

Annual Plan of Director's Priorities 2024/25

Strategic Objective	Key Activity/Priority	Key Outcomes	Specific Activities for 2024/25	Deadline/Timescale
(1) Provide high quality, affordable homes (3) Deliver value for money	Assess the viability of the development of the site we now own at the former Gowanbank Primary School for net zero homes	Clear basis for decision to proceed or not with development	In conjunction with TS Manager liaise with W+B to produce full financial appraisal Present outcome of appraisal to Mgt Committee for decision	Q3
(2) Engage effectively with our tenants and service users	Informing Members of proposed constitutional change (and name change)	Members informed; Member support at SGM to adopt new rules and name change	Prepare and implement a Communication Timetable	Q1-Q3
(3) Deliver value for money	As a minimum continue to cap rent increases to inflation only	Rents remain affordable; 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; Benchmarking of rent levels and proposed rent increases for 25/26; Tenant Consultation	Q3
(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
	Continue to seek out new partnerships for the benefit of our tenants	Improved service delivery; Enhanced support to tenants; Achieved value for money; Increased Tenant Satisfaction	Identify and establish links with local organisations/partners to provide a range of support to Rosehill tenants	Q1-Q4
(6) Use resources efficiently and effectively	Continue to support the development of our people (committee and staff) through access to good quality training and learning/development opportunities	Our people are equipped with the necessary skills to carry out their roles to the highest standards	Produce and oversee Committee Annual Training Programme Induction Training for New Committee Members;	Q1 Q1-Q4 As and when required
	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 2023/24 ARC results	Q3
	Annual Review of 5 Year Business Plan 2021-26	Our Annual Plan reflects current challenges and priorities. Identified resources required for delivery of objectives and priorities	Production of Annual Plan 2025/26	Q3 + Q4

(7) Achieve the highest standards in all that we do	Renew Cyber Essentials and Cyber Essentials Plus Accreditation	Retained accreditation; Validation of continued cyber security measures	Application process for: Cyber Essentials Plus Renewal Cyber Essentials Renewal	Q1 Q4
	Provide the necessary support and training to ensure our Committee govern effectively	Strengthened Governing Body	Committee Annual Assessments; Training Needs Analysis of Committee; Development and implementation of Annual Committee Training Programme;	Q4 Q1 Q1 - Q4
	Recruit people with relevant skills and experience to strengthen and enhance the effectiveness of our Committee, by election and co-option	Increased membership; Strengthened Management Committee	Identify any skills gap and recruit accordingly; Implementation of Induction Processes for new Committee Members	Q1 Q1 - Q4 As and when required
	Complete Constitutional Change	Become a Housing Association with Charitable Status; Name change to Rosehill Housing Association Limited; Opening up of Membership	Implement Timetable of key stages/processes for completing constitutional change	Q1 - Q3
	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 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 2024/25; Publish key outcomes in quarterly newsletters	Q2 Q3
	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
	Annual Review of 5 Year Business Plan 2021-26	Our Annual Plan reflects current challenges and priorities. Identified resources required for delivery of objectives and priorities	Production of Annual Plan and Appendices 2024/25	Q3 + Q4

Production and Submission of ARC	Approved by Management Committee; Met statutory deadline	Submission of ARC	Q1
Participation in National Fraud Initiative - RSLs Pilot	External validation of our internal controls and processes	Submit required data to Audit Scotland	Q3

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