



Board members x2
Housing Subsidiary Board
Recruitment pack | August 2026

**CAMPBELL
TICKELL**

Your application

Thank you very much for your interest in these Board Member posts at Active Prospects' new housing subsidiary. On the following pages, you will find details of the roles and the selection process to assist you in completing and tailoring your application.

You will no doubt do your own due diligence but do read this pack carefully as it will provide you with a good overview of the organisation and role. After you have done that, please feel free to get in touch with me, so that we can talk through your offer and get a sense of how that aligns to what Active Prospects is seeking.

To apply, we will need the following from you:

- A CV. Make sure this confirms your current/most recent roles (you can sum up earlier roles, say before the last 15 years), tell us about your achievements so we get a picture of your skills and experience, and try to keep it to two pages or three at most;
- A personal statement. We want to hear about your motivation, why this role/ organisation, and you will also want to evidence how relevant your offer is to the role specification; again ideally in two to three pages; and
- The declaration form, which is accessible via the role page on our website and includes space to indicate if you cannot attend any of the interview dates.

Please submit your completed application documents using the online form, which is accessible via our jobs page: www.campbelltickell.com/jobs. You will receive an email confirmation and see an onscreen confirmation message after submitting your application, but if you have any issues, you can call 020 3434 0990.

The role closes at 9:00am Tuesday 25th August 2026 Please ensure we receive your application in good time.

Do call me if you wish to have an informal discussion about the role and organisation, or if you have any other questions to help you decide whether to apply.

Kind regards,

Hayley Sheldon

Search Consultant

07931 432070

Hayley.Sheldon@campbelltickell.com

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Welcome to Active Prospects

Thank you for your interest in becoming a Board Member of our new housing subsidiary Active Community Homes. I hope that after reading this document you get a feel for what we are seeking, and the kind of organisation we are.

Active Prospects is a charity that provides high-quality impactful supported living, residential and community services, activities, and employment, for people with learning disabilities and autistic people often with complex needs, and those with physical and mental health needs across south-east England. We are recognised as delivering services of an excellent quality for those we support, and we are a highly ambitious organisation which has grown considerably in recent years. We know there is huge unmet demand for the services we offer and we aim to continue growing to support more people and transform more lives.

We are extremely excited to be setting up Active Community Homes. This is a big moment for us as an organisation and reflects the importance we place on our ability to provide more good quality homes to meet the needs of those we support. We currently manage c.200 homes of varied types including residential care homes, supported living flats, shared houses, and bungalows. Many of these are owned by Active Prospects, and our portfolio includes new properties we have developed utilising capital grants from the NHS and others.

Active Community Homes will have its own dedicated Board including some existing Active Prospects Board members, and we are very excited to be recruiting for two new Board members to join the organisation as it gets started this year. We intend for the subsidiary to become a registered provider of social housing and as such we seek new Board members with experience of this regulated space to help guide and support the organisation during and beyond this inaugural period. Specifically for these roles we seek:

- Senior operations experience gained in the social housing sector. This may be on the housing or property/assets side, but we do require a deep understanding of housing regulation and an understanding of the expectations of the Regulator for Social Housing.
- Senior experience from an organisation that provides services for Registered Providers, likely to include repairs & maintenance, building safety, stock condition etc.

We are open to this being your first non-executive role, but we do expect our new Board members to bring a good understanding of the role of a Board and the importance of good governance in a regulated setting. If you share our excitement about providing fantastic, supported housing to help autistic people and those with learning disabilities to thrive in their own homes we'd love to hear from you.

Best wishes,



Owen Vallis
Chair of the Active Community Homes Board

About Active Prospects

Active Prospects is an award-winning community benefit society with charitable status, currently supporting more than 300 individuals each year including people with learning disabilities, autism, and physical or mental health needs, to achieve greater independence and live fulfilling lives. Our mission is to enable people with physical and mental health needs, learning disabilities and autism to be able to live full and inspiring lives

Established in 1989 as Prospect Housing Association, our organisation was formed following the transfer of former NHS Learning Disability and Mental Health services that had been successfully developed within community-based settings. In 2016 we rebranded as Active Prospects. Our new name reflected our commitment to a more proactive way of working, supported by a refreshed strategy and expanded service offering.

