

**Annual Plan of Director's Priorities 2025/26**

Strategic Objective	Key Activity/Priority	Key Outcomes	Specific Activities for 2024/25	Deadline/Timescale
(3) Deliver value for money	Keep rents affordable	Rents remain affordable; Rents pass moderate income assessment (below 30%) Rents remain lower compared to neighbouring RSLs; Rents remain amongst the lowest in Scotland	Annual Rent Review taking account of ongoing cost of living crisis; Build in review of feasibility of rent increase options; Benchmarking of rent levels and proposed rent increases for 26/27;	Q3
(4) Be innovative and risk aware	Continue to participate in and work with Greater Pollok Area Partnership	Involved in decisions of GPAP	Attend and participate in meetings	Q1-Q4
(5) Build and contribute to effective partnerships	Continue our membership of the Greater Pollok Area Partnership	Involved in decisions of GPAP	Attend and participate in meetings	Q1-Q4
	Establish partnership working with SWAMP to tackle digital exclusion	Partnership established; Rosehill tenants have access to digital support;	Liaison meetings with SWAMP; Establish arrangements for Partnership; Implement arrangement	Q1-Q4
(6) Use resources efficiently and effectively	Benchmark our costs and outcomes against other landlords to find performance gaps, identify areas for action and promote a culture of continuous improvement	Be clear on how we compare with other Landlords Are better informed of improvements needed	Benchmark against 2024/25 ARC results	Q3
	Provide the necessary support and training to ensure our Committee Members govern effectively.	Our Committee is equipped with the necessary skills to carry out their roles to the highest standards	Co-ordinate Annual Committee Appraisals; Produce and oversee Committee Annual Training Programme; Induction Training for New Committee Members	Q4 Q1, Q1-Q4 as and when required

New 5 Year Business Plan 2026-31

Our Business Plan will:  
clearly set out what we intend to do and how we will do it;  
show how we will measure success;  
demonstrate our plans are deliverable, having considered risk and how they will be costed and funded

Production of Business Plan 2026-31

Q3 + Q4

(7) Achieve the highest standards in all that we do

Provide training for and support the development of our Committee Members to ensure they have the required skills to function effectively as our Governing Body.

Strengthened Governing Body

Committee Annual Assessments;  
Training Needs Analysis of Committee;  
Development and implementation of Annual Committee Training Programme;  
Induction Training for new Committee Members

Q4  
Q1  
Q1 - Q4  
  
as and when required

Recruit people with relevant skills and experience to strengthen and enhance the effectiveness of our Committee, by election and co-option.

Strengthened Governing Body;  
Increased Membership

Identify any skills gap and recruit accordingly;  
Implementation of Induction Processes for new Committee Members

Q1  
  
as and when required  
(Q1 - Q4)

Ensure our policies and practices meet legal and regulatory requirements.

Policies are up-to-date and comply with legal/regulatory requirements

Implementation of Annual Policy Review Timetable

Q1 - Q4

Undertake meaningful internal audit and publish outcomes.

2 Internal Audits completed;  
Continuous improvement;  
Tenants informed of findings and any improvements to be made

Implement Annual Internal Audit Programme 2025/26;  
Publish key outcomes in quarterly newsletters

Q2 - Q4  
Q2 - Q4

Explore opportunities for attaining further external validation/accreditation e.g. Customer Service Excellence Standard.

Be clear on what work is required to achieve CSE;  
Be clear on timescales involved

Research requirements of CSE in conjunction with CS&HR Manager;  
Determine capability/capacity to achieve CSE

Q2\_Q4

Compliance and Assurance	Tenants have access to clear information on how we are performing, complied with Regulatory Standards; Committee assured that Rosehill continues to be compliant with all Regulatory and Legal requirements; Assurance provided to SHR and tenants	Ongoing monitoring and updating of assurance exercises; Submit Annual Assurance Statement; Publish Annual Assurance Statement on website; Ensure regular updating of GTI and website	Q1 - Q4 Q3 Q3 Q2 + Q4
Ensure we continue to identify, manage and monitor strategic risks to Rosehill	Be aware of the strategic risks and have mitigating measures in place where possible	Ongoing monitoring and updating of Strategic and Operational Risk Registers	Q1 - Q4
New 5 Year Business Plan 2026-31	Our Business Plan will: clearly set out what we intend to do and how we will do it; show how we will measure success; demonstrate our plans are deliverable, having considered risk and how they will be costed and funded	Production of Business Plan 2026-31	Q3 + Q4
Production and Submission of ARC	Approved by Management Committee; Met statutory deadline	Submission of ARC	Q1

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**Other Key Tasks**

Strategic Objective	Area	Task	Deadline/Timescale
(7) Achieve the highest standards in all that we do	Sub-Committees	Support and attend the Audit & Risk Sub-Committee and the Staffing and Health & Safety Sub-Committee	Q1 -Q4