

MINUTES OF THE 558TH MANAGEMENT COMMITTEE MEETING OF WILLIAMSBURGH HOUSING ASSOCIATION, HELD ON WEDNESDAY, 26TH NOVEMBER 2025 AT 6PM (HYBRID)

PRESENT:	J. Scott J. Kerr C. Henry J. Aitkin R. Coelho Cllr. W. Mylett Cllr. M. MacLaren E. McDermott O. Ikeh	Chairperson
IN ATTENDANCE:	J. Grant L. Ramsay L. Reynolds S. Vernal	Chief Executive Officer Head of Finance & Corporate Services Head of Property Services Head of Housing & Communities
OBSERVER:	██████████	

J. Scott welcomed ██████████ to the meeting as an observer and all members introduced themselves.

- 1. **(a) Apologies**
Apologies were received from L. Shields and G.L. John.
- (b) Declarations of Interest**
Cllr. W. Mylet and Cllr. M. MacLaren declared an interest in item 8.
- 2. **(a) Minutes of Management Committee Meeting: 29.10.25 (No.557)**
The minutes of the Management Committee meeting held on Wednesday, 29th November 2025 (No.557) were proposed correct on a motion proposed by Cllr. M. McLaren, seconded by D. Eadie. Use of the electronic signature was agreed.
- (B) Matters Arising**
There were no matters arising.

3. Rent Review 2026/27

L. Ramsay presented the report and outlined the background and context for the proposed rent review. It was explained that WHA is committed to providing high quality services to meet the needs and aspirations of our customers. Rents are reviewed annually to ensure our financial viability in the longer term whilst aiming to keep rents affordable for as many tenants as possible. Consultation is conducted with tenants on the rent increase proposal in December 2025 and the feedback provided is considered alongside the requirements of the business plan. L. Ramsay reminded members that an above inflation rate increase strategy was agreed in November 2024.

It was highlighted that while a strong financial performance continues - and benchmarking of costs show good results – the future cost of maintenance for the stock has risen significantly. Net Present Value (NPV) assessments in the Asset Management Strategy now show a long-term risk that income will not be sufficient to fund existing high standards of property maintenance and improvements. There is also continuing cost pressure from above inflation staff salary increases, pension deficit liabilities, net zero investment risks and the need to invest in new technology and IT systems. Overall, this means rents need to rise further and faster than expected, while continuing to ensure they are affordable. WHA's rents are comparatively low, and all efforts are being made to deliver value for money. We have also absorbed cost increases without passing these on to support tenants through Covid and the peak of the cost-of-living crisis. However, this is financially unsustainable, and higher increases are therefore necessary and recommended.

The Committee discussed the financial risks and the implications of increasing rents above inflation on tenant rent affordability.

A member highlighted that the WHA should continue to provide a quality service and this costs money. WHA provides services that other RSLs do not and tenants value this. WHA's rents are low in comparison to others which is a long-term risk, so there is a need to catch-up with sector rent level benchmarks.

A member agreed and felt that it was important to be honest with tenants that higher rent increases were needed to avoid reducing service quality. Communicating this in the consultation was key to achieving this.

A member highlighted that the NPV assessment indicated that higher rent increases sooner would be important to ensure long-term investment could continue. It was proposed that the rent level increase in the consultation should be at a minimum of 8.5%. This was regrettable but, in the context of lower rents at present, it was required.

A member was sympathetic to all the points made but felt that going any higher would not be welcomed by tenants. It was a question of affordability and the speed of the increases being made.

3. Rent Review 2026/27 Contd.

J. Scott called for a vote on changing the proposed rent increase for consultation with tenants to 2 new options – 8.5% and 9%. This was carried by 5 to 4.

The recommendation was amended and it was approved to consult on 2 rent increase options of 8.5% and 9%, proposed by R. Coelho, seconded by D. Eadie.

4. Changes to the Governance of Procurement

L. Reynolds presented the report, highlighting proposed amendments to the procurement policy and associated governance arrangements. The purpose was to enable a more efficient approach to procurement that will reduce delays and deliver projects faster. Changes included a new annual procurement plan, amendments to the Scheme of Delegation and revised scrutiny arrangements for the FAC sub-committee. Robust checks and balances were in place with any variation to the approved plan continuing to be reported.

Members welcomed the proposed changes as sensible and well considered. Members agreed that checks and balances were clear and proportionate.

The recommendations were approved - proposed by D. Eadie, seconded by J. Scott.

5. Chief Executive's Report

J. Grant presented the report, outlining the proposed agenda for the Management Committee's strategy away-day in January. This would focus on the annual review of the strategic objectives and business plan, technology opportunities and risks, financial plan and strategic risks.

The agenda was approved - proposed by R. Coelho, seconded by Cllr. W. Mylett.

6. Investors in People (IIP) Report

J. Grant presented the report, advising that WHA had been successful in achieving the IIP Gold assessment. This followed 3 years of work to improve staff engagement and organisational culture.

All members welcomed the result and agreed that it was a great achievement for WHA. They asked that thanks were passed on to the staff team.

7. Health & Safety (H&S) Control Manual Annual Adoption

L. Reynolds presented the report, noting updates and arrangements for H&S good practice and their use across the organisation.

The Committee noted the report.

8. New Homes Report

J. Grant presented the report, highlighting that there are no live new developments at present and none planned in the SHIP until 2030. The Paisley Grammer School site opportunity has been rejected with an offer to meet the developer in place to explain why. The strategic acquisitions of existing properties with Scottish Government grant funding support continues to make progress.

The Committee noted the report.

9. Minutes of Finance, Audit & Corporate Services Sub Committee Meeting 06.08.25 (No.13) and Minutes of Operations and Performance Sub Committee Meeting 13.08.25 (No.12)

The Committee noted the minutes.

10. Any Other Business

(a) J. Grant highlighted that attendance at the strategic away day would be improved if the date was moved back. It was agreed to move the date to Friday 23rd January 2026.

(b) J. Grant also reminded Committee members that they had previously (via email exchange) agreed to award a tenancy to a member of WHA's staff team. This was done out with a meeting to avoid a long delay in moving in and to reduce the resultant financial void loss. Full information had been provided at the time to support the award within WHA's rules and policy, due to the need to ensure organisational integrity on payments and benefits for staff members. The Committee were asked to ratify the decision, and this was agreed - proposed by D. Eadie, seconded by J. Scott.

12. Date and Time of Next Meeting

J. Scott thanked everyone for their attendance and advised that the next scheduled meeting of Williamsburgh Housing Association's Management Committee would be **Wednesday, 11th February 2026 at 6.00pm (Hybrid)**

CHAIRPERSON:

DATE: