23
Th	23	20	24
F	24	21	25
Sa	25	22	26
Su	26	23	27
M	27	24	28
Tu	28	25	29
W	29	26	30
Th	30 Board (in-person) Out and About (all)	27	
F	31	28	
Sa		29	
Su		30	
M		31	
Tu			

Q3			
	OCT 26	NOV 26	DEC 26
			Christmas in H2
M			
Tu			1
W			2
Th	1		3
F	2		4
Sa	3		5
Su	4	1	6
M	5	2	7
Tu	6	3 ARC	8
W	7	4	9
Th	8	5	10
F	9	6	11
Sa	10	7	12
Su	11	8	13
M	12	9	14
Tu	13	10 F&T	15
W	14	11	16
Th	15	12 DAM	17
F	16	13	18
Sa	17	14	19
Su	18	15	20
M	19	16	21
Tu	20 G&P	17	22
W	21	18	23
Th	22 CIC	19	24
F	23	20	25 Bank Holiday
Sa	24	21	26
Su	25	22	27
M	26	23	28 Bank Holiday
Tu	27	24	29
W	28	25 Board Away Day (channels)	30
Th	29	26 Board Away Day (channels)	31
F	30	27	
Sa	31	28	
Su		29	
M		30	
Tu			

Q4			
	JAN 27	FEB 27	MAR 27
M			
Tu			
W			
Th			
F	1 Bank Holiday		
Sa	2		
Su	3		
M	4	1	1
Tu	5	2 ARC	2
W	6	3	3
Th	7	4 DAM	4
F	8	5	5
Sa	9	6	6
Su	10	7	7
M	11	8	8
Tu	12	9 F&T	9
W	13	10	10
Th	14	11 CIC	11
F	15	12	12
Sa	16	13	13
Su	17	14	14
M	18	15	15
Tu	19	16	16
W	20	17	17
Th	21	18	18
F	22	19	19
Sa	23	20	20
Su	24	21	21
M	25	22	22
Tu	26	23 G&P	23
W	27 Board Draft Budget 1 hour	24	24 Board
Th	28	25 Board Budget Sign off 1 hour	25
F	29	26	26
Sa	30	27	27
Su	31	28	28
M			29
Tu			30

Equity, Diversity & Inclusion

At Eastlight, we believe everyone should feel included and valued. This means we celebrate different backgrounds, experiences and abilities.

Every person at Eastlight, including Board and Committee Members, helps us create a welcoming and fair environment, and we work hard to stop any negative behaviour like racism and discrimination in our organisation and in our communities.

What we do to be inclusive:

Learning & Improvement: We collect information about our workers to understand how to make things fairer. We work with other housing groups, like the National Housing Federation, to find and fix gaps in equality.

Training: We train our managers and have special hiring campaigns to bring in diverse talents.

Pay Fairness: We look at our pay data to make sure everyone is paid fairly, and we share our pay gap figures annually.

Employee Groups: We have internal employee groups where staff can share their ideas and help make key decisions.

Better Services: We regularly update our information to know how different customers want and are able to use our services.

Accessible Homes: We work with local authorities to make sure our homes can be adjusted for people with different needs. We treat all housing applicants equitably.

Policy Checks: We review all our policies frequently to ensure they are fair and make improvements as and when needed.

Special Partnerships: We have been a longstanding lead for our sector in disability inclusion through joint work with strong partners. Inclusivity is one of our core values and we're proud of the work we have done in this field.

Disability Confident Leader: Because of our work, we have reached the highest level in the UK Government's Disability Confident Employer scheme.

Join us!

We welcome applications from everyone. Residents are at the heart of what we do, so if you have lived experience you can draw upon, that would be a positive advantage!

We value diverse voices and backgrounds in the Boardroom and strongly encourage people from underrepresented groups and communities to apply.



If you need help with your application or want to apply in a different way, such as by video, then please contact us at recruitment@eastlighthomes.co.uk

How do I apply?

Application close date:	20 September 2026
Interview dates:	05 October 2026 (in person at our Braintree offices)

Apply Now

Visit <https://careers.eastlighthomes.co.uk/search>.

Please log in or create an account to begin your job application. If you're unable to do this, then you can speak to us by contacting Talent Business Partner, Charlie Johnson, on 07483 432617

Please submit a CV and covering letter, sharing your experience, motivation and how you think you're the best fit for the role. You will also need to complete a declaration of interest form as part of the application process.

If you can't complete the application online, then there are other ways to complete your application, including by video or interactive PDF. You can also send us your application to us via post.

Please contact us if you'd prefer an alternative way to complete your application, or if you would like additional information and support, by emailing recruitment@eastlighthomes.co.uk.

Contact Us

For a confidential discussion about the position or for more information, please contact Company Secretary, Harriet Rushton, at Harriet.Rushton@eastlighthomes.co.uk.

Alternatively, please contact Governance@eastlighthomes.co.uk for any other general queries, or via our contact information on the back page.



Eastlight residents, Abaida (left) and Joy (right).

Eastlight Community Homes

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Eastlight Community Homes Limited is incorporated as a Registered Society under the Co-operative and Community Benefit Societies Act 2014. Registered no. 30124R. Eastlight is also registered with the Regulator of Social Housing in England (RSH), in accordance with the Housing and Regeneration Act 2008. Registered no. L4499.



If you need help with your application or want to apply in a different way, such as by video, then please contact us at **recruitment@eastlighthomes.co.uk**.