



WHEATLEY HOMES EAST BOARD MEETING

**Thursday 25 May 2023 at 4.30pm
New Mart Road (Edinburgh)**

AGENDA

1. Apologies for absence
2. Declarations of interest
3. Minute of meeting held on 23 March 2023, action list and matters arising
4. Chair update
5. Managing Director updates

Main business

6. Supporting our customers and communities
7. Partnership agreements
 - i. *Edinburgh Affordable Housing Partnership Commitments*
 - ii. *Homes for West Lothian*
8.
 - a) 2022/23 Annual return on Charter and year end performance
 - b) 2023/24 Delivery Plan
9. Complaint handling and performance
10. Suicide Prevention Framework
11. Fire Prevention and Mitigation

Other business

12. Finance Report
13. Governance update
14. Assurance update
15. AOCB

Report

To: Wheatley Homes East Board

By: Lynne Mitchell, Director of Wheatley Foundation

Approved by: Laura Pluck, Group Director of Communities

Subject: Supporting our customers - Wheatley Foundation Annual Report 2022-23

Date of meeting: 25 May 2023

1. Purpose

1.1 The purpose of this report is to:

- 1) Provide an update on the work of the Wheatley Foundation in 2022-23 and the additional support on offer to customers throughout the cost-of-living crisis.
- 2) Outline the impact of the support and Foundation programmes on Wheatley Homes East customers and set out our priorities for 2023-24.

2. Authorising and strategic context

2.1 The work of the Foundation supports the delivery of the Group strategy and in particular links closely to the strategic theme, *Changing lives and communities*. This report updates Board on the performance of the Wheatley Foundation in the last year.

3. Background

3.1 The Foundation was created in 2016 to support the Group commitment to “Making Homes and Lives Better” for our customers and communities across Scotland. It aims to maximise access to employment, training and learning opportunities for customers of all ages and to support customers by tackling social exclusion and alleviating the impacts of poverty.

3.2 The Foundation helps support our most disadvantaged customers and communities. The Foundation’s brand and identity has developed over the past seven years to reinforce our reputation for supporting better lives. This is evidenced by the high-profile external funding awards secured previously from the Scottish Government and European Social Fund.

3.3 The Foundation played a key role in our response to the Covid-19 pandemic, primarily through supporting households via our Eatwell programme. On the back of this global pandemic, which we know had a severe impact on economic resilience within our communities, the cost-of-living crisis has quickly followed, compounding the impact on our customers.

- 3.4 Throughout 2022-23 the cost-of-living crisis has placed exceptional and unprecedented pressure on household budgets of our customers across Group of whom over 30% are in receipt of universal credit and already economically challenged.
- 3.5 In August 2022, the Group Board approved the proposal for the introduction of the Here for You fund and campaign as the agreed response to support customers through the cost-of-living crisis. The new fund and campaign are managed by the Foundation.
- 3.6 In addition to the Here for You fund, our extensive wraparound support and Foundation programmes, our customer-focused operating model and approaches we adopt to engaging with our customers put us in a strong position to successfully understand the needs of our customers and respond to these effectively.

4. Discussion

- 4.1 A key aim of our new operating model, implemented in late 2021 was to ensure that our frontline teams were visible and even more present within their local communities by directing everyday interactions with customers to our new Customer First Centre ("CFC"). With a target of resolving 90% of customer queries or service requests at the first point of contact, the CFC in its first full year of operations has received and made c1million contacts with customers with 88.7% of these being resolved at first contact.
- 4.2 By design, this has drastically reduced the amount of contact made directly to frontline housing officers that are transactional in nature. As a result, in the last 12 months there have been over 100,000 visits to tenants across Group communities from housing officers and Lowther agents alone not only increasing the visibility of frontline staff in our communities but enabling a more in-depth picture of individual customer and community circumstance. This has been key as we have supported customers to navigate the cost-of-living crisis.
- 4.3 Frontline staff have had a crucial role in understanding customers impacted most by the cost-of-living crisis or those who would benefit from Foundation programmes. By Autumn 2022 it was apparent that the impact of the cost-of-living crisis was likely to be felt across a much wider segment of our customers, impacting those who wouldn't ordinarily access our wraparound services and as such raising awareness of the support we were able to offer as well as having extensive knowledge of external support individuals were entitled to draw down.
- 4.4 Our Here for You campaign was launched in August 2022 and has continued to be highlighted to our customers via our social media channels, through discussions with CFC staff and frontline staff working in customers' homes and our communities. Our annual rent campaign in the run-up to Christmas also carried the 'here for you' messaging, inviting people to reach out for help if they were struggling or worried about paying their rent.

- 4.5 During 2022-23, the Foundation has provided vital support to thousands of households facing challenges because of the cost-of-living crisis through the Here for You fund. In addition, the Foundation has delivered an extensive planned programme of activity and initiatives for our customers and those living in our communities. Much of this seeks to proactively support customers to maximise employment, learning and training opportunities, tackle social exclusion and alleviate poverty.
- 4.6 The creation and launch of the Here for You approach brought together the wide range of internal and external customer support and advice already on offer. It also brought together our food, fuel and rent financial support offerings under one recognisable banner and referral process for frontline staff. The aim was to reach those most in need, supporting customers in crisis, while raising their awareness of and access to the range of wider wraparound support on offer to them.
- 4.7 The Here for You fund, as agreed with Group Board, has not been means-tested; instead frontline staff are empowered to use their professional judgement. A critical element of our Here for You approach is the continued customer conversation on individual circumstances, what external support is on offer and how to access this and the services and support we can offer both short and long-term.
- 4.8 The Foundation has invested almost £6m in Wheatley communities during 2022-23. For the year, we supported over 23,000 households, achieving all annual targets including:
- 24,000 practical interventions to alleviate financial pressures, including support provided through the Here for You campaign.
 - 5,255 children and young people participating in targeted Foundation activities.
 - 802 Wheatley Works jobs, apprenticeship and training opportunities created, with 78% going to our customers.
 - 56 bursaries provided to assist people to access higher education.
 - £1.6m of external funding secured to support the delivery of Foundation programmes.

Wheatley Homes East customer impact

- 4.9 The **Here for You** campaign has included signposting or helping customers access support or funding from other organisations, through referrals to our own internal wraparound support services, or utilising our Here for You fund.
- 4.10 Since October 2022, there have been over **700 service requests** by WHE staff for customers to get access to support. This included:
- 379 households receiving 520 supermarket vouchers;
 - 315 households receiving rent payment support; and
 - over 700 fuel vouchers provided to WHE tenants

“It took a lot of pressure off me - not having the stress of not having the food. Fruit is now a luxury, so we were able to buy fruit with the voucher, it helped me with eating healthier.”

- 4.11 WHE customers have also been referred on to other internal services including Fuel and Welfare Benefits Advice as well as external services including foodbanks, citizens advice, local authority support funds and mental health support.

“The advice given on reducing energy consumption was very helpful and has encouraged me to find other ways to achieve this.”

- 4.12 ‘Struggling with an unexpected bill, expenses, or other debts’ has continued to be the most common reason for customers receiving support from the Here for You fund, with 40% of the service requests from frontline staff being for this reason. Other reasons have included Sick leave with no pay; Delay in payment/wages; Reduced work hours; Benefit Sanctions.
- 4.13 Demand by customers for **financial, benefits and fuel advice** has remained high during 2022-23, with over **£2.1m** financial gain secured for WHE customers as a direct result of the following interventions:

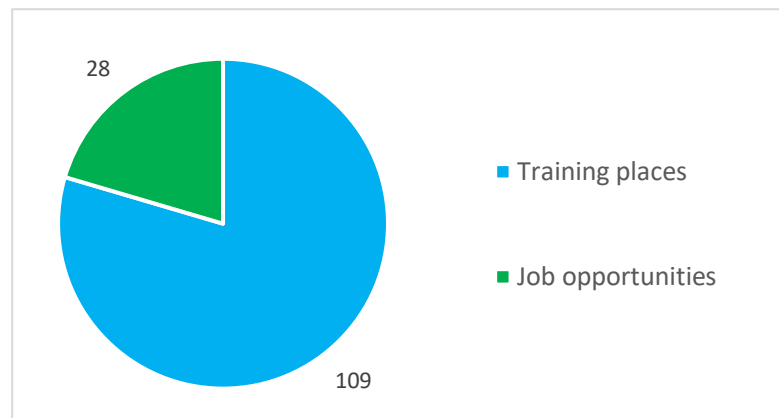
Programme	Households Supported	Financial Gain
Welfare Benefit Advice	1150	£2m
Fuel Advice	504	£31k
My Great Start	110	£84k

Customer had claimed Universal Credit but was having difficulty having their housing costs included in their claim. With support from a Welfare Benefits Advisor, the customer was able to resolve the situation, resulting in a backdated payment of £8,907.

- 4.14 Our **Home Comforts** programme in the east is delivered in partnership with charity, Four Square. During 22-23, over **200 items** of free furniture, white goods and electrical appliances were delivered to **139 WHE households**, supporting customers to create a home and sustain their tenancy.

“I was over the moon with this service. So grateful for all the kindness shown and the assistance from the delivery guys. The furniture was a whole lot better than I expected. This certainly gave me a lift and look forward to getting up in the morning. It has made me a very happy man.”

- 4.15 **Starter Packs** provides customers who are moving into a new home with a helpful pack including kettle, toaster, cutlery, crockery, pots and pans, bedding, towels, and cleaning materials. **72 WHE tenants** have been supported this year with a pack to help them get settled into their home.
- 4.16 **Wheatley Works** brings together all the Foundation’s employability support under one banner, providing a simple referral pathway for staff, partners and customers. Wheatley Works aim to deliver holistic, personalised 1:1 support for customers to help them improve skills and readiness to take up jobs, training and apprenticeship opportunities.
- 4.17 During 2022-23, Wheatley Works has supported **137 jobs and training opportunities** for WHE customers.



“I was made redundant from my retail job. Wheatley Works helped me to access some training and look at different opportunities. They helped me to change careers and I’m now working for Scottish Legal Aid Board. I couldn’t believe my landlord offered this”.

4.18 By being part of the Local Employability Partnership for Edinburgh & Lothians and a key stakeholder on the Joined Up for Jobs and Joined Up for Young People Strategic Forum, we have been able to develop and deliver a range of sector based vocational training academies for WHE customers. This has included Hospitality, Retail, Banking & Finance and Construction Skills.

4.19 A new **Health and Social Care Academy** was piloted in Edinburgh, in partnership with Capital City Partnership, Training for Care and Wheatley Care. The programme supported **8 WHE customers** through a three-week accredited training programme and ended with a guaranteed interview with Wheatley Care. All 8 customers have been offered jobs with Wheatley Care pending successful references.

4.20 **2 WHE customers** took up a **Changing Lives** placement within the Neighbourhood Environmental Teams (NETs). The Wheatley Works team provide ongoing support to internal trainees and apprentices, helping them to progress into permanent employment. During 2022-23, **2 existing WHE trainees secured jobs**, 1 with Wheatley and 1 external.

“I have really enjoyed learning new skills which hopefully I can carry on into full-time employment. I like to keep myself busy and I am always looking to learn and improve my communication with the customers to give them the best service I can.”

4.21 **6 WHE tenants** were awarded a **bursary** in August 2022. Students were studying a range of subjects including Nursing, Psychology and Public Relations. In addition, year-two support was provided to **4 WHE** existing bursary students.

4.22 The **Forget Me Notes** project is delivered within WHE sheltered sites for older people and people with dementia. The project delivers Music Memory sessions for tenants to share their stories of the past with music playing a key role in helping people remember – **45 WHE tenants** have taken part in sessions this year.

- 4.23 Enabling people to achieve their potential by addressing imbalances in disadvantage and access to opportunities is what drives the work of the Foundation. No-one should be left behind because of the barriers they have experienced in life or simply because of where they live. To support our customers of the future, the Foundation has committed to delivering a range of education and learning programmes that help give children and young people the chance to thrive.
- 4.24 Two employability hubs in Southwest and Southeast Edinburgh have supported over **100 young people** aged 16 – 19 get access to training and employment opportunities this year. Young people are supported to take part in an “activity agreement” - this could be a range of activities including sports, music and arts. Activity agreements are specific to each young person and aim to increase their confidence and help them transition into further education, training or employment.

Sophie was referred to the hub at Slateford Green for employability support, initially attending weekly groupwork sessions to increase her confidence. After a series of 1:1 sessions to discuss her options and interests, Sophie was supported to enrol at Edinburgh College on a Beauty and Hairdressing course but struggled to adapt to the college environment. Sophie returned to the hub for further support, still determined to pursue hairdressing. Her advisor contacted a social enterprise salon to see if they could set up an interview for an apprenticeship place. Sophie was offered a work placement trial and loved it. She was then offered a place on their apprentice training programme. Through Wheatley Works, Sophie has also accessed support to settle into a permanent tenancy and with the help of a Welfare Benefits Advisor successfully applied to Universal Credit to top up her apprenticeship salary. Sophie is now enjoying her new home, working at the Salon and continuing to engage with Wheatley Works for emotional and practical support.

- 4.25 The **Dolly Parton Imagination Library** has delivered **920 free reading books** during 22-23 to **114 children** living in WHE homes. The Foundation has now sent almost 27,000 books to children aged under 5, since the Imagination Library partnership was developed group-wide in 2018.

“I think it's a great project, my son loves books more than toys. For me, I really look forward to a new book coming. Reading is a bonding time for us.”

- 4.26 **Curiosity Collective** has supported **over 600 primary aged children** across WHE communities with 2 Wonderbox activity packs. The aim of this project is to encourage children to engage in play and learning outside the classroom and give them some resources to do this. A final edition of the Wonderbox will be issued in June 2023.
- 4.27 **Dunedin Canmore Youth Project** has supported almost **800 young people** in WHE communities this year. Projects operating in Oxbgangs, Slateford Green and Valley Park deliver weekly youth clubs and outreach work in the community and in partnership with local schools covering subjects ranging from youth work to mental wellbeing and sexual health. Young people have also been supported to attend activity events throughout the year, including Edinburgh Christmas markets, the Scottish Parliament, Escape rooms and the Edinburgh Science Festival.

“The youth café at Slateford has been really good. I can meet my friends out of school and we have lots of things to do. The staff let us decide what activities we do and I've done my first aid.”

External Funding

- 4.28 More than £1.6m of external monies has been secured by the Foundation during 2022-23. External monies secured has been a mix of grant fund applications (49%), contracts (39.5%) and donations (11.5%).
- 4.29 A total of **30 grant fund applications and contracts** have been prepared and submitted since April 2022, with a total value of £3.8m. Of these, 16 have been successful (53%) with a value of £1.4m. A further 3 bids worth £373k are still pending decision and 11 bids worth £2.05m were unsuccessful (37%) while donations totalling over £200k have been received from a range of sources including Group new build contractor and suppliers.
- 4.30 The cost-of-living crisis continues to disproportionately affect lower-income families who spend a greater proportion on essential bills and food. Therefore, the Here for You campaign will continue through 2023-24, with a key priority to continue to seek and secure external funding that allows existing Foundation programmes to be increased in scale (if required), or the development of new programmes that support customers and communities.
- 4.31 The Foundation priorities for 2023-24 reflect the Group's efforts to support customers by providing essential wraparound support to those at the highest risk of poverty, including families, young people and lone parents; and delivering programmes that provide access to fair, sustainable training and employment opportunities.

5. Customer Engagement

- 5.1 Enhancing customer engagement through co-design and development of services is a key strategic priority. The Group's customer engagement framework *Stronger Voices, Stronger Communities*, ensures customer involvement and feedback shape and determine the scope and nature of new programmes and activities.
- 5.2 In 2022, the Foundation commissioned independent research organisation Rocket Science to collect customer feedback on the impact of programmes such as EatWell, Environmental Roots, and Changing Lives, engaging 500 participants. Feedback from participants overall has been positive:
- a majority agreed that Foundation programmes have helped their household cope when life is difficult (63%) and have helped them feel more in control of their lives (61%).
 - Processes for receiving services were considered straightforward, and successful in supporting vulnerable customers, who would otherwise find it difficult to access support.
 - 82% customer satisfaction with EatWell (food vouchers) indicates it is an essential, well-regarded service, with 75% agreeing the service helped them cope when life is difficult and 87% saying it provided essential support during a crisis.

- The Environmental Roots programme is well received with 80% of customer satisfaction and focus group participants confirmed the pre-employability approach worked well for them in providing valuable support, new skills and confidence
 - Changing Lives successfully helps customers gain new skills (88%) and creates financial stability (75%) and 81% agreed it helped them identify career goals; and they now felt much more optimistic about going for job opportunities.
- 5.3 While advice and practical support are valued by participants, some customers told us they continue to experience ongoing worries and financial difficulties due to the cost-of-living crisis, especially around food and increasing energy bills.
- 5.4 The Foundation will use the customer feedback to make improvements to programmes during 2023-24.

6. Environmental and sustainability implications

- 6.1 Foundation programmes incorporate our sustainability objectives. This includes creating green jobs and training opportunities and contributing evidence of the Foundation's wider social value as part of Wheatley accreditation submissions, such as the Group's 2021-22 Environmental, Social and Governance (ESG) stakeholder report submissions. The Foundation recently recruited a Greener Communities Officer to ensure there remains a strong focus on sustainability objectives within the work of the Foundation.

7. Digital transformation alignment

- 7.1 The Group's five-year strategy is underpinned by digital transformation. The Foundation's contribution to the IT transformation agenda ranges from supporting You Choose Challenge online voting to the distribution of digital supermarket vouchers and the extension of online and telephone advice and customer feedback services.

8. Financial and value for money implications

- 8.1 The Foundation continues to source, secure and maximise funding opportunities, as well as new partnerships to provide value for money for the business, customers and communities. The activities of the Foundation are supported by donations from our RSL subsidiaries and gift aid from Lowther.

9. Legal, regulatory and charitable implications

- 9.1 The relevant legislation and regulation applying to this performance report is the General Data Protection Regulation (GDPR), particularly in relation to customer information and data sharing. Advice is sought from Wheatley legal, audit and governance colleagues in relation to service delivery, monitoring and evaluation. The information contained in this report meets the Foundation's reporting requirements and objectives as a registered charity.

10. Risk Appetite and assessment

- 10.1 The matters contained in this report primarily support our Changing Lives and Communities strategic theme and in particular the strategic outcome of “supporting economic resilience within our communities”. Our agreed risk appetite for this in relation to finance/reputation and credibility is “open”. However, this also recognises the overall benefits of investment whilst ensuring relevant controls to minimise and possibility of financial loss.
- 10.2 The Foundation measures performance against key strategic indicators monthly and undertakes any improvement work where necessary. We report on this quarterly to the Foundation Board to ensure that it remains informed of progress and to mitigate the risk associated with failure to deliver our strategy.

11. Equalities implications

- 11.1 Project monitoring and evaluations consider equalities information and Equalities Impact Assessments are undertaken at the outset of new programmes to ensure compliance with equalities legislation.

12. Key issues and conclusions

- 12.1 Although 2022-23 was extremely challenging in the face of the cost-of-living crisis, **over 2,500 WHE households have been supported** through:
- provision of direct, practical assistance to vulnerable households experiencing crisis and financial hardship; over 2,800 interventions/supports for WHE tenants were carried out this year;
 - offering training and work support for both long term unemployed people and young people with no qualifications/work experience; Wheatley Works has supported 137 jobs and training opportunities for WHE customers
 - developing activities for children and young people to reconnect, learn and play. Over 1,500 children and young people from Wheatley communities across Edinburgh and the Lothians have been supported, with approximately 48% from WHE homes
 - 6 students supported to go to university or college through our bursary programme
- 12.2 Foundation priorities for 2023-24 reflect the Group’s efforts to support customers by providing essential wraparound support to those at the highest risk of poverty, including families, young people and lone parents; and delivering programmes that provide access to fair, sustainable training and employment opportunities.
- 12.3 The Here for You campaign will continue through 2023-24 with up to £3m available as approved by Group Board on 26 April 2023.

13. Recommendations

13.1 The Board is asked to:

- 1) Note the activity undertaken throughout 2022-23 to support customers and communities.

LIST OF APPENDICES

None

Report

To: Wheatley Homes East Board

By: Laura Henderson, Managing Director

Approved by: Hazel Young, Group Director of Housing & Property Management

Subject: Edinburgh Affordable Housing Partnership Commitments

Date of meeting: 25 May 2023

1. Purpose

- 1.1 To ask the Board to consider the attached draft Edinburgh Affordable Housing Partnership (EAHP) Commitments.

2. Authorising and strategic context

- 2.1 The commitments are of strategic importance, as it sets out key elements of our working relationship with the City of Edinburgh Council (CEC), one of our most important partners.
- 2.2 Our five-year strategy *Your Home, Your Community, Your Future* makes clear, as part of enabling our ambitions, the importance of strong relationships with key stakeholders. This includes *ensuring we systematically identify new opportunities for growth and partnership working to maximum effect*.

3. Background

- 3.1 The EAHP are a partnership of affordable housing providers in Edinburgh comprising housing associations, including ourselves, housing co-ops, other charitable housing providers and the City of Edinburgh Council.
- 3.2 We have an extensive track record of working strategically with EAHP and we are looking to strengthen this work through these new commitments.

4. Discussion

- 4.1 The commitments with CEC and other members of the Affordable Housing Partnership are attached at Appendix 1 for Board consideration. In preparing these with CEC and other partnership members, our objective was to develop a document to reflect our current operating context and strategic objectives. The commitments statement:
- Outlines the Partnership's collective ambition to create and manage good places to live and provide targeted care and support where needed
 - Contributes to ending poverty and homelessness with an increase in affordable homes and financial inclusion and welfare advice
 - Working together to deliver net zero targets for homes

4.2 The EAHP acknowledges that each partner is separate and unique in the role we play in addressing these issues and we each have our own business plans, priorities and strategies.

4.3 We will work in partnership to achieve these commitments by:

4.3.1 *creating and managing good places to live and providing targeted care and support where needed:*

- continue to invest in our homes and communities and manage our neighbourhoods in partnership with key partners.
- work in partnership to deliver 20 minute neighbourhoods
- participate strategically in the Edinburgh Partnership and in participate in Local Improvement Priority 1 – Good Places to Live
- Provide a range of housing solutions that provide targeted care and support to our most vulnerable tenants (where it's part of our service).

4.3.2 *contributing to ending poverty and homelessness with an increase in affordable homes, and financial inclusion and welfare advice:*

- Participate in the Strategic Housing Investment Plan and collectively deliver to achieve the Edinburgh target of 25,000 new affordable homes (including social and mid-market rent) bringing development and financial expertise and innovation.
- continue to be key partners in EdIndex to ensure easy of application for homes to rent and the allocation of properties to those in greatest need.
- contribute to CEC homelessness and Housing First targets.
- ensure rents are affordable whilst balancing the level of services provided, the cost of the services, and how far current and prospective tenants and service users can afford them
- continue to prioritise investment into tenancy sustainment services (advice, welfare rights, fuel, debt) for our tenants
- be a strategic partner in the Edinburgh Partnership and in participate in Local Improvement Priority 3, Enough Money to Live On.
- provide fair pay for our employees and employment, apprentice and training opportunities in our communities.

4.3.3 *working together to deliver the net zero targets for our homes:*

- Invest in our homes on the pathway to achieving net zero
- Invest in our homes to meet the new EESSH2 standards when published
- Explore partnership and collaborative work to meet net zero targets including pursuit of joint funding bids, procurement, trials sharing of good practice and archetypes solutions.

- 4.4 The commitments align well with our own strategic commitments to address homelessness, continuing to deliver affordable rents and new build properties that help to deliver on our shared commitments to net zero alongside our investment programme. In particular, this will help us deliver:
- the agreed contributions to accommodation for homeless households in each local authority we operate in, contributing to the target of 10,000 homeless customers provided with a warm, safe home across Group
 - Develop up to 1360 new homes across all tenures
 - Invest £29.5m in improving, modernising and maintaining homes
 - reducing the CO2 emissions in our homes and raising the environmental standard of our New Build homes making them more energy efficient and cheaper to run
- 4.5 CEC and other EAHP members will be progressing through their respective governance arrangements prior to sharing the document with Scottish Government later in the summer. Until then, some modifications may be requested, although this version has been agreed by senior officials within each organisation.
- 5. Customer Engagement**
- 5.1 Our customer priorities have informed the development of the draft document.
- 6. Environmental and sustainability implications**
- 6.1 The commitments include close working to deliver sustainability objectives including building energy efficient new homes and collaborative working to meet net zero targets.
- 7. Digital transformation alignment**
- 7.1 There are no digital transformation implications associated with this report.
- 8. Financial and value for money implications**
- 8.1 The commitments, such as support for new build and net zero will support the delivery of assumptions within our business plan.
- 9. Legal, regulatory and charitable implications**
- 9.1 There are no legal, regulatory or charitable obligations associated with these commitments. They are statements of commitment to partnership working and therefore not legally binding on involved parties, although it is intended to provide clear and agreed direction for joint working and priorities.
- 10. Risk Appetite and assessment**
- 10.1 One of our stated strategic outcomes is to influence locally and nationally to benefit our communities. Our risk appetite in relation to our reputation and credibility in this area is open.
- 10.2 The commitments with CEC and other EAHP members will help reinforce our reputation with key partner local authorities and is in keeping with progressing the stated strategic objective and risk appetite.

11. Equalities implications

- 11.1 There are no equalities implications associated with this report.

12. Key issues and conclusions

- 12.1 Commitments with CEC and other EAHP members has been developed for Board consideration, providing a strong basis for our future strategic relationship. Key areas include our shared commitment with CEC and EAHP members to:
- create and manage good places to live and provide targeted care and support where needed
 - Contribute to ending poverty and homelessness with an increase in affordable homes and financial inclusion and welfare advice
 - Working together to deliver net zero targets for homes
- 12.2 It sets a strong platform for close partnership working including supporting the delivery of 25,000 new homes in Edinburgh, and joint action on tackling homelessness, climate change and financial exclusion.

13. Recommendations

- 13.1 The Board is asked to:
- 1) Consider and make any comment on the attached Edinburgh Affordable Housing Partnership commitments.
 - 2) Agree that we sign up to the proposed commitments.

LIST OF APPENDICES:

Appendix 1: Edinburgh Affordable Housing Partnership commitments

Appendix 1: Edinburgh Affordable Housing Partnership

Our commitments for Edinburgh

We are a partnership of affordable housing providers in Edinburgh comprising housing associations, housing co-ops, other charitable housing providers and the City of Edinburgh Council. We build and manage homes and provide services and support for our tenants and other customers. We are significant employers and make a difference in our communities.

We want to be a partnership that

- | | | |
|--|---|---|
| 1. creates and manages good places to live and provides targeted care and support where needed | 2. contributes to ending poverty and homelessness with an increase in affordable homes, and financial inclusion and welfare advice | 3. we will work together to deliver the net zero targets for our homes |
|--|---|---|

How we will do this

We are separate and unique in the role we play in addressing these issues and we each have our own business plans, priorities and strategies. We will work in partnership to achieve these commitments.

City of Edinburgh Council

City of Edinburgh Council

City of Edinburgh Council

We will:

Lead on the Edinburgh Partnership, Community Planning and Local Improvement Priorities and engage with housing providers.

- | | | |
|---|---|---|
| <ul style="list-style-type: none"> create good places to live and work, supported by the 20-minute Neighbourhoods Strategy. use our housebuilding programme as a catalyst for wider regeneration. focus on accessible housing (understanding need & demand) and take forward work with the EH&SCP to enable more people to live in a home that meets their needs | <ul style="list-style-type: none"> lead on the Strategic Housing Investment Plan and increase supply of affordable housing with an ambition to reach 25,000 new affordable homes. work with partners to deliver a regional pipeline of net zero carbon homes using modern methods of construction. continue to deliver statutory service provision and the Council's Rapid Rehousing Transition Plan (RRTP). keep rents as affordable as possible while continuing to invest in services to support tenants to maximise incomes and sustain tenancies | <ul style="list-style-type: none"> continue to invest in ensuring that all Council owned homes are brought up climate-ready and modern standards so all our tenants have a warm, safe and secure home. Share best practice and explore opportunities for collaborative approach to support delivery of whole house retrofit. Improve the condition and energy efficiency of housing in Edinburgh neighbourhoods through the work of our Mixed Tenure Improvement Service |
|---|---|---|

Housing providers	Housing providers	Housing providers
We will:		
<ul style="list-style-type: none"> • continue to invest in our homes and communities and manage our neighbourhoods in partnership with key partners. • work in partnership to deliver 20 minute neighbourhoods • participate strategically in the Edinburgh Partnership and in participate in Local Improvement Priority 1 – Good Places to Live • Provide a range of housing solutions that provide targeted care and support to our most vulnerable tenants (where it's part of our service). 	<ul style="list-style-type: none"> • Participate in the Strategic Housing Investment Plan and collectively deliver to achieve the Edinburgh target of 25,000 new affordable homes (including social and mid-market rent) bringing development and financial expertise and innovation. • continue to be key partners in EdIndex to ensure easy of application for homes to rent and the allocation of properties to those in greatest need. • contribute to CEC homelessness and Housing First targets. • ensure rents are affordable whilst balancing the level of services provided, the cost of the services, and how far current and prospective tenants and service users can afford them • continue to prioritise investment into tenancy sustainment services (advice, welfare rights, fuel, debt) for our tenants • be a strategic partner in the Edinburgh Partnership and in participate in Local Improvement Priority 3, Enough Money to Live On. • provide fair pay for our employees and employment, apprentice and training opportunities in our communities. 	<ul style="list-style-type: none"> • Invest in our homes on the pathway to achieving net zero • Invest in our homes to meet the new EESSH2 standards when published • Explore partnership and collaborative work to meet net zero targets including pursuit of joint funding bids, procurement, trials sharing of good practice and archetypes solutions.

Report

To: **Wheatley Homes East Board**

By: **Laura Henderson, Managing Director and Lindsay
Lauder, Director of Development and Regeneration**

Approved by: **Hazel Young, Group Director of Housing & Property
Management**

Subject: **Homes for West Lothian Partnership**

Date of Meeting: **25 May 2023**

1. Purpose

1.1 The purpose of this report is to:

- 1) seek approval for our continued participation in the Homes for West Lothian Partnership
- 2) to authorise any Group Executive Team member, our Managing Director, Director of Development and Regeneration, or the Company Secretary to sign the Homes for West Lothian Partnership Agreement.

2. Authorising and Strategic Context

- 2.1 Under our Terms of Reference, we are responsible for approving our rolling development programme. In order to help us achieve this programme, we work closely with partners such as West Lothian Council. This report seeks approval to continue our participation in an ongoing partnership with West Lothian Council.
- 2.2 Developing new affordable homes forms an important part of our strategic ambitions.

3. Background

- 3.1 Homes for West Lothian Partnership (HfWLP) is a partnership group established by West Lothian Council (WLC) to support the delivery of affordable housing in West Lothian. Its membership includes WLC and RSLs delivering affordable housing in the West Lothian local authority area.
- 3.2 The partnership was first established in 2018. Along with West Lothian Housing Partnership, we joined the partnership at its commencement.
- 3.3 The current HfWLP Agreement expired on 31 March 2022 and WLC has requested that all RSLs wishing to continue in the Partnership obtain an updated Board approval for their participation.

4. Discussion

- 4.1 The aim of the Council in establishing HfWLP was to create a forum through which efficiency, best practice and innovation in the delivery of affordable housing can be coordinated and improved. Our involvement in the partnership has provided a number of benefits, including our involvement in the Deans South development project.
- 4.2 HfWLP will produce a work plan and report against progress to the WLC Services for Community Policy Committee. Themes for discussion include preventing homelessness, increasing housing supply, inclusive design and supporting healthy lives.
- 4.3 HfWLP has offered benefits to us through the formation of strong partnership working opportunities, in particular:
- A forum where the allocation of future development opportunities are discussed and agreed. This assists in helping to secure future development opportunities for us, including both through private developers and ly opportunities on Council owned land.
 - The Partnership creates a forum through which development constraints can be raised with the Council, solutions discussed, and actions agreed. For example, it has provided a forum through which timescales for Planning and Building Warrant Consents have been discussed.
- 4.4 A copy of the HfWLP Agreement are contained in **Appendix 1**.

5. Customer Engagement

- 5.1 There has been no customer engagement on our participation in the HfWLP forum.

6. Environmental and sustainability implications

- 6.1 HfWLP gives us an opportunity to discuss changing environmental and sustainability requirements and how these are being delivered in the West Lothian Council area.

7. Digital transformation alignment

- 7.1 There are no digital transformation implications arising from this report.

8. Financial and value for money implications

- 8.1 We do not make a direct financial contribution towards HfWLP. Our contribution is through the delivery of our development programme in the West Lothian area, in line with our business plan.

9. Legal, regulatory and charitable implications

- 9.1 There are no new legal, regulatory or charitable implications arising from our participation in HfWLP.

10. Risk appetite and assessment

- 10.1 Our risk appetite for both delivery new homes and for influencing locally are agreed as open. Our participation in HfWLP will support delivery of new affordable housing units in WLC and will allow us to contribute and use our influence within that WLC area.

11. Equalities impact

- 11.1 There are no equalities implications arising from this report.

12. Key issues and conclusions

- 12.1 Our continued participation in HfWLP supports our current and future new build programme by helping to:
- maintain our position as a key delivery partner in West Lothian
 - secure new development opportunities in the area
 - access support to overcome development constraints
 - achieve better targeting of resources/development plans in line with local authority requirements
 - share best practice

13. Recommendations

- 13.1 The Board is requested to:
- 1) Approve our continued participation in the Homes for West Lothian Partnership
 - 2) Authorise any Group Executive Team member, our Managing Director, Director of Development and Regeneration, or the Company Secretary to sign the Homes for West Lothian Partnership Agreement.

LIST OF APPENDICES:

Appendix 1: Homes for West Lothian Partnership Agreement

Appendix 1

HOMES FOR WEST LoTHIAN PARTNERSHIP AGREEMENT

The Homes for West Lothian Partnership has been established to coordinate the delivery of affordable homes in West Lothian over the period to 31 March 2028.

The partners are:

- Almond Housing Association
- ARK Housing Association
- Bield Housing and Care
- Cairn Housing Association
- Hanover Housing Association
- Horizon Housing Association
- Link Housing Association
- Places for People and Castle Rock /Edinvar
- Trust Housing Association
- Wheatley Group (Wheatley Homes East)
- West Lothian Council

The partners aim to deliver the West Lothian affordable housing programme, target to be determined during 2023.

Our Vision

We will work in partnership to provide more affordable home in West Lothian. The homes will be high quality and affordable.

Our Objectives

By signing this agreement, we will work towards:

- Increasing the supply of good quality, sustainable, accessible, affordable housing to meet the diverse needs and aspirations of West Lothian's population;
- Sharing best practice and working together to meet our customers' current and future housing needs;
- Target the use of funding to meet housing needs;
- Prevent and respond to homelessness in West Lothian;
- A housing contribution which supports people in West Lothian to improve their own health and wellbeing and enables people to live independently and well in their communities, and;
- Inclusive design of homes and environments which meet varying needs, including those with disabilities (physical and learning) and long-term age-related conditions.

Shared Undertakings

To achieve our aim of delivering the affordable housing programme we undertake to:

- Work together to ease the process of delivering new housing in West Lothian;
- Make efficient use of resources to deliver affordable housing in West Lothian;
- Build on best practice in the development, implementation, sharing and delivery of housing services;
- Explore new and innovative routes to the delivery, design and funding of affordable homes;
- Share expertise and good practice;
- Be open to considering projects that meet a range of identified housing needs including specialist housing provision, and;
- Link housing to support.

WLC Commitments

- To provide a single point of contact within Housing Strategy and Development to assist with smoothing the process of obtaining consents for new affordable housing developments;
- To explore options for making council land available for the development of affordable homes by RSLs;
- To ensure through the implementation of the council's Affordable Housing Policy that a range of opportunities are available for the development of affordable homes by RSLs;
- Provide support on the analysis of housing need, and;
- To ensure the Homes for West Lothian Partnership works within the guidance and procedures as published by Scottish Government.

RSL Commitments

- Work with the council to address homelessness in West Lothian;
- Leverage private finance to support the delivery of affordable homes in West Lothian;
- To liaise with the council on housing tenure and housing mix options for all new developments, and;
- To agree to provide the council with nomination rights where the council has made land available for the development of affordable homes by RSLs (subject to mutual agreement).

HOMES FOR WEST LOTHIAN PARTNERSHIP

Draft Governance Arrangements

1. All RSLs with stock in West Lothian are invited to participate.
2. All RSLs wishing to participate in the Partnership should obtain necessary approvals from their Board.

Founding Members

- ARK Housing Association
- Wheatley Group (West Lothian Housing Partnership and Dunedin Canmore Housing)
- Places for People and Castle Rock /Edinvar
- West Lothian Development Alliance (Almond Housing Association, Horizon Housing Association, Weslo Housing Management)
- Bield Housing and Care
- Hanover Housing Association
- Cairn Housing Association
- Trust Housing Association
- West Lothian Council

3. Partnership Duration – All partners will commit to participate until 31 March 2028.

The partnership may be extended by agreement. Any RSL can apply to the council to “opt in” to the Partnership at any time.

Withdrawal from the Partnership – Any RSL can withdraw from the Partnership without the need for a notice period.

4. Each RSL that formally agrees through their Board to participate in the Partnership should send one senior representative to the Homes for West Lothian Partnership meeting.

The Partnership Agreement will be between the individual RSLs and West Lothian Council as a corporate body.

West Lothian Council will have two officer representatives on the Partnership. The council will also provide a secretariat role to support the Partnership.

Specialist advisors and other council representatives may be invited to the Partnership from time to time, subject to agreement by the Chair.

5. Whilst not a formal member of the Homes for West Lothian Partnership, a member of staff from Scottish Government More Homes Division will be invited to attend in an observer capacity.

6. A Chair will be nominated by the Partnership at the first business meeting.
7. The Chair will be rotated on an annual basis.
8. The remit for Homes for West Lothian Partnership will be derived from establishing a work plan from identified priorities.
9. Any RSL within the Partnership has the ability to “opt in” or “opt out” of a work area from the identified areas.

10. Reporting of Activity:

- The Partnership undertakes to review its work annually.
- The council will produce an annual report to Services for the Community PDSP to outline activities throughout the year and review progress against set targets.
- A risk register will be set up. The purpose of this will be to identify high level risks to the West Lothian Affordable Housing delivery programme that may impact on delivery timescales.
- Individual project risks will be monitored by the relevant RSL for their projects and by the council for the new build council housing programme.
- On an annual basis the activities of the partnership will be included in reports to WLC Services for the Community Policy Development and Scrutiny Panel on the Local Housing Strategy (LHS) and the Strategic Housing Investment Plan (SHIP).
- RSL Partners will report to their Boards as required.

11. Complaint – If any members of the Partnership have any complaints about the operation of the Partnership this will be reported to WLC Chief Executive.

12. The use of the term “Partnership” for the Agreement should not be considered to have any legal connotations. If any matters of joint service development or joint procurement arise then separate legal agreements would be required and would be developed with participating RSLs at that time.

13. Equalities

Homes for West Lothian will have a strong focus on creating beneficial and relevant partnership arrangements that provide specialist services designed to tackle inequality and achieve positive outcomes for our tenants and customers.

Report

To: **Wheatley Homes East Board**

Report by: **Laura Henderson, Managing Director**

Approved by: **Hazel Young, Group Director of Housing and Property Management**

Subject: **2022/23 year-end performance and Annual Return on the Charter**

Date of Meeting: **25 May 2023**

1. Purpose

- 1.1 This report presents year end performance for 2022/23, including:
- Draft Annual Return on Charter results for 2022/23 and seeks approval for submission to the Scottish Housing Regulator;
 - Non-Charter strategic results and performance measures; and
 - Delivery Plan strategic projects.

