

## MEET THE TEAM

### BOARD OF NON-EXECUTIVE DIRECTORS

Our Non-Executive Directors have vast knowledge and experience across the housing sector. They provide an independent view on the running of Encircle Housing, its governance, and best practice. The Board oversees the strategic direction, risk management, and monitoring of performance. Members of our Board are part of the Audit and Risk Sub Committee that scrutinises the overall performance of Encircle Housing every quarter. Regular meetings are also held with our auditors, TIAA.

### DECLARATIONS OF INTEREST

Our Board members complete a register of interests where applicable that can be made available on request.



DAVID BAYBUT  
Non-Executive Chair

David joined Stephensons Solicitors in September 1993, having graduated with a first class honours degree in law and computer science and then Chester College of Law.

He specialises predominantly in commercial property law since, a field in which David is recommended in by the Legal 500. He is also a member of the Business Growth Hub, a community for growing businesses in the North West.

In addition to acting for a wide range of commercial clients, including owner occupiers, investors and developers, David has a great deal of experience acting in the leisure, retail, pharmaceutical and health sectors and has many years' experience acting for housing association/registered social housing landlords, from site assembly, estate development, management to disposal on shared ownership and shared equity basis. He acts for schools and colleges, leisure providers, and many other quasi government organisations.



## MATTHEW SPITTLES

### Non-Executive Director

Matthew has worked in housing for over thirty years, most recently as Director of Property and Development with Boston Mayflower Housing Association. As well as having operated at executive director level for fifteen years, Matthew has also been a non-executive director since 2012.

Having taken early retirement from his full-time role in 2018 he continues to serve as a non-executive and in September 2021 took up the role of Director of Maintenance with Wandle Housing Association in south London, an organisation with a diverse staff team and customer base.

Matthew takes a keen and passionate interest in housing. In his leisure time Matthew enjoys walking, running, writing and working with young people as a qualified DofE leader.



## ALISTAIR HOW

### Non-Executive Director

Alistair has a broad depth of experience with a particular focus on health social care.

The first half of his career was in marketing and business development with organisations including Kodak, ICI and Boots. For the last 20 years he has run care operations in both the specialist and elderly care sectors for organisations such as Bupa, Four Seasons Healthcare, Eden Futures and Akaricare.

His non-executive roles are in healthcare and social housing. He is chair of Henshaws, a specialist charity supporting individuals with visual impairments and complex needs. As part of this role he is a governor of Henshaws College. He has been a non-executive director for two housing associations; Your Housing Group, and Johnnie Johnson Developments. In addition, he is a non-executive director for MoreLife, a healthcare intervention joint venture with Leeds Beckett University and Elizabeth Finn Homes, an elderly care operator. He is also an advisor for Thalamos, a mental health service for psychiatrists.

He graduated from Southampton University with a degree in Geography. He has an MBA from Warwick University and is also a graduate of the Wharton School – University of Philadelphia.



## MICHAEL WHITEHEAD

### Non-Executive Director

Michael is an experienced Finance Director and Non-Executive Director. He is a qualified Chartered Accountant who graduated from the University of Manchester.

Michael joined the Board of Encircle Housing in 2019 as Non-Executive Director and has since been appointed as Vice Chair and Chair of the Audit & Risk Committee. He has been a board member and Treasurer of Steve Biko Housing Association since 2016.

He has direct experience of the current social care operating environment for people with learning difficulties. His youngest adult son has a severe learning difficulty and autism. He was a board member and Chair of the Finance and Risk Committee of Vivo Care Choices Ltd from 2018 to 2022.

In his executive career, he was most recently Director of Finance for South Liverpool Homes with extensive experience in financial strategy, housing and new build developments. He has also had financial leadership for a number of commercial businesses, including BICC/Balfour Beatty, ABB and Alstom, in a variety of sectors including building services, facilities management, property development and construction.

## MANAGEMENT TEAM

The Management Team are responsible for the day-to-day running of Encircle Housing and work closely with colleagues and the Board of Non-Executive Directors.



**PETER AVISTON**  
Non-Executive Director and  
Managing Director

Peter has worked in the housing, regeneration, and economic development sectors for over 25 years, gaining senior level experience with housing associations, local authorities and in the private sector.

Peter's local authority background began with Walsall Council where he led the authority's £40m Single Regeneration Budget & £52m New Deal for Communities programmes, before becoming Area Director for Newcastle City Council, leading significant regeneration, housing market renewal and property development programmes.

More recently Peter has held senior development and regeneration management roles with leading registered and specialist supported housing providers Places for People and specialist housing provider Golden Lane Housing (at the time part of the Royal Mencap Society), and has been Managing Director at Encircle Housing since September 2019, responsible for the development and management of new specialist supported housing across England, Wales and Northern Ireland.

Peter has gained a wealth of experience in the management and delivery of complex strategic regeneration programmes and housing management in challenging political and socio-economic environments, developing specialist skills and understanding in areas including place-making, sustainable regeneration, site assembly, housing strategy, programme and project management, service improvement, regulatory compliance, and organisational leadership.



**EMMA PEPLOE**  
Head of Housing

Emma has worked in the social housing and social care sector for 22 years, with the last eight years mainly in specialist supported housing. Emma hobbies include watercolour painting, cooking, swimming, and walking her gorgeous cockapoo, Otis.



## MARK FELTON

### Head of Asset Management

Mark has worked within maintenance for over 35 years and has a vast knowledge about buildings and maintenance. 25 years have been dedicated to working within the social housing sector and the last 10 years within specialist supported housing.

Mark has managed multiple procurement contracts working with the largest contractors and smaller contractors within the country. He has also directly managed his own operations teams that have a variety of skillsets ranging from, heating, electrics, gas, plumbing, plastering, joinery and painting.

He has graduated with a bachelor's degree in maintenance and fire safety and became a part-time lecturer at Staffordshire University for 13 years.

Since the introduction of the Fire Safety Order 2005, Mark has managed compliance and in particular fire safety, and enjoys the challenges this provides.

Mark is passionate about traveling to as many places as possible and loves nothing more than the open road onto his next adventure. No matter where it takes him he loves the exciting challenge of traveling around Europe and meeting new people from across the globe and sharing stories.



## NICKY THOMPSON

### Communication and Tenant Involvement Manager

Nicky has worked within the supported living sector for over 22 years, mainly within communications and enabling tenants to have their say. She is passionate about dance, complimentary therapy, walking and travelling.