

	Cabinet 28 July 2025
	Report from the Corporate Director, Finance and Resources
	Lead Member - Cabinet Member for Housing (Councillor Fleur Donnelly- Jackson)
Membership of the i4B Holdings Ltd and First Wave Housing Ltd Boards	

Wards Affected:	All
Key or Non-Key Decision:	Non-Key Decision
Open or Part/Fully Exempt: <small>(If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)</small>	Open
List of Appendices:	N/A
Background Papers:	N/A
Contact Officer(s): <small>(Name, Title, Contact Details)</small>	Jon Cartwright Head of Change and Customer Insight Jonathan.Cartwright@brent.gov.uk Tel: 02089371742

1.0 Executive Summary

- 1.0 This report recommends five appointments to the board of Directors of the Council's wholly owned housing companies, i4B Holdings Ltd ("i4B") and First Wave Housing Ltd. ("FWH").

2.0 Recommendation(s)

That Cabinet:

- 2.1 Agrees the appointments of Waqar Ahmed and Mannie Ketley as non-executive, independent Directors of i4B and FWH for a period of three years from 1 September 2025.
- 2.2 Agrees the appointments of Sadie East and Serita Kwofie as senior council officer Directors of i4B and FWH for a period of three years from 4 August 2025 and Nicole Jarrett-Francis as a senior council officer Director of i4B and FWH for a period of three years from 1 October 2025.

2.3 Notes that Peter Gadsdon stepped down as a Director of i4B and FWH as of 31 March 2025 following his retirement from the council, that Melanie Smith will step down as a Director on 30 September 2025 when she retires from the council, and that Akintoye Doruwoju will step down as a Director from 1 September 2025, following the end of his term of appointment.

2.4 Notes the increase in number of Directors of i4B and FWH from five to seven to reflect the growth of the companies.

3.0 Cabinet Member forward

3.1 As Cabinet Member, I am pleased to recommend Sadie East, Serita Kwolfe and Nicole Jarrett-Francis be appointed as directors and Waqar Ahmed and Mannie Ketley be appointed as non-executive directors of i4B Holdings Ltd and First Wave Housing Ltd, following a competitive search and selection process. i4B and First Wave Housing contribute to Borough Plan Strategic Priority 1 – Prosperity and Stability in Brent, as part of the Council's work to deliver safe, secure and decent housing.

3.2 I would also like to express thanks to Peter Gadsdon, Melanie Smith and to Akin Duruwoju for their work, valued contributions and commitment to their roles as board members during their terms.

4.0 Background

4.1 The Council has two wholly owned housing companies: i4B Holdings Ltd (i4B), an investment company set up to own and manage private rented sector properties, and First Wave Housing Ltd (FWH), a registered provider of social housing.

4.2 Brent Council is the sole Shareholder for i4B, and the sole Guarantor for FWH. The Board has the same membership for both i4B and FWH and is made up of a Chair and four directors, including two senior Council officers, an independent Chair and Director, and one Councillor. Any removal or appointment of Board members for the companies is a Cabinet decision as Shareholder/Guarantor of the companies.

4.3 The current Board membership is:

- Andrew Hudson – Independent Chair (appointed 1 January 2024)
- Melanie Smith – Director of Public Health, Leisure and Parks, Brent Council (appointed 19 July 2023 and due to step down on 30 September 2025 when she retires from Brent Council)
- Akintoye Durowoju – Independent non-executive director (appointed 1 May 2018 and due to step down on 1 September 2025 following the end of his term).
- Councillor Saqib Butt (appointed 23 November 2020)

4.4 The fifth member of the Board, Peter Gadsdon - formerly Corporate Director of Partnerships, Housing and Resident Services, Brent Council - retired from the

Council in March 2025 and stepped down from his role as Director of i4B and FWH at this time.

Detail

- 4.5 To reflect the growth of the two companies and the increasing complexity of their operations, the number of Board members has recently been increased from five to seven.
- 4.6 To appoint to these new posts and ensure a full complement of board members following the end of Peter Gadsdon's, Melanie Smith's and Akintoye Durowoju's terms, a comprehensive search and selection process has been completed.
- 4.7 Following an internal selection process for three senior council officer board members, it is recommended that Sadie East, the Council's Director of Communications, Insight and Innovation, Serita Kwofie, the Council's Head of Early Help, and Nicole Jarrett-Francis, the Council's Chief Lawyer Adult Social Care, be appointed as Directors of both companies. Sadie East's and Serita Kwofie's appointments will commence on 4 August 2025. Nicole Jarrett-Francis' appointment will commence from 1 October 2025, following the end of Melanie Smith's term. These appointments are proposed for a term of three years.
- 4.8 Following an external search and selection process for non-executive, independent board members - including a final interview panel consisting of Andrew Hudson (Chair of the Companies), Cllr Fleur Donnelly Jackson and Minesh Patel (Director of Finance & Resources) - it is recommended that Waqar Ahmed and Mannie Ketley are appointed as Directors of both companies. Both Waqar Ahmed's and Mannie Ketley's appointments will commence on 1 September 2025, following the end of Akintoye Doruwoju's term.

6.0 Stakeholder and ward member consultation and engagement

- 6.1 N/A

7.0 Financial Considerations

- 7.1 The remuneration of the two Independent Board Member posts is £10,000 per annum. This has been benchmarked against other comparable non-executive director roles. The remuneration for both roles will be funded by the companies and will be factored into the business plan going forward.

8.0 Legal Considerations

- 8.1 As sole Shareholder for i4B and the sole Guarantor for FWH, the Council has an important role in providing strategic direction for the companies and retains control of key decisions. Cabinet is the strategic supervisory body with ultimate responsibility for ensuring governance of the companies and the power to appoint and dismiss Directors and the Company Secretary are reserved to

Cabinet. Cabinet therefore has the power to agree the Recommendations contained in this report.

9.0 Equity, Diversity & Inclusion (EDI) Considerations

- 9.1 The search and selection process for new board members was conducted in accordance with the Council's recruitment processes.

10.0 Climate Change and Environmental Considerations

- 10.1 There are none.

11.0 Human Resources/Property Considerations (if appropriate)

- 11.1 There are none.

12.0 Communication Considerations

- 12.1 Once the new board members have taken up post, details will be registered with Companies House and the Brent website will be updated.

Report sign off:

Minesh Patel

Corporate Director, Finance and Resources