2. Authorising and strategic context

- 2.1 The Group Board approved the overarching structure for the implementation of the strategy via our Group Performance Management Framework (“PMF”) at its meeting in June 2021. The Board agreed the programme of strategic projects and performance measures and targets for 2022/23 in April 2022.
- 2.2 This Board subsequently agreed our own specific targets in May 2023. The figures reported for the Charter are subject to further validation and checks by the Scottish Housing Regulator.

3. Background

- 3.1 We are responsible for meeting the standards and outcomes set out in the Scottish Social Housing Charter and are accountable to our tenants and customers for how well we do so. The Charter is part of the Scottish Housing Regulator’s (SHR’s) assessment of how these outcomes are being met. All RSLs and Local Authority housing services are required to complete the Charter indicators and submit these by 31 May each year. The SHR publishes results for all organisations at the end of August each year.
- 3.2 The SHR uses the Charter results to focus attention on important risks and key aspects of landlord performance. The outcomes apply to all social landlords, with the exception of those relating to Local Authorities for their homeless duties and to councils and registered social landlords that manage sites for Gypsies / Travellers.

- 3.3 There are 30 Charter measures, of which 7 are collected by customer satisfaction surveys. Following agreement with the SHR, our customer satisfaction survey will be undertaken this year. We therefore report comprehensive survey-based measures in line with the previous returns.

4. Discussion

- 4.1 Our external operating environment continued to be challenging during 2022/23, with the cost-of-living crisis immediately following the pandemic and high inflation continuing to impact our customers, communities and wider business. Within this context we achieved strong performance in several key areas, including tackling homelessness, arrears and days to let.
- 4.2 This report outlines our performance against targets and strategic projects for 2022/23 as at the end of the year. This includes annual results with those measures that will be reportable to the Scottish Housing Regulator as part of the Charter 2022/23.
- 4.3 It also includes the measures added for 2022/23 covering areas of performance related to the implementation of our engagement model, visibility of the Customer First Centre and monitoring of the strength of our Board and administration. Unless stated, measures are reported for the year.
- 4.4 We also delivered a number of major projects and activities, such as:
- Implementation of our new tenant engagement framework, recruitment of around 300 Customer Voices and a community led development approach introduced;
 - Completion of the stock transfer from West Lothian Housing Partnership and the creation of Wheatley Homes East;
 - Reorganisation of the RSL borrower group, in particular to support Wheatley Developments and our future capacity to deliver new homes;
 - Strategic Sustainability Framework agreed and pathway to Net Zero Group created;
 - Strategic homelessness policy implemented; and
 - New operating model for customers and staff implemented.
- 4.5 Draft Annual Charter return measures will firstly be discussed, followed by progress against other Board measures shown by strategic theme. Thereafter, an update will be provided on the year end position with strategic projects. Where appropriate wider sector performance context, drawn from the Scottish Housing Network and Housemark, is included.

Charter Returns

- 4.6 This section presents a summary of key draft Charter measures, highlighting where they are also a strategic result. A full set of draft Charter results for WHE against targets is provided in **Appendix 1**.

Gross Rent Arrears

- 4.7 Our target for gross rent arrears was 4.63%, reflecting the highly challenging economic context and cost of living crisis impacting our customer and communities.

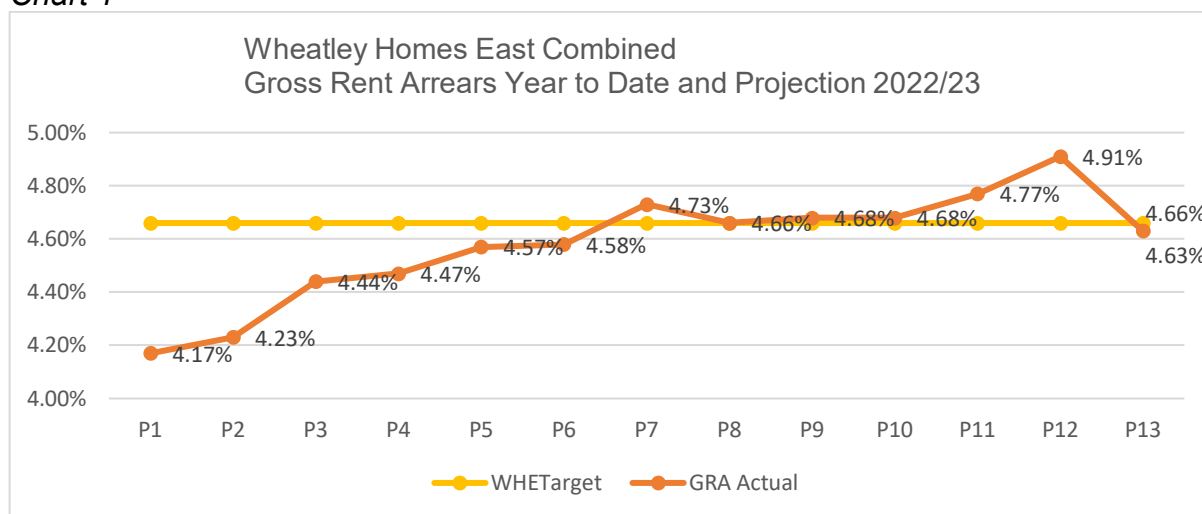
- 4.8 A key focus throughout the year has been supporting tenants as much as possible through these challenges. As set out in Table 1 within the context of the challenging environment our end of year result outperformed our target at 4.63%. The year end results are set out in the table below.

Table 1

Gross Rent Arears (Charter)	2022/23 Results	2022/23 target	2021/22 Result
WHE A	4.64% ■	4.66%	4.16%
WHE B	4.59% ■	3.52%	2.94%
WHE Combined	4.63% ■	4.66%	4.02%

- 4.9 The following chart shows the trend in our combined gross rent arrears against target throughout the year.

Chart 1



Average Days to Re-Let

- 4.10 We let properties on average at 18.00 days for the full year, with an improvement compared to 18.79 days last year. This is set within the context of the Scottish Housing Network data showing that the average for RSLs and Local Authorities was almost double what we achieved at 30 days.

Table 2



Average days to re-let (Charter)	2022/23	Target	2021/22	SHN sector average
WHE	18.00	16 ■	18.79	30

- 4.11 One of the challenges currently impacting our void turnaround is the delays in resolving utility issues such as debts on meters or missing pre-payment keys where engagement from utility providers is an issue. This is a sector wide challenge, and we are working with stakeholders and engaging utility providers to seek improvements in turnaround times.

Tenancy Sustainment

- 4.12 We ended the year for tenancy sustainment outperforming our 90% target at 91.23%. Tenancy sustainment considers new lets made in the previous reporting year (2021/22). Our performance, once revised, (excluding those tenancies that ended due to deceased/transfers) also exceeds our 22/23 target of 91% with a 92.51% end of year result.



Table 3

RSL Tenancy Sustainment	Charter 2022/23	Target	Charter 2021/22	Revised 2022/23	Target	Revised 2021/22
WHE	91.23%	90% 	93.18%	92.51%	91%	95.06% 

Repairs


- 4.13 The average time taken to complete emergency and non-emergency repairs for the full year is detailed in the table below. By way of context Scottish Housing Network data shows that the average emergency repairs were 3 hours and non-emergency repairs were 7 days.

Table 4

Average time to complete repairs (Charter)	Emergency (hours)		Non-emergency (days)	
	Target	2022/23	Target	2022/23
WHE	3.00	3.13 	5.50	6.93 


- 4.14 We carried out 8,944 emergency repairs in 2022/23 with the average length of time taken to complete the repairs just outside the target time of three hours at 3.13 hours. Despite this year being more challenging due to weather conditions, increased demand and more completions we reported an improved average time than we did last year.
- 4.15 As the following table shows, our repairs right first time remained very high at 94.59%, a slight increase to the prior year despite a much higher demand.

Table 5

Percentage of repairs completed right first time (Charter)	2021/22	2022/23	Target
WHE	94.14%	94.59%	95.0% 

- 4.16 We achieved 91.24% customer satisfaction, bettering the 89% target and improving on last year. This is also above the wider sector average data from Scottish Housing Network which shows an average of 89.27% and the wider UK position where the median was 86.4%.

Table 6

RSL	2021/22	2022/23	Target	SHN average	Housemark median
WHE	86.44%	91.24%	89% 	89.27%	86.4%

- 4.17 The development of new approaches for the collection, monitoring and reporting of customer experiences is underway across the Group. This aims to increase the number of completed surveys in future years. We are undertaking repairs satisfaction call backs to provide us with an ongoing source of insight. The results for the year to date are showing satisfaction levels of over 90%.

Gas Safety

- 4.18 We continue to be a 100% compliant for gas safety, with no further expired gas certificates.

SHQS

- 4.19 Our Charter 2022/23 results for SHQS and EESSH are shown in the table below, alongside figures for the previous year.

Table 8

RSL	% of properties meeting the SHQS		% of properties meeting the EESSH	
	2021/22	2022/23	2021/22	2022/23
WHE	89.46%	99.32%	99.02%	99.56%

- 4.20 Properties which do not meet SHQS and/or EESSH can be either because they fail the criteria or are subject to exemption or abeyance. We have 28 EESSH fails. These are properties that have a valid EPC but fail as they require energy improvements to meet EESSH or we have no energy data to confirm a pass or fail due to no access by the tenant. For those requiring work, this has been programmed for this year, in the cases with no energy data, the compliance team are liaising with Housing Officers to ensure access. In April we have been able to access two properties, reducing our outstanding number to 26.
- 4.21 Exemptions and Abeyances for SHQS and EESSH are detailed below:


Table 9

RSL	SHQS Exemption 2022/23	SHQS Abeyance 2022/23	% of total stock with Exemption or Abeyance 2022/23	EESSH Exemption 2022/23	% of total stock with EESSH Exemption 2022/23
WHE	0	15	0.42%	0	0.00%

Medical Adaptations

- 4.22 During 2022/23, we have completed 227 adaptations, compared to 132 2021/22. This increase in delivery improves the quality of life and independence for tenants. The table below shows the number of households waiting, completions and the average time to complete adaptations.

Table 10

Medical Adaptations	Households Waiting 21/22	Households waiting 22/23	Number Completed	Average Days to Complete	Target
WHE	9	9	227	14.31	35 

Summary Charter Performance

- 4.23 Within the context of a very challenging external environment and sustained high demand for repairs we still met, or were only marginally below, 80% of our targets. A full breakdown of our performance against the full set of measures is provided in Appendix 1.

Other Key Performance Measures

- 4.24 The following section presents draft year-end performance against non-Charter strategic and compliance measures by strategic theme. The dashboard for Board level measures is shown at Appendix 2.



Delivering Exceptional Customer Experience

Customer First Centre

- 4.25 The CFC had steadily improved performance up until December with grade of service sitting at 81.24% for calls being answered within 30 seconds against our performance target of 80%
- 4.26 The impact of the severe weather in December led to a significantly higher demand level in December and January, which in turn impacted average waiting times. This impacted year-end performance where the CFC answered 77.43% of calls from our customers within 30 seconds against a target of 80%.
- 4.27 The CFC reported an average wait time for our customers of 43.76 seconds this year. Recent feedback from Housemark shows average wait times increasing nationally, with the average doubling from around 50 seconds in 2019/20 to over 100 seconds. This reaffirms that whilst above our target, the CFC's year-end average wait time for our customers remains comparatively strong performance.
- 4.28 A separate Delivery Plan paper sets out how we intend to refocus the CFC measures for 2023/24 to focus on customer satisfaction as the key measure rather than call handling times.
- 4.29 Overall, the call abandonment rate for our customers this year was 4.21%, better than the target of <7% and the typical industry benchmark of 5%. An external benchmarking report for 2022 has noted an increase in call abandonment figures across the sector to c9%.
- 4.30 At year-end, a First Contact Resolution level for Customer Service Advisors of 88.99% was achieved across the Group (715,652 of 804,157 calls handled), just under the 90% target for the year.
- 4.31 The % of CFC customer interactions that are passed to Housing and Lowther staff for resolution has remained on target throughout the year, at 6.15% year-end against the 10% target.

Table 11

Measure	2021/22	2022/23		
	Value	Value	Target	Status
WHE - % calls answered <30 seconds (Grade of Service)	N/A	77.43%	80%	
WHE - Average waiting time (seconds)	N/A	43.76s	30	
WHE - Call abandonment rate	N/A	4.21%	7%	
Group - % first contact resolution at CFC (Customer Service Advisors)	92.33% (March 2022)	88.99%	90%	
Group – Percentage of CFC customer interactions that are passed to Housing and Lowther staff for resolution	N/A	6.15%	<10%	

Complaints Handling

- 4.32 The Charter measures on complaints are included in Appendix 1 and show that 93.67% of complaints were responded to, with average times (for stage 1 and stage 2) and 5.29 working days.
- 4.33 Performance on the Charter measure – average time for a full response to complaints – has achieved target for the year. The average time to respond to both stage 1 and stage 2 complaints has improved this year.
- 4.34 We continue to focus on further improving stage 1 performance against the Scottish Public Services Ombudsman (“SPSO”) measure % of complaints that were fully closed within the timescale of 5 day and we are at 91.85% at year end.
- 4.35 Repairs constitute the biggest proportion of complaints, as we would expect given it is the most frequent service we provide. The level of repairs related complaints is however a small proportion of the repairs provided. We continue to learn from the analysis of these complaints and this learning is being provided in more detail in the separate complaints handling report to Boards.
- 4.36 In the last quarter, the new Business Improvement Team has been established and work has taken place on a complaints improvement plan with a focus on:
- Increased awareness of the importance of complaints
 - Improved analysis and learning
 - Improved quality of response.
- 4.37 We will also be introducing upgraded reporting to ensure we effectively manage, monitor, understand and learn from complaints. These performance measures include those reported to the SHR and, in the future, to SPSO.
- 4.38 The key performance measures to the end of 2022/23 for Charter and SPSO measures are set out below, with further detail included in Appendix 3.

Table 12





Charter - average time for a full response to complaints (working days)				
Subsidiary	2021/22		2022/23 – Stage 1 - 5-day target, Stage 2 – 20-day target	
	Stage 1	Stage 2	Stage 1	Stage 2
WHE	3.92 	18.92 	3.89 	18.27 

Table 13

SPSO Indicator 2 - number and % of complaints at each stage that were fully closed within timescales of 5 and 20 working days			
Subsidiary	Stage 1 - responded to within 5 working days	Stage 2 - responded to within 20 working days	Escalated complaints - responded to within 20 working days
WHE	91.85%	100.00%	95.45%

Customer Voices

- 4.39 Our customer voice programme exceeded all strategic engagement targets for 22/23. This included engaging with around 300 customers and carrying out over 160 events and activities. These activities included:
- Surveys;
 - Local neighbourhood walkabouts to look at environment and housing issues;
 - Online or in-person focus groups to explore issues around housing service improvement;
 - Rent focus groups;
 - Scrutiny sessions;
 - Community safety and investment panels and;
 - Other local events such as fun days, coffee mornings and open days.



Making the Most of Our Homes and Assets

New Build Programme

- 4.40 Over the course of the year there have been significant challenges on the delivery of new build such as cost, supply chains and contractor capacity. Despite this the units completed to the 31 March for former WLHP met our target with 160 handovers in the year and former DC achieved 123 handovers against a target of 121.
- 4.41 Handovers included the completion of the Almondvale project which had been significantly impacted by ongoing labour and material issues. There were also additional handovers this year being brought forward at Roslin ph2, Wallyford 7 and Raw Holdings (ahead of programme).
- 4.42 Fewer units than expected were achieved at the Wisp 3C as a result of delays in utilities provision, however all handovers are expected in Q1 in 23/24 for this project. Lanark Road is no longer being progressed as the developer has agreed with the Local Authority that a contribution will be provided in lieu of affordable units. The table provided a more detailed update by development:

Table 14

Sites	Handovers 22/23	Target 22/23	Diff.
WHE (WLHP)	160	160	0
Almondvale (Social)	120	120	0
Almondvale (MMR)	26	26	0
Blackness Road (Social)	8	8	0
Blackness Road (MMR)	6	6	0
WHE (WLHP)	160	160	0
WHE	123	121	2
The Wisp Phase 3C (Social)	23	35	-12
Roslin Ph1 (Social)	26	19	7
Roslin Ph 2 (Social)	18	0	18
Penicuik (Social)	22	37	-15
South Gilmerton (Social)	18	18	0
Lanark Road, Edinburgh (MMR)	0	12	-12
Wallyford Area 7 (Added March)	12	0	12
Raw Holdings	4	0	4

Investment in Improvement, Modernising and Maintaining Homes

- 4.43 This year we have completed a total of 175 investment projects covering new kitchens, bathrooms, windows and heating, meeting the target of 175. Actual capital core programme total spend for WHE was £6.2m against a budget of £5.8m. When considering repairs spend, total investment in improving, modernising and maintaining homes is even higher.

Planned to Reactive Repairs Spending

- 4.44 We have set a Strategic Result for each year over the life of the strategy to achieve a ratio of planned to reactive repairs spend of 60%:40%. As a result of the decision to prioritise reactive repairs due to the sustained high demand levels in 2022/23, the proportion of planned repairs has reduced and is below target at 50.1%, less than last year by 8.5% as shown in the table below.

Table 15

% Spend 2022/23	Planned (2021/22)	Planned (2022/23)	Variance (Mar '22 to Mar '23)	Reactive
WHE	58.6%	50.1%	-8.5	49.9%

Volume of Emergency Repairs

- 4.45 Our Strategic aim is to reduce the volume of emergency repairs by 10% by 2026. We completed 2.07% more emergency repairs in 2022/23 than the previous year as a result of the higher repairs demand previously noted as shown in the table below.

Table 16

Area	Completed Emergency Repairs		
	2021/22	2022/23	Variance to 2021/22
WHE	8,763	8,944	+2.07%



Changing Lives and Communities

Peaceful Neighbourhoods

- 4.46 Overall, the number of ASB incidents recorded on our Streetwise system has increased between 21/22 (651 incidents) and 22/23 (891 incidents) by 36.87%. Overall, noise nuisance cases increased this year. WHE also now includes WLHP properties which transferred to WHE in 22/23. Both reasons help to explain the rise in ASB cases for WHE between 21/22 and 22/23.
- 4.47 To help with noise nuisance, our Prevention & Solutions Hub was created to tackle these repeat cases in a focussed manner to prevent further future incidents occurring. The approach takes an early intervention methodology to ASB, to prevent the behaviour from escalating further in terms of frequency and severity. We will also deliver an enhanced wide version of our Streetwise anti-social behaviour recording system to staff to support this.

Accidental Dwelling Fires

- 4.48 We have had 9 accidental dwelling fires in 2022/23, a small increase from 8 in the previous financial year. The profile of the 9 fires during 2022/23 is set out in the table below.

Table 17

Number of recorded accidental dwelling fires	2022/23			
	Q1	Q2	Q3	Q4
WHE	1	1	6	1

Reducing Homelessness

- 4.49 We delivered 284 homeless lets this year as related to the Charter measure. We also surpassed our 50% target at 58.6% of relevant lets made to homeless applicants.




Table 18

Percentage of Lets to Homeless Applicants	Relevant lets				Charter Result	
	2022/23	Target		2021/22	2022/23	2021/22
WHE	58.6%	50%		66.6%	48.4%	56.0%

Jobs and Opportunities

- 4.50 Foundation programmes focus on supporting our customers access to jobs, training, and apprenticeship opportunities, support vulnerable children, and alleviate poverty. Overall, we have exceeded targets for all of our foundation measures for this year.
- 4.51 Welfare Benefits Advice and Fuel Advice will now be included in Foundation updates in 23/24.

Table 19

Strategic Results	2022/23 Target	Year-end performance 22/23	
4,000 jobs, training and apprenticeship opportunities delivered	34 – WHE	137 – WHE	
10,000 vulnerable children benefit from targeted Foundation programmes	110 – WHE	654 – WHE	
20,000 Wheatley Customers accessing services which help alleviate poverty	336 – WHE	713 – WHE	





Developing our Shared Capability

Sickness Absence

- 4.52 We lost 3.53% of working time due to staff sickness p in the year 2022/23 (compared to our target of 3%). The increase against target is largely attributed to absence within the hostel and retirement complex staff. The predominant reason is stress/anxiety, the majority of which is related to factors out with work.

Table 20

Sickness Rate	Target	2022/23	2021/22
WHE	3%	3.53% 	3.21% 

- 4.53 Looking externally the Office for National Statistics (ONS) Labour Force Survey published on 26 April 2023 estimates that 185.6 million days were lost to sickness in the UK in 2022 - a rise of 35.8 million days compared with the year before and the highest on record. ONS also report that the most common reason for sickness absence across the UK was minor illnesses, which accounted for 29.3% of absence.

Summary of Strategic Project Delivery

- 4.54 The full list of our strategic projects is attached to this report as **Appendix 4**. Seven projects completed during quarter 4 of 2022/23:
- NETs Digital Service
 - Corporate Estate
 - Engagement Framework – Phase 2
 - Strategic Sustainability Framework
 - Meets the Needs of Owners
 - Review of Group Allocations Policy and Systems
 - Implement Year 2 of the Group Homelessness Framework
- 4.55 While most of our strategic projects have now concluded, two did not fully conclude within the anticipated milestones. Work continues into quarter one 2023/24 on the following projects:
- CFC second interim review
 - RSL digital services model
- 4.56 For the CFC second interim review, a full independent evaluation will be presented to the Group Board in June.

5. Customer Engagement

- 5.1 The successful implementation of our Stronger Voices Framework and recruitment of over 300 customers will play a key role in supporting our future customer engagement.
- 5.2 A number of strategic projects over the year have involved customer engagement as part of the project and a number of projects were focussed on enabling future customer engagement.

6. Environmental and sustainability implications

- 6.1 A key project for 2022/23 was the development of a strategic sustainability framework. The framework has now been approved and work is underway to launch the framework with staff, reflect the framework in our strategy refresh and develop appropriate measures and targets as part of the review of these for 2023/24.

7. Digital transformation alignment

- 7.1 Our strategy is underpinned by digital transformation and a number of projects delivered over the year directly related to our digital programme.

8. Financial and value for money implications

- 8.1 There are no direct financial implications arising from this report. Any financial requirements related to actions and projects within the report are subject to separate reporting and agreement.

9. Legal, regulatory and charitable implications

- 9.1 The Scottish Housing Regulator requires an Annual Return on the Charter from each RSL. Key indicators within this return are also included in quarterly performance reporting. RSL Boards approve the returns, and the figures are included in the year-end performance report to the Board. RSLs are also required to involve tenants in the scrutiny of performance, which the Group does through its Tenant Scrutiny Panel, and to report to tenants on performance by October each year.

10. Risk Appetite and assessment

- 10.1 Our agreed risk appetite in relation to board governance is “cautious”. This level of risk tolerance is defined as “preference for safe delivery options that have a low degree of inherent risk”. We mitigate this risk by reserving the agreement of individual performance targets and strategic projects to Boards and providing the Board with regular updates in relation to progress against these targets and projects.

11. Equalities implications

- 11.1 Project monitoring and evaluations consider equalities information and Equalities Impact Assessments are undertaken at the outset of new programmes to ensure compliance with equality legislation, where applicable.
- 11.2 Our equality, diversity and inclusion project, under the governance programme stream, is complete. Our newly revised equality, diversity and inclusion policy will provide a stronger basis on which we can advance our ambitions.
- 11.3 The expansion of our Customer Voices and collation of monitoring information will support co-creation and influence which is based on a more diverse range of perspectives.

12. Key issues and conclusions

- 12.1 Despite a challenging operating context of a cost-of-living crisis and high inflation we performed strongly in a wide range of areas, including relative to wider sector benchmarking. The support we provided to tenants over the year ensured that our arrears levels was below our target.
- 12.2 We continue to perform particularly strongly in relation to tenancy sustainment, gas checks, SHQS and EESSH and medical adaptations.

13. Recommendations
















- 13.1 The Board is asked to:
- 1) Approve the draft Annual Return on the Charter results for submission to the Scottish Housing Regulator;
 - 2) Delegate authority to the Group Director of Housing and Property to make any non-material updates to finalise the results prior to submission; and
 - 3) Note the outturn year end performance against non-Charter measures and strategic projects.



LIST OF APPENDICES:

- Appendix 1 – Draft Annual Return on the Charter Results Matrix 2022-23
- Appendix 2 – Board Measures Dashboard 2022-23
- Appendix 3 – Complaints SPSO and ARC - Q4 2022-23
- Appendix 4 – Strategic Projects Dashboard 2022-23













Appendix 1		Wheatley Homes East		
Charter Indicators		2021/22 Results	2022/23 Draft Results	2022/23 Target
	ARC survey questions measured annually. Annual results for ARC submission are from 2019/20.			
01	Percentage of annual tenants satisfied with the overall service	96.02%	96.02%	N/A
02	Percentage of annual tenants who feel their landlord is good at keeping them informed about their services and decisions	95.03%	95.03%	N/A
03	Percentage of complaints responded to in full at Stage 1 and at Stage 2 (combined)	95.53%	93.97%	96%
04	Average time in working days for a full response at Stage 1 and at Stage 2 (combined)	5.83	5.29	6
05	Percentage of annual tenants satisfied with the opportunities given to them to participate in their landlord's decision making processes	93.64%	93.64%	N/A
06	Percentage of stock meeting the Scottish Housing Quality Standard (SHQS)	89.46%	99.32%	99%
07	Percentage of annual existing tenants satisfied with the quality of their home	95.42%	95.42%	N/A
08	Average time to complete emergency repairs (hours)	3.40	3.13	3
09	Average time to complete non-emergency repairs (working days)	6.49	6.93	5.5
10	Percentage of reactive repairs completed right first time	94.14%	94.59%	95%
11	Number of times in the reporting year that you did not meet your statutory obligation to complete a gas safety check within 12 months of a gas appliance being fitted or its last check.	0	0	0
12	Percentage of tenants satisfied with repairs or maintenance carried out in last 12 months	86.44%	91.24%	89%
13	Percentage of annual tenants satisfied with the landlord's contribution to the management of the neighbourhood they live in	88.62%	88.62%	N/A
14	Percentage of tenancy offers refused during the year	14.45%	9.57%	Contextual
15	Percentage of anti-social behaviour cases reported in the last year which were resolved	100%	100%	98%
16	Percentage of new tenancies sustained for more than a year - overall	93.18%	91.23%	90%
17	Percentage of lettable houses that became vacant	7.37%	7.37%	7.3%
18	Percentage of rent due lost through properties being empty	0.49%	1.03%	0.6%
19	Number of households currently waiting for adaptations to their home	9	9	Contextual
20	Total cost of adaptations completed in the year by source of funding (£)	£135,016	£256,632	Contextual
21	Average time to complete approved applications for medical adaptations (calendar days)	10.85	14.31	35
22	Percentage of court actions initiated which resulted in eviction - overall	11.11%	26.32%	Contextual
23a	Percentage of referrals under Section 5, and other referrals for homeless households made by the local authority, that resulted in an offer	99.62%	68.23%	Contextual
23b	Percentage of offers made to LA Section 5 and other referrals for homeless households that result in a let	88.93%	92.24%	Contextual
25	Percentage of annual tenants who feel that the rent for their property represents good value for money	87.65%	87.65%	N/A
26	Rent collected as % of total rent due	99.01%	98.55%	Contextual
27	Gross rent arrears (%)	4.16%	4.63%	4.66%
28	Average annual management fee per factored property.	£194.28	£201.76	Contextual
29	Percentage of annual owners satisfied with the factoring service	86.67%	86.67%	N/A
30	Average length of time taken to re-let properties (calendar days)	18.79	18.00	16.00

Appendix 2 - WHE Board - Delivery Plan 22/23 - Strategic Measures

1. Delivering Exceptional Customer Experience				
Measure	2021/22	YTD 2022/23		
	2021	2022		
	Value	Value	Target	Status
Average time for full response to all complaints (working days) - overall	5.83	5.29	6	
Average time for full response to all complaints (working days) - Stage 1	3.92	3.89	5	
Average time for full response to all complaints (working days) - Stage 2	18.92	18.27	20	
Group - % of first contact resolution at CFC	92.33% (March 2022)	88.99%	90%	
Group - Call abandonment rate	3.81% (March 2022)	4.72%	7%	
WHE - Call abandonment rate	New	4.21%	7%	
Group - Percentage calls passed to housing/commercial officers	New	6.15%	10%	
Group - % calls answered <30 seconds (Grade of Service)	71.2%	76.79%	80%	
WHE - % calls answered <30 seconds (Grade of Service)	New	77.43%	80%	
Group - Average waiting time (seconds)	30 (March 2022)	57.64	30	
WHE - Average waiting time (seconds)	New	43.76	30	
% new tenancies sustained for more than a year - overall	93.18%	91.23%	90%	
Number of customers involved in Customer Voices Programme	New	296	250	
Number of customer voices activities carried out	New	166	64	
Number of East Regional Panel sessions	New	4	3	

	2021/22	YTD 2022/23		
Measure	2021	2022		
	Value	Value	Target	Status
Number of customers involved in East Regional Panel	New	139	75	
Number of Scrutiny focus groups	New	2	2	

2. Making the Most of Our Homes and Assets



	2021/22	YTD 2022/23		
Measure	2021	2022		
	Value	Value	Target	Status
Reduce the volume of emergency repairs by 10% by 2025/26	Apr to Mar 21/22 – 8,763	8,944	+2.07%	
Average time taken to complete emergency repairs (hours) – make safe	3.4	3.13	3	
Average time taken to complete non-emergency repairs (working days)	6.49	6.93	5.5	
% reactive repairs completed right first time	94.14%	94.59%	95%	
Number of gas safety checks not met	0	0	0	
% of tenants who have had repairs or maintenance carried out in last 12 months satisfied with the R&M service	86.44%	91.24%	89%	
Average time to complete approved applications for medical adaptations (calendar days)	10.85	14.31	35	
% Planned repair spending	58.58%	50.1%	60%	
% Reactive repair spending	41.42%	49.9%	40%	
New build completions - Social Housing	36	119	109	
New build completions - Mid-market	25	0	12	
Ex-WLHP - New build completions - Social Housing	62	132	128	

	2021/22	YTD 2022/23		
Measure	2021	2022		
	Value	Value	Target	Status
Ex-WLHP - New build completions - Mid-market	0	32	32	✓
Number of HSE or LA environmental team interventions	0	0	0	✓
Group - Number of open employee liability claims	8	13	Contextual	
Group - Number of days lost due to work related accidents	258	464	Contextual	
Number of new employee liability claims received	0	1	0	✗






3. Changing Lives and Communities

	2021/22	YTD 2022/23		
Measure	2021	2022		
	Value	Value	Target	Status
% ASB resolved	100%	100%	98%	✓
% Lets Homeless Applicants (ARC)	56%	48.4%	Contextual	
% Relevant lets to Homeless Applicants	63.36%	58.6%	50%	✓
Number of lets to homeless applicants (10,000 for Group by 2025/26)	206	284	Contextual	
Total number of jobs, training places or apprenticeships created including Wheatley Pledge	83	137	34	✓
Group - 100% of relevant properties have a current fire risk assessment in place	100%	100%	100%	✓
Group - The percentage of non-relevant properties that have a current fire risk assessment in place	100%	100%	100%	✓
Number of accidental fires in workplace	0	0	0	✓
Number of accidental dwelling fires recorded by Scottish Fire and Rescue	8	9	Contextual	

4. Developing Our Shared Capacity

	2021/22	YTD 2022/23		
Measure	2021	2022		
	Value	Value	Target	Status
Group - Number of vacancies across Group and Subsidiary Boards	New	4	Contextual	
Group - Attendance levels across Group and Subsidiary Boards	New	85%	Contextual	
Group - Instances where Board reports are not issued 7 days in advance of Group and Subsidiary Boards	New	0%	5%	
Sickness Rate	3.21%	3.53%	3%	

5. Enabling Our Ambitions





	2021/22	YTD 2022/23		
Measure	2021	2022		
	Value	Value	Target	Status
% lettable houses that became vacant	7.37%	7.37%	7.3%	
% court actions initiated which resulted in eviction - overall	11.11%	26.32%	Contextual	
Average time to re-let properties	18.79	18	16	
WHE C - Gross rent arrears (all tenants) as a % of rent due	New	4.63%	4.66%	
WHE A - Gross rent arrears (all tenants) as a % of rent due	4.16%	4.64%	4.66%	
WHE B - Gross rent arrears (all tenants) as a % of rent due	2.94%	4.59%	3.52%	

Appendix 3 – 2022/23 ARC and SPSO measures



- 1.1 This appendix provides ARC and SPSO measures for 2022/23.
- 1.2 For Group RSLs, ARC measures include complaints received from all customers who receive a service provided by the Group RSL or on their behalf. This includes factored homeowners but does not include factored homeowners in non RSL stock or Lowther tenants who are considered private sector tenants. The SPSO measures includes complaints received from all customers regardless of which Group Subsidiary they receive a service from.

Charter (ARC) Measures

- 1.3 ARC measures are reported to SHR for each Registered Social Landlord (RSLs) in the Group.
- 1.4 The table below outlines the average time for a full response (working days) for Stage 1 and Stage 2 complaints. Performance in 2022/23 for WHE (including Lowther Factored homeowners). All targets are being met for this measure. This is a significant improvement from 2021/22. The results for WHE include complaints from homeowners who receive a factoring service from Lowther on behalf of that RSL.



Charter - average time for a full response to complaints (working days)				
Subsidiary	2021/22		2022/23 – YTD Stage 1 - 5-day target, Stage 2 – 20-day target	
	Stage 1	Stage 2	Stage 1	Stage 2
WHE	3.92 	18.92 	3.89 	18.27 

- 1.5 The table below outlines the average time for a full response to complaints (working days) overall, for Stage 1 and Stage 2 combined. WHE achieved the overall target of 6 days for 2022/23

Charter - average time for a full response to complaints (working days)		
Subsidiary	2021/22 Target - 8 days	YTD 2022/23 – Target - 6 day 6 days
WHE	5.83 	5.29 

- 1.6 The additional ARC complaints measures – The percentage of all complaints responded to in full at Stage 1, Stage 2 and overall – are calculated at year end and the results for 2022/23 are displayed below. This simply shows the number that were still in the process of being responded to at the end of the year (i.e., they came in during March and were still within timescale rolling over into April).

Charter - the percentage of all complaints responded to in full at Stage 1 and Stage 2				
Subsidiary	2021/22		2022/23 – YTD Stage 1 -, Stage 2	
	Stage 1	Stage 2	Stage 1	Stage 2
WHE	95.18%	98.00%	94.78%	84.48%

Charter - the percentage of all complaints responded to in full - overall		
Subsidiary	2021/22 Target - 96%	2022/23 – Target – 96%
WHE	95.53% 	93.67% 

SPSO Measures

- 1.7 SPSO measures includes all customers who raise a complaint. We are required to report on these indicators annually to the SPSO.
- 1.8 All indicators required for the annual submission are displayed below. In addition to this, an annual report must be published no later than the end of October each year. As this is the first year, this will be developed after we have the full annual results at year end 2022/23 for publication by the end of October 2023.
- 1.9 Stages of complaints are defined as:
- *Stage 1 complaints* – are first time reports of dissatisfaction with services.
 - *Stage 2 complaints* – directly received as Stage 2, i.e. not escalated from Stage 1. This can be cases which are considered a risk to reputation or requires investigation due to the number of issues raised that could not have been reasonably resolved at Stage 1 as part of a frontline resolution.
 - *Escalated complaints* – complaints that were received into the organisation at Stage 1 and later escalated to Stage 2.
- 1.10 A summary of the year-to date figures for each of the indicators are included below.

Indicator 1 - total number of complaints received.

SPSO Indicator 1 - total number of complaints received - YTD		
Subsidiary	Stage 1 (this includes escalated complaints as they were first received at Stage 1)	Stage 2 (directly received as Stage 2, i.e. not escalated from Stage 1)
WHE	475	4

Indicator 2 - number and % of complaints at each stage that were fully closed within timescales of 5 and 20 working days. Full response has been given to customer/resolution has been reached, including those with outstanding actions. Extensions of time to a complaint will be included in the total count and will be considered "late".

SPSO Indicator 2 - number and % of complaints at each stage that were fully closed within timescales of 5 and 20 working days			
Subsidiary	Stage 1 - responded to within 5 working days	Stage 2 - responded to within 20 working days	Escalated complaints - responded to within 20 working days
	2022/23	2022/23	2022/23
WHE	91.85%	100.00%	95.45%







Indicator 3 - the average time in working days for a full response to the complaints at each stage.

SPSO Indicator 3 - the average time in working days for a full response to the complaints at each stage			
Subsidiary	Stage 1 - responded to within 5 working days	Stage 2 - average time in working days to respond to complaint	Escalated complaints - Average time to respond to complaints after escalation from Stage 1 to Stage 2
	2022/23	2022/23	2022/23
WHE	3.89	19.80	18.09

Indicator 4 - the outcome of complaints as a % of overall complaints for 2022/23.




