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BOARD AGENDA –29 JUNE 2022

ITEM	AGENDA ITEM	ACTION	PRESENTED BY	PAGE NO	TIME
1	**Attendance & Apologies**	Noting	Chair	3	5:30pm - 5.45pm
2	**Declaration of Interest**	Noting	Chair	-	
3	**Minutes**				
3.1	Minute of Meeting 25 May 2022	Approval	Chair	5	
3.2	Action Sheet	Noting	Company Secretary	9	
4	**Date of Next Meeting** 31 August 2022 & 1 September 2022	Approval	Chair	-	
5	**Health & Safety**	Noting	Director of Operations	-	

ITEM	AGENDA ITEM	ACTION	PRESENTED BY	PAGE NO	TIME
6	**Items For Decision**				5:45pm - 6:45pm
6.1	Annual Report & Financial Statement to 31 March 2022	Approval	Director of F&CS	11	
6.2	SHR Financial Return	Approval	Director of F&CS	87	
6.3	Budgetary Performance for the Year Ended 31 March 2022	Approval	Director of F&CS	114	
6.4	Management Report to 31 May 2022	Approval	Finance Manager	124	
6.5	Housing Allocations Report	Approval	Housing Officer (Allocations)	146	
6.6	Consultations	Approval	Chief Executive	171	
6.7	Data Housing Extension of Contract	Approval	Corporate Resources Manager	216	
6.8	Rule Change	Approval	Company Secretary	218	

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ITEM	AGENDA ITEM	ACTION	PRESENTED BY	PAGE NO	TIME
7	**Policies & Strategies**				6:45pm - 7:10pm
7.1	Debt Management Policy	Approval	Director of F&CS	221	
7.2	Risk Management Strategy	Approval	Chief Executive	234	
7.3	Environmental Strategy	Approval	Investment Manager	236	
7.4	Adverse Weather Policy	Approval	Chief Executive	269	
7.5	Policy Consultation Response (Flexible Working Policy)	Approval	Chief Executive	278	

MEETING GOES INTO PRIVATE SESSION

ITEM	AGENDA ITEM	ACTION	PRESENTED BY	PAGE NO	TIME
9	**Noting Reports**				
9.1	Development Report	Noting	Development Manager	286	

Board Meetings 2021/22

Board Members	Notes	26-Aug-21	17-Nov-21	09-Feb-22	23-Mar-22	25-May-22			
Iain Macmillan	1								
Calum Mackay	1								
Alexander Gardner	2								
Fiona Macleod	4								
Gordon Macleod									
Norman A Macdonald	3								
Roddy Mackay	5								
Roddy Nicolson									
John N Macleod	5								
Helen Mackenzie									
Donald Macsween	6								
Iain M Macleod	6								

1 - Appointed as a Community Member on 26 August 2021
2 - Appointed as a Tenant Member on 26 August 2021
3 - Appointed as Co-optee on 23 March 2022
4 - Fiona Macleod resigned from Board on 14 April 2022
5 - Not re-appointeed to Board following local elections on 5 May 2022
6- Appointed as Council Member following the local elections on 5 May 2022

Member present at meeting

Member not present at meeting

Cancellation of travel due to weather

Unable to attend remote meeting due to technical difficulties

Member not required to be present at meeting

Leave Special Leave Granted

Board Training and Conferences 2021/22

Board Members	Notes	Treasury Management Training 30-Nov-21	Decision Time Training 28-Jan-22			
Iain Macmillan	1					
Calum Mackay	1					
Alexander Gardner	2					
Fiona Macleod	5					
Gordon Macleod						
Norman A Macdonald	3					
Roddy Mackay	4					
Roddy Nicolson						
John N Macleod	4					
Helen Mackenzie						

1 - Appointed as a Community Member on 26 August 2021
2 - Appointed as a Tenant Member on 26 August 2021
3 - Appointed as Co-optee on 23 March 2022
4 - Not re-appointeed to Board following local elections on 5 May 2022

Member present at training

Member not present at training

Cancellation of travel due to weather

Unable to attend remote training due to techncial difficulties

Member not required to be present at training

Leave — Special Leave Granted

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ITEM NO 3.1

HEBRIDEAN HOUSING PARTNERSHIP

Board

Minutes of Meeting held remotely via Microsoft Teams on Wednesday, 25 May 2022 at 5.30pm