Recognised as a specialist provider, we employ approximately 500 colleagues across a network of residential and supported living services throughout the Southeast of England. Active Prospects has developed an excellent reputation for designing tailored housing and support solutions for individuals with complex needs. The organisation has successfully supported over 50 people to transition from long-term hospital environments into their own homes within the community, enabling them to lead more independent and person-centred lives.

Active Community Homes

In 2026 we are launching a new housing-focussed subsidiary. Active Community Homes will manage all of our housing activities, and we expect that it will become a registered provider of social housing.



Additional information

Further information about us can be found via the following links:

1. [2025-2028 Active Plan](#)
2. [Annual Impact report](#)
3. [Complex needs report](#)
4. [Annual report and financial statement 2024-25](#)
5. [2026 Active Prospects film](#)
6. [Supported living locations](#)
7. [Environmental Strategy 2025-30](#)

Our Active Plan 2025-8

A Resilient Sustainable Equitable Organisation

Leaner, smarter and more sustainable working, enabled by digital systems, and a foundation of Belonging Diversity Equity and Inclusion.

A Louder Voice

People having a strong impactful voice in shaping their health and wellbeing locally and nationally.

A Creative Approach

Investing in innovation, increasing our fundraising, and working in deeper collaboration,

An Aspiring Life

People leading ordinary and extraordinary lives with equitable health and wellbeing outcomes.

An Employer of Choice

Sector-leading employee engagement, development, belonging and wellbeing, enabling colleagues to also lead aspiring lives to be the best we can.

Our why

People leading aspiring lives

Words carefully chosen as people shape their own lives and we facilitate what matters to them, both ordinary and extraordinary.

Our key
strategic
objectives

Our Values

The voice of people we support is at the heart of our organisation. We shape our services according to the needs and views of our tenants and people we support.



2025 in numbers

324 

people supported in 2025

100% CQC-registered services
rated '**Good**' overall, with over half receiving
'**Outstanding**' in at least one domain

95%

long-term placement
success rate across services

99%

within our complex
needs cohort



2 homes upgraded
with solar panels

saving energy and costs, while supporting sustainability



16 new homes opened in Surrey,
in partnership with Surrey
County Council

50+
paid job
roles

for experts by
experience



30% reduction in CO2
total emissions across
our residential homes

95% of families told us their
relative's homes feel **welcoming and
homely** – places where their loved ones
can truly belong

3500+ 

health and social
care staff received Oliver McGowan
Learning Disability and Autism Awareness
Training from the **Care Talent Collective**, a
partnership led by Active Prospects

92% of families would
recommend Active Prospects – showing
the **strength of the relationships** we
build with the people we support and
their loved ones

Active Prospects Executive Team

Our senior team lead the organisation's strategic direction, operational performance, and long-term sustainability. Working collaboratively, they ensure high-quality services are delivered, resources are managed effectively, and organisational objectives are achieved. They play a key role in driving culture, performance, innovation, and continuous improvement across the business.

More information on our senior team is available [here](#).