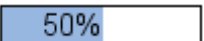
SPSO Indicator 4 - the outcome of complaints as a % of overall complaints				
Subsidiary	Stage 1 - upheld	Stage 1 - partially upheld	Stage 1 - not upheld	Stage 1 - resolved
WHE	39.65%	13.88%	27.09%	19.38%
	Stage 2 - upheld	Stage 2 - partially upheld	Stage 2 - not upheld	Stage 2 - resolved
WHE	0.00%	20.00%	80.00%	0.00%
	Escalated complaints - upheld	Escalated complaints - partially upheld	Escalated complaints - not upheld	Escalated complaints - resolved
WHE	45.45%	9.09%	45.45%	0.00%


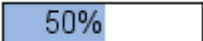
Appendix 4 - WHE Board - Delivery Plan 22/23 - Strategic Projects

A. Repairs Programme Stream							
Delivery Plan Project	Delivery Date	Status	% Progress	Milestone	Due Date	Completed	Progress Note
Improve Customer Contact & Communications	31-Dec-2022			01. Taking into account customer feedback, implement revised customer comms for all repair types (including owner repairs)	30-Jun-2022	Yes	Complete as previously reported
				02. Proposals for customer feedback to Boards developed and agreed	30-Jun-2022	Yes	
				03. Approach to real time repairs feedback on repairs agreed	31-Dec-2022	Yes	
Develop IT & Systems	31-Dec-2022			01. CBG Servitor upgrade implemented	31-May-2022	Yes	Complete as previously reported
				02. Localz phase 1 installation (pilot with CBG)	31-Oct-2022	Yes	
				03. Localz phase 1 full roll out programme agreed	31-Dec-2022	Yes	
Service & process redesign	30-Jun-2022			01. DGHP improvement plan defined and agreed	31-May-2022	Yes	Complete as previously reported
				02. Quick wins for the repairs service in the West implemented (opening up appts, better communication between CBG and CFC, approach to customer comms)	30-Jun-2022	Yes	
				03. Planning complete for implementing redesigned	30-Jun-2022	Yes	





Delivery Plan Project	Delivery Date	Status	% Progress	Milestone	Due Date	Completed	Progress Note
				repairs delivery model			
				04. DC approach to migrate to Group Servitor agreed	30-Jun-2022	Yes	
[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]



B. CFC Programme Stream

Delivery Plan Project	Delivery Date	Status	% Progress	Milestone	Due Date	Completed	Progress Note
CFC interim review	31-May-2022			01. External interim review concluded	30-Apr-2022	Yes	Complete as previously reported
				02. Present findings of interim review to Group Board	30-Apr-2022	Yes	
				03. Present findings of interim review to RSL Boards	31-May-2022	Yes	
CFC second interim review	31-Mar-2023			01. Scope of second interim review finalised	31-Dec-2022	Yes	Year-end performance report is due to go to Group Board in June. It is proposed that enhanced narrative around CFC, rather than a standalone 'one year on report', can be included subject to ET agreement. A brief for independent evaluation has been developed and consultant will develop full evaluation intended to come to Board in June. This is intended to give one full year plus one full winter evaluation.
				02. Undertake second interim review	28-Feb-2023	No	





Delivery Plan Project	Delivery Date	Status	% Progress	Milestone	Due Date	Completed	Progress Note
RSL digital services model	31-Mar-2023			01. Review existing digital services offering with customers, including existing usage rates, functionality, and projected future lifespan	31-Aug-2022	Yes	Due to ET in next few weeks, following on from and linked to data strategy and the planned future role of the digital adoption team
				02. Scope future RSL digital services model, including role of apps, online services, repairs digital offering and self-service	31-Jan-2023	No	
				03. Undertake engagement with Customer Voices	28-Feb-2023	Yes	
				04. Present recommendations to ET for next 3 years	31-Mar-2023	No	

C. Engagement Programme Stream

Delivery Plan Project	Delivery Date	Status	% Progress	Milestone	Due Date	Completed	Progress Note
Wheatley Whole Family approach	30-Sep-2022			01. Complete the research phase, including survey of households with children and follow up focus groups	31-May-2022	Yes	Complete as previously reported
				02. Present findings and proposed approach to ET	30-Jun-2022	Yes	
				03. Engagement with customer voices on the proposed Whole Family approach	31-Aug-2022	Yes	
				04. Final implementation approach agreed by ET	30-Sep-2022	Yes	
Engagement Framework – Phase 2	31-Mar-2023			01. Develop a programme of engagement using customers' preferred methods	31-May-2022	Yes	Project now complete All RSLs have met and





Delivery Plan Project	Delivery Date	Status	% Progress	Milestone	Due Date	Completed	Progress Note
				02. 2022/23 Engagement plans, including mechanisms for allocation of funding, agreed by Boards	31-May-2022	Yes	exceeded their targets - over 1550 customer voices have been recruited across Group
				03. Develop learning and development programme for staff as well as Customer and Community Voices	30-Sep-2022	Yes	Customer voices feedback was included in Scrutiny sessions and customers have also been selected for Board workshops
				04. Customer voices feedback to group wide governance event(s)	31-Mar-2023	Yes	
				05. Complete recruitment of Customer and Community Voices	31-Mar-2023	Yes	
Customer data collection exercise (Contact info, equalities and communication preferences)	30-Nov-2022			01. Project approach and proposed resource requirements agreed Group Executive	31-May-2022	Yes	Complete as previously reported
				02. Data collection exercise undertaken (RSL tenants, Lowther tenants & Care customers)	30-Sep-2022	Yes	
				03. Update to Group Executive on outcome of data collection exercise and proposed actions	31-Oct-2022	Yes	
				04. Update to Boards on outcome of data collection exercise	30-Nov-2022	Yes	

D. Assets & Sustainability Programme Stream

Delivery Plan Project	Delivery Date	Status	% Progress	Milestone	Due Date	Completed	Progress Note
Corporate Estate	31-Mar-2023		 100%	01. East Glasgow and Bathgate Hubs complete	31-Jul-2022	Yes	ET has now agreed the approach to Lipton House, including the first floor and, once the NETs team move to Brasswell, minor reconfiguration of the second floor. As a result, this project is now complete
				02. West Glasgow Hub complete	30-Sep-2022	Yes	
				03. East Hub (NMR) complete	30-Sep-2022	Yes	
				04. CFC Lipton House agreed	31-Dec-2022	Yes	
				05. South Hub (Dumfries) complete	31-Mar-2023	Yes	
Strategic Sustainability Framework	31-Jan-2023		 100%	01. Pathway to Net Zero Advisory Group recruited and in place	31-May-2022	Yes	Following the framework being launched with partner Boards, a summary version has now been finalised and launched with staff.
				02. Commission an independent review of energy efficient technologies and low emission heating systems installed to date	31-May-2022	Yes	
				03. Draft framework reviewed by Advisory Group	31-Jul-2022	Yes	
				04. Update on sustainability framework and independent review to Group Board	31-Aug-2022	Yes	
				05. Independent review complete	30-Sep-2022	Yes	
				06. Draft framework and outcome of independent review to ET	31-Oct-2022	Yes	
				07. Draft framework approved by Group Board	31-Dec-2022	Yes	
				08. Group wide launch of	31-Jan-2023	Yes	





Delivery Plan Project	Delivery Date	Status	% Progress	Milestone	Due Date	Completed	Progress Note
				strategic sustainability framework			

E. Governance Programme Stream



Delivery Plan Project	Delivery Date	Status	% Progress	Milestone	Due Date	Completed	Progress Note
Strategic Governance Review	30-Nov-2022			01. Wheatley Homes Glasgow – all legal steps taken to officially change name	31-May-2022	Yes	Complete as previously reported
				02. East of Scotland partnership – stage 1 consultation complete	31-May-2022	Yes	
				03. East of Scotland partnership tenant ballot completed	30-Jun-2022	Yes	
				04. WLHP stock transfer completed	31-Jul-2022	Yes	
				05. Lowther Homes – undertake first annual self-assurance statement (externally validated) and present to Board	30-Nov-2022	Yes	
Equality, Diversity & Inclusion	31-Oct-2022			01. ET agree proposed survey approach for staff and tenants	31-May-2022	Yes	Complete as previously reported
				02. EDI update to Group Board, including revised Equality, Diversity and Inclusion Policy for approval	31-Aug-2022	Yes	
				03. Equalities results from customer data collection exercise analysed and proposed actions to Group Executive	30-Sep-2022	Yes	

Delivery Plan Project	Delivery Date	Status	% Progress	Milestone	Due Date	Completed	Progress Note
				04. Update SHR Annual Assurance Statement on progress with equalities	31-Oct-2022	Yes	

H. Other - Changing Lives & Communities

Delivery Plan Project	Delivery Date	Status	% Progress	Milestone	Due Date	Completed	Progress Note
Implement year 2 of the Group Homelessness Framework	31-Mar-2023			01. Undertake a review of existing customer engagement in homelessness service design and delivery	30-Jun-2022	Yes	Agreed at DMT on 4th April, full presentation to ET not required, evidence and findings from this project to be incorporated into performance reporting.
				02. Develop an action plan to maximise engagement opportunities	30-Nov-2022	Yes	
				03. Undertake a review of existing tenancy sustainment performance reporting and develop and agree a new consistent group wide approach to reporting	31-Dec-2022	Yes	
				04. Proposal drafted and available for ET review	31-Mar-2023	Yes	
Review of group allocations policy and systems	31-Mar-2023			01. Updates to policy agreed by ET and RSL Boards for consultation with tenants	31-May-2022	Yes	Homes4DG launched on time on 26 April. We have re-registered over 50% of all applications and are pro-actively contacting all other customers to establish if they still want to be re-housed and support them to complete an application if needed. First adverts went live 28 April.
				02. Undertake customer consultation	31-Jul-2022	Yes	
				03. Present findings to Wheatley Board	31-Aug-2022	Yes	
				04. Present findings to RSL Boards	30-Sep-2022	Yes	
				05. Undertake testing of the new system in D&G	31-Mar-2023	Yes	

J. Other - Enabling our Ambitions

Delivery Plan Project	Delivery Date	Status	% Progress	Milestone	Due Date	Completed	Progress Note
NETs Digital service	30-Nov-2022			01. Undertake build phase	31-Jul-2022	Yes	Complete as previously reported.
				02. Undertake testing of the product	31-Aug-2022	Yes	
				03. Commence pilot	30-Sep-2022	Yes	
				04. Go Live	30-Nov-2022	Yes	
				05. Provide update to Board	30-Nov-2022	Yes	

Report

To: Wheatley Homes East Board

Report by: Laura Henderson, Managing Director

Approved by: Hazel Young, Group Director of Housing and Property Management

Subject: 2023/24 Delivery Plan and performance measures

Date of Meeting: 25 May 2022

1. Purpose

1.1 This report provides:

- an overview of the strategic projects contained within the Delivery Plan 2023/24 for Wheatley Homes East; and
- the proposed Wheatley Homes East specific key performance and targets 2022/23 for Board consideration and approval.

2. Authorising and strategic context

- 2.1 The Group Board approved the overarching structure for the implementation of our strategy via our Group Performance Management Framework (“PMF”) at its meeting in June 2021. The Board agreed the programme of strategic projects and performance measures and targets for 2023/24 in April 2023.
- 2.2 Under its Terms of Reference the Board is responsible for approving its individual targets and for monitoring performance against agreed targets.

3. Background

- 3.1 As part of agreeing the Performance Management Framework in June 2021 the Group Board agreed a broad five-year programme of strategic projects to support the delivery of our new strategy and performance measures and targets for the life of the strategy. Our own measures for the life of the strategy were subsequently agreed by this Board.
- 3.2 In agreeing the 5-year programme and measures and targets, the Group and this Board recognised and agreed that we would require to remain agile and flexible throughout the life of the strategy. As such, the programme and targets are subject to annual review to take into account what has been delivered to date, our business operating context and the external operating environment.
- 3.3 For the same reasons, we also review and where appropriate update our 5-year strategy each year. As part of this process we hold an annual strategy workshop.

4. Discussion

4.1 Strategic and business context

4.1.1 Our strategic and business context continued to evolve significantly during 2022/23. This included:

- The cost-of-living crisis and the impact this has had on our customers and communities;
- A significant level of senior change in the business;
- Our ongoing repairs enhancements, with a heightened emphasis on damp and mould processes and procedures;
- The influence on our rent setting process of The Cost of Living (Tenant Protection) (Scotland) Act and our below inflation rent increases for 2023/24; and
- The significant level of tenant engagement over the year which has provided valuable customer insight on key priorities for tenants.

4.2 Delivery Plan 2023/24

4.2.1 The 2023/24 Delivery Plan is the third yearly plan of our five-year strategy. As has been reported to the Board since 2021 and is covered for 2022/23 in a separate paper, we have already delivered or commenced a wide number of major strategic projects and activities linked to key themes and targets within our strategy.

4.2.2 The majority of the projects delivered to date were key enablers to the delivery of our overall strategy and/or associated strategic results. As such, the focus of our year-3 delivery plan projects narrows to either the follow-on projects linked to these major projects or to measuring their impact, most specifically through customer satisfaction-based measures.

4.2.3 The Delivery Plan focuses on the most strategically important areas, summarised under three broad areas of focus:

- Customer satisfaction, feedback and insight – reinforced as at the heart of our strategy and performance framework;
- Repairs – reaffirmed as customers' top priority;
- Development, regeneration and sustainable neighbourhoods – a continued focus on regenerating and building new and sustainable communities.

4.2.4 The full list of proposed projects and milestones to be reported to this Board is set out at **Appendix 1**. External dependencies have been identified to recognise that the delivery of some projects is not entirely within our control. A more detailed update on each of the four streams including recent relevant Housemark national analysis where applicable, is set out below.

Customer satisfaction, feedback and insight

4.2.5 Over 2022/23 we focussed on developing the infrastructure to enhance the amount of customer insight we can collect, in particular through the recruitment of our customer voices and real time customer insight technology My Voice and Localz ("Book it, Track it, Rate it").

- 4.2.6 The pilot phase of Localz is launching for us this month and as it is rolled out we will report satisfaction levels to the Board within performance reports. This focus on insight and satisfaction more widely is reflected in the projects and changes to our measures. The projects to fully roll out Book It, Track It, Rate It and implement My Voice will significantly expand the level of real time customer feedback and instant customer satisfaction ratings. This will, in aggregate, provide us with significant customer insight.
- 4.2.7 My Voice is currently in the pilot phase within the Customer First Centre (“CFC”) and this has allowed us to introduce a new measure for 23/24 – Customer Satisfaction (CSAT). This will now become the principal performance measure for the CFC; providing direct feedback from customers, in real time, about how satisfied they were with the service.
- 4.2.8 The pilot phase is currently attracting a response rate of c24% and satisfaction levels have averaged 4.2/5(84%). Over the course of the year we will expand the pilot in a controlled way, with a focus being on having the necessary capacity to respond to customer feedback.
- 4.2.9 This will provide a much greater level of insight into customer perception of the service and inherently reflects all aspects of the experience such as time to answer, first time resolution and the call handler.
- 4.2.10 Based on this the Grade of Service measure, the % of calls answered after 30 seconds, will now become a contextual measure. We will continue to monitor, manage and report performance but it will be replaced by CSAT as the key CFC measure and achieving high CSAT will be the main focus of the CFC.
- 4.2.11 By way of context recent Housemark analysis indicated that nationally average national call-waiting times more than doubled from around 50 seconds in 2019/20 to over 100 seconds. For large urban areas the increase has been more pronounced, to over 300 seconds. The analysis also concluded that whilst waiting a long time for a call to be answered does not necessarily mean a poor service, of all the non-satisfaction measures collected, call wait times correlated most strongly with overall perception.
- 4.2.12 Further engagement with Housemark affirmed that an average wait time of 40 seconds or less would represent excellent performance for a landlord of our nature. They also indicated that a more material impact on satisfaction arose when waiting time is 100 seconds or above. They also affirmed that first time resolution is as significant a driver of satisfaction as call waiting time. Our focus on monitoring and reporting CSAT, first time resolution and average waiting time therefore gives us the data on the key satisfaction drivers.
- 4.2.13 The cloud telephony project, approved by the Group Board, is focussed on ensuring that a critical part of our operating model has a robust and reliable platform. We also anticipate that it will provide us with better performance information which can, in turn, support us in continuously improving the customer experience. Customer insight will be a key driver of how we prioritise what functionality to implement with the new platform.
- 4.2.14 The Lowther Homes technology platform review project has been developed based on feedback from their customers, some of whom are Wheatley Homes East factored homeowners, that they want better online functionality, such as consent for works, and better billing arrangements.

- 4.2.15 In terms of engagement related measures, as previously agreed having successfully implemented our customer engagement framework we will no longer report on the number of Customer Voices and number of events.
- 4.2.16 It is intended that each Board will however receive a bi-annual customer insight report. This will aggregate all the key sources of customer feedback during the period, for example, My Voice, Book It Track It, Rate it, engagement activities and events and complaints into a more in-depth insight report. This is consistent with feedback from Boards across the Group that they want to see the various strands of customer feedback linked together and how we plan to respond to consistent themes or trends.
- 4.2.17 The delivery of the satisfaction, feedback and insight projects and performance targets will support the following outcomes:
- ongoing, real time customer satisfaction data for key services such as our Customer First Centre and repairs;
 - customer feedback and insight that we can use to quickly deploy service improvements; and
 - increasing overall customer satisfaction.

Repairs

- 4.2.18 Our engagement with customers over 22/23 reinforced that repairs remains the key driver of tenant satisfaction. The introduction of Book It, Track It, Rate will, as set out above, provide us with more real time feedback on the service.
- 4.2.19 As previously discussed with the Board, our focus for repairs is improving the service based on tenant feedback and having performance measures which reflect tenant priorities.
- 4.2.20 We will be implementing a number of technology related upgrades. These include enhancements to the scheduling and reporting functionality, which enable us to have access to better performance data, and transitioning to the Servitor repairs platform. This will bring us on to the common group repairs platform and support us being able to take advantage of the development work that has already been undertaken elsewhere to improve performance and processes.
- 4.2.21 Over the course of the year the repairs performance framework and reporting to Boards will therefore be expanded as the technology and system changes are implemented. A measure we are however introducing immediately is the % of repairs complaints which move from Stage 1 to Stage 2. This provides us with an understanding of how well we are resolving issues for tenants when something has not gone well from the customer's perspective.
- 4.2.22 The Housemark UK data analysis identified that 'a relatively strong correlation between the length of time it takes to complete repairs and overall perception(satisfaction)'. Based on this we engaged with Homemark further to understand how the number of days impacted satisfaction.
- 4.2.23 The feedback from Housemark was that our proposed target of an average of 7 days for non-emergency repairs would be in the top quartile (up to 9 days). This is also in line with the Scottish Housing Network data showing an average of 7 days for 2022/23.

- 4.2.24 They also indicated that where repairs are completed in less than 7 days this can translate in up to 4% better satisfaction than the national average. However, they also indicated that this increased satisfaction is also linked to the ease of communication and how easy the landlord is to deal with.
- 4.2.25 This affirms that our focus on the CFC answering calls quickly, repairs being completed quickly and right first time are conducive to achieving strong customer satisfaction. Our enhanced real time satisfaction monitoring for repairs and the CFC will elevate our ability to affirm this is the customer's perception.
- 4.2.26 Delivery of these repairs projects and activities will support the following strategic outcomes:
- Stronger and more harmonised core repairs systems and platforms;
 - Higher quality data and performance reporting which can support driving service improvement and efficiency monitoring; and
 - Improved satisfaction with the repairs service for both tenants and owners – aiming to improve year on year to 2025/26, supported by new approaches to the collection, monitoring and reporting of customer experience.

Development, regeneration and sustainable neighbourhoods

- 4.2.27 Regeneration and the delivery of new homes, especially where combined, need to be set within the context of how they interact with the wider neighbourhood. Feedback from tenants, particularly through our more local engagement, has highlighted the need for an integrated view of neighbourhoods in terms of physical assets, the environment and services.
- 4.2.28 Taking this, and feedback from the recent Wheatley Homes Glasgow strategy workshop, a strategic project to develop a new neighbourhood planning approach has been included. This would provide a future framework to plug new build and regeneration into, in particular how it would impact the neighbourhood based on the relevant Neighbourhood Plan. We anticipate that the approach, or elements of it, will be transferable to ourselves and as such the Board will be updated on the approach as it develops.
- 4.2.29 The sustainability of our homes and neighbourhoods is also a key element of how we build, invest and deliver services to homes. The operationalisation of our Group strategic sustainability framework and development of a related performance framework is therefore a strategic project for 23/24.
- 4.2.30 We also anticipate that as My Voice rolls out over the course of the year it will consider how we can get feedback from customers on their environment and for new build, satisfaction with their new home.
- 4.2.31 The delivery of our new build, investment in our homes and regeneration aspirations requires us to have the necessary funding in place. A linked project is a planned renegotiation of our covenants to release capacity for greater investment in existing homes, including retrofit.

4.2.32 Development, regeneration and sustainable neighbourhoods and performance targets will support the following outcomes:

- Sustainability embedded in all our activities through a strategic framework;
- Funding in place to deliver our long term ambition to deliver new homes and invest in our existing homes.

4.3 Measures and Targets 2022/23

Strategic Results and Key Performance Indicators (KPIs)

4.3.1 When initially agreeing measures and targets in June 2021, it was recognised these would be subject to ongoing review as well as formal review annually. Despite the extent of business and strategic change during 2022/23, we have made significant progress in this period and remain on track to deliver the vast majority of key outcomes and performance measures in our own and the wider Group strategy. A more detailed update on what we delivered in 2022/23 is set out in a separate agenda item.

4.3.2 The full list of proposed measures and targets to be reported to the Board from Year 3 of the strategy, 2023/24, is set out at **Appendix 2**.

4.3.3 At its last meeting, the Group Board agreed changes to a number of measures and targets as part of the rolling five-year development and investment plans. The annual review has highlighted a small number of additional measures where economic conditions mean we have revisited a measure and/or revised targets from Year 3 of our strategy, 2023/24.

4.3.4 There are a few proposed additions and deletions of measures, as follows:

- Introducing new measures for damp and mould in relation to how we meet our targets to get to every customer within 48 hours and have completed the repair in no more than 15 days;
- Limit annual rent increases: it was agreed for year 2 onwards that this strategic result would no longer specify a 2.9% cap, with the increase set annually via the business plan. In the current climate, it is proposed we remove this measure altogether, with the Board considering this separately each year as part of business planning and rent setting processes;
- Board administration: all newly added measures for 2022/23 met target, demonstrating processes are in place and are measured through a combination of individual Board updates, regular updates on recruitment to the RAAG Committee and annual individual appraisals; and
- Customer voices: all targets have been met or exceeded in 2022/23 and focus is now on the influence they have and the feedback loop to customers on this reflecting feedback from this Board.

4.3.5 All other proposed changes are captured in **Appendix 2**, with pertinent points summarised below:

- New build: Targets are currently based on the Business Plan, as per 5 year plans, and will be increased as additional funds are secured;
- Gross rent arrears: It is proposed the target for maximum arrears levels for the next two years is lowered ;

- Reduce volume emergency repairs by 10%: Volume has further increased during 2022/23 and as this increased customer demand is not anticipated to reduce, a change to the baseline year and new targets are proposed, with a -10% reduction on 2022/23 volumes by 2026;
- Average days to let a home: The strategic target is currently to get this to 14 days. While there has been progress in reducing days to let in 22/23, it is proposed to increase the strategic result to 16 days. Both Scottish Housing Network and Housemark benchmarking affirm this remains highly challenging and upper quartile performance. This also recognises external factors impacting voids we cannot control but can have a substantial impact, namely utility connections such as meter repairs and reconnections;
- Percentage of reactive repairs carried right first time (ARC) updated to 90%; and;
- Streamline and consolidate all satisfaction targets to 90%.

Outstanding/ Updated Baselines

4.3.6 Many strategic results were new to our PMF for the Group Strategy 2021-2026 and therefore involve work to establish baselines. Several of these are now in place with targets in place. For the remaining baselines, new approaches to the collection, collation and reporting of these measures are underway:

- Our comprehensive customer satisfaction surveys will be undertaken in 2023/24;
- Following the CFC pilot, the MyVoice roll out to other pillars during 2023/24 will provide several additional customer measures.

5. Customer Engagement

5.1 Our Delivery Plan reflects our strong focus on our customers influencing and co-creating with us. Customer engagement is embedded as specific milestones of strategic projects which will directly impact the way we deliver services or the way they can be drawn down by customers.

5.2 The development of the measures and KPIs also reflects the importance of customer feedback driving how we measure the quality of a service and inform future service improvement.

6. Environmental and sustainability implications

6.1 A key project for 2023/24 is the implementation of our agreed strategic sustainability framework. As part of this a milestone included agreeing further measures will be developed for future incorporation into our PMF.

7. Digital transformation alignment

7.1 Our strategy is underpinned by digital transformation. The strategic projects for 2023/24 have been fully reviewed to ensure we have the appropriate technical and resource capacity alongside our Digital Programme.

8. Financial and value for money implications

8.1 There are no direct financial implications associated with this report, which are covered via the approved 2023/24 business plan.

9. Legal, regulatory and charitable implications

- 9.1 There are no specific legal or regulatory implications however we continue to collect all measures required for the Annual Return on the Charter.

10. Risk Appetite and assessment

- 10.1 We do not have a single risk appetite in respect of strategy. Our risk appetite seeks to take into account a range of factors which may impact the delivery of our strategy.
- 10.2 In considering our Delivery Plan and KPIs for 2023/24 we have considered the continued level of uncertainty associated with the current operating context of the Group.
- 10.3 Our strategy is highly ambitious and contains a high degree of interdependencies. The proposed approach seeks to mitigate the risk that the complexity associated with the level of interdependencies are not managed through a structured approach.

11. Equalities implications

- 11.1 Project monitoring and evaluations consider equalities information and Equalities Impact Assessments are undertaken at the outset of new programmes to ensure compliance with equality legislation, where applicable.

12. Key issues and conclusions

- 12.1 The 2023/24 Delivery Plan projects reflect the significant progress to date and narrow in on areas we know reflect key customer priorities, such as repairs and neighbourhoods, and providing us with greater customer insight to drive future service improvement and satisfaction.
- 12.2 Our measures and targets have been informed by wider sector analysis where appropriate. We will continue throughout the year to seek to improve our ability to measure and report performance in areas which drive customer satisfaction and reflect customer priorities.

13. Recommendations

- 13.1 The Board is asked to:
- 1) Note the 2023/24 strategic projects and associated milestones attached at Appendix 1; and
 - 2) Approve the proposed measures and corresponding targets for 2023/24 at Appendix 2.

LIST OF APPENDICES:

Appendix 1: Strategic projects 2023/24

Appendix 2: Strategic Results and KPIs with associated targets for year 3-5

Project	Key Milestones	Interdependencies
Repairs technical enhancement programme* <i>* Each partner Board will have their own equivalent repairs project</i>	<ul style="list-style-type: none"> ▪ Programme of research and engagement with customers on online repairs service to further refine functionality and usability – 30/9/23 ▪ CBG IT integration – Boxi reporting system implementation – 31/10/23 ▪ WHS DRS Upgrade – 31/10/23 ▪ CBG DRS upgrade – 31/10/23 ▪ Servitor and DRS fully implemented in WHE – 01/3/24 	<ul style="list-style-type: none"> ▪ External IT software providers ▪ Individual RSL Board repairs enhancement programme projects ▪ JV/WG Repairs Analytics resource recruited
Group wide implementation of Book It, Track It, Rate it	<ul style="list-style-type: none"> ▪ Pilot commencement in Wheatley Homes East - 30/04/23 ▪ Pilot commencement in Wheatley Homes South - 30/05/23 ▪ Pilot finalised in with City Building delivered repairs - 30/05/23 ▪ Pilot evaluation, including customer feedback, and agreement to go live - City Building - 30/06/23 ▪ Pilot evaluation, including customer feedback, and agreement to go live - Wheatley Homes East – 30/7/23 ▪ Pilot evaluation, including customer feedback, and agreement to go live - Wheatley Homes South - 31/8//23 	<ul style="list-style-type: none"> ▪ External IT software providers
[redacted]	[redacted]	[redacted]
My Voice – real time customer feedback reporting	<ul style="list-style-type: none"> ▪ MY Voice CFC pilot concluded - 30/04/23 ▪ CFC customer insight operational framework implemented - 31/05/23 ▪ Implementation plan for key service pillars approved by ET - 31/05/23 ▪ On-board key service pillars to MYVoice customer insight platform - 30/11/23 ▪ Implement operational frameworks - 31/03/24 	
Migration to new cloud telephony platform	<ul style="list-style-type: none"> ▪ Group Board approval of proceeding to contract award – 30/4/23 ▪ Vendor Contract Award – 31/5/23 ▪ Full project delivery plan developed and commenced- 31/7/23 ▪ Phase 1 launch – 31/12/23 ▪ Phase 2 launch – 31/3/24 	<ul style="list-style-type: none"> ▪ External vendor

Project	Key Milestones	Interdependencies
Develop a new, integrated Neighbourhood Planning Approach	<ul style="list-style-type: none"> ▪ Deliver workshop with key people involved in Neighbourhood tools and scoring mechanisms to map out roles and remit - 31/05/23 ▪ Develop a technical guidance document around application of tools and the scoring mechanisms within the neighbourhood assessment - 30/06/23 ▪ Trial and test the neighbourhood assessment, including engagement with customers, in one neighbourhood within WHG - 31/07/23 ▪ Based on the neighbourhood assessment, propose an example neighbourhood plan - 30/09/23 ▪ Provide worked example to WHG Board to review and agree as a model going forward - 30/09/23 ▪ Draft Neighbourhood approach for wider group to RSL Boards - 28/02/24 	
Interest cover covenant revision	<ul style="list-style-type: none"> ▪ Formal request to all lenders – 30/04/23 ▪ Negotiating phase complete - 01/06/23 ▪ Final agreed outcome & credit process at each lender - with update to June Board 30/06/23 ▪ Approval from bank and legals - 30/06/23 ▪ Group and subsidiary Board approvals - 31/08/23 ▪ Revision complete- 30/09/23 	<ul style="list-style-type: none"> ▪ Lenders' consent
Implement Group sustainability framework	<ul style="list-style-type: none"> ▪ Sustainability delivery workshop, including exploring the use of technology to track, record and report data, with nominated group leads - 30/04/23 ▪ Refine sustainability performance monitoring framework - 31/05/23 ▪ Develop sustainability delivery plan - 30/06/23 ▪ Quarterly sustainability updates to ET - 30/06/23 ▪ Annual sustainability progress report via PNAG to Group Board -31/12/23 	

WHE Strategic Results and KPIs 2023 to 2026

Proposed Changes from 2023/24 detailed under 'Update' and relevant change shown in **red text**

1. Delivering Exceptional Customer Experience

Indicators	Year 2	Update	Year 3 (2023/24)	Year 4 (2024/25)	Year 5 (2025/26)	Type of measure	Board Reporting Frequency
Overall customer satisfaction is above 90% (ARC)	Not applicable	New comprehensive customer satisfaction surveys (RSL tenants and RSL owners) will be undertaken and reported 2023/24	Updated baseline established	Target to be agreed following baseline	>90%	Strategic Result	Annually
Overall satisfaction among RSL households with children improved to 90%	Not applicable	This will be provided as a sub-set of the RSL tenants survey above. Households in question therefore now defined as RSL households for avoidance of doubt	Updated baseline established	Target to be agreed following baseline	90%	Strategic Result	Annually
RSL tenant satisfaction with value for money increased to 85% (ARC)	Not applicable	New comprehensive customer satisfaction surveys (RSL tenants) will be undertaken and reported 2023/24	Updated baseline established	Target to be agreed following baseline	85%	Strategic Result	Annually
90% of RSL customers feel they can participate in the landlord's decision making (ARC)	Not applicable	New comprehensive customer satisfaction surveys (RSL tenants) will be undertaken and reported 2023/24. Households in question therefore now defined as RSL households for avoidance of doubt	Updated baseline established	Target to be agreed following baseline	90%	Strategic Result	Annually
95% of customers actively engaged in shaping services feel they participate in decision making	Not applicable	To be targeted at Customer Voices	Baseline established	Target to be agreed following baseline	95%	Strategic Result	Annually
Implement "rate it" score from the book it, track it, rate it repairs approach and aim to improve performance by 10%	Not applicable	Pilot underway and launching across 2023	Baseline established	Target to be agreed following baseline	Baseline + 10% improvement	Strategic Result	Quarterly
Percentage of tenants who sustain their tenancies for more than 12 months (ARC)	91.23%	No change	90%	90%	90%	KPI Business value	Quarterly

Indicators	Year 2	Update	Year 3 (2023/24)	Year 4 (2024/25)	Year 5 (2025/26)	Type of measure	Board Reporting Frequency
CFC % calls answered within 30 seconds	77.43%	This measure will no longer be targeted, instead contextual alongside the targeted satisfaction measure	30 seconds (80%) Contextual	30 seconds (80%) Contextual	30 seconds (80%) Contextual	KPI Business Value	Quarterly
CFC CSAT Customer Satisfaction	Pilot at 4.1/5	NEW MEASURE 4/5 in Y3, increasing to 4.5/5 in Y4 and Y5	4/5	4.5/5	4.5/5	KPI Customer Value	Quarterly
CFC call abandonment rate	4.21%	Reduce target to 5%, as generally regarded as industry benchmark. Industry benchmark for 2022 published as 9% but retain at 5% for us	7% 5%	7% 5%	7% 5%	KPI Business value	Quarterly
CFC average wait time	43.76s	Contextual	30s	30s	30s	KPI Business value	Quarterly
Percentage of calls to the CFC resolved at first contact	Group: 88.99%	No change	90%	90%	90%	KPI Business Value	Quarterly
CFC cases raised, passed to housing / commercial officers for resolution	Group: 6.15%	No change at this time; however, further consideration will be given to this during 2023, considering wider operating model	10%	10%	10%	KPI Business value	Quarterly
Satisfaction with complaints handling increased by 10%	Not applicable	Previously proposed as linked to MyVoice project implementation, scheduled during 2023	Baseline established	Target to be agreed following baseline	Baseline + 10% improvement	Strategic Result	Quarterly
Average number of working days to respond to stage 1 complaints (ARC)	3.89	No change to target	5	5	5	KPI Business value	Bi-annual
Average number of working days to respond to stage 2 complaints (ARC)	18.27	No change to target	20	20	20	KPI Business value	Quarterly Bi-annual
Average number of working days to respond to all complaints – Stage 1 and 2 (ARC)	5.29	Change to contextual to reflect fluctuations in volume and performance for Stage 1 and Stage 2.	5 Contextual	5 Contextual	5 Contextual	KPI Business value	Quarterly Bi-annual
Percentage of stage 1 complaints responded to within 5 working days (SPSO)	91.85%	Change to 95% to reflect additional focus on quality of response	100% 95%	100% 95%	100% 95%	KPI Business value	Bi-annual

Indicators	Year 2	Update	Year 3 (2023/24)	Year 4 (2024/25)	Year 5 (2025/26)	Type of measure	Board Reporting Frequency
Percentage of stage 2 complaints (direct to stage 2) responded to within 20 working days (SPSO)	100%	No change to target	100%	100%	100%	KPI Business value	Bi-annual
Percentage of escalated complaints (from stage 1 to stage 2) responded to within 20 working days (SPSO)	95.45%	No change to target	100%	100%	100%	KPI Business value	Bi-annual
Stage 2 repair complaints as a percentage of Stage 1 repair complaints	9.67%	NEW MEASURE linked to repairs customer insight gathering	Contextual	Contextual	Contextual	KPI Business Value	Bi-annual
Satisfaction with the process of getting my new home is improved by 10%	Not applicable	Previously proposed as linked to MyVoice project implementation, due during 2023	Baseline established	Target to be agreed following baseline	Baseline + 10% improvement	Strategic Result	Quarterly

2. Making the Most of Our Homes and Assets

Existing Indicators	Year 2		Update			Year 3 (2023/24)	Year 4 (2024/25)	Year 5 (2025/26)	Measure type	Board Reporting Frequency															
Achieve 95% customer satisfaction with their new build home	Not applicable		Question(s) to be aligned to Scottish Affordable Housing Supply VFM continuous improvement programme requirements			Baseline established	Target to be agreed following baseline	95%	Strategic Result	Quarterly															
Maintain existing tenant satisfaction with the quality of their home at over 90% (ARC)	Not applicable		New comprehensive customer satisfaction surveys (RSL tenants) will be undertaken and reported 2023/24			Updated baseline established	Target to be agreed following baseline	>90%	Strategic Result	Annually															
Develop 4,000 new homes across all tenures	WHE	Actual 123	Target 121	Change to targets Years 3 to 5 in line with approved business plan for new build.		WH East - 204	WH East - 444	WH East - 522	Strategic Result	Quarterly															
	WHE (WLHP)	160	160			Group - 338	Group – 1,050	Group – 1,248																	
Group wide invest £500m of new public and private finance in new build housing	£44,894,000		Change to targets Years 3 to 5 in line with approved business plan for new build.		£31,566,000	£21,153,000	£17,711,000	Strategic Result	Quarterly																
					WHE - £70,538,000	WHE - £58,459,000	WHE - £41,824,000																		
Group wide invest £660 million in existing homes	£6,196,000		Change to targets Years 3 to 5 in line with approved business plan for investment.		£11,313,000	£11,322,000	£11,583,000	Strategic Result	Quarterly																
					WHE - £14,244,000	WHE - £13,643,000	WHE - £14,190,000																		
Achieve a 60:40 ratio of planned to reactive repair spending	Actual	Target		WHE: <table><tr><td></td><td>2023/24</td><td>2024/25</td><td>2025/26</td><td>Total</td></tr><tr><td>Planned</td><td>54%</td><td>50%</td><td>50%</td><td>51%</td></tr><tr><td>Reactive</td><td>46%</td><td>50%</td><td>50%</td><td>49%</td></tr></table> We will however continue to seek to achieve a 60/40 ratio			2023/24	2024/25	2025/26	Total	Planned	54%	50%	50%	51%	Reactive	46%	50%	50%	49%	60:40	60:40	60:40	Strategic Result	Quarterly
		2023/24	2024/25			2025/26	Total																		
	Planned	54%	50%			50%	51%																		
	Reactive	46%	50%			50%	49%																		
50% (£5.9m)	60:40																								
Planned																									
50% (£5.8m)																									
	Reactive																								
Reduce the volume of emergency repairs by 10%	Variance compared to 2021/22		Repairs volumes, including emergencies, have increased during 2022/23 as demand increased post all pandemic restrictions being lifted. 10% reduction should be against this new baseline over the remaining three years of our strategy.		-2.5% (cumulative -5%) 3%	-2.5% (cumulative -7.5%) 3.5% (cumulative 6.5%)	2.5% 3.5% (cumulative 10% fewer emergencies on Baseline year 2021/22 2022/23)	Strategic Result	Quarterly																
	WHE - -8.5%																								
	Group - +3.10%																								
	Target -2.5%																								

Existing Indicators	Year 2	Update	Year 3 (2023/24)	Year 4 (2024/25)	Year 5 (2025/26)	Measure type	Board Reporting Frequency
Reduce the output of CO2 emissions from our homes by at least 4,000 tonnes per year	Anticipated -8,402 tonnes reduced in 2021/22 (Will be validated during 2022/23) Y2 target is -4,000	Increase from Year 3 in reduction per annum to 6,000 tonnes as per sustainability framework. Adjustment to target years to acknowledge year lag in measurement and reporting. Final result will be known in 2026/27.	-12,000 -14,000 cumulative	-16,000 -20,000 cumulative	-20,000 -26,000 cumulative	Strategic Result	Annually
Reduce our corporate carbon footprint to carbon neutral by 2026	Baseline set: Groupwide, Planet Mark estimate we produced 2,632.5 tCO2e (equivalent in CO2 terms of all greenhouse gases) between 1 April 2021 and 31 March 2022 Target is 75% of baseline		50% of baseline 75% of baseline (c1980 tCO2e)	25% of baseline 50% of baseline (c1320 tCO2e)	0 25% of baseline (c660 tCO2e)	Strategic Result	Annually
Average new build CO2 output no greater than 1.8t	Target 1.8t		1.8t	1.8t	1.8t	KPI Other	Annually
Increase the % of stock at EPC 'B' to 30%	Target 16%	No change	19%	24%	30%	KPI Other	Annually
Percentage of customers who have had repairs or maintenance carried out in last 12 months satisfied with the repairs and maintenance service (ARC)	91.24% Target – 89%	Change to 90% to reflect current performance and alignment across all satisfaction indicators	91% 90%	93% 90%	95% 90%	KPI Customer Value	Quarterly
Percentage of reactive repairs carried out in last year completed right first time (ARC)	94.59% Target – 95%		WH East – 95% 90%	WH East – 95% 90%	WH East – 95% 90%	KPI Business Value	Quarterly

Existing Indicators	Year 2	Update	Year 3 (2023/24)	Year 4 (2024/25)	Year 5 (2025/26)	Measure type	Board Reporting Frequency
Average length of time taken to complete emergency repairs (ARC)	3.13 Target – 3	No change	3	3	3	KPI Business Value	Quarterly
Average length of time taken to complete non-emergency repairs (ARC)	6.93 Target – 5.5	Change to 7 days. Housemark advise top quartile is up to 9 days.	5.5 7	5.5 7	5.5 7	KPI Business Value	Quarterly
Percentage stock meeting the Scottish Housing Quality Standard (SHQS) (ARC)	99.32%	No change	100%	100%	100%	KPI Compliance	Annual
New - % of damp and mould cases attended within 48 hours	New measure	This is a new measure to track our damp and mould performance. The targets reflects that although the majority will, some customers will not wish to have an appointment within 48 hours due to a later appointment being more convenient.	48 hours	48 hours	48 hours	KPI Business Value	Quarterly
New - % of damp and mould cases resolved within 15 days	New measure	This is a new measure to track our damp and mould performance and reflect our agreed target timescales. The 90% reflects the likelihood that some may be impacted by customer availability of choice re appointments.	90%	90%	90%	KPI Business Value	Quarterly
Number of times during the reporting year we did not meet our statutory obligations to complete a gas safety check within 12 months of a gas appliance being fitted or its last check (ARC)	0	No change	0	0	0	KPI Compliance	Quarterly

Existing Indicators	Year 2	Update	Year 3 (2023/24)	Year 4 (2024/25)	Year 5 (2025/26)	Measure type	Board Reporting Frequency
The average time to complete medical adaptations (ARC) Number of RIDDOR reported Number of Health and Safety Executive or local authority environmental team interventions Number of new employee liability claims received Number of open employee liability claims Number of days lost due to work related accidents Number of accidental fires in workplace.	14.31 Target – 35	No change, progress to 25 days from Y3	25	25	25	KPI Compliance	Quarterly
	Actual 2 Upper limit 3	No change	3	3	3	KPI Compliance	Quarterly
	2	No change	0	0	0	KPI Compliance	Quarterly
	1	No change	0	0	0	KPI Compliance	Quarterly
	13	No change	Contextual	Contextual	Contextual	KPI Compliance	Quarterly
	464	No change	Contextual	Contextual	Contextual	KPI Compliance	Quarterly
	0	No change	0	0	0	KPI Compliance	Quarterly