PRELIMINARY ITEM	
ATTENDANCE & APOLOGIES	
1	**Attendance & Apologies** Present: Iain Macmillan (Chair); Calum Mackay (Vice-Chair); Alex Gardner; Helen Mackenzie; Norman A Macdonald (P&C only); Roddy Nicolson; Iain M Macleod; Donald Macsween Apologies: Gordon Macleod Staff & Consultants In Attendance: Dena Macleod (Chief Executive); Donald Macleod (Director of Finance & Corporate Services); John Maciver (Director of Operations); Katia Petteloot (Company Secretary); Jonathan Fairgrieve (Corporate Services Officer – Minute Taker); James Morrison (Finance Manager); Angus MacNeil (Assets & Contracts Manager); Sawan Morrison (Development Manager); Angus Smith (Corporate Resources Manager); Monika Fortagh (Debt Management Officer); Iona France (Governance Officer) Members were notified Fiona Macleod had resigned from the Board on 14 April 2022. The Chair welcomed Iain M Macleod, Finlay Stewart and Donald Macsween who were appointed to the Board following the Comhairle elections on 5 May 2022. The Chair thanked outgoing Members Roddy Mackay and John Macleod for their services to the Board. The Company Secretary notified members that due to changes in the Board there were vacancies on a number of Committees and Working Groups and a Microsoft Form would be issued to members to seek nominations following the meeting. The Bayhead Bridge Centre had requested a member of our Board be appointed to their Board. **It was agreed Calum Mackay be appointed to the Board of Bayhead Bridge Centre and be supported by an Officer.**
PRELIMINARY PROCEDURAL MATTERS	
2	**Declaration of Interest** Roddy Nicolson declared an interest in Item 8.5.
3.1	**Minute of Board Meeting 23 March 2022** **The minute of the Board meeting of 23 March 2022 was submitted and approved as a true and accurate record of the proceedings of the meeting.**
3.2	**Action Sheet** **The Action Sheet was noted.**
4	**Date of Next Meeting** The date of the next meeting will be 29 June 2022.
5	**Health & Safety** The Director of Operations advised our offices are now open to the public at reduced hours of 10am - 12noon and 2pm – 4pm with COVID-19 signage in place.

ITEMS FOR DECISION	
6.1	**<u>Annual Return on the Charter 2021/22</u>** The Annual Return on the Charter 2021/22 (ARC) was presented to the Board for consideration and approval, subject to the reconciliation of any queries raised. The report highlighted the variances with some of the key indicators from the 2020/21 return. Since the writing of the report an amendment had been made to indicator 18 rent loss due to voids, increasing from £88,808 to £107,753. Calum Mackay questioned whether our visibility within estates through COVID-19 could have an impact on tenant satisfaction levels. The Director of Operations advised estates inspections were ongoing and officers were engaging with tenants regularly. **The Board reviewed and approved the Draft Annual Return on the Charter 2021/22.**
6.2	**<u>Development Report</u>** The Development Manager provided an update on the Development Programme. Ten homes at Johnstone Court, Balivanich had been handed over. The contractor at Crowlista was now on site at risk, as the resumption was coming to a conclusion. The identification of land at South Uist continued to be difficult and members were advised the Comhairle would be contacted to ascertain whether they wish to pursue alternative options. Iain Macmillan highlight we had agreed to deliver the Comhairle's Strategic Housing Investment Plan which contains six units in South Uist and therefore we could not ignore this. The Director of Operations explained the aim of discussions with the Comhairle would be to move sites around within the SHIP while sites in South Uist were unidentified rather than seeking the removal of development in South Uist. The Chief Executive advised drainage issues had been identified at the site in Low Flyer which would need to be rectified prior to a site start. **The Board:** **a) agreed the name of the site at Blackwater be An Allt Dubh;** **b) agreed that until such time as the Comhairle identify suitable sites in South Uist for development we would engage with the Comhairle to bring forward other projects already identified in the Strategic Housing Investment Plan for Uist or Barra** **c) approved the Low Flyer site be brought forward to our 2022/23 Development Programme; and** **d) noted the update on the Development Programme.**
6.3	**<u>Community Grants Request</u>** The Director of Operations presented an application from the Newmarket Gateway Trust to our Community Grant Fund. The Trust requested £3,417.90 to install Playspec hydraulic gates to improve the Newmarket Play Park. Members were advised that we have a significant number of properties in the surrounding area so the project would have a direct benefit to our tenants. Helen Mackenzie raised concerns about the speed limit within the area. The Director of Operations advised discussions with the Comhairle Roads Department would take place in conjunction with the new Blackwater development and the installation of the gates proposed by the Trust would improve safety within the area. **The Board approved 50% of the funding application from Newmarket Gateway Trust from the Community Grant Fund and to seek to assist with the remainder through the Blackwater project Community Benefit.**
6.4	**<u>Agreement to Utilise Land – Manor and Castle Community Association</u>** The Director of Operations presented a request from the Manor and Castle Community Association to utilise an area of ground to construct Polycrubs and to provide planters, pathways and landscaping for community use. It was agreed an Agreement with the Association be put in place to ensure correct insurance provisions. **The Board approved the use of the land, by the Manor and Castle Community Association, for the erection of a Polycrub and other planting.**
6.5	**<u>Board Member Appointment</u>** Ms Alison McCorquodale has indicated that she was interested in joining the Board. Ms McCorquodale has worked in both public and private sectors for a number of years and has considerable knowledge to draw upon in the fields of finance and revenue. Ms McCorquodale has experience in working with a range of stakeholders and public and a strong awareness of issues facing the local communities. The appointment as a Board Appointed Member in accordance with HHP's Rules and for a period of two years from 26 May 2022 was proposed and agreed. **The Board approved Ms Alison McCorquodale's appointment to the Board for a period of two years as a Board Appointed Member with effect from 26 May 2022 subject to satisfactory completion of the Code of Governance requirements.**