Maria Mills

Chief Executive



Jade Vallance

Director of Care



Kaushika Patel

Director of People & Recruitment



Shad Khan

Director of Property



Joel Hartfield

Director of Business Development



Dan D'Amario

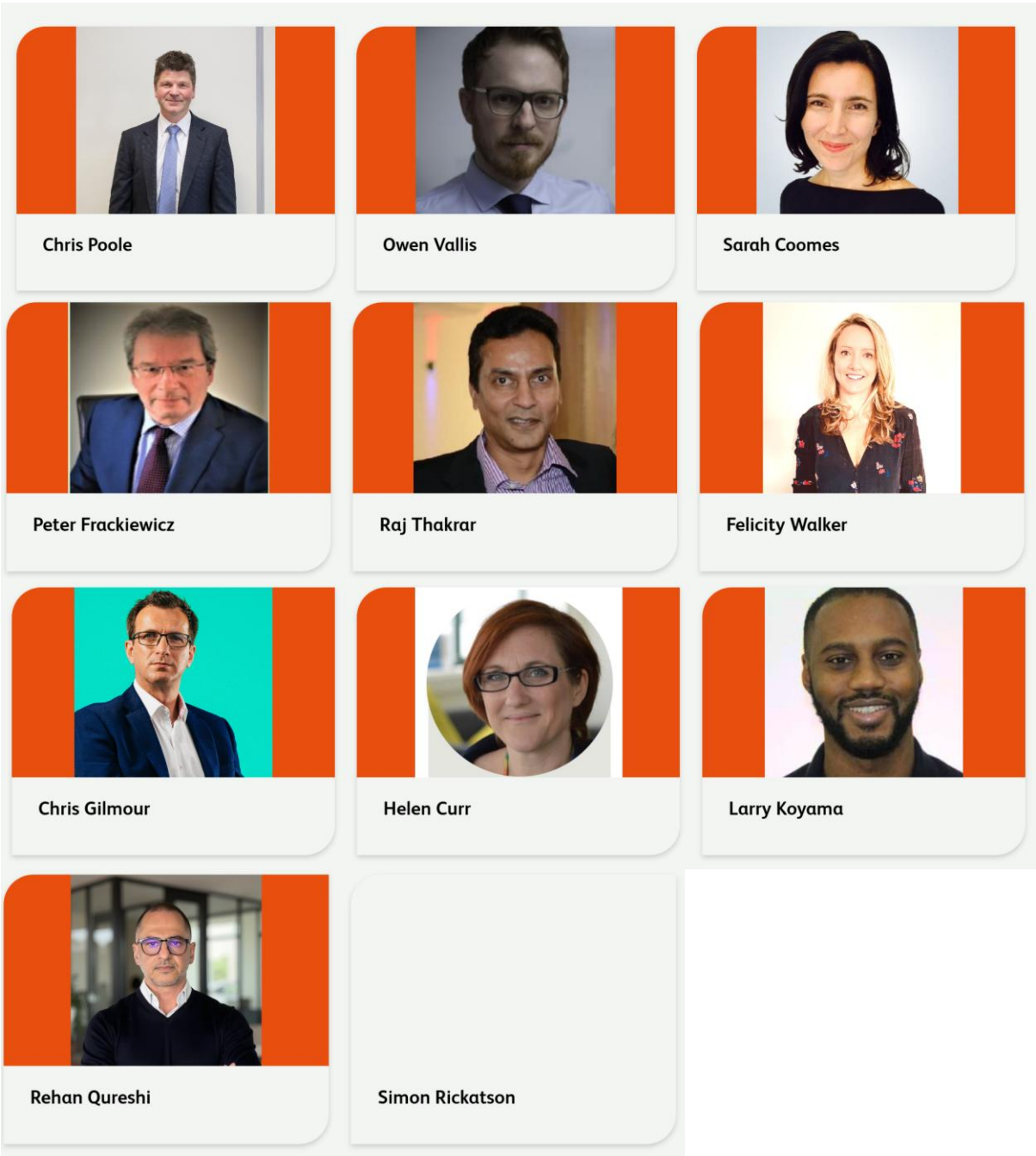
Director of Quality, Governance and Lived Experience

Active Prospects Board members

Active Prospects is led by a voluntary Management Board. They are supported by a number of sub-committees covering quality, audit and risk, business development, people and remuneration.

The Board takes overall responsibility for how Active Prospects is run. They decide on policies and strategic direction, monitor performance and approve our annual budgets and accounts.

More information on our senior team is available [here](#).



Role profile

NOTE: The details of the job description are subject to potential change and refinement as the subsidiary organisation begins operating.