3. Changing Lives and Communities

Indicators	Year 2	Update	Year 3 (2023/24)	Year 4 (2024/25)	Year 5 (2025/26)	Measure type	Board Reporting Frequency
Percentage of lets to homeless applicants (ARC)	48.4%	No change	Contextual	Contextual	Contextual	Strategic Result	Quarterly
Percentage of relevant lets to homeless applicants	58.6% Target- 50%	While this will continue to be monitored to support agreements with LAs, change to contextual to reaffirm the number of homeless applicants housed (i.e., the 10,000 target) as priority indicator.	WH East – 50% Contextual	WH East – 50% Contextual	WH East – 50% Contextual	Strategic Result	Quarterly
House an estimated 10,000 homeless people or households over 5 years	Group actual: 2,012 Group Target: 2,000	No change	2,000 (total 6,000)	2,000 (total 8,000)	2,000 (total 10,000)	Strategic Result	Quarterly
Over 70% of our customers live in neighbourhoods categorised as peaceful	Group actual: 68.5% Group target: 68.5%	No change	69.0%	69.5%	>70%	Strategic Result	Quarterly
Reduce the number of accidental dwelling fires by 10%	Group actual: 147 Upper limit: 205	No change	6% reduction from baseline figure (Upper limit: 200)	8% reduction from baseline figure (Upper limit: 195)	10% reduction from baseline figure (Upper limit: 193)	Strategic Result	Quarterly
100% of applicable properties have a fire risk assessment	100%	No change	100%	100%	100%	Strategic Result	Quarterly
4,000 jobs and training and apprenticeship opportunities delivered	Group actual: 802 Target: 750	Revised Year 3-5 targets in line with current programmes. Remain on track to achieve 4,000 target over 5 years	850 800	850 800	850 800	Strategic Result	Quarterly
250 customers have been supported to attend higher education and university through Wheatley bursaries	Annual Target - 50	No change	50 (total 150)	50 (total 200)	50 (total 250)	Strategic Result	Annually
10,000 vulnerable children benefit from targeted Foundation programmes	Group actual: 5,255 Target 1,200	Revised Year 3-5 targets in line with current programmes. Remain on track to achieve 10,000 target over 5 years.	2,250 1,200	2,400 1,200	2,150 1,200	Strategic Result	Annually
15% of tenants with online accounts are using the My Savings rewards gateway	13.29% Target 12%		13%	14%	15%	Strategic Result	Annually

Indicators	Year 2	Update	Year 3 (2023/24)	Year 4 (2024/25)	Year 5 (2025/26)	Measure type	Board Reporting Frequency
Achieve 85% satisfaction with Wheatley Environmental Services	Not applicable	Previously proposed as linked to MyVoice project implementation, due during 2023	Baseline established	Target to be agreed following baseline	85%	Strategic Result	Quarterly
Percentage of tenants satisfied with landlord's contribution to the management of the neighbourhood they live within (ARC)	Not applicable	New comprehensive customer satisfaction surveys (RSL tenants and RSL owners) will be undertaken and reported 2023/24	Updated baseline established	Target to be agreed following baseline	Target to be agreed following baseline	Strategic Result	Annually
% ASB cases resolved (ARC)	100% Target – 98%	No change	98%	98%	98%	KPi Business Value	Quarterly

4. Developing Our Shared Capacity

Indicators	Year 2	Update	Year 3 (2023/34)	Year 4 (2024/25)	Year 5 (2025/26)	Measure type	Board Reporting Frequency
Staff absence for all parts of the business is maintained at 3%	3.53%	No change	3.0%	3.0%	3.0%	Strategic Result	Quarterly
Staff voluntary turnover (i.e. resignations) remains at less than 7%	Actual – 7% Target – 7%	No change	7%	7%	7%	Strategic Result	Annually
250 young people are provided with structured opportunities to build their skills within the business	Actual – 72 Target – 30	No change	55	55	55	Strategic Result	Annually
50 graduates are provided with opportunities to work and gain experience in our sectors	Actual – 14 Target – 50 Target – 10 (50 was a cumulative target)	No change	51 This was cumulative target. Target should be 10	51 This was cumulative target. Target should be 10	51 This was cumulative target. Target should be 10	Strategic Result	Annually
40% of promoted posts are filled with internal candidates	Actual – 65.5% Target – 40%	No change	40%	40%	40%	Strategic Result	Annually
Our workforce's demographic makeup more closely resembles that of the communities in which we operate	Not applicable	Indicator development and staff and tenant surveys were undertaken to collect protected characteristics	Indicator and baseline introduced	Target to be set 2023/24 following baseline	Target to be set 2023/24 following baseline	Strategic Result	Annually
Over 90% of staff say they feel appreciated for the work they do			85.0%	88.0%	>90%	Strategic Result	Annually

5. Enabling Our Ambitions

Existing Indicators	Year 2 at Jan '23 (unless stated)	Update	Year 3 (2023/34)	Year 4 (2024/25)	Year 5 (2025/26)	Measure type	Board Reporting Frequency
Maintain a strong investment grade rating of A+ stable	A+ Stable	No change	A+ Stable	A+ Stable	A+ Stable	Strategic Result	Annually
Reduce gross rent arrears to 4.5% (previously 4%) (ARC)	4.63% Target- 4.66%	Updated to take into account current performance and projections	5.43% Group - 5.25% WHE -4.52%	5.04% Group - 4.99% WHE-4.39%	Group - 4.5% WHE – 4.47%	Strategic Result	Quarterly
Average days to let a home maintained at less than 14 days 16 days (ARC)	18 Target - 16	Change to 16 days for RSLs reflect perceived optimal performance level, balancing demand on void repairs with allocating homes in a timely manner.	WH East - <14 16	WH East - <14 16	WH East - <14 16	Strategic Result	Quarterly
Percentage of lettable homes that became vacant (turnover) (ARC)	7.37% Target – 7.3%	No change	WH East - 7.3%	WH East - 7.3%	WH East - 7.3%	KPi Business Value	Quarterly
Over 50% of customers actively using their online account to make transactions with us		To reset baseline in Year 3	Reset baseline		>50%	Strategic Result	Quarterly

Report

To: Wheatley Homes East Board

By: Laura Henderson, Managing Director

Approved by: Hazel Young, Group Director of Housing and Property Management

Subject: Complaints handling and performance 2022/23

Date of meeting: 25 May 2023

1. Purpose

- 1.1 This report sets out performance in dealing with and responding to complaints over the last year. It highlights actions taken to learn from these complaints and to improve our service to customers.

2. Authorising and strategic context

- 2.1 Under our Terms of Reference, the Board has the responsibility for monitoring our performance, including complaints handling.
- 2.2 Our handling of complaints is of particular relevance to our Delivering Exceptional Customer Experience strategic theme. We also have regulatory responsibilities to respond to complaints within certain timescales and in a certain manner. Where customers remain unhappy with our responses at stage 1 and 2 of the complaints process they can then complain directly to the Scottish Public Services Ombudsman who will investigate our response. Homeowners to whom we provide a factoring service can take their complaint to the First Tier Tribunal.

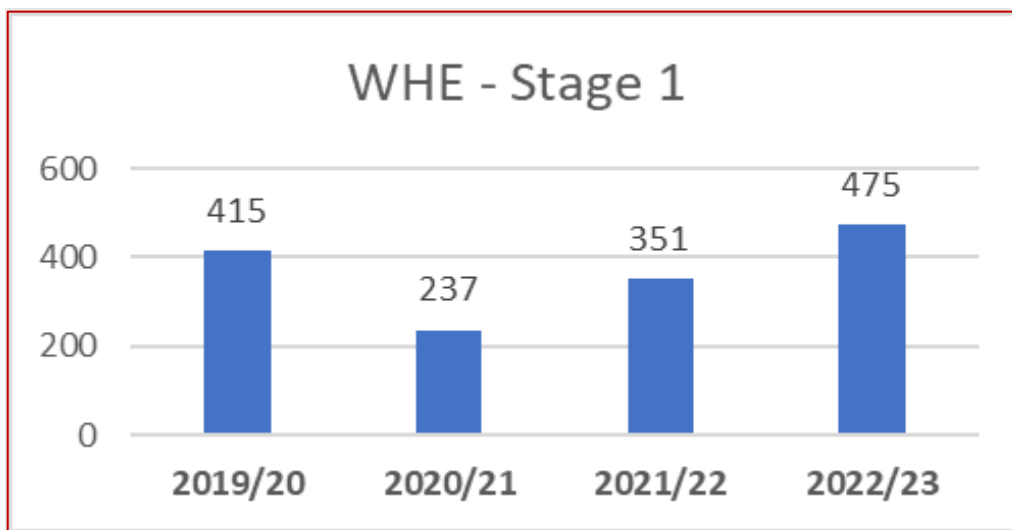
3. Background

- 3.1 Some of the data in this report must also be provided externally as part of the Annual Return on the Charter and our return to the Scottish Public Services Ombudsman. More detail on these can be found in the annual performance report which is also part of the agenda for this Board.

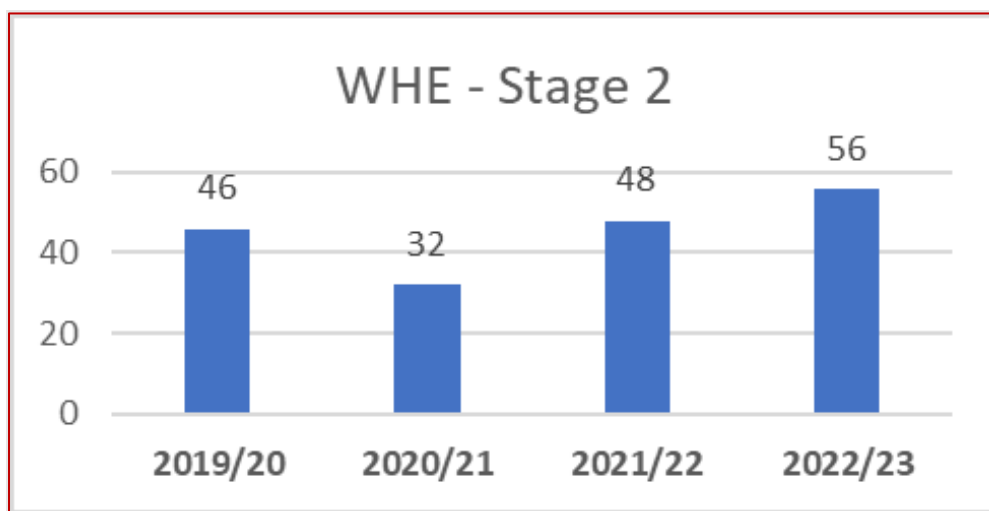
4. Discussion

Number of complaints

- 4.1 The number of stage 1 complaints received by us this year was 14% higher than in 2019/20 (approximately 60 more complaints). The chart below shows the trend, including the dip in complaints in the first year of the pandemic. This includes complaints received from customers and owners who receive a factoring service from Lowther on our behalf.



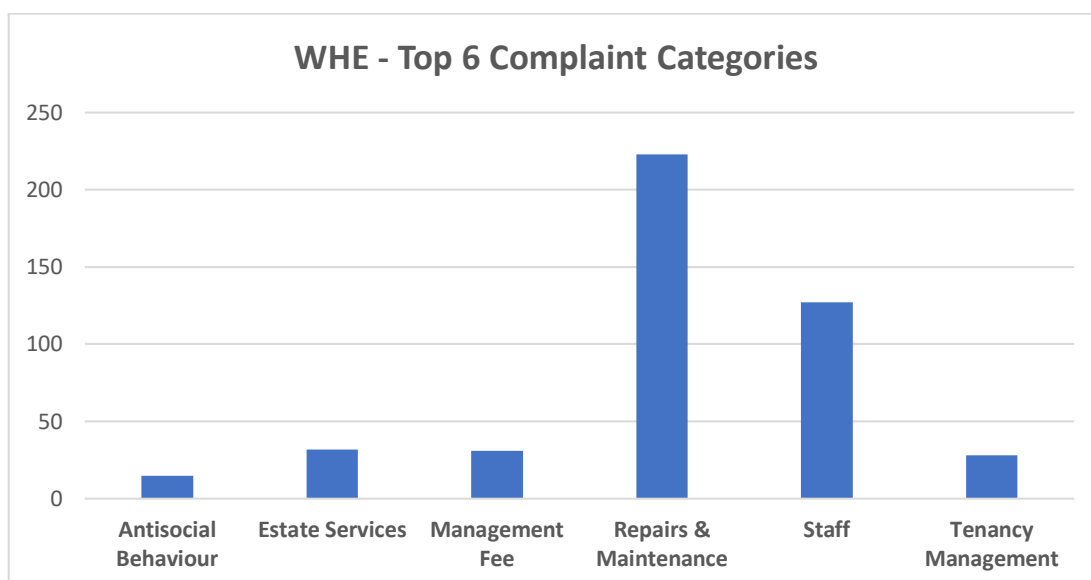
- 4.2 A similar trend can be seen in the increase in stage 2 complaints. Approximately 10% of stage 1 complaints were escalated by customers to stage 2 of the process. This is in line with levels in other parts of the Group.



- 4.3 Our new operating model and increased training have helped to ensure that complaints are captured at all points in a customer journey. This will have been a significant factor in the increase in complaints although anecdotal evidence also suggests that increasing complaints levels are common post pandemic.
- 4.4 Despite the increase in numbers the speed of response has been maintained and this is covered in more detail later in the report.

Key themes

- 4.5 The graph below provides the main themes for all complaints received at stage 1 and stage 2. In common with other RSLs, the highest number of complaints are received in relation to repairs. Given the volume of repairs we undertake we would always expect this to be the highest category but it does also emphasise that it is an area where focused improvement should have a significant impact on satisfaction.



4.6 The analysis shows that timescales, missed appointments and quality of service are key issues. This is consistent with feedback at various customer engagement events where repairs have been a key topic.

4.7 A number of our complaints relate to repairs where customers feel it has taken too many visits to diagnose or resolve. The Board will be aware that there has been an increased focus on mould and dampness. These issues have, in the past, sometimes taken longer to resolve because we have struggled to identify the route cause. Our new approach to resolving mould and damp issues provides a comprehensive process to resolve the issues in any affected home.

4.8 Approximately half of our stage 2 complaints result from an actual or perceived failure to deliver a commitment at stage 1. This is broadly consistent across all RSLs in the Group. The majority of these relate to repairs but not all. Our staff are now much clearer about ensuring stage 1 commitments go ahead and following up with customers immediately after the resolution to ensure that they are then satisfied.

4.9 Staffing issues are the second highest category for complaints, again this is consistent with the other RSLs in Group. Many of these relate to the fact that staff cannot provide what a tenant may want (eg a faster move to a different home) but some are also due to the failed commitments highlighted above. Performance review and team meetings with staff have focused on this issue.

Lessons learned





















4.10 In addition to the feedback from customers highlighted above, we also ensure that we pick up on a range of issues, small and large, which can be resolved to help improve customer service. Some key themes are highlighted below.

4.11 **Repairs** complaints are significant across the Group, in line with the fact that this is the highest volume service provided. The new book it, track it, rate it system being rolled out will help to respond to issues raised by customers about the lack of information about appointments. This should ensure that customers get clear updates on the timing of their repair, including when the operative is coming close to their area. It will also provide the opportunity for instant feedback from the customer on how their repair went.

- 4.12 The new approach was piloted in March 2023 on a very small scale with some of our plumbers and will gradually be established across all appointments during the first quarter of the new financial year. It will provide a further easy opportunity for customers to raise complaints but also for us to rapidly and effectively resolve them.
- 4.13 Analysis of our complaints and feedback from housing officers identified that we were slow in providing information to customers around repairs. We have created a new team leader rota within the repairs team to ensure that housing officer queries are responded to quickly.
- 4.14 **New build defects** have sometimes been harder to resolve than our normal repairs. This is largely due to the fact that the house builder is responsible for resolving defects in the first year. The builders have tended not to be as time or customer focused as we would like. Our development team are finalising a new procedure for contractors which will ensure that they deal rapidly with defect issues and that we have the option to step in and resolve if this does not happen.
- 4.15 **Asset related issues:** Our reviews identified that we had a high level of complaints in one patch. These were all related to noise in four blocks due to the stock type. As a result of this, we are now examining complaints which are related to the nature of the asset to bring to performance and investment discussions.

Timescales

- 4.16 In addition to the number of complaints, timescales for responding to customers are the key performance indicators which we have to feedback to regulatory bodies. The Scottish Housing Regulator and the Scottish Public Services Ombudsman have different definitions for their measurement. These are covered in more detail in the annual performance report.
- 4.17 We are achieving an average response time of 3.9 days for stage 1 complaints and 18.3 days for stage 2 based on the Charter measure. As shown in the table below, both of these are improvements on the year before, particularly for stage 2. We were also comfortably within the 6 day target for a full response to all complaints (stage 1 and 2 combined) at 5.3 days.

Charter – average time for a full response to complaints (working days)				
Subsidiary	2021/22		2022/23 – YTD Stage 1 – 5-day target, Stage 2 – 20-day target	
	Stage 1	Stage 2	Stage 1	Stage 2
WHS	4.74 	21.95 	3.84 	17.96 
WHE	3.92 	18.92 	3.89 	18.27 
WHG	3.98 	20.78 	4.23 	18.24 
Loretto	3.62 	21.33 	3.51 	17.72 
Lowther (ARC equivalent measure)	4.28 	22.88 	3.59 	18.01 

- 4.18 The table below shows the percentage of complaints responded to within the SPSO timescale (including owners receiving a factoring service). These are the results provided to the SPSO.

SPSO Indicator 2 - number and % of complaints at each stage that were fully closed within timescales of 5 and 20 working days			
Subsidiary	Stage 1 – responded to within 5 working days	Stage 2 – responded to within 20 working days	Escalated complaints* responded to within 20 working days
WHE	91.85%	100%	95.45%%

**Complaints received at stage 1 and later escalated to stage 2*

Continuous improvement

- 4.19 The Business Improvement Team was formed on 8 November 2022. This team combines complaints and business improvement within one staff group. Key priorities from the improvement plan are:
- Reducing stage 2 repairs complaints as a proportion of stage 1 repairs complaints
 - Improving the quality of our approach, particularly at stage 1
 - Increasing awareness of the importance of good complaints handling
 - Improving learning and analysis
- 4.20 The Business Improvement Team is working closely with the Repairs, Investment and Compliance team to ensure that they have clear sight of the issues and themes arising from complaints. We have seen some early indications of reductions in stage 2 repairs complaints, but it is too early to be clear that we have established this trend.
- 4.21 One of the early priorities has been to train additional staff in complaints handling to assist with delivering high quality and timely responses to customers. All staff in the Business Improvement Team are now involved in our stage 2 responses. Our new approach, which ensures more ownership of stage 2 complaints at Head of Housing Level has been rolled out across the business. This includes Head of Housing being responsible for the direct contact with the customer in most instances and ensuring that the tone of our letter reflects the needs of the customer.
- 4.22 Additional training has been rolled out to Customer First Centre staff who are generally the first point of contact for complaints. Further training will be rolled out to Housing Officers and other relevant colleagues during Summer 2023. This will include training on communication and responses to complaints. The Business Improvement Team also provide one to one training and mentoring where required.

- 4.23 A new suite of Power BI reports has been developed to allow much clearer and quicker analysis of complaints themes and performance. This will be further developed during 2023/24 and will help the Heads of Housing and Housing Officers understand the issues across our business and at patch level. The Business Improvement Team and IT colleagues are also working to review what improvements can be made to the recording of complaints to help further improve responses and analysis.
- 4.24 The new MyVoice programme will provide a new route in for customers to make complaints. This may result in an increase in complaints initially but it should also allow us to resolve people's dissatisfaction more quickly.

SPSO review

- 4.25 Where customers remain dissatisfied with our responses after stage 1 and stage 2, they are entitled to take the issue to the SPSO. Three complaints related to us were taken to the SPSO and a further two Lowther complaints from a homeowner receiving factoring services were taken to the First Tier Tribunal in 2022/23.
- 4.26 Two of the SPSO cases were not accepted for full investigation after their initial review of the issues raised. One complaint was investigated by the SPSO and was not upheld.
- 4.27 The FTT has considered both complaints taken to them by homeowners. The first complaint was partially upheld by the FTT and Property Factor Enforcement Order was issued requiring Lowther to pay £500 to the homeowner. In the second case considered by the FTT, they have yet to provide their final decision following the Tribunal hearing.

5. Customer Engagement

- 5.1 Customer engagement over the year has affirmed the analysis we have undertaken directly from complaints. The key themes raised have been around repairs and failed commitments. During 2023/24 we will continue our analysis of complaints, use of case studies and analysis of issues raised from our engagement programme. Group customer engagement this year will prioritise repairs, antisocial behaviour and neighbourhoods. These areas will all provide valuable information for improving our services and reducing complaints. We will also undertake specific engagement covering overall performance and other issues which tenants identify as important.
- 5.2 Once the current planned improvements are embedded we will also look to undertake some customer testing. This is likely to take place either in Quarter 4 of 23/24 or in the following financial year. It had originally been planned to have specific customer engagement during 2022/23 on complaints. However, the engagement we have had on a range of sessions correlates with our analysis of complaints. This learning is currently being implemented and it would be more efficient use of customer time to undertake further engagement once these changes have bedded in.
- 5.3 A customer update on our performance and lessons learned from complaints will be developed for our customers. This will be published on the website and will meet the SPSO requirements for feedback to customers.

6. Environmental and sustainability implications

- 6.1 There are no environmental and sustainability implications arising from this report.

7. Digital transformation alignment

- 7.1 Part of the continuous improvement programme this year will be to identify and improve aspects of how we record and process complaints. This has been included in resource plans for the year. As part of this process we will be reviewing our long term needs and this may result in potential additional digital requirements in future years which will then be considered within the digital transformation plan.

8. Financial and value for money implications

- 8.1 Understanding our complaints helps us to direct our services appropriately and improve our processes and procedures. This helps to ensure that we are providing the best value for money to our customers. There are no direct financial implications from this report.

9. Legal, regulatory and charitable implications

- 9.1 All RSLs are required to comply with the Model Complaints Handling Procedures (MCHP) produced by the SPSO. These were last revised in 2020. This aims to provide a standardised and consistent process for customers across the sector. It covers all services delivered by the RSL, including any which are contracted or commissioned.
- 9.2 Factoring services are subject to the Code of Conduct for Property Factors, which provides slightly different requirements. Where factoring customers are dissatisfied with our responses at stage 1 and stage 2, their complaints would be directed to the First Tier Tribunal for Scotland (Housing).
- 9.3 There are no direct legal, regulatory or charitable implications as a result of this report. However, the implementation of our activities will be assessed to ensure that they fulfil and comply with any legislative, regulatory or charitable implications that apply.

10. Risk Appetite and assessment

- 10.1 This report correlates with the strategic outcome 'Progressing from Excellent to Outstanding' under the Delivering Exceptional Customer Experience strategic theme.
- 10.2 End-to-end complaint handling, including monitoring and continuous learning and improvement processes are key to mitigating risks of:
- Decreasing customer satisfaction
 - Reputational damage; and
 - Failure to meet SPSO guidance.

- 10.3 The Strategic Risk Register sets out the following risk appetites for strategic outcome 'Progressing from Excellent to Outstanding':
- **Reputation/credibility** - *Minimal, Tolerance for risk taking limited to those events where there is no chance of significant repercussion.*
 - **Laws and regulation** – *Cautious; Limited tolerance for “sticking our neck out”. Want to be reasonably sure we would win any challenge.*

11. Equalities implications

- 11.1 There are no equalities implications arising from this report. Where any significant change to the customer aspects of the complaints process is considered we would undertake an equalities impact assessment.

12. Key issues and conclusions

- 12.1 This report outlines performance and learning from complaints over 2022/23. The number of complaints has risen considerably this year when compared to last year, in part as a result of more effective recording. Despite this, performance on timescales has improved.
- 12.2 We have been able to undertake greater analysis on our complaints in the last year which correlates with feedback from other customer engagement. This has helped support a number of improvements and potential improvements at Group and local level. These include improved repairs processes and better links between our housing, repairs and development teams.
- 12.3 There is an ongoing process to ensure that we continue to learn from complaints and improve our ability to respond to customers.

13. Recommendations

- 13.1 The Board is asked to note the Complaints handling performance 2022/23 and the service improvement actions being taken.

LIST OF APPENDICES:
None

Report

To: Wheatley Homes East Board

By: Jennifer Anderson, Wheatley 360 Lead

Approved by: Laura Pluck, Group Director of Communities

Subject: Group Suicide Prevention Framework

Date of Meeting: 25 May 2023

1. Purpose

- 1.1 To provide an overview of the Group Suicide Prevention Framework ("The Framework") to the Board for comment.

2. Authorising and strategic context

- 2.1 Under the Group Standing Orders, the Group Board is responsible for approving the group-wide protecting people framework and associated policies. This Suicide Prevention Framework fits within this family of documents. We are responsible for implementing group-wide frameworks and policies within our business.
- 2.2 The Framework closely aligns with the following strategic themes and outcomes:
- Delivering Exceptional Customer Experience; The Framework will continue to support our ambition of being sector-leading in the provision of customer services to the highest standard and support our agreed impact measures of **reducing poverty and improving wellbeing** and **strengthening our communities**.
 - Changing Lives and Communities; The Framework will help support our customers and communities' resilience levels through early intervention and prevention activity based on increased awareness levels of suicide prevention. This supports our outcome of **developing peaceful and connected communities**.
 - Developing our Shared Capability; Having an informed workforce in suicide prevention will help support achievement of our strategic outcome of **strengthening the skills and agility of our staff**. This will in turn provide better outcomes for our customers around suicide prevention activity and ensure they access the correct support to meet their needs and circumstances.

3. Background

- 3.1 Suicide is a complex issue that is rarely caused by one factor and is considered a public health issue. It affects all age groups and communities, however some individuals are more at risk of suicide as noted in Scotland's Suicide Prevention Strategy 2022-2032 'Creating Hope Together', where data from the Scottish Suicide Information Database (ScotSID) profiling suicide deaths between 2011 and 2019 notes:
- Just under three-quarters of all suicides in Scotland are male;
 - Almost half (46%) were aged 35-54;
 - 88% of people that die by suicide are of working age, with two-thirds of these in employment at the time of their death.
- 3.2 Evidence tells us that suicide is three times higher in more deprived areas. As two-thirds of our communities across Group are within the most deprived data zones as measured by the Scottish Index of Multiple Deprivation (SIMD), it is important that we have an awareness of this issue and have in place the correct measures to support those most at risk.
- 3.3 We have a long history of supporting the most vulnerable and marginalised groups within society through our work and the services we deliver. This includes our extensive range of wraparound support available for customers including Here for You, Welfare Benefits/Fuel Advice services, Home Comforts, Wheatley Foundation programmes, our Community Improvement Partnership and Wheatley Care.
- 3.4 We have developed a wide-ranging suite of policies that enable staff to best support vulnerable customers with any safeguarding issues through our Group Protecting People Policy Framework, however we do not currently have anything specifically relating to addressing suicide.
- 3.5 In Scotland there were 753 probable deaths by suicide in 2021. Just under three-quarters of these cases were males, and the highest prevalence of suicide was amongst the 45–54-year-old age group for both males and females. Suicide can affect anyone and does not discriminate.
- 3.6 The Group Protection Team, as part of Wheatley 360, assume strategic and operational responsibility for suicide prevention activity. They ensure our people are supported to deal with any cases of this nature, as our frontline staff deal directly with our customers and are the staff group who generally experience anyone who is either feeling suicidal, has suicidal ideation, attempts suicide or has died by suicide (e.g. Housing, NETs, Care, Customer First Centre and Debt Recovery staff).
- 3.7 Within the team, there is a Suicide Prevention and Mental Health Coordinator (SPMHCo). The SPMHCo deals with any suicide cases across the business, including threats, ideation, attempts and deaths, and ensures staff are supported to know what action to take and when. They collate intelligence and information about suicide and provide advice, support, and guidance to anyone requiring this.
- 3.8 During the global pandemic, it was clear that people's mental health and resilience were challenged and it is anticipated that now we have entered and are living through the economic cost of living crisis, that again these same customers and many others will have their resilience and mental health challenged.

- 3.9 During 2022/2023 the following figures were recorded by the Group Protection Team about suicide for Wheatley Homes East customers:
- 0 deaths by suicide;
 - 4 suicide attempts;
 - 3 suicidal ideations;
 - 2 threats of suicide.
- 3.10 With the recent launch of Scotland's Suicide Prevention Strategy 2022-2023, there was recognition of the importance being placed nationally on ensuring all sectors work in partnership to achieve the vision of reducing the number of deaths by suicide in Scotland. It was clear from this there was a need for the creation of The Framework for Group to help meet this vision and ensure that staff and leadership across our organisation were equipped to support with this.

4. Discussion

- 4.1 The Framework has been created to provide clear oversight of our commitment to supporting our customers impacted by suicide and of the activity we will take to meet the vision and priorities set out within. It is a tool to support any staff members who come into contact with anyone who expresses thoughts or threats of suicide, as well as those who attempt suicide. It also provides details of support for family members and communities who are bereaved by suicide.
- 4.2 The vision for The Framework is for ***Wheatley communities to be supported; conversations about suicide normalised; and for the rate of suicides to decrease.*** We will achieve this vision through our five priority areas for activity, which are described in detail below.
- 4.3 Suicide is preventable and avoidable; therefore, we aspire to be proactive in supporting our customers to access any support or assistance they require, as early as possible. The existence of The Framework to guide and enhance staff awareness around suicide prevention is a crucial part of our overall approach to ensuring our staff are informed and confident in dealing with this important issue.
- 4.4 The Framework was written in synergy with the Scottish Government and Convention of Scottish Local Authorities (COSLA) new suicide prevention ten-year strategy – Creating Hope Together – which runs from 2022–2032 and its supporting action plan. It also took cognisance of the Samaritans five-year suicide prevention strategy – Tackling Suicide Together: providing a safe space in uncertain times, which runs from 2022-2027 - and the Scottish Association for Mental Health (SAMH) strategy, 'We won't wait'.
- 4.5 It was important to devise The Framework in line with the national policy context, to ensure that we were mirroring the current agreed approach and identified guidelines. It was also crucial to incorporate other essential information within The Framework to provide context for its development, such as the prevalence of suicide within Scotland and within our communities, as well as the purpose of The Framework and our vision for it. The Framework also contains a section on definitions to help staff identify the language and terminology used within suicide, as well as an introductory section with sources of support in recognition that reading the document could be triggering for some people.

- 4.6 Within the Framework we created five priority areas to achieve our vision and set out the intended outcomes for each as follows:

Priority Area		Outcomes
1.	Reduce suicide risk in our communities through awareness raising and an early intervention preventative approach.	Reduce the risk of customers being affected by suicide and raise awareness of the support services available.
2.	Provision of appropriate services to tackle inequalities and address the needs of individuals identified as at risk of suicide.	A range of support services are available for individuals to access to help address the ongoing issues they face.
3.	Suicide prevention training is available to all staff and tailored to their job role.	Our staff are confident and well trained in responding to customers affected by suicide/mental health and know how to tailor their approach to support them
4.	Establish effective strategic partnerships in relation to suicide prevention.	Continue to develop strategic partnerships with relevant partners and key organisations to ensure we deliver an innovative response to suicide prevention.
5.	Develop effective data collection and analysis measures and work to develop information-sharing pathways for suicide related activity.	Develop effective data collection and analysis measures and work to develop information-sharing pathways for suicide related activity.

- 4.7 The Framework was developed to outline the key priority areas we believe are essential to support suicide prevention and the activity we will undertake to achieve our vision of normalising conversations around suicide to better support those at risk and ultimately reduce the number of deaths by suicide within our communities. Under each priority area within The Framework there is a clear detailed outline of either work currently underway to achieve the outcomes set for each priority area, or future planned work to achieve the outcome.
- 4.8 The Framework highlights the need to utilise data that identifies those customer groups most at risk of suicide. The Framework identifies specific customer segments of note, to help raise awareness among staff around the need to be mindful of this when supporting and working with our customers. We want our people to confidently have conversations around suicide and be in the position to offer appropriate wraparound support and signposting options as necessary.
- 4.9 Crucially the document outlines steps staff members should take if they are presented with a situation involving suicide, including specifying which agencies require to be contacted and what steps require to be taken. It also identifies the services and support group has in place to offer customers, including details of our wraparound support services available.

- 4.10 Dealing with someone who is suicidal, or the aftermath of a suicide is not an easy task, therefore it is equally as important that staff are aware of the support available to them. This includes our employee assistance programme, W.E Benefits, and bespoke vicarious trauma training. The Group Protection team are specially trained in this area, with all team members being ASIST trained (Applied Suicide Intervention Skills Training) and several of the team also being Mental Health First Aid trained.
- 4.11 A key element identified as a priority area within the Framework is ensuring that staff receive bespoke suicide prevention training suited to their job role. This has been covered within the document, and working collaboratively with the Academy, we have already commenced work to identify the training that will best suit the needs of all relevant staff groups across the business (eg Care, Housing, NETs).
- 4.12 As with most areas across our business, this vision cannot be achieved by working in isolation, and establishing and maintaining key strategic partnerships is crucial for the success of the Framework. These partnerships will allow the sharing of best practice, information, data, and training to support achievement of our outcomes and enhance our position in supporting our customers effectively.
- 4.13 The intention is for a full launch of the Framework, to all key staff dealing with and supporting customers on a regular basis. This will include colleagues within the Customer First Centre, Housing, Care, NETs, Group Debt Recovery, Wheatley 360, Wheatley Foundation, and all relevant Wheatley Solutions Teams. Awareness will be raised around The Framework by utilising our WE Connect forum, and a clear communications strategy will be designed to ensure maximum reach of the document across the business to all staff.
- 4.14 The document will sit alongside, but not within, the Group Protecting People Framework. This is because suicide is prevalent across all areas of public protection including Domestic Abuse, Adult Support and Protection, Child Protection and the Multi-Agency Public Protection Arrangements (MAPPA).
- 4.15 The formulation of a suicide prevention action plan will complement The Framework, which mirrors the approach taken in the Scottish Government and COSLA strategy. This document will provide the detail around the activity that will be taken to deliver the vision and achieve the outcomes identified within the five priority areas.

5. Customer Engagement

- 5.1 There has been no direct customer engagement as part of this work, due to the nature of the content and associated sensitivity involved.
- 5.2 The Framework is to support staff in dealing with any customers who present as suicidal, are at risk of suicide or have a relative/friend/neighbour who has died by suicide, to ensure they have the correct information and tools to support them.

6. Environmental and sustainability implications

- 6.1 The Framework is fundamentally around identifying and supporting customers to access appropriate support and services to meet their needs and helping to build resilience and wellbeing with them and within our communities. This meets the objectives of 3 of the UN sustainable goals, including:

Goal 3: Good Health and wellbeing;
Goal 10: Reduced inequalities;
Goal 11: Sustainable cities and communities.

7. Digital transformation alignment

- 7.1 The launch of the Framework, will comprise of a hybrid approach to educating staff of its existence and content. This will take the form of briefing sessions for managers across group via Microsoft Teams and in person sessions, with the ambition of utilising the same hybrid model for taking The Framework out to their respective teams.
- 7.2 The Framework will be available on the Protecting People WE Connect page, alongside other supporting information around suicide prevention and bereavement by suicide. WE Connect is routinely used by the Group Protection Team to highlight information of importance in relation to suicide prevention, including suicide prevention awareness week and suicide prevention campaigns from partners including the Samaritans.

8. Financial and value for money implications

- 8.1 There are no financial implications associated with implementation of The Framework.

9. Legal, regulatory, and charitable implications

- 9.1 There is no specific legislation in relation to suicide and/or suicide prevention. In the event of a suicide attempt, this invariably invokes a required response to submit an Adult Support and Protection referral to the relevant Local Authority, to help safeguard the individual and get the appropriate level of support in place. This is set out in the Adult Support and Protection (Scotland) Act 2007. This can also be the case for reported incidents of suicidal ideation and/or threats of suicide.

10. Risk Appetite and assessment

- 10.1 The Framework supports our ambitions across a number of our strategic themes, in particular: Delivering Exceptional Customer Experience, Changing Lives and Communities and Developing our Shared Capability. Our risk appetite in relation to operational delivery for these themes ranges from open to hungry.
- 10.2 This means we encourage innovation and in some case have a desire to 'break the mould' and challenge current working practices. The development of The Framework is consistent with these risk appetites.

10.3 The risk to the organisation for non-development of The Framework could be:

- Increased suicides within our communities, where staff are unable to implement an early intervention approach to offering support and signposting to vulnerable customers at risk;
- Uneducated workforce who are unable to respond to the needs of our customers;
- Reputationally it puts us behind other similar organisations who are actively involved in raising awareness of suicide prevention and educating their staff in this area;
- Less awareness of how much of an issue suicide is for us, without proactively seeking to establish partnerships to gather this vital data and our staff remaining unaware they require to feed this into the Group Protection Team.

11. Equalities implications

- 11.1 There is a well-known link between suicide and deprivation. The suicide rate is three times higher in the most deprived areas of the country compared to the least deprived areas. The reasons are varied and complex, however we do know that they centre on socio-economic issues such as disempowerment, social exclusion, poverty, poor mental health, trauma, adverse childhood experiences and more.
- 11.2 The rates of suicides in males have been consistently higher than females, a finding that goes back as far as 1994. We also know that those in the middle age bracket constitute the highest numbers of those who die by probable suicide.
- 11.3 The Framework identifies both as being key areas of focus for prevention activity, alongside some other groups including those who have experienced homelessness, those with addictions and those with mental health difficulties, and works to try and improve awareness of this risk for these groups and access to services and support for all.
- 11.4 An Equalities Impact Assessment has been undertaken on The Framework to ensure that it is inclusive and fair and designed to meet the needs of all customers across Group.

12. Key issues and conclusions

- 12.1 Suicide is an issue affecting all communities across Scotland. A link has been established between suicide and deprivation, therefore given that two thirds of Group communities are within the most deprived data zones as measured by the Scottish Index of Multiple Deprivation (SIMD), the establishment of The Framework is a practical step.
- 12.2 The global pandemic and cost of living crisis are external factors which have challenged the mental health and resilience of many of our customers and can have a detrimental effect on suicide within our communities as a result.

- 12.3 The Framework has been established to outline the priority areas for group to support our vision of ***Wheatley communities to be supported; conversations about suicide normalised; and for the rate of suicides to decrease.*** Five priority areas have been identified which includes:

1.	Reduce suicide risk in our communities through awareness raising and an early intervention preventative approach.
2.	Provision of appropriate services to address the needs of individuals identified as at risk of suicide.
3.	Suicide prevention training is available to all staff and tailored to their job role.
4.	Establish effective strategic partnerships in relation to suicide prevention.
5.	Develop effective data collection and analysis measures and work to develop information sharing pathways on suicide related activity.

- 12.4 It has been developed alongside the recently launched Scottish Government and COSLA ten-year strategy – Creating Hope Together - at the same time as taking cognisance of other important suicide prevention strategies in operation by the Samaritans and SAMH.
- 12.5 The document will help staff to understand customer segments who are more at risk of suicide and ensure they are confident in dealing with cases, taking the correct course of action and invoking the appropriate wraparound support and signposting the customer requires.
- 12.6 An action plan will complement The Framework and will set out clearly the activity that will be taken to achieve the stated vision across each of the five priority areas.