POLICIES & STRATEGIES	
7.1	<u>**Debt Management Policy**</u> **This report was withdrawn.**
7.2	<u>**Flexible Working Policy**</u> The Chief Executive presented the Flexible Working Policy for consultation with staff and the Union. The Policy had been updated to separate policy and procedure and take account of the latest good practice outlined in EVH's Model Policy for Flexible Working. Helen Mackenzie questioned how Flexible Working can support the management of an employee in instances where performance is not satisfactory. The Chief Executive advised performance measures within the Policy would be developed and when flexible working is approved it would be for a period of time and be reviewed following that period. **The Board approved:** **a) the revised Flexible Working Policy and Procedures for consultation with staff and the Union; and** **b) if there are no material changes to the Policy arising from the consultation, that the Policy is approved otherwise a revised version will be presented to the next meeting of the Board.**
7.3	<u>**Workforce Strategy**</u> The Workforce Strategy was presented following a period of consultation with staff and the Union. Members were advised that the following amendments were added to the Strategy after consultation: A future leaders development plan, and developing the work we plan to do with schools to ensure Housing is seen as a professional career option. **The Board approved the revised Workforce Strategy.**
7.4	<u>**Review of Policies**</u> The Executive Office Manager presented a number of policies which were due for review. Minor formatting updates had been made to the Electrical Safety, Play Areas, Water Systems & Legionella and Personal Relationships at Work policies. The Appointment of Consultants Policy had minor updates to provide clarity. The Landlord's Fire Safety Policy was updated to include battery powered alarms and make reference to new fire regulation requirements including sprinkler systems. The Office Fire Safety Policy was updated to define delegated responsibilities, reflect changes in working patterns, office layouts and to Fire Marshalls. The Managing Violence & Aggression at Work Policy was updated to include electronic communication. The Vulnerable Consumers Policy was updated to remove braille as an option. **The Board approved the:** **a) Appointment of Consultants Policy;** **b) Landlord Fire Safety Policy;** **c) Electrical Safety Policy;** **d) Play Areas Policy;** **e) Water Systems & Legionella Policy;** **f) Office Fire Safety Policy;** **g) Managing Violence & Aggression at Work Policy;** **h) Vulnerable Consumers Policy: and** **i) Personal Relationships at Work Policy.**
MEETING GOES INTO PRIVATE SESSION	