The role: Board member - Active Community Homes

Purpose of the Board

- The Board governs Active Community Homes in line with its charitable purpose, adopted rules, values, approved strategy and legal and regulatory obligations. It provides strategic leadership, safeguards the subsidiary's long-term success and ensures that homes, landlord services and assets deliver good outcomes for residents and support the wider mission of the Active Prospects group.
- The Board will oversee readiness for registration with the Regulator of Social Housing and, following registration, continued compliance with the regulatory standards and information requirements that apply to the subsidiary.
- The Board delegates day-to-day management to the Managing Director through an approved scheme of delegation. Board Members retain collective responsibility for decisions and must distinguish clearly between governance, oversight and operational management.

Purpose of the Board Member role

- Contribute independent judgement, relevant knowledge and constructive challenge to the subsidiary Board.
- Act at all times in the best interests of Active Community Homes and its charitable purpose, while understanding its responsibilities as a member of the Active Prospects group.
- Ensure that the subsidiary is well governed, financially viable, effectively controlled and delivering safe, good-quality homes and landlord services.
- Support and hold the Managing Director to account for delivery of the approved strategy, business plan, budget and Board decisions.
- Champion resident voice, co-production, equity, diversity and inclusion, sustainability and the values shared across the group.

Specific responsibilities of each Board Member

1. Understand and uphold the subsidiary's charitable purpose, rules, strategy, values, code of conduct and governance framework.
2. Exercise independent judgement, care, skill and diligence; act honestly, in good faith and for the benefit of Active Community Homes.
3. Prepare thoroughly for meetings, read papers, attend consistently and contribute actively to informed, evidence-based decisions.

4. Provide constructive support and challenge to the Chair, fellow Board Members and Managing Director without becoming involved in day-to-day management.
5. Seek assurance that decisions are lawful, within powers, financially responsible, properly risk-assessed and consistent with resident interests and public benefit.
6. Scrutinise performance against strategy, budgets, regulatory standards, safety requirements, service measures, resident outcomes and agreed improvement plans.
7. Listen to residents and ensure a range of voices, including people who may be less often heard, inform Board discussion and decisions.
8. Champion high standards of property, landlord and resident safety, ensuring concerns are escalated and addressed promptly.
9. Declare and appropriately manage actual, potential or perceived conflicts of interest, including any conflict created by roles elsewhere in the Active Prospects group.
10. Maintain confidentiality, protect personal and commercially sensitive information and use information only for proper governance purposes.
11. Participate in committees, panels, site or service visits, recruitment, appraisal, learning and other Board assignments as required.
12. Support transparent, respectful and inclusive Board behaviour, welcoming constructive challenge and collective responsibility.
13. Act as an ambassador for Active Community Homes and the wider group, while observing agreed communications and media protocols.
14. Keep knowledge current through induction, training and sector learning, particularly in housing regulation, governance, finance, safety and resident engagement.
15. Notify the Chair promptly of any matter that may affect eligibility, fitness, propriety, independence or ability to fulfil the role.

Conduct and standards

16. Selflessness – decisions are made for the subsidiary’s charitable purpose, not personal benefit.
 17. Integrity – avoid improper influence, declare interests and uphold high ethical standards.
 18. Objectivity – make appointments, recommendations and decisions on merit and evidence.
 19. Accountability – accept scrutiny and take collective responsibility for Board decisions.
 20. Openness – support transparent governance and explain decisions, subject to legitimate confidentiality.
 21. Honesty – provide truthful information and raise concerns without delay.
 22. Leadership – model the values and behaviours expected throughout Active Community Homes and the group.
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Person specification