13. Recommendations

- 13.1 The Board are asked to note the Group Suicide Prevention Framework and its designation as a Group wide framework.

LIST OF APPENDICES:

Appendix 1: Suicide Prevention Framework [redacted] available [here](#)

Report

To: Wheatley Homes East Board

By: John Crooks, Director of Health and Safety Compliance

Approved by: Frank McCafferty, Group Director of Assets and Repairs

Subject: Fire Prevention and Mitigation Framework

Date of Meeting: 25 May 2023

1. Purpose

- 1.1 The purpose of this report is to provide the Wheatley Homes East Board with an update on the implementation and performance of our Fire Prevention and Mitigation Framework (FPMF) in 2022/23 and, more specifically:
- The current rate of Home Fire Safety Visits (PCRAs),
 - The current rate of Accidental Dwelling Fires (ADFs),
 - Progress with Fire Risk Assessment (FRA) Programmes
 - Update on Fire Safety Legislation and Best Practice.
- 1.2 This report also provides an opportunity to review the revised Group Fire Prevention and Mitigation Framework following its annual review and as approved by Wheatley Housing Group Board on 26 April 2023.

2. Authorising and strategic context

- 2.1 Under the Group Standing Orders the Group Board is responsible for approving and designating Group frameworks and policies.
- 2.2 Under our Terms of Reference, we are responsible for monitoring our performance and corporate risks. This report supports us with those responsibilities.
- 2.3 Developing peaceful and connected neighbourhoods is one of our strategic outcomes under the theme, *Changing lives and communities*. Within this outcome we have a minimal risk appetite to legal compliance and a commitment to ensuring the best fire safety precautions throughout our homes.
- 2.4 This report seeks to demonstrate our commitment and the commitment outlined in the Group Fire Prevention and Mitigation Framework (FPMF) to achieve legal compliance with current fire safety legislation and best practice guidance, namely:
- Fire (Scotland) Act 2005.
 - Fire Safety (Scotland) Regulations 2006.
 - Practical Fire Safety Guidance for Existing High Rise Domestic Premises.
 - Practical Fire Safety Guidance for Specialised Housing.

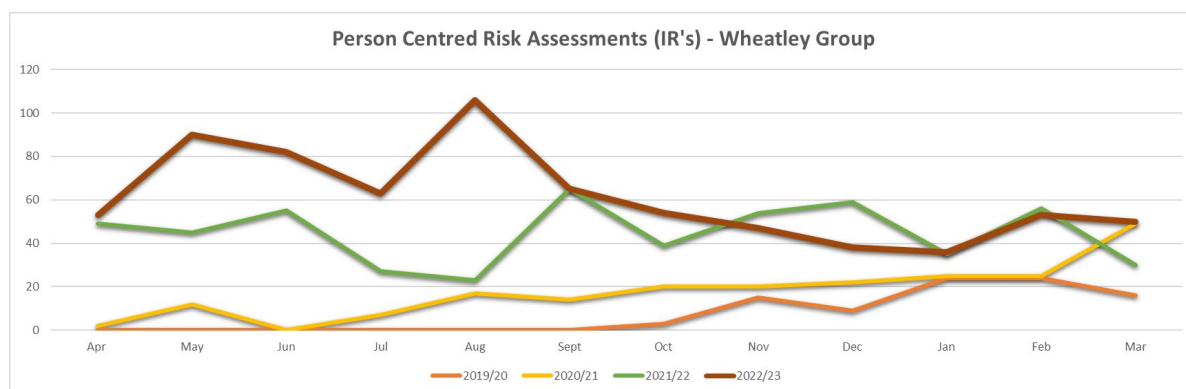
3. Background

- 3.1 In the context of fire safety our commitment to delivering excellence has been endorsed by the Scottish Government's Building Safer Communities, and Unintentional Harm Hub who highlighted our Fire Safety Operating Model as a fire prevention exemplar.
- 3.2 Keeping our customers and communities as safe as they can be, will always be of paramount importance to us and this is recognised within our 2021-2026 Strategy: Your Home, Your Community, Your Future, in which we clearly state that fire safety will remain a priority.
- 3.3 As a key strategy for us, the FPMF 2021-2026 was developed and approved by the Group Board in April 2021. This evidences to all partners and stakeholders the importance we place on fire safety and how we ensure fire safety in our homes and communities is maintained in accordance with legislation and best practice. The Framework is reviewed annually to consider legislative, performance and good practice changes, as well as any business / organisational changes.
- 3.4 This report also provides an update on the positive progress being made in our rate of Home Fire Safety Visits (PCRAs) and Accidental Dwelling Fires (ADFs) and outlines our compliance in the completion and implementation of fire risk assessments required under current fire safety legislation and best practice fire safety guides, issued by the Scottish Government.

4. Discussion

Person Centred Fire Risk Assessments (PCRAs)

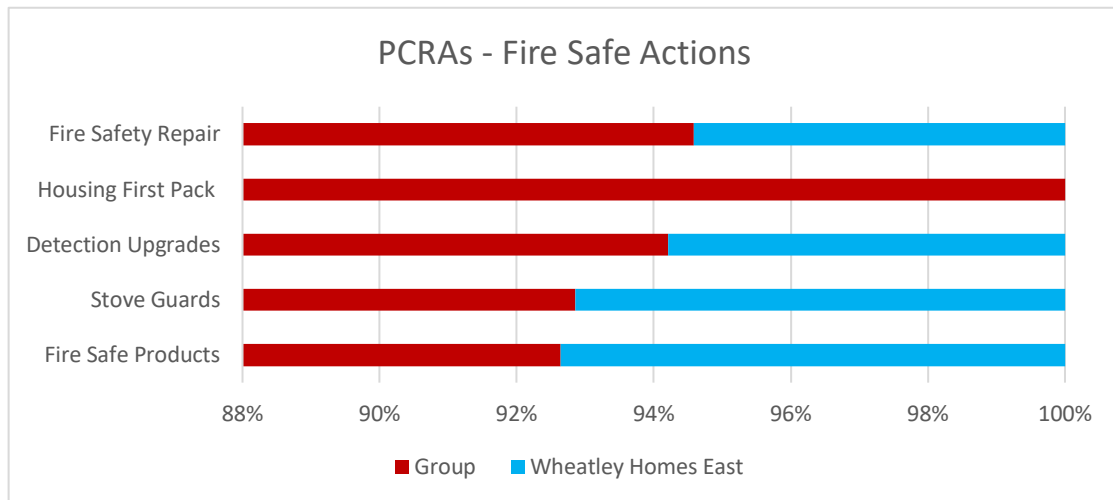
- 4.1 The Fire Safety Team set a target in the last year to complete an additional 10% of PCRAs from the previous year.



- 4.2 In the last 12 months between April 2022 – March 2023, the Fire Safety Team have exceeded those targets and increased the number of PCRAs conducted in Wheatley Homes East from the previous year by approx. 30%, 55 PCRAs were completed compared to 42 in the previous year 2021/22.
- 4.3 In addition to the Fire Safety Team conducting PCRAs, there has been a further 133 Home Fire Safety Visits undertaken in our customers' homes by Scottish Fire and Rescue between April 2022 – March 2023.

4.4 In our efforts to reduce the fire risk for our most vulnerable customers, the fire safety team provide fire safety advice, guidance and fire safety products to help reduce the risk of accidental dwelling fires. As a result of the 55 PCRA's carried out this year, the fire safety team have arranged for:

- 31 customers being gifted with fire safety products e.g. air fryers etc
- 14 stove guards being recommended for customers' electric cookers
- 07 customers receiving an upgrade to their LD2 home fire detection
- 15 fire safety repairs being raised (e.g. replacement of letter boxes, self-closing devices on flat entrance doors, re-alignment of internal doors etc.)

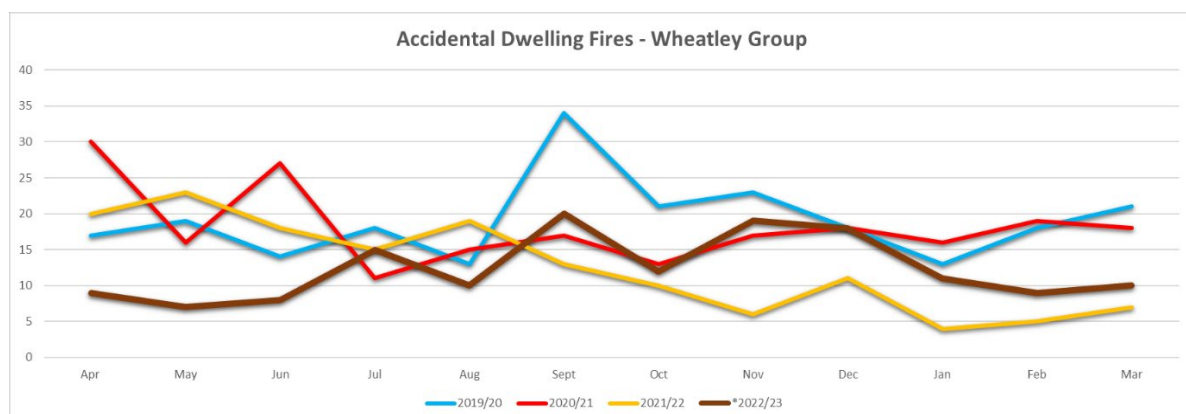


4.5 As part of the PCRA process in the last year, the fire safety team have also incorporated a holistic approach that looks beyond the immediate fire safety issues that include aspects of health, safety and wellbeing.

4.6 This approach is consistent with Scottish Fire and Rescue proposals to transition their home fire safety visits to safe and well visits. This has resulted in our fire safety team incorporating referrals to our Home-comforts Team, Handyperson Service and other wrap around services like Tenancy Support and the Eat Well team in addition to, the fire safety advice and fire safety products that they issue.

Accidental Dwelling Fires (ADFs)

4.7 The number of ADFs experienced across Group in 2020/21 was 217. We previously set a target to reduce the number of ADFs by a further 10% between 2021 and 2026.



- 4.8 Between April 2022 and March 2023, in Wheatley Homes East we had 9 ADFs experienced, in comparison to 8 ADFs in 2021/22.
- 4.9 It is disappointing to note the minor increase despite the increase in PCRA's conducted by the Group Fire Safety Team and HFSVs undertaken by SFRS.
- 4.10 The ADFs that did occur resulted in 2 significant fires as a result of kitchen cooking fires whilst, the remaining 7 were considered minor.

Fire Risk Assessment

Relevant Premises (HMOs, Care Premise, Offices, Depots etc.)

- 4.11 The completion of FRAs in our relevant premise extends currently to the Corporate Estate that includes, HMOs, Care Premises, Offices Workshops and Depots.
- 4.12 In 2022/23, there were 24 FRAs undertaken in Wheatley Homes East to ensure their recommended frequency of review had been met and thereby ensuring ongoing legal compliance.
- 4.13 Currently, all our relevant premises in Wheatley Homes East have a valid FRA to satisfy the requirements and legal obligations set out in the Fire Safety Scotland Act 2005 and Fire Safety Scotland Regulations 2006.
- 4.14 No significant issues were identified for Wheatley Homes East during the course of the FRA programme as there are well established, mature fire safety arrangements in place overseen by competent staff and management teams.

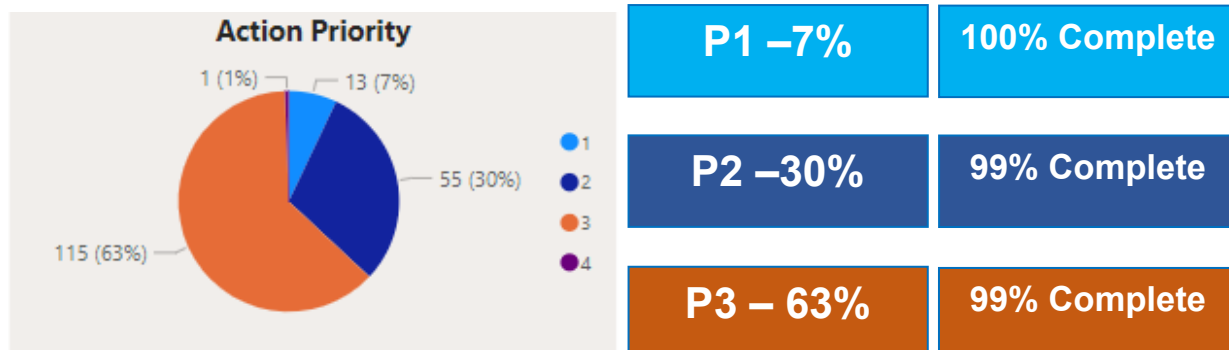
Actions Arising from FRAs

- 4.15 During the period 2022/23, there were 24 Fire Risk Assessments completed for relevant premises in Wheatley Homes East.
- 4.16 Of the 24 FRAs that were completed there were 184 fire safety actions raised. 182 actions have been closed and complete whilst 2 remain open and ongoing to be completed.
- 4.17 The outstanding actions that remain to be closed are associated with the reconfiguration of a bin store and materials store that do not present an immediate fire risk. It is anticipated that these actions will be closed by end of May 2023.
- 4.18 The composition of fire safety actions that were raised can be broken down into Management (Procedural, Training, Housekeeping Checks etc), Physical (Repairs, Signage, Door Upgrades etc) and Maintenance (Fire Alarms, Extinguishers, Lighting etc) actions that can be associated with various fire safety measures and / or procedural arrangements.
- 4.19 The majority of actions can be categorised as Priority 3 or lower (63%), Priority 2 (30%) or Priority 1 (7%).

Note: no fire safety improvements, categorised as a Priority 1 were considered a high fire risk and / or threat to life risk during our FRA programme.

4.20 The Fire Risk Assessments undertaken across Wheatley Homes East for relevant premises generated the following number of actions between April 2022 and March 2023:

- All Actions – 184 (100%)
- Closed Actions – 182 (99%)
- Open / Ongoing – 2 (1%)
- Ongoing 3rd Party – 0 (0%)



4.21 Open and Ongoing actions that remain to be completed, account for 1% of all actions generated in the FRA Programme for 2022/23 of which, none are considered an immediate fire risk.

Fire Safety Update

Fire Prevention and Mitigation Framework

4.22 There are no significant changes in our updated FPMF. The key changes relate to either progress to date, updating elements to reflect our current working practices and to reflect changes in terminology.

4.23 For example Home Fire Safety visits are now referred to as Person Centred Risk Assessments (PCRAs) and allows the Fire Safety Team to incorporate Scottish Fire and Rescue Services Safe and Well concept into our assessment that keeps the customers safety and wellbeing front and centre of our engagement.

4.24 Our targets to reduce Accidental Dwelling Fires by 10% over the period of our strategy 2021 – 2026 have not changed and we currently remain on track to achieve this.

4.25 These changes are highlighted in track changes in the updated Framework document included at Appendix 1.

Scottish Government Technical Advice Note: Dec 2022 v2.0

4.26 Scottish Government have updated their Technical Advice Note: Determining Fire Risk posed by External Wall Systems in relation to Grenfell Phase 01 recommendations and changes to the Fire Safety Order in England and Wales.

4.27 The Technical Advice Note is not a legal requirement but one of best practice for us to consider and presents a requirement to review and / or appraise external wall systems (cladding) on buildings of 2 or more storeys.

- 4.28 The Technical Advice Note progresses beyond the initial data gathering exercise on cladding that was provided by us to the Scottish Government following Grenfell.
- 4.29 The Technical Advice Note now recommends a further review and appraisal of external wall systems that considers the fire risk posed by the as built system and materials.
- 4.30 As a result, the Scottish Government have established a pilot scheme to assess external wall systems (Single Building Assessment) to further inform their cladding and remediation strategy. There are currently 105 buildings being assessed as part of the pilot that consists mainly of private registered landlords and 'orphaned' buildings.
- 4.31 We are currently in discussion with the Scottish Government cladding and remediation team to establish a working partnership and access to government funding that supports the review and appraisal of our stock profile.

Fire Safety England Regulations 2022

- 4.32 The Fire Safety (England) Regulations 2022 introduce new duties under the Fire Safety Order for building owners or managers (responsible persons) in England only and do not currently apply in Scotland.
- 4.33 These regulations made it a requirement in law for responsible persons of high-rise blocks of flats to provide information to Fire and Rescue Services to assist them to plan and, if needed, in providing an effective operational response.
- 4.34 Also, the regulations require responsible persons in multi-occupied residential buildings which are high-rise buildings, as well as those above 11 metres in height, to provide additional safety measures such as, providing residents with fire safety instructions and information on the importance of fire doors.

5. Customer Engagement

- 5.1 Although the annual review of our FPMF has not required customer engagement, it has a very clear focus on customer engagement.
- 5.2 The Fire Safety Team works with our housing and care colleagues to conduct PCRA's for customers who are particularly vulnerable to fire, due to physical, cognitive, mental impairments, substance misuse issues or the condition in which they are maintaining their home. At the time of the visit, an assessment of the property and the customer's needs is carried out to determine suitable fire prevention control measures.
- 5.3 Customer Information Leaflets (My Safety) are also distributed to customers by our Housing Officers and made available online providing safety information in relation to fire and how customers can arrange a home fire safety visit.
- 5.4 Our FRA programme is communicated and discussed with Directors and Senior Management across all subsidiaries on a regular basis at our Fire Working Group and Executive Fire Liaison Meeting.

6. Environmental and sustainability implications

- 6.1 The environmental impact of a house fire and building fires presents a negative outcome to the environmental commitment in our efforts to reduce our carbon footprint and promote sustainability.
- 6.2 The immediate short-term effects of house fires and building fires are the obvious risk and displacement to customers, release of toxic gas, smoke and other by products that contaminate the local environment, which can also impact air quality because of the release greenhouse gases like carbon monoxide and carbon dioxide.
- 6.3 Negative consequences of a building fire on the environment can also endanger the health and well-being of our customers' their neighbours and our communities.
- 6.4 Targeting PCRAs for vulnerable customers and ensuring our fire safety arrangements remain effective in the implementation and review of a robust fire risk assessment programme, shall contribute to our overall commitment to positively impact our environmental and sustainability responsibilities.

7. Digital transformation alignment

- 7.1 In support of our Digital Transformation, we have developed a Fire Risk Assessment Dashboard with our colleagues in Asset Intelligence.
- 7.2 The Power BI Dashboard interfaces with our PIMSS Asset Management System to provide real time data on the current progress and status of our Fire Risk Assessment Programme, Accidental Dwelling Fires, Person-Centred Risk Assessments and Fire Investigation Notes.
- 7.3 Access to Power BI Dashboard and PIMSS is shared with Duty Holders and Relevant Persons for access, visibility and updating progress.
- 7.4 Virtual drop-in sessions were held by the Group Fire Safety Manager via MS Teams throughout the year to assist Duty Holders with their fire risk assessment, person-centred risk assessment, fire investigation and operation assurance visit actions.

8. Financial and value for money implications

- 8.1 The implementation and completion of PCRAs and FRA programme has significantly increased the number of fire safety repairs since it commenced.
- 8.2 In driving a positive fire safety culture, which impacts the number of ADFs in our homes and workplace, there are significant cost savings associated with the cost of fires, which are not immediately visible.
- 8.3 The reduction in ADFs for the second consecutive year demonstrates a positive commitment and investment on our part to reduce the costs associated with house fires and the subsequent impact that this can have on customers and their neighbouring tenants / properties.

9. Legal, regulatory and charitable implications

- 9.1 The approach to fire risk assessment in a legal context is one of a statutory nature for relevant premises and best practice for non-relevant premises.
- 9.2 The Fire Safety Scotland Act 2005 and Fire Safety Scotland Regulations 2006 place legal obligations on Duty holders' to conduct Fire Risk Assessments in Relevant Premises (Non Domestic Premises).
- 9.3 Relevant Premises are those premises that are covered by fire safety legislation and enforced under current legislation by Scottish Fire and Rescue. Premises such as HMOs, Care Premises, Offices, Workshops and Depots are legally required to have a current fire risk assessment in place.
- 9.4 Living Well Premises (Practical Fire Safety Guide for Specialised Housing) are recognised as a domestic premises and the recommendation to conduct fire risk assessments is one of best practice and not a legal requirement.
- 9.5 The current changes in Fire Safety Legislation have been introduced to recognise and implement the recommendations from the Grenfell Phase 01 Inquiry. These regulations and statutory obligations do not currently apply in Scotland due to differences in legislation and best practice that are currently in place.
- 9.6 There is currently a review of the Scottish Government's Technical Advice Note and English Fire Legislation being undertaken by Group Health and Safety and Compliance, Repairs, Investment and Compliance and the Group Director for Repairs and Assets to evaluate their impact for implementation.

10. Risk Appetite and assessment

- 10.1 This report most closely aligns with our ambition to develop peaceful and connected communities. Within this, our risk appetite for legal/regulatory compliance is minimal and we have a commitment to ensuring the best fire safety precautions throughout our homes.
- 10.2 The Fire Scotland Act 2005 and Fire Safety Scotland Regulations 2006, allows for a route of enforcement action and prosecution in the event of deviation from statutory requirements and specifically for Relevant Premises (Non-Domestic) therefore, strong regulatory compliance in this area must be maintained.

11. Equalities implications

- 11.1 Our FPMF does not require an equality impact assessment however, equalities have been considered within its development and operation. For example, as outlined in the Framework particular attention is given to identify and support customers who are more vulnerable to fire, for example due to age, a disability or a physical, cognitive, or mental condition. We apply a person-centred approach meaning that as well as an assessment of the property, we also assess our customer's needs during fire safety visits to determine suitable fire prevention control measures.
- 11.2 We also work closely with our care colleagues who provide support for those in specialist accommodation or through our Living well sites for older customers, to ensure we have an effective programme of FRAs for these properties.

- 11.3 Our FPMF is available on request at no extra cost translated or in large print, in Braille, on tape or in another non-written format.

12. Key issues and conclusions

- 12.1 The Fire Safety Team have increased the number of PCRAs undertaken in Wheatley Homes East between April 2022 – March 2023. This resulted in 55 PCRAs being completed across Wheatley Homes East that is an increase on the previous year of approximately 30%.
- 12.2 It is disappointing to note however, that there has been a minor increase in ADFs (01) across Wheatley Homes East despite an increase in activity from both the Group Fire Safety Team (PCRAs) and Scottish Fire and Rescue Services (HFSVs).
- 12.3 It should be noted however, that the increase in ADFs between 2022/23 might be compared to a period of lockdown and restrictions in the previous year between Nov 2020 and May 2021 where, experience has shown a drop in ADFs during the pandemic.
- 12.4 Fire risk assessments in our relevant premises in accordance with Scottish Government guidelines and best practice continues to maintain our position of strong legal compliance for fire safety.
- 12.5 It is evident that our approach to customer safety in our Fire Prevention and Mitigation Framework is having a positive impact in our customers' homes and our relevant premises, there continues to be a strong fire safety arrangements and performance across group and in Wheatley Homes East.
- 12.6 The Group Fire Safety and Compliance Team will continue to monitor any new legislative changes and best practice guidance and provide advice on changes required to ensure we maintain in our sector leading position.

13. Recommendations

- 13.1 The Board is asked to:
- 1) Note the contents of this report and the progress with our Fire Prevention and Mitigation Framework and receive a future update on compliance with the Scottish Govt Technical Advice (Dec 2022 v02); and
 - 2) Note the revised Group FPMF (2023) at Appendix 1.

LIST OF APPENDICES:

Appendix 1: Fire Prevention and Mitigation Framework [redacted] available [here](#)

Report

To: Wheatley Homes East Board

By: Lyndsay Brown, Director of Financial Reporting

Approved by: Pauline Turnock, Group Director of Finance

Subject: Finance Report to 31 March 2023

Date of Meeting: 25 May 2023

1. Purpose

- 1.1 The purpose of this paper is:
- 1) to provide an overview of the management accounts for the year to 31 March 2023.
 - 2) to seek the Board's approval to submit the Loan Portfolio and Five Year Financial Projections returns to the Scottish Housing Regulator.

2. Authorising and strategic context

- 2.1 Under the terms of our Intra-Group Agreement with Wheatley Group and our Terms of Reference, we are responsible for the on-going monitoring of performance against agreed targets, including the on-going performance of our finances.

3. Background

Financial performance

- 3.1 The results for the year to 31 March are summarised below.

£000	Year to Date (Period 12)		
	Actual	Budget	Variance
Turnover	54,224	44,344	9,880
Operating expenditure	(31,764)	(30,354)	(1,410)
Operating surplus	22,460	13,990	8,470
<i>Operating margin</i>	<i>41%</i>	<i>31%</i>	<i>10%</i>
Net interest payable	(7,682)	(7,296)	(386)
Surplus	14,778	6,694	8,084
Net Capital Expenditure	27,769	22,096	(5,673)

4. Discussion

4.1 Year to 31 March 2023

A statutory surplus is £14,778k for the year to 31 March 2023, £8,084k favourable to budget. Higher grant income recognised in the year is offset in part by higher than budgeted repairs and maintenance costs as we addressed the post-Covid backlog.

Key points to note:

- Net rent is £91k adverse to budget due to a combination of delayed handovers at South Gilmerton, Wisp 3C and Almondvale, offset partially by early handovers at Roslin Ph2 and Penicuik as well as the favourable void position of 1.58% compared to the budgeted 1.64%.
- Grant income recognised is £9,344k favourable to budget due to handovers at Almondvale (72 SR & 26 MMR units) and South Gilmerton (18 SR units) which were expected to complete in 2021/22, completing in 2022/23.
- Other income is £627k favourable to budget primarily due to unbudgeted gift aid income from Wheatley Development Scotland.
- Operating expenditure is £1,410k unfavourable to budget driven by higher repairs and maintenance costs which are £1,223k higher than budget mainly due to the higher level of customer demand for reactive repairs where there is a 32% ytd increase in job numbers v ytd 2019/20. The remaining variance relates to a higher level of donations to the Foundation to support our tenants through the cost of living crisis.
- Interest payable of £7,692k is £389k adverse to budget, due to higher variable interest rates second half of the year than assumed in the budget.
- Net capital expenditure is £27,769k for the period, £5,673k higher than budget. The net core investment spend is £194k higher than budget with higher than budgeted fire safety works at the Hostel as well as higher capitalised voids and repairs. In addition, other capital expenditure includes accelerated refurbishment works and environmental works.

4.2 Scottish Housing Regulator (“SHR”) Loan Portfolio Submission

- We are required to submit its loan facilities and borrowing position, as at 31 March 2023, to the Scottish Housing Regulator via the regulators’ online portal. The submission report appended contains the details which will be transferred to the portal, showing both the information and the layout.
- The submission report contains the information relating to the intragroup funding from Wheatley Funding No. 1 Limited and on the debt position of the RSL as at the financial year end.

- The key information contained within the report is that, as at 31 March 2023:
 - we had total borrowings of £202.0m (£169.5m intragroup and £32.5m direct funding (Allia £16.0m and THFC £16.5m)). This is prior to including rolled up interest on the Allia facility whereby the monthly interest is added to the repayable amount at maturity, rather than paid each month.
 - The intragroup loan was on a fixed rate, with an average rate for the year of 4.15%.
 - Direct funding with THFC was on a fixed rate of 3.004% and with Allia at 2.950%.
 - The value of the 5,681 units secured against the loan is £480.5m (£435.8m intragroup and £44.7m direct funding) (31 March 2022 valuation).
 - 1,498 units remain unencumbered and available to support further debt, with c.£18m having to remain unencumbered to meet Allia covenants.
- As part of the submission to the Scottish Housing Regulator, the Chair of the Board and Director/Chief Executive are required to confirm the following:

“I hereby certify for and on behalf of the RSL that the information provided in this return is, to the best of my knowledge and belief, an accurate and fair representation of the affairs of the RSL.”

4.3 Five Year Financial Projections

- The Five Year Financial Projections is a web based return designed by the Scottish Housing Regulator to collect the financial projections and related information of all RSLs in Scotland in a standard format. The information provided is used to calculate a number of financial ratios and is used by the SHR as part of its annual review of the financial viability of RSLs and in making decisions on the level of engagement. It is also used to allow developing trends, patterns and emerging issues to be identified and considered across the sector.
- The return incorporates the draft results for 2022/23 and the financial projections for the next five years. At other points in the year we submit our long term financial projections i.e. our 30 year business plan which was presented to the February Board and the annual accounts which will be presented to the August Board meeting.
- The return includes outturn and forecast Statements of Comprehensive Income, Financial Position and Cashflow together with other key assumptions such as movements in stock numbers and pension costs.
- The five year forward financial projections reported within the return are based on the 2023/24 Financial Projections previously approved by the Board in February. The 2022/23 figures in the projections have been updated to reflect the 2022/23 year end management accounts.

- The five year forward projections also include estimates for non-cash year-end accounting adjustments not included in the management accounts. The reconciling items between the P12 management accounts in appendix 1 and the SHR return are shown below:

	£k	
WHE P12 Draft Statutory Surplus	14,778	
Social housing property valuation movement	-	pending final JLL valuations
Investment property valuation movement	26,973	
Gain on business combination - WLHP	12,054	business plan estimate
	20,094	
Surplus before tax per SHR return	19,953	

- The summary sheet and accompanying financial data and five year projections to be submitted to the regulator are attached at Appendix 3. The Board are requested to consider and approve these financial projections. Once approved, these will be submitted to the Scottish Housing Regulator.

5. Customer Engagement

- 5.1 This report relates to our financial reporting and therefore there is no direct customer implications arising from the Finance Report.

6. Environmental and sustainability implications

- 6.1 There are no environmental or sustainability implications arising from this report.

7. Digital transformation alignment

- 7.1 There are no digital transformation alignment implications arising from the Finance Report.

8. Financial and value for money implications

- 8.1 The statutory surplus for the year to 31 March 2023 is £8,084k favourable to budget. After adjusting the net operating surplus for new build grant income, depreciation, one off payments not related to underlying surplus and including capital expenditure in our properties, an underlying surplus of £5,389k is reported which is £816k unfavourable to budget. This year end position was anticipated and reflected in the financial projections updates discussed in August 2022 and the approved 2023/24 financial projections approved in February 2023.
- 8.2 Within the context of the RSL borrower group, financial performance is being managed within the overall budget parameters and covenants and golden rule headroom continues to be met.

9. Legal, regulatory and charitable implications

- 9.1 There are no direct legal, regulatory and charitable implications arising from the Finance Report.

10. Risk Appetite and assessment

- 10.1 The Board's agreed risk appetite for financial performance is "open". This level of risk tolerance is defined as "prepared to invest for reward and minimise the possibility of financial loss by managing the risks to a tolerable level".

11. Equalities implications

- 11.1 There are no equalities implications arising from the Finance Report.

12. Key issues and conclusions

- 12.1 This paper presents the financial performance position for the year to 31 March 2023.

13. Recommendations

- 13.1 The Board is requested to:
- 1) Note the management accounts for the year to 31 March 2023 at Appendix 1.
 - 2) Approve the Loan Portfolio Submission in Appendix 2 and authorise these to be submitted to the Scottish Housing Regulator and delegate authority to the Group Director of Finance to undertake any factual data updates required to the data in advance of the submission.
 - 3) Approve the summary sheet and accompanying financial data and projections at Appendix 3; authorise these to be submitted to the Scottish Housing Regulator; and delegate authority to the Group Director of Finance to approve any factual data updates that are required in advance of the submission.

LIST OF APPENDICES:

Appendix 1: Period 12 – 31 March 2023 Finance Report

Appendix 2: [redacted]

Appendix 3: Five Year Financial Projections Submission



Year to 31 March 2023

Finance Report



2) Operating Statement – Year to 31 March 2023

	Year to 31 March 2023		
	Actual £k	Budget £k	Variance £k
INCOME			
Rental Income	34,435	34,545	(110)
Void Losses	(541)	(560)	19
Net Rental Income	33,894	33,985	(91)
Grant Income Recognised in the Year	16,510	7,166	9,344
Other Income	3,820	3,193	627
TOTAL INCOME	54,224	44,344	9,880
EXPENDITURE			
Employee Costs - Direct	4,516	4,537	21
Employee Costs - Group Services	2,160	2,116	(44)
ER/VR	9	556	547
Direct Running Costs	4,804	4,011	(793)
Running Costs - Group Services	1,321	1,367	46
Revenue Repairs and Maintenance	6,291	5,068	(1,223)
Bad Debts	305	341	36
Depreciation	12,358	12,358	0
TOTAL EXPENDITURE	31,764	30,354	(1,410)
NET OPERATING SURPLUS / (DEFICIT)	22,460	13,990	8,470
<i>Net Operating Margin</i>	<i>41%</i>	<i>31%</i>	<i>10%</i>
Interest receivable	10	7	3
Interest payable	(7,692)	(7,303)	(389)
STATUTORY SURPLUS / (DEFICIT)	14,778	6,694	8,084

Key highlights year to date:

The results and budget includes activities transferred from WLHP from 5 September 2022.

Net operating surplus of £22,460k is £8,470k favourable to budget. Statutory surplus for the year to 31 March is £14,778k, £8,084k favourable to budget. The main drivers of the variance are higher than budgeted grant income recognised offset in part by higher than budgeted direct running costs and repairs & maintenance costs.

Total income is £9,880k favourable to budget:

- Gross rent is £110k adverse to budget due to delayed completions at South Gilmerton, Wisp 3C and Almondvale. This is partially offset by early handovers at Penicuik and Roslin Ph2. Void losses are £19k favourable to budget at 1.58% compared to the budgeted rate of 1.64%.
- Grant income recognised is £9,344k favourable to budget due to handovers at Almondvale (72 SR & 26 MMR units) and South Gilmerton (18 units) expected to complete in 2021/22, completing in 2022/23. In total 251 SR units and 32 MMR units have completed in 2022/23.
- Other income of £3,820k is £627k favourable to budget mainly due to unbudgeted gift aid income from Wheatley Development Scotland. WHEPS is also £30k favourable to budget offset by local authority income at WH East Harbour being £69k under budget. This is subject to ongoing contract discussions.

Total expenditure is £1,410k unfavourable to budget:

- Employee costs include the cost of the one-off cost of living payment to staff, with capacity for this available within the ERVR line.
- Total running costs (direct and group services) are £747k adverse to budget. Direct running costs include additional donations to the Foundation to support our tenants through this financially challenging period. Group recharges are £46k favourable to budget due to several departments reporting lower costs across Wheatley Solutions.
- Revenue repairs and maintenance spend is £1,223k unfavourable to budget. The variance primarily relates to a higher than budgeted spend across responsive repairs. The increase in spend in responsive repairs is due to the clearance of repairs backlog by c600 jobs, an increase in demand (32% ytd increase in job numbers v ytd 2019/20) and inflationary pressures on the cost of materials.

Interest payable of £7,692k represents interest due on the loans due to Wheatley Funding No.1 Ltd and external funders. Variable rates in the second half of the year have been higher than those assumed in the budget.

2a) Investment– Year to 31 March 2023

CAPITAL INVESTMENT	Year to 31 March 2023		
	Actual £'000	Budget £'000	Variance £'000
CORE PROGRAMME			
Grant Income	328	177	151
Core Investment Programme - grant funded	62	0	62
Adaptations - grant funded	245	177	68
Dilapidation Income	21	0	21
Total Grant Funded Core Investment	328	177	(151)
Core Investment Programme	3,727	4,067	340
Adaptations	11	3	(8)
Voids	998	762	(236)
Capitalised Repairs	1,132	842	(290)
Total Core Investment	5,868	5,674	(194)
NET CORE INVESTMENT SPEND	5,868	5,674	(194)
NEW BUILD			
New Build Grant Income Received	26,489	22,130	4,359
New Build Investment	44,939	37,042	(7,897)
NET NEW BUILD INVESTMENT SPEND	18,450	14,912	(3,538)
OTHER FIXED ASSET INVESTMENT SPEND	3,451	1,510	(1,941)
TOTAL NET CAPITAL INVESTMENT SPEND	27,769	22,096	(5,673)

- Net capital expenditure of £27,769k is £5,673k higher than budget.
- Core investment grant funded income is £151k higher than budget and relates to Scottish Housing Net Zero funding and medical adaptation grants, as well as a one off dilapidation payment received.
- Core Investment programme spend is £340k higher than budget due to fire safety works, mainly at the Harbour, as well as higher capitalised voids and repairs. This has resulted in a net investment spend of £5,868k which is £194k adverse to budget.
- New build grant income received is also higher than budget (£4,359k higher), reflecting the accelerated level of investment.
- New build spend of £44,939k is £7,897k higher than budget due to accelerated spend at Southfort, Raw Holdings, Roslin Ph2 and Westcraigs. Spend at MacMerry is also higher than budget due to deferred spend from 21/22 being incurred in 22/23. This is partially offset by lower than budgeted spend at Penicuik, Rowanbank and Winchburgh BB.
- Other Capital Expenditure includes accelerated refurbishment works.

3) Underlying surplus – Year to 31 March 2023

Key highlights:

- The Operating Statement (Income and Expenditure Account) on pages 2 and 3 is prepared in accordance with the requirements of accounting standards (Financial Reporting Standard 102 and the social housing Statement of Recommended Practice 2014).
- However, the inclusion of grant income on new build developments creates volatility in the results and does not reflect the underlying cash surplus/deficit on our letting activity.
- The table below therefore shows a measure of underlying surplus which adjusts our net operating surplus by excluding the accounting adjustments for the recognition of grant income and depreciation, including capital expenditure on our existing properties.
- In the year to March 2023, while repairs costs are running higher than budget, we continue to generate a good level of underlying surplus with £5,389k reported. Across the RSL Borrower Group, the higher repairs spend has been managed within the overall budget for repairs and capital investment in existing homes. This year end position was anticipated and reflected in the financial projections updates discussed in August 2022 and the approved 2023/24 financial projections approved in February 2023.

WH East Underlying Surplus - March 2023			
	YTD Actual £k	YTD Budget £k	YTD Variance £k
Net operating surplus	22,460	13,990	8,470
add back:			
Depreciation	12,358	12,358	0
One off items not related to underlying surplus*	714	0	714
less:			
Grant income	(16,265)	(6,996)	(9,269)
Net interest payable	(7,682)	(7,296)	(386)
Total expenditure on Core Programme	(6,196)	(5,851)	(345)
Underlying surplus	5,389	6,205	(816)

4) Property Services Operating Statement – Year to 31 March 2023

	Year to 31 March 2023		
	Actual £k	Budget £k	Variance £k
INCOME			
Internal Subsidiaries	16,370	12,613	3,757
External Customers	298	229	69
TOTAL INCOME	16,668	12,842	3,826
COST OF SALES			
Staff	4,074	3,850	(224)
Materials	2,425	2,283	(142)
Subcontractor & Other Costs	7,192	4,200	(2,992)
TOTAL COST OF SALES	13,691	10,333	(3,358)
GROSS PROFIT/(LOSS)	2,977	2,509	468
Margin %	18%	20%	12%
Overheads	2,859	2,421	(438)
NET PROFIT/(LOSS)	118	88	30

Key highlights:

- Wheatley Homes East Property Services provides in house repairs and maintenance services to Wheatley Homes East and Lowther Homes. In the year to March 2023, Property Services is reporting a surplus of £118k, which is £30k favourable to budget.

- Income of £16,668k in the year is £3,826k favourable to budget.

- Correspondingly, cost of sales are £3,358k higher than budget with higher levels of subcontractor work and material costs due to the increased demand for repairs services, as well as additional investment work carried out. Salary costs are also £224k higher than budget, due to the appointment of five new roles within the Service to pick up emergency call outs improving response times, as well as agency staff and overtime hours being utilised to manage the high level of demand.

- Gross profit of £2,977k is £468k favourable to budget.

- Overhead expenditure includes vehicle, rent and running costs, rates, insurance and other staff and office related costs. These are £438k higher than budget due to increased waste disposal in line with increase in work levels as well as higher rent & rates and higher vehicle running costs.