MONITORING REPORTS	
9.1	**<u>Business Plan Monitoring Report</u>** There were no questions on this item. **The Board noted the Delivery Plan Progress Report to 31 March 2022.**
9.2	**<u>SHR Engagement Plan</u>** There were no questions on this item. **The Board noted the:** **a) SHR Engagement Plan for 2022/23; and** **b) Performance Indicators.**
9.3	**<u>Equalities Action Plan</u>** There were no questions on this item. **The Board noted the actions taken on the Equalities Action Plan.**
9.4	**<u>Quarterly Treasury Report to 31 March 2022</u>** Calum Mackay queried if high interest rates were of benefit or not to the organisation. The Director of Finance & Corporate Services advised an increase in interest rates were of benefit with respect to monies in the bank as we receive a higher interest rate on such monies. As £8.5M of our currently borrowing is at a fixed rate only £1.5M of our current borrowing is susceptible to changes in interest rates. **The Board noted the:** **a) quarterly report on the Analysis of Investment and Borrowing;** **b) outstanding loans at 31 March 2022 of £20M; and** **c) cash balance at 31 March 2022 of 3.294M.**
9.5	**<u>Asset Management Strategy</u>** Helen Mackenzie asked for clarification on the actions planned to address the lack of interest in the Stock Condition Survey Tender. The Assets & Contracts Manager advised there was interest in the tender document but this had not resulted in tender submissions. Members were further advised correspondence had been sent to the interested parties to gain further understanding and once feedback had been received the Survey could be retendered if appropriate. **The Board noted the progress on the Asset Management Strategy Action Plan.**
9.6	**<u>Repairs Review</u>** Helen Mackenzie raised a query on the number of repairs not completed Right First Time and the sustainability of having to attend a property more than once. The Assets & Contracts Manager advised the contractor will attend a job with the tools to complete the job raised as well as generic tools in order to group jobs that are reported within the same area. The Director of Operations advised the definition of Right First Time was complex and jobs that are not completed within the target time are automatically calculated as not Right First Time. The issue was amplified in Uist and Barra where weather can impact job completion times. It was agreed the narrative in the next report would provide further clarity on definitions. **The Board noted:** **a) the Service Review;** **b) we will continue to analyse repairs and costs as we progress through the year to seek efficiencies and savings; and** **c) we will compare performance and costs with peer group landlords to identify potential efficiencies and improvements.**

Chairperson Mr Iain Macmillan

SIGNED ……………………………………………………

DATE ……………………………………………………

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ITEM NO 3.2

BOARD ACTION SHEET

ACTION POINT	MINUTE NUMBER	ACTION TO BE TAKEN	DEADLINE/ TIMESCALE	ACTION BY	PROGRESS
1	25 May 22 (6.1)	Annual Return on the Charter to be submitted	31 May 2022	Governance Officer	Submitted 27 May 2022
2	25 May 22 (6.2)	Gaelic name for the Blackwater Development to be confirmed	June 2022	Development Manager	Completed
3	25 May 22 (6.3)	Community Grant to be awarded to Newmarket Gateway Trust	June 2022	Director of Operations	Group notified and BACS details and invoice awaited
4	25 May 22 (6.4)	Agreement between HHP and Manor and Castle Community Association to be drafted for use of land to erect Polycrub and other planting	June 2022	Director of Operations	Group notified and template agreement drafted and being finalised.
5	25 May 22 (6.5)	Alison McCorquodale to be contacted to confirm appointment to the Board	27 May 2022	Company Secretary	Contacted 26 May 2022
6	25 May 22 (7.2)	Consultation regarding Flexible Working Policy to be issued	17 June 2022	Chief Executive	Consultation issued on 30 May 2022 and closing on 17 June 2022.
7	25 May 22 (9.6)	Repairs spend to be discussed at Asset Management Working Group	October 2022	Director of Operations	Mid-year update and breakdown of repairs to be provided
8	23 Mar 2022 (3.2)	Chair to respond to letters received from CNES Leader and IJB Chair.	June 2022	Chair	Completed
9	23 Mar 2022 (6.6)	Board Development Session to be arranged following May Board Meeting.	29 June 2022	Executive Office Manager	