Commitment and values	Demonstrable commitment to the purpose of Active Community Homes, the mission and values of Active Prospects, charitable public benefit, resident influence and inclusive communities.
Governance understanding	Understands the legal duties, liabilities and collective responsibilities of a non-executive Board Member and the distinction between governance and management.
Strategic judgement	Can analyse complex information, consider long-term consequences, identify material issues and contribute to sound, evidence-based decisions.
Constructive challenge	Able to support and challenge senior leaders respectfully, ask incisive questions and remain open to other perspectives.
Team contribution	Works collaboratively within a diverse Board, builds consensus where possible and accepts collective responsibility once decisions are made.
Communication	Strong listening, interpersonal and communication skills; able to communicate clearly with residents, colleagues, partners and external stakeholders.
Integrity and independence	High personal credibility, sound judgement, discretion and willingness to declare and manage conflicts of interest.
Inclusive leadership	Demonstrates commitment to equity, diversity and inclusion and can help create accessible, psychologically safe and inclusive governance.
Time and preparation	Able to devote sufficient time, attend meetings reliably, prepare fully, undertake learning and visit homes or services.
Housing context	Understanding of social housing, supported housing, landlord services, resident regulation or the wider affordable housing environment.
RSH regulation (desirable)	Understanding of the Regulator of Social Housing framework, including consumer and economic standards, regulatory assurance and the responsibilities of a registered provider Board.
Board experience (desirable)	Previous non-executive, trustee, director, committee or equivalent governance experience.
Group structures (desirable)	Experience of subsidiaries, group governance, parent reserved matters, intra-group services or managing related-party conflicts.

Key terms and conditions

The role

Board member - Active Community Homes

Remuneration

The Board member role is unremunerated. Reasonable expenses reimbursed in line with the approved policy.

The appointment

Board members will hold the post for a three-year term, with eligibility for up to two further terms.

Time commitment

Board meetings are expected to be held at least quarterly, supported by an annual strategy or away day and committee work as required.

Overall, we expect the time commitment to be c. 1 day per month.

Location

Board meetings are expected to take place either in person at Active Prospects' offices in Reigate, or online.

Key dates and the selection process

Closing date: Tuesday 25th August at 09:00am

We will be in touch to let you know the outcome of your application by the end of this week.

First interviews: Wednesday 2nd and Thursday 3rd September

Longlisted candidates will be interviewed by a Campbell Tickell panel.

Interviews will be held online via MS Teams.

Final interviews: Thursday 10th September

Shortlisted candidates will be interviewed by an Active Prospects panel led by Owen Vallis, Chair of the Active Communities Board.

Interviews will take place in person at Active Prospects' offices in Reigate, Surrey.



Board members x2

Housing Subsidiary Board

Surrey/ remote | Voluntary/ reasonable expenses

Active Prospects is a charity that provides high-quality impactful supported living, residential and community services, activities, and employment, for people with learning disabilities and autistic people often with complex needs, and those with physical and mental health needs across south-east England. We are a leading developer of bespoke homes to enable people leave hospital and are ambitious to make an even greater impact.

We are extremely excited to be setting up a new subsidiary to provide greater strategic and operational focus on our housing offer. We currently manage a portfolio of c.200 homes of varied types including residential care homes, supported living flats, shared houses, and bungalows. Many of these are owned by Active Prospects, and our portfolio includes new properties we have developed utilising capital grants from the NHS and others.

We are seeking two Board members to join the Board of the new organisation. We intend for the subsidiary to become a registered provider of social housing and as such, we seek new Board members with experience

of this regulated space to help guide and support the organisation during this inaugural period and beyond.

Specifically for these roles we seek:

- Senior operations experience gained in the social housing sector. This may be on the housing or property side, but we do require a deep understanding of housing regulation and an understanding of the expectations of the Regulator for Social Housing.
- Senior experience from an organisation that provides services for Registered Providers, likely to include repairs and maintenance, building safety, stock condition etc.

These are unique opportunities to join the Board of a new organisation and be part of the Active Prospects family. We are open to this being your first non-executive role, but we do expect our new Board members to bring a good understanding of the role of a Board and the importance of good governance in a regulated setting.

You can download a job pack from www.campbelltickell.com/jobs

For further discussion please contact: Hayley Sheldon | Search Consultant:
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Closes | Tuesday 25th August | 9am

CAMPBELL
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