5) Wheatley Homes East Harbour – Year to 31 March 2023

	Year to 31 March 2023		
	Actual £k	Budget £k	Variance £k
INCOME			
Rental Income	855	853	2
Void Losses	(104)	(43)	(61)
Net Rental Income	751	810	(59)
Local Authority Contract Income	404	477	(73)
Other Income	34	13	21
TOTAL INCOME	1,189	1,300	(111)
EXPENDITURE			
Employee Costs	816	829	13
Direct running Costs	258	349	91
Revenue Repairs and Maintenance	10	61	51
Bad Debts and Depreciation	0	0	0
TOTAL EXPENDITURE	1,084	1,239	155
NET OPERATING SURPLUS / (DEFICIT)	105	61	44

Key highlights:

- The service is reporting a surplus of £105k which is £44k favourable to budget with lower costs across all categories contributing to the variance.
- Net rental income of £751k is £59k unfavourable to budget due to Fire mitigation works being undertaken (April – Oct) which required a whole floor at a time to be empty to allow the works to progress, which is resulting in higher void levels. Final works were completed on 3rd October resulting in the Harbour returning to full rental capacity.
- Local authority income is £73k adverse to budget. This is due to ongoing discussions with City of Edinburgh Council regarding the revised contract.
- Employee costs of £816k are £13k favourable to budget due to 1.5 FTE staff vacancies.
- Running costs of £258k include insurance, travel, safety equipment, printing, stationary and mobile costs. Costs are £91k favourable to budget largely due to budgeted additional costs associated with the contract negotiations with City of Edinburgh Council, which has not been agreed yet.
- Repairs and maintenance expenditure of £10k are £51k under budget.

6) Repairs and investment – Year to 31 March 2023

Key highlights:

Repairs and maintenance

- Responsive repairs spend is £1,390k unfavourable to budget, driven by continuing high customer demand. Completed jobs in the year have increased 32% on 2019/20 figures picking up lower activity levels from the previous two years.
- Cyclical repairs spend is £167k favourable to budget due to the rephasing of non-essential works.

Investment

Net investment in our existing homes after taking account of fully funded SHNZ, energy efficiency and adaptations work was £5,868k which was £194k higher than budget.

- Investment spend is £345k unfavourable to budget. The variance reflects higher than budgeted capitalised repairs with a large volume of 2-to-3-day major repair jobs being passed to the workshop. Net adaptation spend is £8k over budget. Scottish Housing Net Zero grant income is £62k fully in line with the project spend to date.
- Void costs of £998k are £236k unfavourable to budget. The average cost per void job is 28% higher year on year due to higher material costs, properties being in a greater state of disrepair when inspected by the Housing Officer and a greater number of major/ full clearances being needed.

Repairs and maintenance	Year to 31 March 2023		
	Actual £ks	Budget £ks	Variance £ks
Responsive Repairs	4,570	3,180	(1,390)
Cyclical Maintenance	1,721	1,888	167
	6,291	5,068	(1,223)

WH East Investment Works	Year to 31 March 2023		
	Actual £k	Budget £k	Variance £k
Investment Works Income			
Disabled Adaptions Grant	245	177	68
SHNZ	62	0	62
Dilapidation Income	21	0	21
Investment Works Income Total	328	177	151
Investment Works Expenditure			
Core Programme (excl. SHNZ)	2,938	3,272	334
SHNZ	62	0	(62)
Capitalised Repairs	1,132	842	(290)
Disabled adaptations	256	180	(76)
Voids	998	762	(236)
Capitalised Staff	810	795	(15)
Investment Works Expenditure Total	6,196	5,851	(345)
Net Total	5,868	5,674	(194)

7) New Build Programme – Year to 31 March 2023

	Status	Contractor	Year To Date (£'000)			FY Budget
			Actual	Budget	Variance	
DEANS SOUTH	Due on Site	Springfield	18	-	(18)	-
HYVOTS	Complete	Hart	1	-	(1)	-
JARVEY	Complete	City Building	4	89	85	89
KIRK LANE	Complete	Persimmon	3	-	(3)	-
MACMERRY	On site	Balfour Beatty	3,181	1,278	(1,903)	1,278
PENICUIK	On site	Cala	3,867	5,151	1,285	5,151
ROSLIN	On site	Taylor Wimpey	1,493	1,661	168	1,661
ROWANBANK	On site	Artisan	812	2,714	1,901	2,714
SIBBALDS BRAE		Taylor Wimpey	9	-	(9)	-
SOUTH GILMERTON	Complete	Persimmon	467	84	(384)	84
WINCHBURGH O	Complete	Barratt	10	38	28	38
WISP 3C	On site	Springfield	204	301	96	301
Total Social Rent			10,070	11,315	1,245	11,315
ABERLADY	Complete	Cruden Homes	1	-	(1)	-
FOUNTAINBRIDGE	Complete	CCG	5	-	(5)	-
GILMERTON	Complete	Miller	7	-	(7)	-
LANARK RD	Approved	Abbotswell	-	1,561	1,561	1,561
NEW MILLS ROAD	Complete	Cala	29	-	(29)	-
VICTORY LANE	Approved	Ambassador	2	-	(2)	-
Total MMR			44	1,561	1,517	1,561
ALMONDVALE	On Site	Cruden Homes	715	-	(715)	-
BLACKNESS ROAD	On Site	Cala	186	145	(41)	145
CAMMO FIELDS	Feasibility	TBC	1	-	(1)	-
GORGIE	Complete	J Smart & Co.	40	-	(40)	-
GREENDYKES	Complete	Persimmon	2	-	(2)	-
GULLANE	Complete	Harts	39	-	39	-
LANG LOAN	Complete	Persimmon	5	-	(5)	-
LONGNIDDRY	Complete	Cruden Homes	-	17	17	17
NEWMILLS RD PH2	Complete	Cala	3	39	36	39
RAW HOLDINGS	On Site	Persimmon	3,549	2,221	(1,327)	2,221
ROSLIN PH2	On Site	Taylor Wimpey	3,985	2,333	(1,652)	2,333
SOUTHFORT	Approved	Barratt	3,831	692	(3,139)	692
WALLYFORD 5 A/B		TBC	342	-	(342)	-
WALLYFORD PH 2	On site	Cruden Homes	4,882	4,275	(607)	4,275
WESTCRAIGS	On site	Cruden Building	15,666	8,667	(7,000)	8,667
WINCHBURGH BB	Approved	McTaggart	21	4,597	4,576	4,597
Total Mixed Tenure			33,267	22,987	10,280	22,987
Property Aquisition			45	-	(45)	-
Capitalised Interest Costs			293	-	(293)	-
Capitalised staff costs			1,221	1,180	(41)	1,180
Total New Build Investment			44,939	37,042	(7,896)	37,042
Grant Income			26,489	22,130	4,359	22,130
Net New Build Costs			18,449	14,912	(3,537)	14,912
Grant Income Completions (Recognised in OPS)			16,265	6,996	9,269	6,996

Investment spend at the year end was £44.9m against budget of £37.0m, £7.9m higher than budget.

- Deans South Ph 1B (SR/65):** Approved by WDSL Board Nov 2022. Grant funding received. Title issues means site purchase and building contract are now expected to complete in Q1 23/24.
- MacMerry (SR/36):** Spend ahead of budget due to catch up works from 2021/22.
- Penicuik (SR/57):** Spend lower than budget YTD due to accelerated spend in Q4 2021/22. 22 units handed over YTD.
- Roslin (SR/38):** Spend accelerated in 2021/22 resulting in underspend in 2022/23.
- Rowanbank (SR/33):** Delays due to material and labour supply. Accelerated spend in Q4 2021/22 has led to an underspend in 2022/23.
- South Gilmerton (SR/52):** Complete. Final 18 units handed over in September 2022.
- The Wisp 3C (SR/35):** Handover of 23 units completed in 2022/23 with the remaining 12 units expected to complete in Q1 23/24.
- Lanark Rd (MMR/12):** CEC has confirmed that it does not want to progress with delivery of affordable units on site due to the high cost.
- Almondvale (MMR/26 and SR/120):** Final units handed in over in March 2023.
- Blackness Road (MMR/6 and SR/8):** Completion October 2022.
- Raw Holdings (MMR/25 and SR/38):** Golden brick achieved across all units. Handover of 4 units completed in March 2023.
- Roslin Phase 2 (MMR/14 and SR/24):** Restructuring of site timelines by the Contractor has led to accelerated spend. 18 units completed in 2022/23.
- Southfort (MMR/14 and SR/11):** Approved by WDSL Board Sept 2022. All grant has been drawn down. Spend accelerated from original 23/24 projections.
- Wallyford 5/AB (MMR/61 and SR/29):** Approved by WDSL Board Nov 2022. Change of contractor being processed.
- Wallyford Phase 2 (MMR/15 and SR/45):** Progress on site is satisfactory. 12 Handovers completed in March 2023.
- West Craigs phases 1 and 2 (MMR/168 and SR/132):** Under construction with progress satisfactory.
- West Craigs Phase 3 (MMR/55 and SR/70):** Acquisition completed and building contract awarded in March 2023
- Winchburgh BB (MMR/29 and SR/52):** Revised proposals presented to WDSL in Feb 2023. Grant funding now in place.

8) Balance sheet

	31 March 2023 £'000	31 March 2022 £'000
Fixed Assets		
Social Housing Properties	466,308	369,689
Other Fixed Assets	10,239	6,622
Investment Properties	34,860	34,860
	<u>511,407</u>	<u>411,171</u>
Current Assets		
Stock	759	717
Trade debtors	539	541
Other debtors	5,313	7,011
Rent & Service charge arrears	1,776	1,291
less: Provision for rent arrears	(846)	(796)
Prepayments and accrued income	886	616
Intercompany debtors	428	2,321
Total Debtors	<u>8,096</u>	<u>10,984</u>
Cash & Cash Equivalents	2,666	1,953
	<u>11,521</u>	<u>13,654</u>
Creditors: within 1 year		
Trade Creditors	(621)	(2,102)
Accruals	(7,439)	(3,802)
Deferred Income	(43,473)	(25,200)
Prepayments of Rent and Service Charge	(1,757)	(1,607)
Other Creditors	(1,018)	(853)
Amounts due to Group Undertakings	(8,166)	(6,687)
	<u>(62,474)</u>	<u>(40,251)</u>
Net Current Liability	<u>(50,953)</u>	<u>(26,597)</u>
Long Term Creditors		
Loans	(34,675)	(34,147)
Amounts due to Group Undertakings	(169,328)	(128,849)
Pension Liability	-	-
	<u>-</u>	<u>-</u>
Net Assets	<u>256,450</u>	<u>221,578</u>
Capital and Reserves		
Share Capital	-	-
Revenue Reserve b/f	221,578	221,578
Surplus in the year	14,778	-
Revenue Reserve transferred from WLHP	20,094	-
	<u>256,450</u>	<u>221,578</u>
Association's funds	<u>256,450</u>	<u>221,578</u>
	0	0

Key highlights year to date:

The balance sheet reported is subject to final year end audit and accounting adjustments including the revaluation of both housing and investment properties and actuarial valuation of the defined benefit pension scheme. Following the transfer of WLHP to DC the balance sheet now reflects a combined position under Wheatley Homes East.

- The value of our **fixed assets** reflects additions in the year less depreciation.
- **Debtors** include other debtors of £5.3m, which is a reduction of £1.7m from March 2022. This is due to receipt of grant income owed from Scottish Government, offset by accrual of new grant which has been claimed but not yet received. Prepayments and accrued income of £0.9m has increased due to owner occupied repairs works. Rent arrears of £0.9m (after bad debt provision) have increased £0.4m.
- **Cash at Bank** – At 31 March 2023 cash at bank was £2.7m.
- **Short-Term Creditors** – Amounts due within one year of £62.5m includes £8.2m due to other Wheatley entities, £7.4m in accruals and £43.5m in deferred income. The increase in deferred income relates to grants received in advance of new build completions from both DC and those transferred over from WLHP (£7.9m). The remaining balance includes rent received in advance from our tenants, trade and other creditors (factoring deposits and payroll creditors).
- **Loans** of £204.0m relate to funding drawn down from WFL1 and external funding of £34.7m due to THFC and Allia (inclusive of rolled up interest charges).

Financial Projections & Assumptions

2023

Wheatley Homes East Limited

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PLEASE USE "0" FOR NIL VALUES THROUGHOUT THIS RETURN

Number of units lost during year to:

STATEMENT OF COMPREHENSIVE INCOME

Gross rents

Service charges

Gross rents & service charges

Rent loss from voids

Net rent & service charges

Developments for sale income

Grants released from deferred income

Grants from Scottish Ministers

Other grants

Other income

TURNOVER

Less:

Housing depreciation

Impairment written off / (back)

Management costs

Service costs

Planned maintenance - direct costs

Re-active & voids maintenance - direct costs

Maintenance overhead costs

Bad debts written off / (back)

Developments for sale costs

Other activity costs

Other costs

Operating Costs

Gain/(Loss) on disposal of PPE

Exceptional Items - (Income) / Expense

OPERATING SURPLUS/(DEFICIT)

Interest receivable and other income

Interest payable and similar charges

Increase / (Decrease) in Negative Goodwill

Other Gains / (Losses)

SURPLUS/(DEFICIT) ON ORDINARY ACTIVITIES BEFORE TAX

Tax on surplus on ordinary activities

SURPLUS/(DEFICIT) FOR THE YEAR AFTER TAX

Actuarial (loss) / gain in respect of pension schemes

Change in Fair Value of hedged financial instruments.

TOTAL COMPREHENSIVE INCOME FOR THE YEAR

STATEMENT OF FINANCIAL POSITION

Non-Current Assets

Intangible Assets & Goodwill

Housing properties - Gross cost or valuation

Less

Housing Depreciation

Negative Goodwill

NET HOUSING ASSETS

Non-Current Investments

Other Non Current Assets

TOTAL NON-CURRENT ASSETS**Current Assets**

Net rental receivables

Other receivables, stock & WIP

Investments (non-cash)

Cash at bank and in hand

2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Year 0	Year 1	Year 2	Year 3	Year 4	Year 5
£'000	£'000	£'000	£'000	£'000	£'000

32,044.30	35,891.70	37,937.10	40,874.80	43,863.70	46,544.80
2,390.70	2,323.00	2,381.00	2,464.40	2,535.80	2,609.40
34,435.00	38,214.70	40,318.10	43,339.20	46,399.50	49,154.20
541.4	475	491.6	436.6	458.3	479.2
33,893.60	37,739.70	39,826.50	42,902.60	45,941.20	48,675.00
0	0	0	0	0	0
16,264.60	14,983.70	38,764.70	51,826.30	31,688.80	27,808.90
268	210	216.3	221.7	227.3	232.9
62	1,094.40	394.4	394.4	394.4	394.4
3,736.10	3,276.60	3,756.00	5,298.60	6,529.80	7,322.00
54,224.40	57,304.40	82,957.90	100,643.60	84,781.50	84,433.20

12,357.60	12,474.70	13,699.50	15,514.50	16,957.90	18,238.70
0	0	0	0	0	0

6,092.30	7,549.00	7,772.80	7,989.00	8,229.70	8,438.80
1,681.00	1,813.90	1,859.20	1,924.30	1,980.10	2,037.50
3,137.00	3,842.60	4,019.70	4,192.40	4,382.90	4,550.80
4,570.20	5,020.90	5,220.00	5,474.10	5,753.90	6,000.90
0	0	0	0	0	0
304.9	403.4	418.6	441.3	463.2	484.4
0	0	0	0	0	0
2,441.40	2,021.60	1,958.60	2,332.90	2,382.30	2,432.80
1,179.60	1,888.00	1,645.10	1,880.90	1,931.80	1,951.50
19,406.40	22,539.40	22,894.00	24,234.90	25,123.90	25,896.70

31,764.00	35,014.10	36,593.50	39,749.40	42,081.80	44,135.40
275	8	0	0	0	0
-32,148.10	-18,731.80	-10,160.50	34,046.80	-29,163.10	22,649.80
54,883.50	41,030.10	56,524.90	26,847.40	71,862.80	17,648.00

10	12.5	25	37.5	50	50
7,692.00	8,695.60	10,135.30	12,581.30	14,401.20	15,478.00
0	0	0	0	0	0
-27,248.10	-8,982.20	-72,983.70	13,767.40	8,737.80	-58,826.30

19,953.40	23,364.80	-26,569.10	28,071.00	66,249.40	-56,606.30
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0	0	0	0	0	0
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19,953.40	23,364.80	-26,569.10	28,071.00	66,249.40	-56,606.30
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0	0	0	0	0	0
0	0	0	0	0	0

19,953.40	23,364.80	-26,569.10	28,071.00	66,249.40	-56,606.30
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0	0	0	0	0	0
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429,596.30	486,191.90	464,138.30	508,844.90	540,482.20	524,163.60
------------	------------	------------	------------	------------	------------

0	0	0	0	0	0
0	0	0	0	0	0
429,596.30	486,191.90	464,138.30	508,844.90	540,482.20	524,163.60

57,293.20	95,816.60	130,826.50	108,050.50	166,191.30	176,902.60
10,238.80	9,664.80	9,460.70	9,045.60	8,642.80	8,182.60
497,128.30	591,673.30	604,425.50	625,941.00	715,316.30	709,248.80

930	1,642.10	1,616.30	1,482.90	1,463.70	1,437.10
7,925.00	12,074.00	12,074.00	12,074.00	12,074.00	12,074.00
0	0	0	0	0	0
2,666.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00

TOTAL CURRENT ASSETS	11,521.00	16,216.10	16,190.30	16,056.90	16,037.70	16,011.10
Payables : Amounts falling due within One Year						
Loans due within one year	0	0	0	0	0	0
Overdrafts due within one year	0	0	0	0	0	0
Other short-term payables	32,795.70	69,931.20	70,688.40	50,877.80	47,031.00	53,508.20
TOTAL CURRENT LIABILITIES	32,795.70	69,931.20	70,688.40	50,877.80	47,031.00	53,508.20
NET CURRENT ASSETS/(LIABILITIES)	-21,274.70	-53,715.10	-54,498.10	-34,820.90	-30,993.30	-37,497.10
TOTAL ASSETS LESS CURRENT LIABILITIES	475,853.60	537,958.20	549,927.40	591,120.10	684,323.00	671,751.70
Payables : Amounts falling due After One Year						
Loans due after one year	204,003.00	242,889.30	299,190.20	290,083.30	344,625.80	382,212.80
Other long-term payables	0	0	0	0	0	0
Grants to be released	31,616.30	31,469.80	13,707.20	35,935.80	8,346.80	14,794.80
TOTAL LONG TERM LIABILITIES	235,619.30	274,359.10	312,897.40	326,019.10	352,972.60	397,007.60
Provisions for liabilities & charges	0	0	0	0	0	0
Pension asset / (liability)	0	0	0	0	0	0
NET ASSETS	240,234.30	263,599.10	237,030.00	265,101.00	331,350.40	274,744.10
Capital & Reserves						
Share capital	0.1	0.1	0.1	0.1	0.1	0.1
Revaluation reserve	0	0	0	0	0	0
Restricted reserves	0	0	0	0	0	0
Revenue reserves	240,234.30	263,599.00	237,029.90	265,100.90	331,350.30	274,744.00
TOTAL CAPITAL & RESERVES	240,234.40	263,599.10	237,030.00	265,101.00	331,350.40	274,744.10
Intra Group Receivables - as included above	427.8	2,321.00	2,321.00	2,321.00	2,321.00	2,321.00
Intra Group Payables - as included above	212,168.60	207,814.20	263,538.60	285,177.40	307,770.60	344,729.40
STATEMENT OF CASHFLOWS						
Net Cash from Operating Activities						
Operating Surplus/(Deficit)	54,883.50	41,030.10	56,524.90	26,847.40	71,862.80	17,648.00
Depreciation & Amortisation	12,426.20	13,631.40	15,273.00	17,322.30	18,815.50	20,115.70
Impairments / (Revaluation Enhancements)	0	0	0	0	0	0
Increase / (Decrease) in Payables	2,083.40	-337.4	0	0	0	0
(Increase) / Decrease in Receivables	4,384.00	-446.5	25.5	133.5	19.2	26.6
(Increase) / Decrease in Stock & WIP	-42	0	0	0	0	0
Gain / (Loss) on sale of non-current assets	0	0	0	0	0	0
Other non-cash adjustments	-48,687.80	-34,729.30	-48,925.10	-17,779.50	-60,851.90	-5,159.10
NET CASH FROM OPERATING ACTIVITIES	25,047.30	19,148.30	22,898.30	26,523.70	29,845.60	32,631.20
Tax (Paid) / Refunded	0	0	0	0	0	0
Return on Investment and Servicing of Finance						
Interest Received	9.5	12.5	25	37.5	50	50
Interest (Paid)	-7,163.90	-8,525.60	-11,089.10	-12,849.00	-14,138.80	-15,519.80
RETURNS ON INVESTMENT AND SERVICING OF FINANCE	-7,154.40	-8,513.10	-11,064.10	-12,811.50	-14,088.80	-15,469.80
Capital Expenditure & Financial Investment						
Construction or acquisition of Housing properties	-46,877.00	-90,089.70	-80,091.30	-48,686.30	-60,618.40	-84,204.20
Improvement of Housing	-6,196.00	-8,240.80	-7,260.60	-7,500.20	-7,143.60	-8,447.40
Construction or acquisition of other Land & Buildings	0	0	0	0	0	0
Construction or acquisition of other Non-Current Assets	-3,451.00	-1,422.60	-1,369.30	-1,392.70	-1,454.80	-1,416.80
Sale of Social Housing Properties	1,355.00	580	0	0	0	0
Sale of Other Land & Buildings	0	0	0	0	0	0
Sale of Other Non-Current Assets	0	0	0	0	0	0
Grants (Repaid) / Received	26,489.00	54,938.50	21,162.60	22,228.20	30,866.70	39,948.20
CAPITAL EXPENDITURE AND FINANCIAL INVESTMENT	-28,680.00	-44,234.50	-67,558.60	-35,351.00	-38,350.10	-54,120.20
NET CASH BEFORE FINANCING	-10,787.10	-33,599.30	-55,724.40	-21,638.80	-22,593.30	-36,958.80
Financing						
Equity drawdown	0	0	0	0	0	0
Debt drawdown	0	0	0	0	0	0
Debt repayment	0	0	0	0	0	0
Working Capital (Cash) - Drawn / (Repaid)	11,500.00	33,433.40	55,724.40	21,638.80	22,593.30	36,958.80
NET CASH FROM FINANCING	11,500.00	33,433.40	55,724.40	21,638.80	22,593.30	36,958.80
INCREASE / (DECREASE) IN NET CASH	712.9	-165.9	0	0	0	0
Cash Balance						
Balance Brought Forward	1,953.00	2,665.90	2,500.00	2,500.00	2,500.00	2,500.00
Increase / (Decrease) in Net Cash	712.9	-165.9	0	0	0	0
CLOSING BALANCE	2,665.90	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00

ADDITIONAL INFORMATION

Number of units added during year to:

New Social Rent Properties added
 New MMR Properties added
 New Low Costs Home Ownership Properties added
 New Properties - Other Tenures added
 Total number of new affordable housing units added during year

1,055	168	289	308	319	204
32	29	155	214	56	145
0	0	0	0	0	0
0	0	0	0	0	0
1,087	197	444	522	375	349

Units developed for sale:

Number of units developed for sale to RSLs
 Number of units developed for sale to non-RSLs

0	0	0	0	0	0
0	0	0	0	0	0

Please select "No" if these projections do not include all developments identified for this RSL in Local Authorities' Strategic Housing Investment Plans and add a comment. If you have no development plans, please select "Yes".

Development Assumption
 Development Assumption Comment

Yes	

Number of units lost during year from:

Sales including right to buy
 Demolition
 Other

12	15	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Units owned:

Social Rent Properties
 MMR Properties
 Low Costs Home Ownership Properties
 Properties - Other Tenures

6,475	6,628	6,917	7,225	7,544	7,748
378	407	562	776	832	977
325	325	325	325	325	325
0	0	0	0	0	0
7178	7360	7804	8326	8701	9050

Number of units owned at end of period

Number of units managed at end of period (exclude factored units)

6,800	6,953	7,242	7,550	7,869	8,073
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Financed by:

Scottish Housing Grants
 Other public subsidy
 Private finance
 Sales
 Cash reserves
 Other

16,264.60	14,983.70	38,764.70	51,826.30	31,688.80	27,808.90
0	0	0	0	0	0
32,654.70	12,290.90	41,882.20	41,476.70	33,268.00	36,629.50
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
48,919.30	27,274.60	80,646.90	93,303.00	64,956.80	64,438.40

Total cost of new units

Assumptions:

General Inflation (%)
 Rent increase - Margin above / below General Inflation (%)
 Operating cost increase - Margin above / below General Inflation (%)
 Direct maintenance cost increase - Margin above / below General Inflation (%)
 Actual / Assumed average salary increase (%)
 Average cost of borrowing (%)
 Employers Contributions for pensions (%)
 Employers Contributions for pensions (£'000)
 SHAPS Pensions deficit contributions (£'000)
 Minimum headroom cover on tightest interest cover covenant (£'000)
 Minimum headroom cover on tightest gearing covenant (£'000)
 Minimum headroom cover on tightest asset cover covenant (£'000)

3	5	3	2.5	2.5	2.5
-1.1	-2.5	-0.5	1	0.4	0.4
0	0	0	0	0	0
0	2	0	0	0	0
3.5	7	3	2	2	2
3.9	4.2	4.5	4.5	4.6	4.7
6.5	6.5	6.5	6.5	6.5	6.5
462.7	495.1	496.4	506.3	516.4	526.7
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Total staff costs (including NI & pension costs)
 Full time equivalent staff

10,183.00	10,895.80	10,925.10	11,143.70	11,366.50	11,593.80
207	207	202	202	202	202

EESH Revenue Expenditure included above
 EESH Capital Expenditure included above
 Total capital and revenue expenditure on maintenance of pre-1919 properties
 Total capital and revenue expenditure on maintenance of all other properties

0	0	0	0	0	0
606	878	788	790	855	992
669	695	750	750	800	850
2,794.00	2,468.00	2,453.00	2,409.00	2,892.00	3,145.00

Have you included any decarbonisation cost in the figures above?
 If so, please add an estimate of what the decarbonisation cost will be

Values	Comment
Yes	
173	

Report

To: Wheatley Homes East Board

By: Stephen Wright, Director of Governance

Approved by: Anthony Allison, Group Director of Governance and Business Solutions

Subject: Governance update

Date of Meeting: 25 May 2023

1. Purpose

1.1 This report provides an update to the Board, seeking approval as applicable, on the following governance-related matters:

- 1) Review of Membership Policy
- 2) Disposals and Acquisitions Policy
- 3) Annual Board Member appraisal process

2. Authorising and strategic context

2.1 We are required to operate in accordance with our Rules, as well as our Terms of Reference (as set out in the Group Standing Orders) and our intra-group agreement with Wheatley Group.

2.2 The matters in this report principally relate to ensuring:

- Membership Policy in relation to WH-E Rules.
- Disposals and acquisitions under section 25 of our Terms of Reference
- Requirements under Group policies in relation to: Board appraisal and under section 16 of our Terms of Reference.

3. Background

3.1 Membership of WH-East is governed by our Rules. Under our Rules, membership is open to tenants, Wheatley Housing Group Limited (as our parent company) and non-tenants who are Board members. Our membership policy was approved by the Board at our meeting on 30 May 2019. Minor updates to the policy were made in 2020 to reflect Rule change to our membership categories.

3.2 The Board approved the adoption of a Disposals and Acquisitions Policy (based on the agreed Group framework) at its meeting on 18 August 2022. This policy confers a requirement to report to the Board annually all disposals and acquisitions undertaken during the year. This allows the Board to understand the scale of activity being undertaken under delegated authority and provides a mechanism for the Board to monitor this.

- 3.3 The Group Board and Committee Effectiveness Review and Governance Body Member Individual Appraisal Policy was approved by the Group Board on 29 June 2022. The policy sets out a commitment to review effectiveness, meet mandatory requirements for governing body members to participate in appraisals, and supports compliance with our legal and regulatory requirements.

4. Discussion

Membership Policy

Review of policy membership

- 4.1 The Membership Policy largely narrates the provisions within our constitution and specifically sets out the four categories of membership of the Association. In particular, it sets out the criteria for joining as a member and also the circumstances when membership will be cancelled.
- 4.2 Cancelling membership is not taken lightly, however it is important that we review our membership and have the opportunity to cancel this where members do not engage or participate in general meetings. Failing to do this can create difficulties in arranging quorate meetings.
- 4.3 In addition, we have developed a number of new ways to engage with all tenants as set out in our engagement framework. As a consequence, we have found that attending general meetings is no longer the preferred way for customers to interact with us.
- 4.4 Our membership policy is now due for review and our proposed changes are tracked in the policy attached at Appendix 1.

Disposals and Acquisitions Policy: annual update

- 4.5 Our Disposals and Acquisitions Policy is drawn from our Group-wide disposals and acquisitions framework. Under the policy:
- A disposal includes any scenario in which we grant or transfer an interest in land or property such that it is may no longer available for us to use either temporarily or permanently.
 - An acquisition includes development sites or turnkey developments as part of our new build strategy or one-off or ad-hoc purchase of residential property.
 - Our disposal and acquisition approval limits (*up to £120k or over £120k with Board approval or delegation*).
- 4.6 To ensure that the Board retains oversight of our disposal and acquisition activity, we introduced the requirement to provide an annual update to the Board.
- 4.7 The disposals and acquisitions register for Wheatley East from 01 April 2022- to 31 March 2023 is attached as Appendix 2. During this period, we have recorded 17 disposals and 4 acquisitions, excluding the stock transfer from West Lothian Housing Partnership which we have not included.

- 4.8 There are no identified issues of non-compliance with the policy to report to the Board.
- 4.9 Five disposals this year relate to our participation in alternative development models. Three of these were under a model known as Resonance and two were under sales models approved under the Scottish Government's Innovation and Investment Fund that was the primary source funding for new affordable housing provision in 2012.
- 4.10 The Resonance model was designed by Rettie's and involved close working with the local authority. Under the model City of Edinburgh Council provided financial support to enable us to develop properties which were then leased for mid-market rent for up to ten-years. At the end of the ten-year period, the properties were to be returned to the developer for open market sale; however, we have been entitled to retain some of these permanently.
- 4.11 For the remaining two disposals approved under the Innovation and Investment Fund, we partnered with Cruden who built twenty-one mid-market rent homes at West Suttieslea Gardens, Edinburgh. Our agreement with Cruden was that seven of the properties would be sold after a 10-year period and that any overage (being the difference between the development cost and the sale price) would be shared, with 40% being due to Cruden.
- 4.12 We are nearing the end of the period when properties require to be sold in accordance with our contract with Cruden. Two properties (no. 25 and 27 Wester Suttieslea Gardens) have been sold and there are five properties that will require to be sold (19,21,23,29 Wester Suttieslea Gardens). There are four properties that have still to be sold under the Resonance schemes. These are at 93/2 Milton Road East and 1/5, 1/6, 2/4 and 4/1 Tait Wynd. It is anticipated that all properties will be sold by the end of financial year 2023/24
- 4.13 As part of our annual review across Group, we identified some areas where it was considered appropriate to update the Group Framework and a track changed copy of this is attached at Appendix 3. Following agreement of these changes from our Board, approval will be sought from the Group Board. We will then update our own policy to incorporate the changes.

Annual Board Member Appraisal Process

- 4.14 Under our Board appraisal process, each of our Board members is required to meet the Chair annually.
- 4.15 The specific arrangements for the individual appraisal process will shortly be agreed by the Group Remuneration, Appointments, Appraisals and Governance Committee (RAAG) but will include a requirement to renew our skills mapping, succession plan and Board effectiveness.
- 4.16 This year the self-assessment questionnaire will form a more substantive part of each Board member's discussion with the Chair. Detailed guidance on the scoring will be provided, to help achieve a consistent and balanced view of the collective skills around our Board.

5. Customer engagement

- 5.1 We want tenants to be shaping and influencing decision making at all levels including the Board. Our Customer Voices programme helps us to achieve this. In relation to membership of Wheatley Homes East,

6. Environmental and sustainability implications

- 6.1 There are no environmental or sustainability implications arising from this report.

7. Digital transformation alignment

- 7.1 There are no digital transformation implications associated with this report.

8. Financial and value for money implications

- 8.1 There are no financial implications arising from the recommendations contained within this report.

9. Legal, regulatory and charitable implications

- 9.1 Standard 6 of the SHR Standards of Governance and Financial Management requires the governing body of all RSLs to 'have the skills and knowledge they need to be effective'.
- 9.2 Within Standard 7 of the SHR Regulatory Framework, it is required that 'The governing body ensures that disposals, acquisitions and investments fit with the RSL's objectives and business plan, and that its strategy is sustainable. It considers these taking account of appropriate professional advice and a consideration of value for money - whether as part of a broader strategy or on a case by case basis.'

10. Risk appetite and assessment

- 10.1 Our agreed risk appetite for governance is "cautious". This level of risk tolerance is defined as a "preference for safe delivery options that have a low degree of inherent risk and have only limited potential for reward". This reflects our risk appetite in relation to laws and regulation, which is "averse", with the avoidance of risk and uncertainty being a key organisational objective and a priority for tight management controls and oversight.
- 10.2 Our strategic risk register contains the risk that, *"The governance structure is not clearly defined, is overly complex and lacks appropriate skills at Board and Committee levels to govern the Group effectively. Failure of corporate governance arrangements could lead to serious service and financial failures."*
- 10.3 We mitigate this risk by having clearly defined roles and responsibilities across our governance framework. Our defined policy for acquisitions and disposals, including the requirement to report annually to the Board, provides us with a clearly defined approach in this area.

11. Equalities implications

- 11.1 We have a strong commitment to equality and diversity and recognise the benefit of having people with different lived experiences on our Board. Our commitment is emphasised through our tenant board member pathway programme. This includes our commitment to making reasonable adjustments to support candidates who may have additional requirements.

12. Key issues and conclusions

- 12.1 It is important that the Board has oversight of and receives assurance of compliance with regulatory reporting.
- 12.2 The effectiveness of Boards, Committees, and governing body members in all parts of the Group is an important element of the overall success of the Group. It is critical that the contribution and effectiveness of Boards, Committees and governing body members are subject to regular review.

13. Recommendations

- 13.1 The Board is asked to:
- 1) Approve the updated Membership Policy;
 - 2) Note the annual disposals and acquisitions register;
 - 3) Recommend the changes to the disposal and acquisitions policy framework and agree that these be reflected in our own policy (subject to Group Board approval); and
 - 4) Note the process to commence the annual Board Member appraisal process.

LIST OF APPENDICES

Appendix 1: Membership Policy [redacted] available [here](#)

Appendix 2: Disposals and acquisitions register

Appendix 3: Group Disposals and Acquisitions Framework [redacted] available [here](#)

Appendix 2: Annual disposal and acquisition update to 31 March 2023

Disposals

	Land/property	Nature of disposal	Value (£p/a)	Date of disposal
1.	134/6 Gorgie Road, Edinburgh	Pre 1919 Disposal	£132,000	19/04/2022
2.	18/2 Springwell Place, Edinburgh	Pre 1919 Disposal	£130,000	22/04/2022
3.	8/15 Smithfield Street, Edinburgh	Pre 1919 disposal	£134,320.00	27/04/2022
4.	26/12 Springwell Place	Pre 1919 Disposal	£127,500	19/08/2022
5.	1/14 North Pilrig Heights	Sale of final 75% share	£183,730	26/08/2022
6.	6 - 12 (6 units even numbers) Boghall Terrace, Linlithgow	MMR Lease to Lowther Homes	£38,160 p/a	06/09/2022
7.	16 Hyvot Green, Edinburgh	Implement of regeneration agreement – garden ground section	N/A	06/09/2022
8.	69/9 Harrison Road, Edinburgh	S/O Tranche up	£120,000	28/09/2022
9.	24 Moredun Park Green	Implement of regeneration agreement – garden ground section	N/A	30/09/2022
10.	93/6 Milton Road East	Resonance - Implement of contract	£81,081	04/11/2022
11.	4/7 Tait Wynd	Resonance - Implement of contract	£80,000	04/11/2022
12.	1/1 Tait Wynd	Resonance - Implement of contract	£85,000	04/11/2022
13.	54/2 Duff Street	S/O Tranche up	£55,000	07/11/2022
14.	3F, 20 Westfield Avenue, Edinburgh	Commercial Lease	£12,500	24/01/2023
15.	27 Wester Suttiesleas Gardens, Newtongrange	Implement of contract	£200,000	10/02/2023
16.	9 Bleachfield Court, Dunfermline	Commercial Lease	£5,000 p/a	24/02/2023
17.	25 Wester Suttiesleas Gardens, Newtongrange	Implement of contract	£200,000	09/03/2023

Acquisitions

	Land/property	Nature of acquisition	Value	Date of acquisition
1.	Land at Macmerry	Development	£5,499,975.00	19/07/2022
2.	Wallyford 7 Phases 3 and 4	Development	£1,443,506.13	04/07/2022
3.	South Fort Street	Development	£1,800,000	02/12/2022
4.	West Craigs, Plot 13	Development	£1	20/03/2023

Report

To: Wheatley Homes East Board

By: Ranald Brown, Director of Assurance

Subject: Group Assurance Update

Date of Meeting: 25 May 2023

1. Purpose

- 1.1 This report provides the Wheatley Homes East Board (the Board) with an update for noting of the following matters:
- internal audit work reported to the February and May Group Audit Committee meetings; and
 - the rolling Internal Audit Plan.

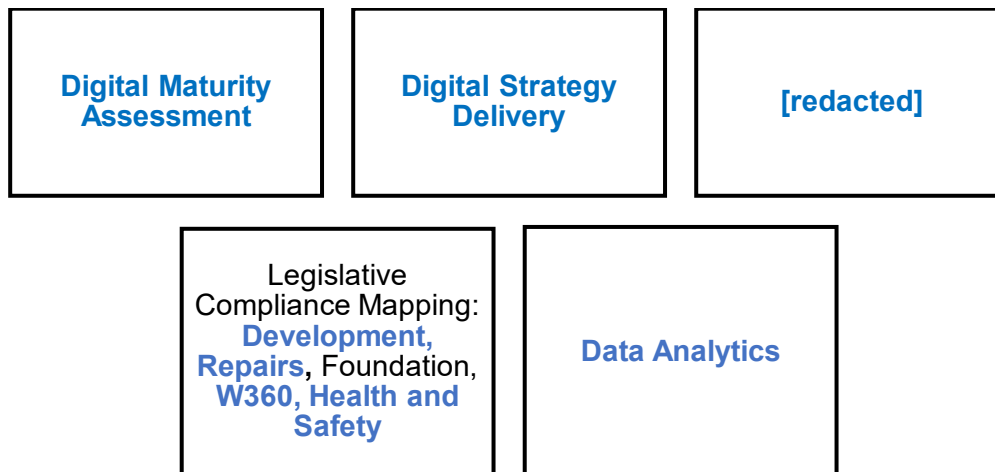
2. Authorising and strategic context

- 2.1 Under our Terms of Reference, our Board is responsible for managing and monitoring its compliance arrangements and operational performance. The activities undertaken by the Assurance Team provide the Board with independent assurance to support the Board in this role.
- 2.2 The Group Audit Committee is responsible for monitoring the Group's assurance activities. The Group Audit Committee has responsibility for instructing and keeping under review the rolling internal audit plan for the Group, and monitor results as presented in quarterly Assurance Updates. The current schedule of work within the rolling Internal Audit Plan 2022/23 was approved by the Group Audit Committee at its meeting on 3 May 2023.

3. Background

- 3.1 In November 2022, the Group Audit Committee approved delivery of the following reviews, as part of the rolling Internal Audit Plan. The reviews highlighted in **blue font** are those relevant to this Board:

Scottish Government Net Zero grant requirements	HR Self-Service Preparedness	Care Medication Handling Protocols
Lone working arrangements	RSL Records Management	Damp and Mould review

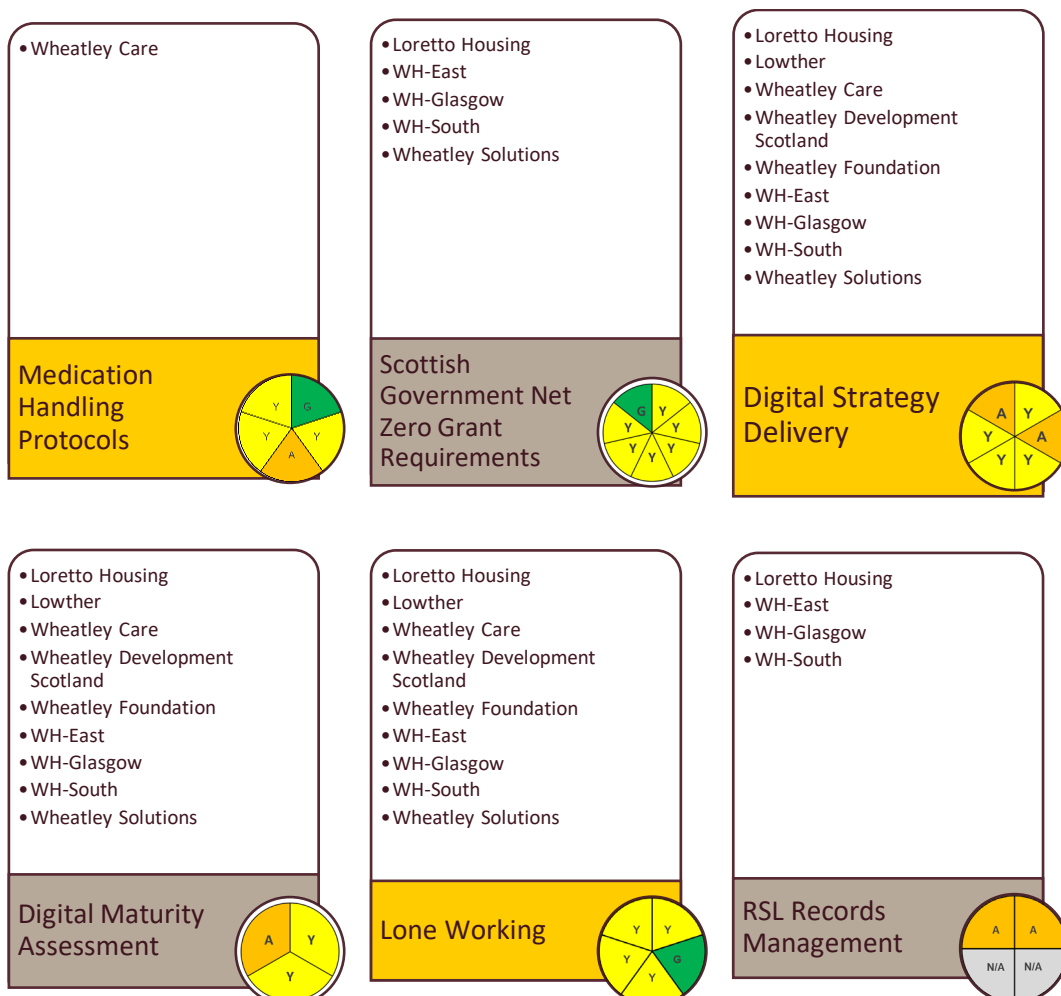


3.2 The Internal Audit team has now completed these reviews, and details of the findings are set out in the Group Assurance Update report at **Appendix 1**.

4. Discussion

Summary of work in Q3 and Q4 of 2022/23

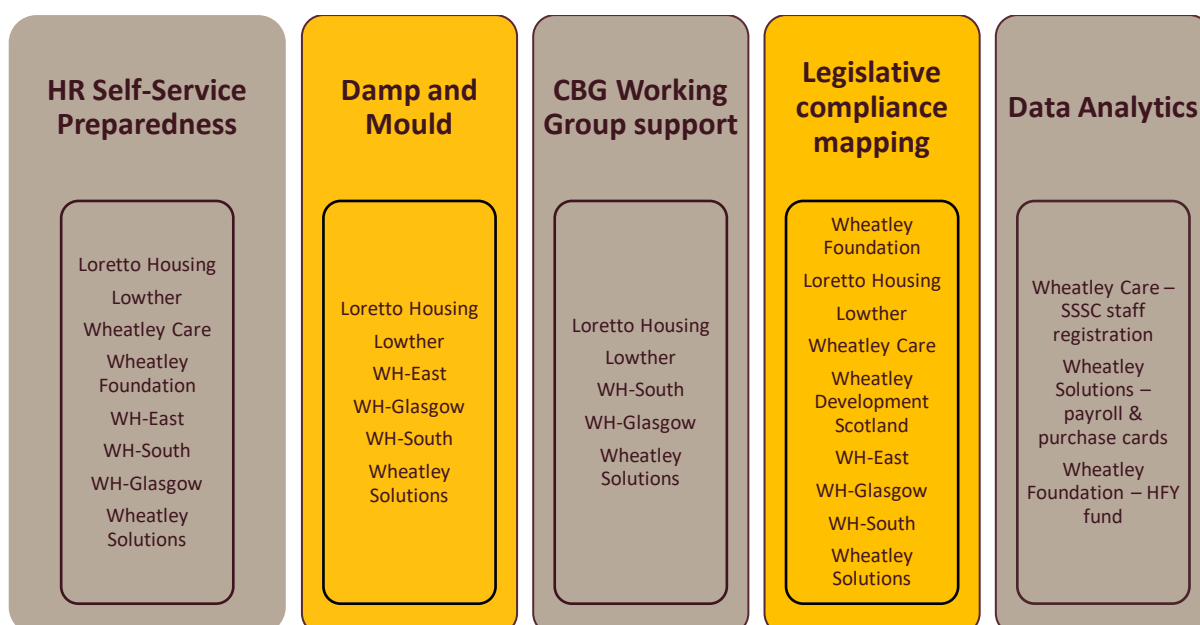
4.1 The table below summarises the results of internal audit work completed in the period since our last report. The table highlights relevant to this Board. The coloured pie-charts represent our assessment of the extent to which the control objectives we audited were achieved.



4.2 The control objective ratings are defined below:

Red	Amber	Yellow	Green
<ul style="list-style-type: none"> Control objective not achieved. Control weaknesses identified could have a significant and immediate impact on the risks to achievement of the organisation's objectives. 	<ul style="list-style-type: none"> Control objective not achieved. Control weaknesses identified could have a moderate impact on the risks to achievement of the organisation's objectives. 	<ul style="list-style-type: none"> Control objective achieved. Control weaknesses identified could have some impact on the risks to the achievement of the organisation's objectives. 	<ul style="list-style-type: none"> Control objective achieved. Any control weaknesses identified could have limited impact on the risks to the achievement of the organisation's objectives.

4.3 In addition, the following reviews have also been completed. We can confirm there were no significant issues arising in these reports that we would need to highlight to the Board:



4.4 More detail on the key findings for each review are set out in the Group Assurance Update at **Appendix 1**. Full reports are available to all Board members upon request.

Rolling Internal Audit Plan to August 2023

4.5 The Group Audit Committee reviews the rolling Internal Audit Plan at each of its meetings, approving the work scheduled for the coming quarter. In May 2023, the Group Audit Committee approved the programme of work set out in **Appendix 1**.

5. Customer Engagement

5.1 No customer engagement implications arise directly from this report although action owners may engage with customers to inform decision-making arising in the course of completing assigned actions.

6. Environmental and sustainability implications

- 6.1 No environmental or sustainability implications arise directly from this report.

7. Digital transformation alignment

- 7.1 The reports on Digital Strategy Delivery and Digital Maturity Assessment provide assurance on the way digital transformation is delivered across the Group.

8. Financial and value for money implications

- 8.1 No financial or value for money implications arise directly from this report.

9. Legal, regulatory and charitable implications

- 9.1 No legal, regulatory or charitable implications arise directly from this report.

10. Risk Appetite and assessment

- 10.1 This report is designed to inform the Board members of specific risks arising from internal audit reviews, in order that members can make informed governance decisions. The relevant risk appetite statements are dependent on the nature of each specific risk arising from those internal audit reviews.

11. Equalities implications

- 11.1 This report does not require an equalities impact assessment.

12. Key issues and conclusions

- 12.1 The Internal Audit team has completed the listed reviews. No significant matters were noted to bring to the attention of the Board members and management have agreed actions to address the improvement actions identified during each review. The Internal Audit team will monitor completion of these actions and report progress to future meetings of the Group Audit Committee and this Board.
- 12.2 The Group Audit Committee has approved the Internal Audit team's current programme of work and will continue to oversee and approve the work programme on a quarterly basis.

13. Recommendations

- 13.1 The Board is asked to note the contents of this report.

LIST OF APPENDICES:

Appendix 1 – Group Assurance Update May 2023

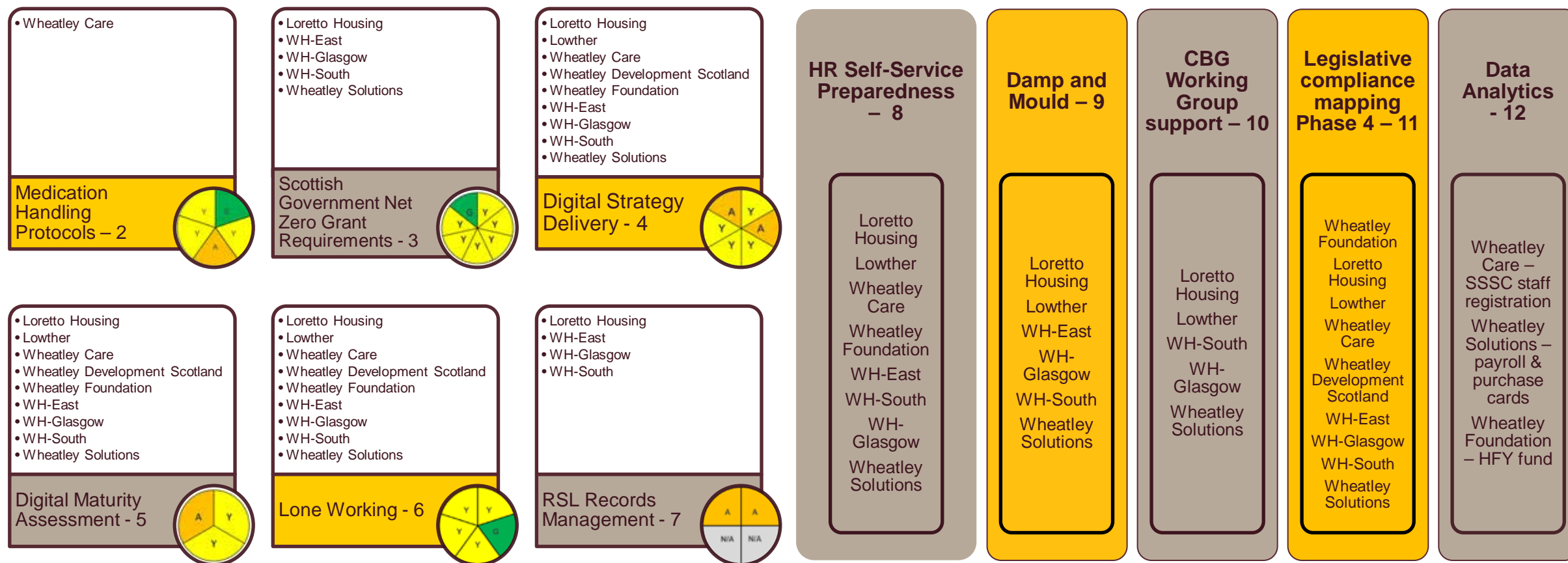
Group Assurance Update

May 2023

Ranald Brown
Director of Assurance

1. Internal Audit Plan Status

This report summarises the findings of the following Internal Audit activity, which was completed during this period. In addition, the team has followed up the implementation of previously agreed management actions (section 13).



Control Objective Classification:

The audit approach involves assessing the risks to the achievement of the control objectives. Controls to mitigate these risks are then identified and tested in terms design, adequacy and operating effectiveness. Where those controls are considered insufficient to mitigate the risks to the achievement of the control objective, the classification will be “red” or “amber”. Where the controls are adequate to mitigate the risks, the classification will be “yellow” or “green”. The classification allocated is based on audit findings and the Director of Assurance’s professional judgement, which will consider the strategic importance of the area under review.

Red	Amber	Yellow	Green
<p>§ Control objective not achieved.</p> <p>§ Control weaknesses identified could have a significant and immediate impact on the risks to achievement of the organisation’s objectives.</p>	<p>§ Control objective not achieved.</p> <p>§ Control weaknesses identified could have a moderate impact on the risks to achievement of the organisation’s objectives.</p>	<p>§ Control objective achieved.</p> <p>§ Control weaknesses identified could have a minor impact on the risks to the achievement of the organisation’s objectives.</p>	<p>§ Control objective achieved.</p> <p>§ Any control weaknesses identified could have very little impact on the risks to the achievement of the organisation’s objectives.</p>

3. Scottish Government Net Zero grant requirements

Report Conclusion

During 2022, Wheatley Group was awarded 3 net zero grants (totalling £18 million) from the Scottish Government to support improvement of existing properties through installation of different energy efficiency schemes. The projects are: Project 1 – Net Zero Houses (retrofit project for Wheatley Homes South); Project 2 – Pre1919 Tenements (retrofit project for Wheatley Homes East); and Project 3 – Accelerated Connected Response (project for Wheatley Homes Glasgow). The grants are awarded through grant letters that include requirements the Group must meet in order to be eligible to claim the awarded funding.

This was an advisory review to assist management in developing the processes and controls required to demonstrate how grant terms will be met. Our findings should be read in the context that, at the time of our fieldwork, management were designing the procedures required to demonstrate compliance with grant conditions and only 1 of the 3 projects (project 3) had started work. We reviewed available documentation and contributed to discussions on the design of processes to manage these projects. This report summarises our findings as at mid-December 2022, when work to develop processes was still ongoing. All matters raised within the report have been discussed with management who have agreed they will be incorporated into the finalised design of procedures and controls, to be agreed at the fortnightly Net Zero review meetings. As part of follow-up for quarter 4 for 2023/24 plan, we will ask management to confirm how each of the points raised have been addressed.

The following slide describes our review of the processes in place to submit claims with supporting documentation for each project. If applied as described, these processes should be adequate for management of the grant funding claimed. Work is in progress to design a process that will allow monitoring and reporting of expenditure available for use as match-funding by each project. Further work is required to agree procedures and responsibilities in respect of non-financial reporting required by the Scottish Government, including EPC certificates, and tenant engagement work; and to confirm longer-term requirements in respect of ongoing reporting following the completion of the grant-funded works.

3. Scottish Government Net Zero grant requirements

The three projects that have been awarded grant from the Scottish Government's Net Zero scheme are set out below, along with a summary of the extent to which we were able to review proposed procedures during our review.

Project 1 – Net Zero Houses

- A retrofit project for Wheatley Homes South.
- This project had not started at the time of our review.
- We reviewed the process used for claiming grant funding and reporting match funding for a previous Net Zero grant as management advised a similar approach would be used for Project 1.
- We were able to trace a sample of 5 amounts claimed from the grant claim to supporting documentation, including evidence of payment.
- The amount claimed was 50% of the total invoice value, with the other 50% being match funding.
- The size and terms of the Project 1 grant award, mean that 100% of local expenditure will be allocated to the grant funding claim, with match funding coming from alternative energy efficiency works across Group. This is different to the terms of the existing project we reviewed and means the process for tracking and reporting match funding will need to be revised for Project 1.
- We suggest two tabs are used within the planned spreadsheet – one for grant funding and the other for matched spend.

Project 2 – Pre1919 tenements

- A retrofit project primarily for Wheatley Homes East.
- This project relies on identification and assessment of void properties. At the time of our review, 4 properties had been identified for a pilot but work had not commenced.
- Consequently, it was not possible to assess the proposed process for submission of grant claims and match funding information.
- Management advised that the project expenditure would be tracked and reported in a similar manner to the processes used for Projects 1 and 3.

Project 3 – Accelerated Connected Response

- A project to improve electric storage heating within homes in Wheatley Homes Glasgow
- One grant claim had been submitted at the time of our review, covering expenditure in the period September – October 2022.
- We reviewed the claim and the supporting documentation submitted to the Scottish Government for both the grant funding claimed and the match funding reported.
- We traced a sample of 5 items from the grant claim to supporting documentation, including evidence of payment.
- We were also able to trace a sample of 5 items from the match funding return to supporting documentation.
- We noted that CBG invoices listed in the match funding summary included VAT at 20%, while CBG invoices listed in the grant funding claim were zero-rated. Finance advised that the zero-rated VAT approach was the correct treatment for the CBG work on this project. The Investment team and Finance should confirm all of the invoices have been treated correctly and adjust the amounts included in funding returns to the Scottish Government, if required.

3. Scottish Government Net Zero grant requirements

Control Objective Classification

The control objective ratings shown below reflect the extent to which controls were in place and operating at the time of our review. We acknowledge that the three projects were at an early stage and the control framework in development, with only one of the three projects having started. The purpose of this review was to assist management in developing the control environment; so these ratings were expected.

Yellow	There is a process in place to confirm the Scottish Government has been provided with all expected updates and reports required by the grant conditions, including monthly returns;
Green	There is a process to identify invoices and other transactional documentation that demonstrates the eligibility of expenditure claimed against grant funding;
Yellow	There is a process to identify invoices and other transactional documentation that demonstrates the value and nature of expenditure spent in match funding;
Yellow	Project management arrangements are in place to confirm work is progressing in line with the timetable included in the grant confirmation letter, including update of the Energy Performance Certificate (EPC) register with the new EPC for each property following all property upgrades;
Yellow	There is a process in place to demonstrate tenant and customer engagement throughout the life of the project; in line with grant requirements;
Yellow	There is a process in place to confirm that any contractors used to deliver this project are required to adopt Fair Work First principles; and
Yellow	Project performance and compliance is monitored and reported to the Executive Team, the Wheatley Group Board, and other relevant partner Boards.

3. Scottish Government Net Zero grant requirements

Areas of good practice

- Ü A Teams site has been set up to allow those involved in the three projects to collaborate and share information about the respective projects.
- Ü Fortnightly meetings have been scheduled between key personnel in the management of these projects (across Investment, Asset, and Finance teams). Initial meetings have focused on agreement of shared processes and confirmation that controls are in place to confirm compliance with the grant requirements.
- Ü The teams involved have been proactive in contacting the Scottish Government representative for clarification of points within the grant agreement where these have not been clear, for example, around eligible staffing costs, EPC certification and tenant engagement.
- Ü An initial grant claim has been submitted to the Scottish Government for the Connected Response project. The Scottish Government representative confirmed that the grant and supporting documentation provided were in an acceptable format.

3. Scottish Government Net Zero grant requirements

Opportunities to Develop

Due to the early timing of this review, particularly in relation to Projects 1 and 2, which had not started when fieldwork was completed, there are a number of areas in which arrangements for the management of these projects have still to be finalised:

- Arrangements for identification of eligible expenditure available for use as matched spend, and for allocation of that expenditure to each of the three projects should be finalised;
- Agreement of what constitutes eligible expenditure for matched spend should be agreed, along with confirmation of the supporting documentation required where this expenditure includes staff costs;
- Management should develop a monthly progress report template for submission to the Scottish Government, in line with grant requirements;
- Arrangements for reporting on the status of EPC certificate assessments should be finalised;
- Management should confirm that all contracted EPC assessors are committed to adopting Fair Work First;
- Requirements for tenant engagement reporting should be clarified and implemented;
- The draft grant agreement for Project 2 should be finalised as soon as possible;
- Internal performance reporting for these projects should be reviewed and updated; and
- Arrangements for complying with the additional grant conditions (such as document retention and post-project reporting) should be agreed.

Management have established fortnightly meetings of the Net Zero Funding group, providing an existing mechanism to address each of these matters.

3. Scottish Government Net Zero grant requirements

Management comments and timescales

All points for development were discussed at a meeting of the Net Zero Funding Group on 17 January 2023, where they were agreed with Group members.

All actions are due for completion by 28 February 2023, which aligns with the pre-existing timescales for delivery of the work funded by each of the three projects. Completion of the actions will be monitored by the Net Zero Funding Group.

Responsible Officer: Group Director of Assets and Repairs

4. Digital Strategy Delivery

Report Conclusion

Management has recognised the importance of robust and consistent processes for the delivery of digital initiatives. Work has been undertaken in the past 12 months to create enhanced internal processes to provide oversight of project approval and delivery. This includes the creation of Strategic Programme Boards, each of which has an Executive lead.

We also acknowledge that a revised approach to the development of the delivery plan and strategic objectives was agreed in mid-December 2022. This identified the need to improve change management plans (particularly for digital related ones), to agree success criteria for each project milestone performance measures and / or quantifiable impact expected they are expected to achieve will be established for each strategic project. As these new approaches were in the course of being implemented during our review, our conclusions on the control objectives are based on the current processes. If the proposed approach is implemented as described, this will result in an improved control environment in the future.

A key area of focus for maturing processes relates to the project approval and benefits management processes. The current processes would benefit from having consistency in business case related documentation to ensure that costs, milestones and benefits are clearly set out. Related to this, business cases (or equivalent) should also be reviewed to ensure that any potential requirements for business changes are appropriately considered and documented. Considering this consistently at the outset of a project will support optimal outcomes.

Control Objective Classification

Yellow

There are linkages between the Group's strategy and delivery plan priorities to ensure successful delivery of the planned digital outcomes.

Amber

There are adequate internal governance processes which ensure effective prioritisation and oversight of the planned digital outcomes.

Yellow

There is effective stakeholder engagement to support business change as digital strategic outcomes are delivered.

Yellow

There are adequate internal processes for project and programme delivery.

Yellow

There are effective resource management processes to support project and programme delivery.

Amber

There are adequate benefits management and realisation processes.

The control objective classifications have been agreed taking into account the strategic importance associated with achievement of the digital projects within the Group's Strategy.

4. Digital Strategy Delivery

Areas of Good Practice

- Ü The corporate strategy reflects the role of digital in many aspects of engagement and service delivery.
- Ü As is identified in the digital maturity assessment, the organisation has taken steps to improve internal engagement and cross-organisational working.
- Ü Work has been undertaken to enhance internal governance arrangements over digital projects. This has included the creation of Strategic Programme Boards which have responsibility for specific thematic projects. This provides a better link between projects and the Executive Team.
- Ü There is regular reporting on digital project delivery to internal governance groups to highlight progress, including reporting to the Wheatley Solutions Board and Group Audit Committee.
- Ü The DigiTech has good oversight and involvement in digital initiatives and approved projects.

Opportunities to Improve

Priority actions

- Ø Develop formal processes and criteria to determine what level of documentation is needed when initiating a digital initiative, recognising they will be different in nature and scale. The level of documentation should reflect the risk, complexity and cost associated with the proposal.
- Ø Ensure all business cases (or equivalent) include sufficient detail that allow success to be assessed and benefits to be monitored. Business cases should also be reviewed to confirm that they include change management plans, such as new target operating models and/or ways of working, arising from the project. This will reduce budget, timescale and benefit realisation delivery risk.
- Ø Implement formal benefits realisation and management processes for digital projects which includes review and assessment of benefits prior to project approval through to their realisation. There should also be regular reporting of financial position and benefits to relevant internal governance groups.

Continuous Improvement Opportunities

- Ø Develop a digital roadmap or principles from the corporate strategy as a point of reference when considering the merits and alignment of proposed digital projects.
- Ø Enhance the formality of reporting to Strategic Programme Boards to include updates on delivery, risks and issues as well as benefits.
- Ø Clarify the role of the Leadership Business Meeting in relation to oversight and prioritisation of digital initiatives.
- Ø Establish criteria to determine which elements of project management documentation are required for individual digital projects.

4. Digital Strategy Delivery

Management comments and timescale

Management has advised that they will formalise the criteria around documentation requirements for digital projects and agree that the level of documentation will vary with the nature of the project.

A formal assessment and review of project benefits will be implemented for digital projects which meet the same criteria such as projects that are assessed as being complex in nature, those having a material change to the business operating model or those that require a material financial investment. Digital projects meeting these criteria will be assessed as part of the Group's annual delivery planning process, and by their nature be small in number. Management note that there may be digital projects that meet the criteria that are initiated outwith the annual planning cycle in response to a change in business priorities.

Management has agreed all continuous improvement actions identified and confirmed that these, along with the steps noted above to address priority actions, will be completed by 30 April 2023.

Responsible Officer: Group Director of Governance and Business Solutions

5. Digital Maturity Assessment

Report Conclusion

Wheatley Housing Group engaged Azets, as part of an IT audit review, in 2019 to assist in assessing their digital maturity. Since this date, the Group has undertaken several actions to improve their maturity in line with targets, albeit delaying these targets by one year as a result of the response to Covid-19.

Our review found that there has been positive progress in the Group's digital maturity. We observed several areas of good practice relating to digital maturity assessment controls, most notably in relation to the use of digital competencies, establishment of the DigiTech Connect forum and the creation of Digital Innovation and Data teams to continue to drive digital maturity across the whole group. In addition, it was positive to see that the Group has undertaken an activity to re-assess their maturity in May 2022.

As this is the end of first year in which the Group has undertaken activities to meet target maturity levels, process improvement opportunities were expected. Our review found that there is scope to improve upon current reporting structures including accuracy, frequency and quality of reporting.

Further improvement areas, which if addressed, would support the Group to better manage its overarching approach to enhancing digital maturity and the assessment process. This would clearly demonstrate how projects in the Group's annual delivery plan will meet the Group's desired progress in digital maturity ratings.

Control Objective Classification

Yellow

There is a formal plan through which improvements in digital maturity will be achieved.

Yellow

The processes through which digital maturity is being assessed internally can be appropriately evidenced.

Amber

Using a targeted approach, the assessment of digital maturity presented to Wheatley Solutions Board can be validated as being an accurate reflection of progress.

5. Digital Maturity Assessment

Areas of Good Practice

- Ü A digital maturity assessment was completed in May 2022 and presented through the "Digital Maturity Internal Review", which defines the outcomes for the work done for each of the seven digital maturity competencies.
- Ü A Data Team has been created to support advanced analytics and reporting in addition to a Digital Team to enhance digital change and adoption approaches across the Group.
- Ü A Digital User Group (DigiTech Connect) has been created, providing staff access to new technology and allows a forum for feedback on digital transformation to improve adoption and identify training requirements.
- Ü Monthly RAG (red, amber and green) statuses are given to each project's key areas including status, time, cost, resources, quality, and benefits.
- Ü Learning opportunities and success stories are shared monthly with people via DigiTech monthly newsletter and W.E Connect site (Staff engagement evidence).
- Ü The introduction of user feedback across a variety of projects places the customer at the centre of design thinking and made valuable progress towards strategic goals of co-design of services. Feedback has been obtained using customer engagement surveys.

5. Digital Maturity Assessment

Opportunities to Improve

Priority Actions

- Ø Create a contextualised framework to set out what each maturity level looks like for the Group. Use context such as good practice for the sector and Group-wide objectives.
- Ø Include an assessment, as part of the Group's annual delivery plan, of digital and other projects and their contribution towards achieving the target digital maturity for each competency, the actions required to meet that target and the means by which that action will be achieved (i.e. by project or business-as-usual activity). Use the contextualised framework to inform which actions are required to meet the target maturity level.
- Ø Create a digital maturity assessment framework to ensure that assessments are consistent and to minimise subjectivity from the process. Use methods such as surveys and interview to engage wider stakeholders in the assessment process. Use the contextualised framework and yearly delivery plan to identify if targets for the year have been met.
- Ø Improving accuracy and clarity of reports by consistently providing definitions for maturity levels and providing the assessment report as an appendix to update reports in order to increase value of reporting.

Continuous improvement opportunities

- Ø Complete resource analysis yearly to ensure that project and BAU operational teams involved in achieving digital maturity objectives have the appropriate capacity to achieve those goals, including the Digital innovation and the Data teams.

5. Digital Maturity Assessment

Management comments and timescales

Management has advised that the Group's annual delivery planning cycle will consider the contribution digital projects will make towards achieving our digital maturity targets and reviewed as part of the annual review of delivery plan outcomes. Additional action will be taken to implement the identified continuous improvement actions.

These steps will be completed by 31 March 2023.

Responsible Officer: Group Director of Governance and Business Solutions

6. Lone working

Report Conclusion

The Group Health and Safety (H&S) team has put in place a Health and Safety Management Arrangement (HSMA) for lone working, supported by template risk assessments and tailored procedures within Operating Safety Manuals (OSMs) for 5 business areas across the Group (Housing, Care, Trades, NETS, Corporate).

The H&S team has recently introduced procedures for assessing the operation of the processes outlined in the guidance, including rolling reviews of OSMs, and training sessions for staff on the Orbis lone working protection system. A “H&S for Managers” course, which includes information on lone working, has been designed and delivery sessions are due to start in April 2023.

There is room for further development of existing processes in relation to the consistency with which lone working management processes are implemented across the Group. There was a lack of clarity among some managers about their responsibilities and a wide variety of local arrangements were in place, some of which were more robust than others. The Group should agree a smaller number of “approved” measures which can be tailored to reflect local needs.

Finally, use of the Orbis lone working protection system remains low. The Health & Safety team has taken steps to improve usage, including rolling out face-to-face training to supplement e-learning modules. The Lone Working Group should review which teams still require access to Orbis and, for those teams facing higher risk lone working situations, the system should be treated as required safety equipment. Further training aimed at Administrators would also help to promote additional use of the system.

Control Objective Classification

Yellow

There is clear guidance setting out which staff are required to follow the Lone Working policy, including use of the Lone Working application where appropriate, and when they must do so;

Green

Staff have received clear guidance and training in how to follow the arrangements set in the Lone Working policy, including how to use the Lone Working application where required;

Yellow

The Lone Working application and devices are routinely reviewed to ensure the solution is working as expected including management of any known issues with the Lone Working application or devices;

Yellow

Staff adherence to the Lone Working arrangements and use of the Lone Working application and/or device are monitored to ensure staff are using these appropriately, identify any potential issues and recognise any additional training or support needs; and

Yellow

Actions taken in response to any alerts or potential staff safety concerns identified via the Lone Working application have been reviewed to confirm the process worked as expected and identify any learning.

6. Lone working

Areas of good practice

- Ü The Group Health and Safety team has run 16 face to face lone working training sessions for frontline staff, with a further 17 scheduled. There are also training sessions aimed at promoting the use of the Orbis lone working protection system to managers.
- Ü The Group Health and Safety team has set up a Lone Working Group to promote use of lone working procedures across the Group, in particular focusing on increased use of Orbis.
- Ü The Group Health and Safety team have developed a rolling programme of OSM assurance checks across the Group which includes Lone Working compliance checks.
- Ü Quarterly monitoring of Lone Working training completion, incidents and accidents and Orbis usage and alerts by the Lone Working Group.
- Ü Review of Lone Working usage and alerts is part of the monthly performance monitoring by Wheatley Care's Senior Management, which includes Lone Working Power Bi reports, broken down by Service.
- Ü Quarterly Power Bi Orbis usage and alerts reports are included within the performance management paper in the Group's Health and Safety Strategy meeting.

6. Lone working

Opportunities to Improve – all actions agreed with management

Continuous improvement actions

- Ø The Health and Safety Management Arrangement (HSMA) should be reviewed and updated, as planned. The updates should include clarification of the processes to apply to lone working at the front line or at home; and of the circumstances in which managers are required to complete local risk assessments for lone working. Once updated, the HSMA should be issued as a mandatory read on W.E.Connect. *(due 30/06/23)*
- Ø The Health & Safety Strategy Group should continue to monitor completion of the mandatory lone working e-learning modules. Where completion rates fall below 90% for a particular team (Group wide completion rate is 66%), this should be escalated to the appropriate Group Director. *(due 30/06/23)*
- Ø The review of the HSMA should include examples of good practice lone working controls to raise awareness among managers of the different levels of assurance that different methods provide and the need to confirm that staff moving between teams are made aware of any differences in approach. *(due 30/06/23)*
- Ø The Lone Working Group should coordinate a review of Orbis users to confirm that they still require access and identify those teams who require to use Orbis as safety equipment for lone working. *(due 31/07/23)*
- Ø The review outlined above should include review of those with administrator access to Orbis to confirm such access is granted to appropriate individuals. Training for administrators should be delivered, along with information sessions for managers, so that local teams can make use of the live reporting functionality within the system to enhance staff safety. *(due 31/07/23)*
- Ø The Business Owner for the Orbis contract should review the contract management arrangements to confirm that the supplier provides expected assurances in relation to system and data security requirements (e.g. backups and retention periods etc). *(due 30/06/23)*
- Ø The Lone Working Group should review the extent to which the completion of planned actions deliver the expected outcomes, such as increased use of Orbis by relevant Group staff, to determine whether additional action is required. *(due 31/12/23)*

7. RSL Records Management

Report Conclusion

Arrangements in place across the Group RSLs to ensure that all required documents are held on tenant files require improvement. In November 2021, the New Business Model Steering Group received a summary of work required to archive existing RSL paper records and digitalise new tenant records. The group agreed next steps, which were approved by the Executive Team, including the cleansing of records held in local offices to ensure only required information was held in tenancy files. Once reviewed, the paper files were to be moved to the document management company Restore in the West and East prior to office closures; with local storage being used in the South. The November 2021 update stated that this exercise had commenced and would be reviewed by the appropriate Managing Director.

Work to complete these actions has progressed, however each RSL is at different stages in fully delivering the actions agreed at the New Business Model Steering Group. Additional controls are required to give assurance that all required documents are held on tenant files, and that all tenancy files are held in the expected locations (either paper or electronic) for the correct length of time. Clear guidance should be developed for staff on the content of a tenancy file and where these documents should be held, retention labels should be applied to all former tenancy files, and quality checks should be completed to confirm these arrangements are followed and the Group is compliant with housing and data protection legislation.

Control Objective Classification

Amber

There is clear guidance for RSL staff on what documents should be retained in tenancy files, what format these documents should be in and where they should be saved, including amendments to existing tenancies;

Not graded - this was dependent on guidance at first Control Objective

The location of all current and former tenant files is known, and all documents within these files can be accessed by authorised staff as and when required;

Not graded - this was dependent on guidance at first Control Objective

Expected documentation is held within each tenancy file, with a focus on tenancy agreements and Abands; and

Amber

Deletion dates have been applied to all former tenancy files to ensure these are only held in line for agreed retention periods after each tenancy end date.

7. RSL Records Management

Existing RSL arrangements for storage of tenancy files

Heads of Housing and Locality Directors provided the following information during the review. We have included this to provide context to the findings and management next steps outlined within this report.

WH - Glasgow

WH-G tenancy files are primarily stored at Restore, however some offices still hold paper files.

Staff worked overtime to cleanse files prior to office closures, but once these office closure dates passed, any remaining files were moved as they were to Restore.

A decision has not yet been made about where electronic documents would be stored if they are created for new tenant files.

WH – East (DC)

Older tenancy agreements relating to former Dunedin Canmore(DC) tenancies are held on the legacy system Contract Manager, with newer hard copy tenancy agreements held in New Mart Road.

Existing DC paper tenancy files were moved to Restore at the point New Mart Road was refurbished.

Any new electronic documents are held in the system the file originated from (ASTRA) or saved in SharePoint.

WH – East (WLHP)

Former WLHP and inherited Barony tenancy files are stored in the Bathgate office. Access to these files was restricted during COVID and while the office was closed for major repairs.

Some files have been cleansed, but a large volume have still to be cleansed and moved to Restore.

Some electronic tenancy documents are still held on the S-drive. New electronic documents are saved to SharePoint.

WH - South

WH-S does not use Restore, so has created its own Electronic filing cabinet on Teams.

Documents created since April 2022 are held within these electronic tenancy files, with full tenancy agreements and existing paper tenancy files held in hard-copy within two offices.

Some of these paper files still need to be cleansed.

Loretto

Loretto tenancy files are stored within locked cabinets in Lipton House.

As the office is now closed to Loretto, these files need to be cleansed and moved to Restore.

The Head of Housing is coordinating this activity.

New electronic documents are held on a Sharepoint folder since February 2023.

7. RSL Records Management

Areas of good practice

- Ü The Group's Records Management Community of Excellence (COE) includes housing representatives and has received feedback from Restore on how staff are using services, providing an opportunity to share good practice and identify actions for improvement;
- Ü The Restore system guidance is easy to follow and the Scan on Demand functionality has now been rolled out to all users. Requested files are scanned within one working day of request and made available for the authorised user to view online on the Restore app;
- Ü WH-South has created its own electronic 'Housing Filing Cabinet' on Microsoft Teams. The documents are held within a SharePoint site for the team and can be accessed by all Housing staff. Documents created since April 2022 are held within these electronic tenancy files, and full copy tenancy agreements and existing paper tenancy files are held in hard-copy within two offices;
- Ü The Group's Housing retention schedule is available for all staff to view on W.E.Connect and states that Former Tenancy files should be held for 7 years after the termination of tenancy date unless there is a legitimate business need to retain these, such as an ongoing legal dispute.
- Ü WH-South implemented quality assurance checks of locally held files to provide management with assurance that its tenancy files contain expected documentation in appropriate formats and share good practice and opportunities for improvement. Although the checks were suspended following recent staffing changes, we were informed that management intends to reintroduce them as soon as possible.

7. RSL Records Management

Opportunities to Improve – all actions agreed with management

Priority actions

- Ø RSL guidance should be developed to clarify what documents should be in a tenancy file and the expected format and location of each of these documents. This should include guidance on standard naming conventions and file structures and how any documents should be added or removed from the existing files (if required). *(guidance due 30/06/23 and roll-out to all teams due 31/07/23)*
- Ø Arrangements should be made to cleanse and move remaining paper tenancy files stored in offices for Loretto, WH-Glasgow and WH-East, as well as any electronic tenancy documents held on the S-drive. RSL leads should review the Restore inventory report for their locality groupings and arrange for any boxes with unknown contents to be returned to a Group premise and cleansed. *(due 31/12/23)*

Continuous improvement actions

- Ø RSL leads should issue guidance to staff on the RSL's use of Restore. This should include guidance on when the Scan and Demand functionality should be used, and when it would be better value for money to return physical files to Group premises. It should also include guidance on what RSL staff are expected to do with the Scan on Demand records they receive. For example, if they should only view these in the Restore portal or save local copies in a specific location for future access. *(guidance due 30/06/23 and roll-out to all teams due 31/07/23)*
- Ø Each RSL should have a formal procedure to manage the retention of Former Tenancy files held in electronic or hard copy and ensure these files are destroyed in line with the RSL retention schedule. These procedures should include checks to confirm if any of the files should be retained after their retention date for any legitimate business need. *(guidance due 30/06/23, file cleansing due 31/03/24)*
- Ø Each RSL MD should determine the level of management assurance they require over the quality and completeness of their tenancy files and work with the Business Improvement team to develop local checks that will give them this ongoing assurance. This could include analytics or sample checks on the content of full tenancy files, confirming specific documents are held on tenant files (such as copies of letters sent in relation to ASB actions), or routine review of Restore inventory reports to confirm destroy dates have been actioned. *(guidance due 30/06/23 and roll-out to all teams due 31/07/23)*

8. HR Self-Service Preparedness

Background

In September 2019, the then Group Director of Resources approved the proposed investment of self-service technology within the Payroll system (known as Selima at the time and now changed name to Access Group). The initial plans for roll out of the new system were delayed due to COVID19. The proposal highlighted that a substantial proportion of our staff capacity within Group payroll services is taken up by resource intensive and paper-based processes. A number of manual interventions were also highlighted relating to multiple sign offs with forms printed, signed, scanned and emailed by multiple officers for areas such as expenses and overtime.

The initially planned roll-out was delayed due to COVID. During 2022/23, the Employee Relations team has run a pilot of a self-service tool for expense and overtime claims. The pilot was completed with the Group IT and CFC teams, and initially involved dual-running the existing manual expenses process alongside the new self-service tool to confirm that the outputs matched. Following a period of dual running, the teams in the pilot moved to using only the self-service tool.

The 2019 proposal recommended to increase the annual contract cost by £34k per annum (for a 3-year period) along with one off upgrade and implementation costs of £24k.

8. HR Self-Service Preparedness

Current Position

Internal Audit assessed the adequacy of the described design of proposed controls within the piloted self-service approach for expenses and overtime in Q4 2021/22 and highlighted additional good practice controls for management to consider as the tool was embedded and rolled out to staff. The current review was initially intended to assess the extent to which the additional controls had been implemented and whether further controls were required before the expenses and overtime pilot was extended to additional staff groups.

During the scoping of this review, the Employee Relations team confirmed that while planning a further roll-out of the Access self-service approach, they identified that the supplier's mobile application is not compatible with the Group's android mobile devices. This limitation of use, combined with other issues identified by the team during the pilot exercise, has resulted in management concluding that the Access self-service tool does not meet the needs of the Group.

The review has therefore focused on steps taken by the Employee Relations team to learn lessons from the current pilot; to identify and record system functionality and controls that should be incorporated into any future self-service tool; and to develop an action plan to set out how the current situation will be progressed, with the IA team providing advice to the ER team on how these activities should be approached.

The following slide captures the advice provided to the Employee Relations team.

8. HR Self-Service Preparedness

Recommended next steps

- 1) A lessons learned exercise should be completed by the Employee Relations team to reflect on the outcomes of the pilot exercise and identify what did and do not go well.
- 2) The learning from this exercise should be used to determine which of the following suggested options the Group should take:
 - i. Stop all use of the Access self-service tool and revert the pilot teams (CFC and IT) back to the manual process;
 - ii. Continue to roll out the Access self-service tool to desktop users who can use it and determine an alternative process for mobile teams who cannot currently access the tool on their android device (including mobile NETs staff);
 - iii. Procure an alternative self-service solution;
 - iv. Maintain the current use of Access self service but stop any further roll out and include the Group's self-service requirements in the re-procurement of a Group Payroll or HR system when the current contracts end.
- 3) An options paper should be prepared by the Employee Relations team for the Executive Team to advise on the next stage of the pilot and propose which of the above options should be taken. Any future work should be aligned to the strategic projects prioritised within the Group's Delivery Plan.

Management comments and timescales

The recommended steps will be completed and the results reported to the ET by 31 March 2023.

Responsible Officer: Director of People Services

9. Damp and Mould

Report Conclusion

In December 2022 the Group's approach to damp and mould was strengthened further with the introduction of a series of additional actions including: a new target to complete repairs within 15 days (instead of the previous 30 day target), enhanced monitoring and reporting arrangements; increased resource and access to specialist resource; additional staff training and communications to customers about support available to them. The Group committed to visit a customer's home within 48 hours of a report of mould and to treat significant mould issues as an emergency, with specialist trades staff attending within 3 hours. A new forced access approach has been agreed by all subsidiary RSL boards, whereby in certain circumstances, if a customer has reported mould but has not permitted access to treat it, we may force access to the property to inspect on health and safety grounds. Work to embed this updated approach was being taken forward by a group tasked with defining and implementing a damp and mould "to be" process.

This review looked at the current arrangements in place to confirm whether the identified changes were applied across the Group. We also assessed the extent to which planned development of the "to be" process addresses the expected control objectives. As the work of the group was ongoing throughout our fieldwork period, the findings in the report represent a "snapshot" of the status of the actions outlined above. We have confirmed that the management next steps identified in this report are also included in the working group's action list, with the working group planning to have the "to be" process embedded for the next damp and mould season, starting in Autumn 2023.

There are different interim processes in place across the Group. Weekly reporting on the number of live damp and mould cases is in place. However, there is no current reporting of performance against the 48 hour target. The "to be" process is in progress, with workshops / discussions held to cover all main areas of the repair process. In order to facilitate efficient decision-making and effective change management of the required IT updates, we recommend a more formal project management approach is applied to the group's remaining work.

9. Damp and Mould

Current position:

A “to be” Working Group has been created to scope out a “to be” process for damp and mould in the West, with the aim of harmonising this across Group as far as possible whilst accounting for differences in the operating systems and structures across all 3 areas.

West

- A revised “to be” process map is being prepared following a series of workshops / discussions with My Repairs, CFC, IT and City Building.
- A number of areas are still to be considered and solutions agreed to address pain points identified in the current process. These are captured in an Action Plan on Teams with owners assigned to address.
- Internal Audit has provided areas for consideration when developing and moving into the implementation stage of these agreed process changes.

South

- The South have reviewed their damp and mould process which was implemented in January 2023. This is an interim measure and learnings will be taken from the “to be” Working Group and implemented where possible by the South.
- Due to the South using Servitor, there are a number of differences that cannot be fully aligned. In these instances, operational processes may differ but overall reporting outputs/aims of the process will be aligned.

East

- The East are planning to move on to Servitor systems from their current Genero system in late Summer 2023.
- As this work is planned, we have assumed that any issues raised in this review for the current system will be addressed during this change, rather than requiring specific actions immediately.

9. Damp and Mould

Areas of good practice

- Ü The Group has been proactive to its response to damp and mould and several workshops have been held to understand the existing damp and mould processes, with mapping of “pain points” and opportunities for improvement within the “to be” process.
- Ü A MSTeams site has been set up for the “to be” process working group where all workshop discussion documentation is saved, alongside an action tracker for outcomes of these meetings.
- Ü The Director of Group Repairs, Investment and Compliance has facilitated a self-assessment of the Group’s damp and mould approach against the good practice measures included in the English Housing Ombudsman’s guidance ‘Spotlight on damp and mould’ published in February 2023. The results were reported to the Group Board in March 2023.
- Ü Internal Audit reviewed good practice damp and mould guidance, jointly published by the Scottish Housing Regulator, the Chartered Institute of Housing, the Scottish Federation of Housing Associations and the Association of Local Authority Chief Housing Officers and found the Group’s procedures follow the majority of the good practice outlined, with the small number of remaining good practice being included in the “to be” process working group’s action plan.
- Ü Executive Team and Boards receive regular updates from the working group on damp and mould about progress in developing the revised process and current case numbers.

9. Damp and Mould

Opportunities to Improve – all actions agreed with management

Priority Actions

- Ø The damp and mould working group should introduce a formal project management approach, for the design and implementation stages of the “to be” process. *(due 31/05/23)*
- Ø Current damp and mould performance reporting is reliant on manual review of damp and mould cases, based on job works descriptions. This manual process increases the risk of error. Work to automate reporting should be prioritised. *(due 31/10/23)*
- Ø Detailed decisions about how a repair moves from one stage of the process to the next should continue in order to allow a standardised approach to be developed for the Group. This includes factors such as agreeing how performance against the 48-hour target for an initial visit will be measured, the point at which work arising from initial treatment is complete and when a follow-on work order should be used. *(project plan to be developed by 30/06/23 to address these matters)*
- Ø A mechanism for flagging damp and mould repairs that have had two “no access” appointments, prompting use of the forced access procedure, should be developed. *(due 31/10/23)*

Continuous Improvement Actions

- Ø Relevant staff should be reminded of the importance of completing the damp and mould eLearning module released in February 2023. *(due 31/05/23)*
- Ø Work to develop automated routine damp and mould reporting should be progressed, with consideration of operational reporting, performance management information and more strategic reporting. *(due 31/10/23)*
- Ø An equalities impact assessment should be completed to inform the design of the “to be” process. *(due 31/10/23)*
- Ø Damp and mould complaints reporting should be expanded to include feedback from other sources and to facilitate lessons learned exercises. *(due 31/10/23)*
- Ø The working group should review the remaining continuous improvement actions identified in this report to confirm that they are included in the group’s action plan. *(inclusion in project plan 30/06/23, actions completed by 31/10/23)*

[redacted]

11. Legislative compliance mapping advisory review

Report Conclusion

Prior to April 2020, management completed a series of local checks to confirm compliance with key procedures. The introduction of home-working across the Group as a result of COVID-19, resulted in some of the compliance checks being suspended. As the Group moved back to a full service-delivery model, the way in which services are now delivered has changed significantly for many teams across the Group. As a result, the compliance checks previously completed may no longer be the most effective way to assess compliance with current or planned procedures.

The Internal Audit team was asked to review the status of legislative compliance (“compliance”) checking across the Group. The team has developed a staged approach, to be rolled out in phases across the Group. There are 3 stages: 1) Internal Audit review of compliance areas; 2) Management review and identification of additional compliance checking; 3) Design and roll-out of updated compliance checking.

During the most recent phases, the Internal Audit team worked with Development, Repairs, Wheatley Foundation, W360, Health and Safety, and Assurance management to complete Stage 1. This involved mapping areas in which the Group is required to comply with legislation or regulation; assessing the potential consequence of any failure to comply; and identifying existing or planned compliance checking that would provide assurance about the extent of compliance. The work completed to date has identified some areas in which management should consider whether additional detective controls need to be implemented to give management comfort that key processes are working effectively and identify any instances of non-compliance.

- For **Development**, the Microsoft Power Automate App should be used consistently across all Development projects to gain assurance that key documents and consents have been obtained and all required actions taken within required timeframes. There are also opportunities to consider the effectiveness of arrangements to mitigate the risk of bribery and corruption in the Development process and formalise the communication of planned disposals or and demolitions. A new role of Construction (Design & Management) Regulations 2015 (CDM) Advisor has been included in the Technical Consultancy Framework due to go live in February 2023 which will provide additional assurance that Development projects are adhering to health and safety procedures, including the changes to the CDM Regulations 2015. (*contd*)

11. Legislative compliance mapping advisory review

Report Conclusion (contd)

- For **Repairs**, management should review arrangements in place to identify instances where Right to Repair timescales have not been met. Right to Repair applies to certain types of qualifying repair work costing under £350, with legislation setting out timescales for the completion of the work and, where timescales are not met, the payment of compensation of between £15 and £100 dependent on the length of the delay. Management should also consider developing a formal repairs quality framework that will assess both the quality of repairs being carried out and the quality of material being used and supplied to the Repairs Services. Wheatley Homes East and South repairs management should complete their review of trade operative skills assessments, documenting this on a central skills matrix.

Management comments and timescales

Management has advised that the recommended areas for improvement of controls within Development processes will be reviewed and actions implemented by 30 June 2023.

Management has acknowledged there may be instances where Right to Repair timescales are not met and tenants are able to invoke their Right to Repair. A new monitoring process will be included in our new repairs performance framework.

Quality issues with repairs can be picked up through several routes including the customer pulse surveys, post inspections including 100% of all damp and mould works, customer views through the feedback cards, CFC call backs and most importantly through the creation of the My Repairs team and will be further enhanced through introduction of the "Rate It" approach

These recommended actions will be completed by 31 March 2023.

Responsible Officer: Group Director of Assets and Repairs

11. Legislative compliance mapping advisory review

Report Conclusion (contd)

- For **Health and Safety**, management has a control framework place to detect Health and Safety and fire safety legal and regulatory compliance requirements in the workplace. These are captured in a Register of Health and Safety Legal Compliance, which was developed by the Health and Safety team in advance of this compliance mapping exercise. We noted one additional planned control for the team relating to the roll-out of Manager-specific Health and Safety training from April 2023.
- For **Assurance**, Management should consider reviewing the controls in place to promote compliance with Money Laundering regulations to confirm whether additional controls are required to detect any instances of suspicious activity that should be reported. Management should re-clarify the extent to which money laundering regulations apply to the Group's activities by obtaining external legal advice about which (if any) of the Group's activities are regulated for money laundering purposes.
- For **Wheatley Foundation**, Management should consider introducing checks to confirm that all required charity information is published on its external documents, including where this is done on the Foundation's behalf by Wheatley Solutions teams. Similarly, while there are arrangements in place to manage the retention of documents held by the Foundation team, additional controls could be introduced to give management comfort that these processes are being applied consistently. The planned creation of a Funding Register will give management comfort that all grant requirements are known. Additional controls could be implemented to confirm the register is kept up to date and that all recorded requirements are met. The Foundation is also currently working with Governance to review the arrangements the Foundation has in place to meet its Equality, Diversity and Inclusion (EDI) requirements. Additional controls may be required to ensure that Equality Impact Assessments have been completed for every new or changing policy, process or service which has the potential to discriminate against anyone, or negatively impact on a particular group. The draft compliance map on the next slide provides further information.

11. Legislative compliance mapping advisory review

Report Conclusion (contd)

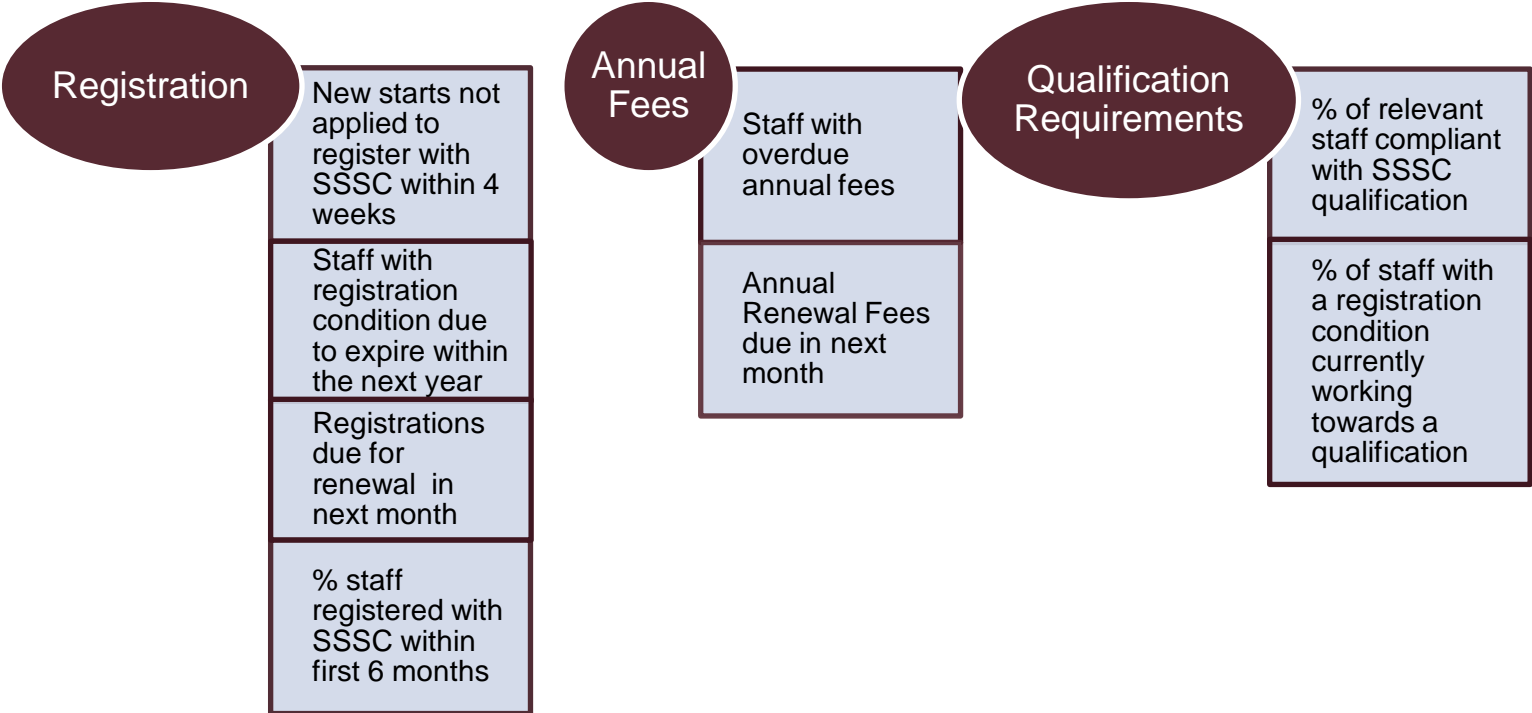
- For **Wheatley 360**, the work completed to date has identified areas in which management should consider whether additional detective controls need to be implemented to improve oversight of the extent to which customer safeguarding procedures are implemented by frontline staff. Additional detective controls may also increase confidence that staff have the correct training and knowledge to report concerns witnessed in Wheatley communities; and in the Group's reporting to external agencies/bodies. The draft compliance map on the next slide provides further information.

The Internal Audit team also followed up the status of the 11 business areas completed during 2022/23 and, for those at stage 3, management was asked to advise of the status of previous 'planned' controls activity or where it had been identified there was 'no controls' in place to manage legal and regulatory compliance requirements. Four compliance maps had reached Stage 3: Housing, Technical, Care and NETs. In each case, management had reviewed the controls in place, and considered changes required to those processes where there were no detective controls in place. For Care, Technical and NETs, additional controls have been introduced. For Housing, additional monitoring of exception reports has been introduced as an interim measure, pending a Housing-wide review of assurance checks to be completed by the Business Improvement Team.

12. Data Analytics - Wheatley Care review

Summary of work performed

The Internal Audit team has developed a planned approach to produce continuous analysis of SSSC registration compliance. Areas for analysis have been agreed to improve efficiency of Care management checks and testing methods have been confirmed and cross-checked with Care's own analysis. An IDEA script has now been created and shared with the Care Performance Team to automatically run this analysis on the areas identified below. This will improve the efficiency of these checks by allowing analysis and review to take place within the Care Performance team, removing the need to align with Internal Audit team resource availability.



Analytics covering these areas have been completed using data obtained for the months of October 2022 to March 2023. Results have been returned to the Care Services Innovation and Improvement Manager to review any exceptions noted. No significant issues were identified from the exercise.

Care Performance team will run the IDEA script from April 2023 onwards. Internal audit will assist where required during this initial period.

12. Data Analytics - Payroll review

Summary of work performed

There are no exceptions to highlight to the Group Audit Committee. The Internal Audit team has developed a planned approach to payroll testing that identifies those controls to be tested through development of continuous auditing and those where a periodic testing approach remains more appropriate. We have confirmed the operation of the controls through a walkthrough test and have started development of the continuous audit testing scripts.

Using the data available for Q3 and Q4 2022/23 we have used IDEA to confirm:

1. There are ***no duplicate employee numbers being used*** (across all payrolls)
2. We identified ***21 (Q3) and 19 (Q4) duplicate bank account numbers in use*** (across all payrolls). These were matched to the annual remuneration reports and HR spreadsheet of changes and most are clearly joint accounts, with the remainder relating to a change in role or employment status.
3. We identified two individuals who are each employed in two roles and each received payments from two different payrolls during Q3. We have confirmed with the payroll team that these are staff who have been appointed to an additional relief role in addition to their existing role within a different Subsidiary.
4. Our testing confirmed that ***none of the duplicate bank accounts belong to Payroll staff.***
5. There were ***29 (Q3) and 22 (Q4) employees who received no Gross Pay in a payroll run*** during the quarter under review. These relate to leavers, staff on maternity leave, staff on long term sick and some relief staff. We have confirmed with the payroll team that this is due to the nature of the contracts in place for these staff members.

12. Data Analytics- Accounts Payable Transactions

Summary of work performed

The accounts payable analytics performed this period considered purchase card transactions during July to September 2022 and then October to December 2022. We also reviewed faster payments made in the same period. The tests completed included analysis of purchase card transactions to identify i) transactions over £1,000, ii) spend that was not coded, and iii) spend that did not have attached receipts. For faster payments, we i) matched the transaction list against a list of IPOS suppliers and ii) summarised the data to identify suppliers to whom we had made 2 or more faster payments.

Both the purchase card and faster payments analyses identified exceptions that indicate financial procedures are not operating as expected across the Group. Exceptions are shared with Finance management to investigate planned actions, including updating the Purchase Card Procedures and reducing the number of staff authorised to make cash withdrawals using Purchase Cards, are in progress..

To seek further detail on the repeating exceptions and the overall control structure in place around financial procedures, Internal Audit will plan a detailed review of accounts payable. This will allow identification of control improvements required to address these exceptions and strengthen the Group's controls over expenditure. Internal Audit plans to conduct this review in August/November 2023, after external audit of the accounts is completed, to reduce unnecessary pressure on Finance resource capacity.

We will continue to work with Finance staff to develop the continuous auditing of purchase cards and faster payments.

13. Follow Up

Group-wide action status at 31 March 2023

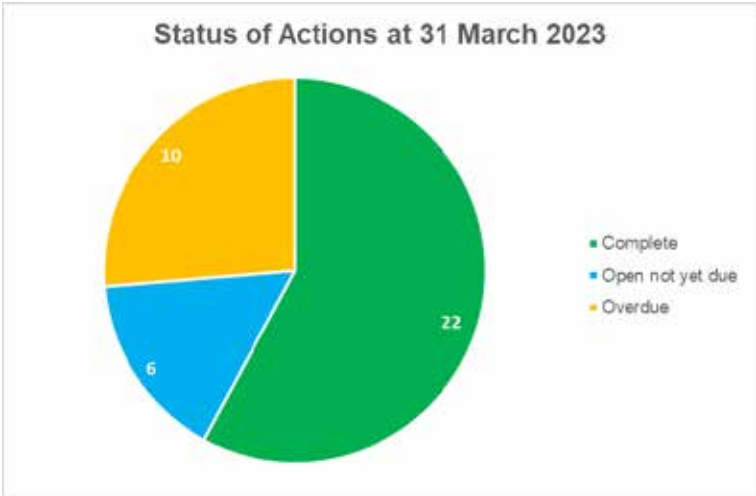
As at 31 March 2023, 22 of the 38 actions followed up have been confirmed by Internal Audit as complete. There are 6 actions where the completion date is not yet due.

There are 10 overdue actions, 4 of which relate to the Scottish Government Net Zero Grant Compliance audit. Work is in progress to fully implement the remaining actions, which are dependent on the progress of the three projects supported by the grant. A further 4 Digital Maturity Assessment actions are dependent on the approval of the Group's 2023/24 Delivery plan. The remaining overdue actions relate lessons learned from HR self service pilot study, and an ongoing review of user resource and network access from the ITGC review.

Review	Overdue actions	Revised due date
Net Zero Grant Compliance	4	31 July 2023
Digital Maturity Assessment	4	30 April 2023
HR Self Service	1	TBC
ITGC	1	31 August 2023

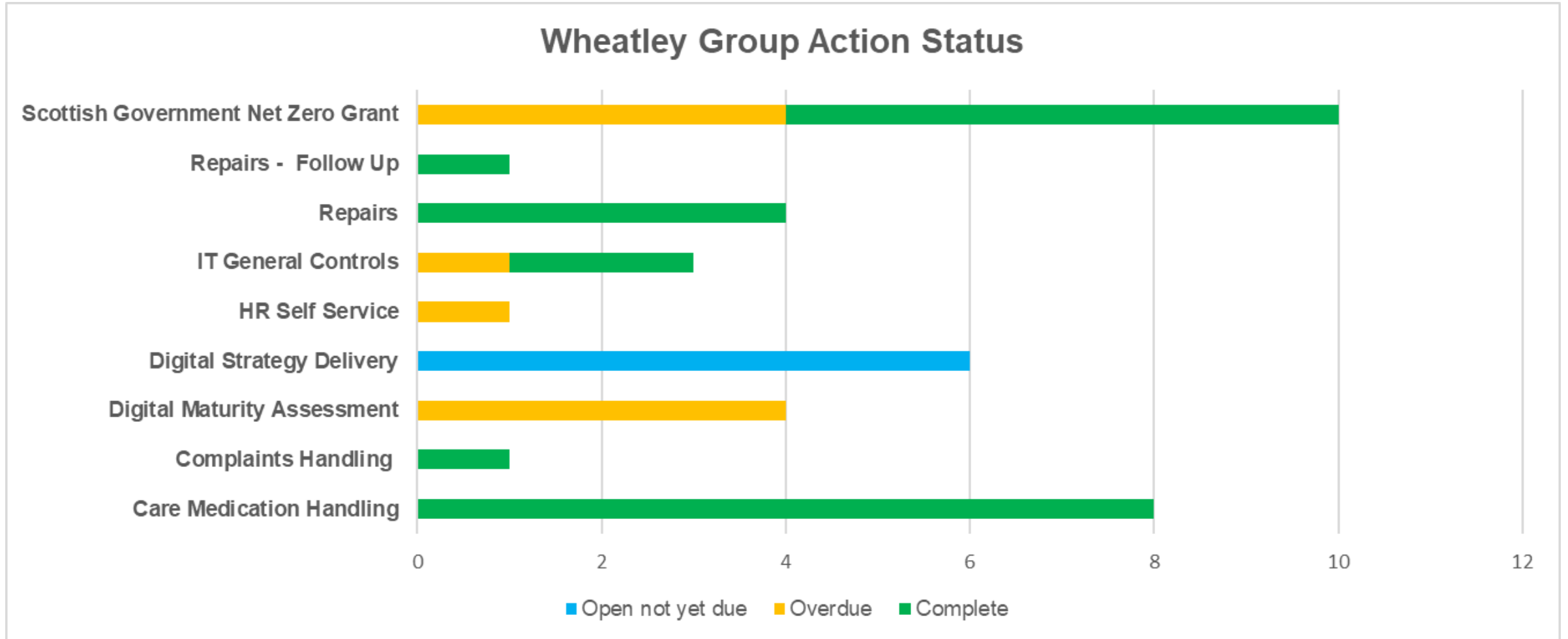
Status	Actions
Actions brought forward from 31 December 2023	9
New actions agreed	29
Total Actions followed up	38

The chart below summarises our assessment of the status of the 38 actions followed up this quarter.



The graph on the next slide shows the status of the actions we followed up by review.

13. Follow Up



Internal Audit Rolling Plan

Development of the Internal Audit Plan

Identification of internal audit areas of focus

As previously agreed by the Group Audit Committee, the Internal Audit team has reviewed the rolling plan during the current period, as indicated by the diagram below.

This has resulted in identification of areas of audit focus over a rolling 12-month period (see slide 3), from which reviews for the next period have been prioritised (see slide 7), for approval by Committee members.



The following slides detail the current list of Internal Audit Areas of Focus for the next 12 months. The plan is updated prior to each Group Audit Committee meeting to reflect the Internal Audit team's review, as follows:

Red font

- Reviews which have been added to the plan, amended, or deleted as no longer applicable

Blue font

- Proposed reviews for the next three months

Black font

- No changes

The plan also identifies other significant pieces of work undertaken by the internal audit team, including facilitation of the Group risk management process.

Internal Audit Areas of Focus

The following details the identified areas of audit focus over the next 12 months. This list (along with any new areas of focus) is used to identify reviews to be prioritised each quarter, for approval by Group Audit Committee. The areas of focus will also be reviewed quarterly. The areas highlighted in blue italics are proposed for the next three months. Areas reviewed during the previous 12 month period are shown on slide 5.

Operational Process

- Treasury & Cash management, including covenant reporting
- Procurement: Use of Supplier Frameworks
- Procurement: Contract Management System implementation
- Amended Lets
- ASB Framework
- Capital Investment Programme
- Supply chain management
- Iworld / Astra application review (joint review)
- Cyber security – Ransomware response
- Money and Fuel advice

Regulatory Focus

- Sustainability – reporting requirements
- Factoring income
- Management of commercial properties
- Policy framework
- Equality, Diversity & Inclusion
- Housing standards - EESSH 2 compliance
- Data Protection (external review)

Strategic Change

- *CFC operating model*
- New Build Programme: locality planning, portfolio additions, development pipeline, project management
- Community Engagement, inc tenant involvement and consultation
- Data Strategy implementation / delivery
- Repairs “track it” implementation/ lessons learned
- Sustainability Strategy delivery
- Incident and change management
- Cloud telephony project
- *MyVoice implementation*

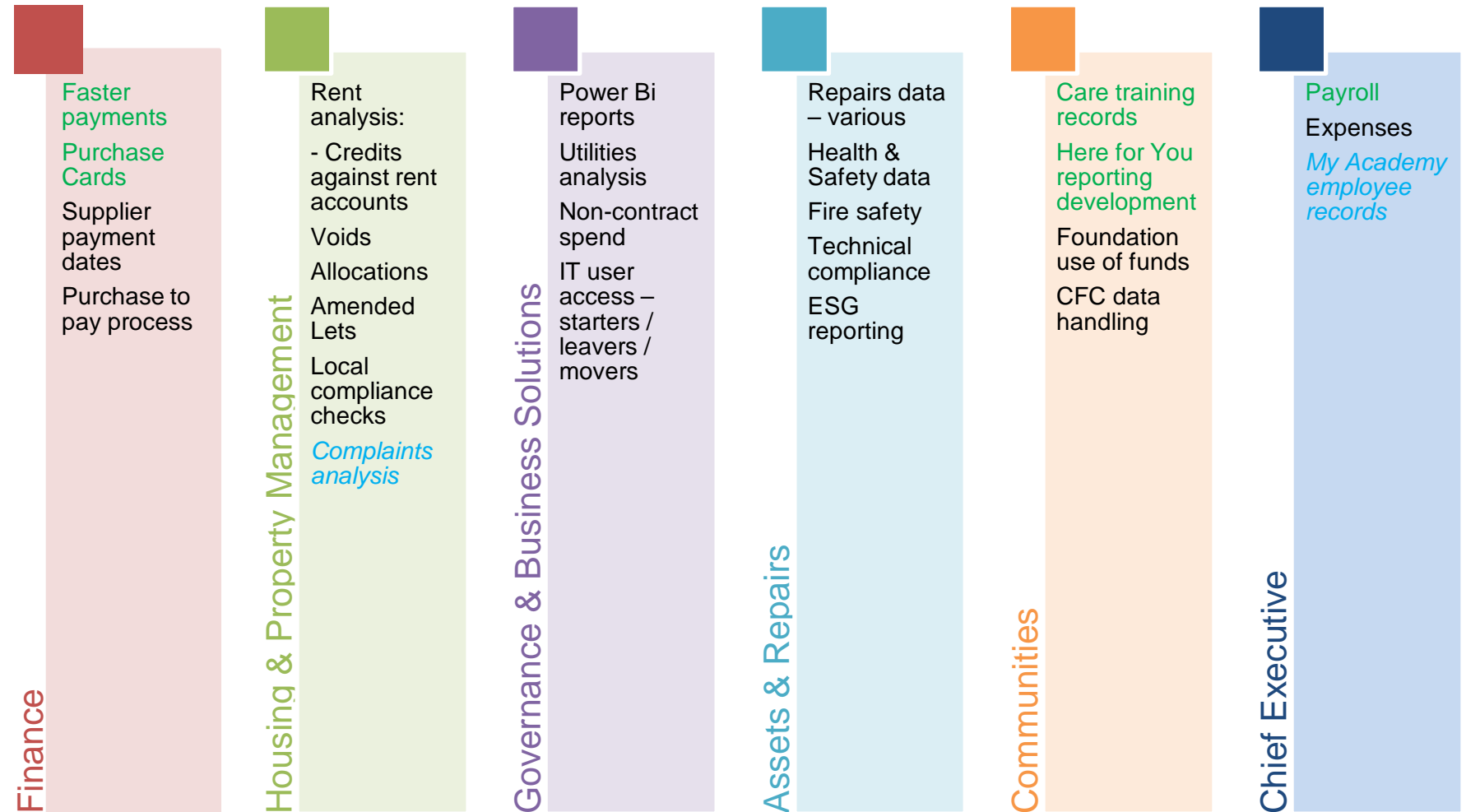
Management Focus

- *MyAcademy, including new MyContribution process*
- *New build programme – securitisation process*
- Wheatley Care Recruitment and Induction process
- NETS mobile app
- *City Building Glasgow Co-ordination Group*
- Wheatley Homes – South Repairs
- Organisational and operational resilience

Potential Continuous Auditing Areas of Focus

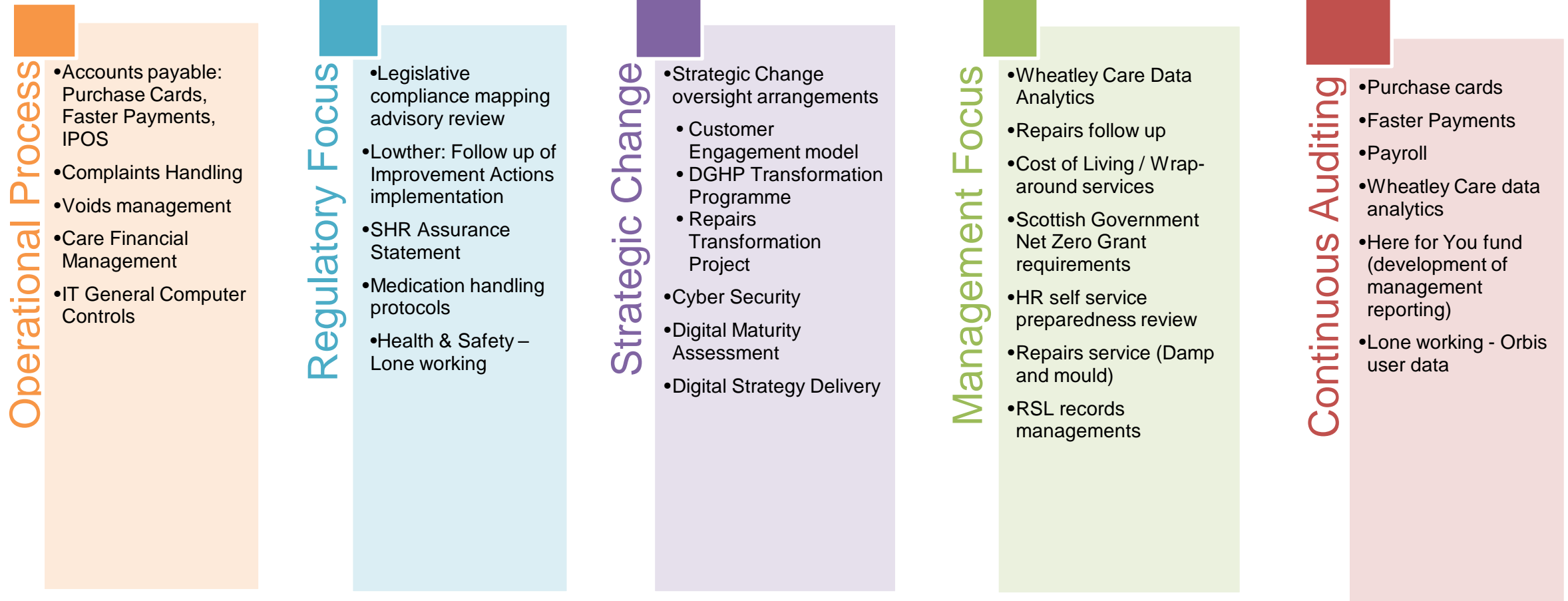
In addition to the areas of audit focus for the next 12 months that have been laid out on the preceding slide, we have identified areas in which there is potential for the development of a continuous auditing approach through data analytics.

- *Blue italics*: we will work with management to understand the data available, including whether it meets our required data quality criteria, and conclude on whether it is possible to develop a continuous auditing approach.
- **Green font**: areas in which continuous auditing has been implemented. A summary of the testing undertaken will be included in the quarterly Group Assurance Updates.



Internal Audit reviews in previous 12 months

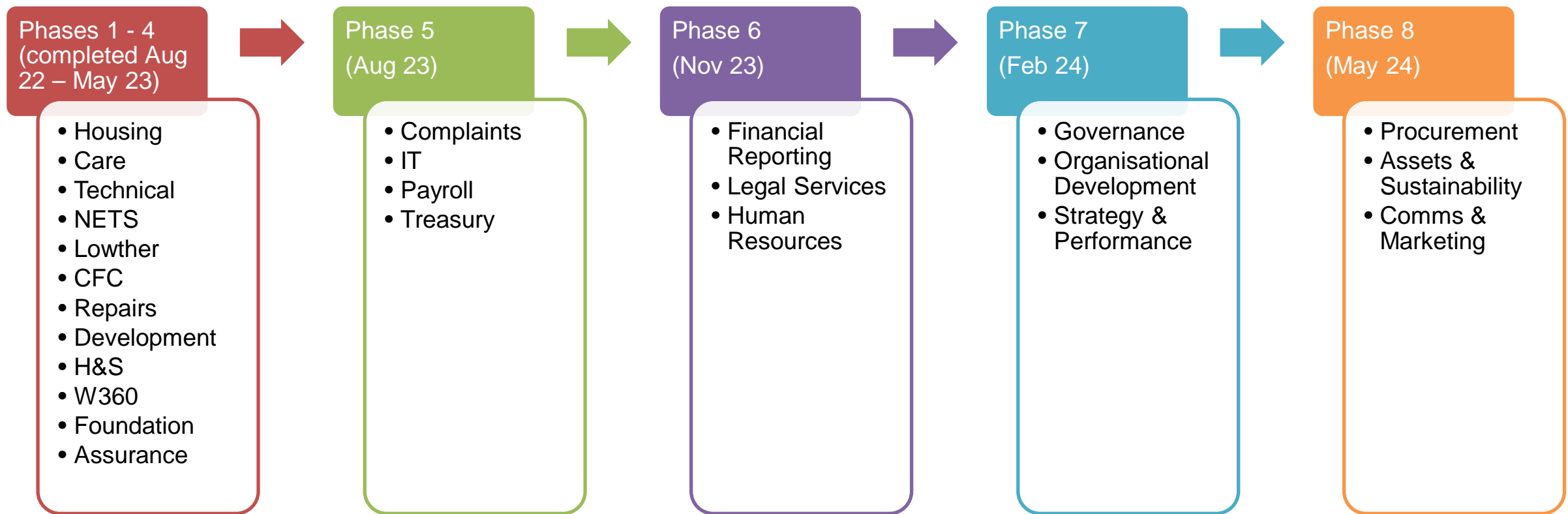
The following details the areas of audit focus that have been reviewed during the previous 12-month period.



Legislative compliance mapping advisory review

Timeline Phases

We have been working on the mapping of areas where legislative compliance is required across the Group since the beginning of the financial year. The chart below summarises the areas reviewed to date and the planned timetable for the remaining areas.



IA Plan for next period

<i>Review</i>	<i>Relevant Strategic Risk</i>	<i>Proposed scope</i>
Compliance checking advisory review (phase 5)	RISK016 – Laws and regulations	We will continue our mapping of existing legislative compliance checking across the Group, focusing in the coming period on IT, Treasury, Payroll and Complaints.
New Build Securitisation	RISK008 – Compliance with funder requirements	We will review the new build securitisation process to assess the extent to which controls in place to confirm that all documentation required to securitise new build properties is in place at the point of handover.
MyAcademy	RISK015 – Failure to recruit, develop, retain and succession plan	We will review MyAcademy to assess the extent to which the new MyContribution process embedded within MyAcademy has been implemented by teams across the Group. We will also review controls in place to confirm the completeness and accuracy of standing data within the system, including updates for joiners, movers and leavers; training required for job roles and training completion certificates.
CBG Partnership Oversight Board assurance	RISK006 – Customer satisfaction	We will set aside time support the CBG Partnership Oversight Board.

IA Plan for next period (continued)

The Internal Audit team will also allocate resources to the following work, which does not relate to specific risks within the Strategic Risk Register.

<i>Review</i>	<i>Proposed scope</i>
Data analytics	We will complete established quarterly reviews of payroll data, Wheatley Care staff qualifications, and purchase card expenditure. During the review of My Academy we will investigate the potential for developing continuous auditing checks in these areas. We will also introduce an IDEA support group for IDEA users to share good practice and maximise usage across the Group.
Follow-Up review	Quarterly follow-up exercise
Risk Management	Facilitation of the quarterly review of risks across Group, including quarterly reporting to Subsidiary Boards, Group Audit Committee and Group Board. We will also hold risk workshops with Subsidiary Boards during May and June 2023.