ACTION POINT	MINUTE NUMBER	ACTION TO BE TAKEN	DEADLINE/ TIMESCALE	ACTION BY	PROGRESS
10	9 Feb 2022 (7.2)	Review garage rents.	2023/24	Director of Finance & Corporate Resources	To be reviewed with wider Rent Structure Review in second half of 2022/23.
11	19 May 2021 (7.3)	Communications to be accessible and easy to understand for all our customers	August 2022	Executive Office Manager	Review of letters and newsletter is underway. To be captured with the review of the Communications Policy.
12	17 Mar 2021 (6.4)	Development at Crowlista to be progressed	June 2022	Development Manager	Contractor on site at risk. Land transaction and building contract will be concluded before June 22 Board meeting.
13	20 May 2020 (8.3)	Arrange for a Board Member to attend staff meeting.	Once Office activities return to normal	Company Secretary	

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ITEM NO 6.1

ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

Board 29 June 2022

Report by Director of Finance & Corporate Services

Purpose of Report

1.1 To present the Annual Report and Accounts for the year ended 31 March 2022 to the Board and Audit & Risk Committee for approval.

Summary

2.1 The Annual Report and Accounts for the year ended 31 March 2022 have been prepared and are at Appendix 1.

2.2 The Subsidiary Accounts have been prepared for the year ended 31 March 2022 and are at Appendix 2.

Competence

3.1 The legal, financial or other constraints to any recommendations in this report being implemented are detailed in paragraph 5.1 - 8.1.

Recommendations

4.1 **It is recommended that the Board:**

a) approve the Annual Report and Accounts for the year ended 31 March 2022 as at Appendix 1; and

b) note the Subsidiary Accounts for the year ended 31 March 2022.

APPENDIX 1:	Annual Report and Accounts for the year ended 31 March 2022	
APPENDIX 2:	HHP Community Housing Accounts for the year ended 31 March 2022	
Background Papers:	None	
Writer of Report:	Donald Macleod	Tel: 0300 123 0773

Competence

Financial

5.1 The Annual Report and Financial Statements report on how the resources for the year ended 31 March 2022 have been utilised. The cost of auditing and producing copies of the Annual Report and Accounts has been provided for in the Annual Report and Accounts.

Legal

6.1 The following Partnership rules are applicable:

a) *Rule 69 - The Partnership must keep proper books of accounts to cover its income, expenditure transactions and its assets, liabilities and reserves in line with Part 7 of the Co-operative and Community Benefit Societies Act 2014. It must also set up and maintain a suitable system for controlling its books of accounts, its cash and its receipts and invoices.*

b) *Rule 70 – The Board must send the Partnership's accounts and Balance Sheet to the Partnership's auditor. The auditor must then report to the Partnership on the accounts they have examined. In doing this, the auditor must follow the conditions set out in Part 7 of the Co-operative and Community Benefit Societies Act 2014 and Part 6 of the Housing(Scotland) Act 2010.c)*

c) *Rule 71 - The Partnership must provide the Scottish Housing Regulator and the Financial Services Authority with a copy of its accounts and the auditor's report within six months of the end of the period to which they relate.*

6.2 The Annual Report and Financial Statements prepared must comply with the Statement of Recommended Practice (SORP) - Accounting by registered social landlords 2014 and the Determination of Accounting Requirements issued by the Scottish Housing Regulator (February 2019).

6.3 The Facility Agreement with our Funder's requires the Partnership to submit an audited Annual Report and Financial Statements within six months from the end of the period to which they relate and confirmation from our External Auditor that the Financial Covenants have been met.

6.4 The following Financial Regulations are applicable:

a) *5.10.2 – Preparation of annual accounts is to commence immediately after the end of each financial year and draft accounts are to be prepared for consideration by the auditors and by the Resources Committee no later than three months after the year-end.*

b) *5.10.4 - the draft accounts and audit management letter will be reviewed by the Audit and Risk Committee. On the recommendation of the respective Committees, the draft accounts will be submitted to the Board for approval, and subsequently for adoption at the Annual General Meeting.*

Regulatory Guidance

7.1 The Regulatory Standards checklist has been completed and there is nothing in the report which would result in a breach of the standards.

Risk

8.1 The risk of not complying with the Legal requirements has been mitigated by completing the preparation of the Annual Reports and Financial Statements within three months of the year-end.

Report Details

9.1 A set of accounts for the year ended 31 March 2022 have been prepared and are at Appendix 1 to this report. An audit report will be issued at the meeting of the Committee and the Board.

9.2 Opportunity to ask questions with regards to the Accounts and performance for the year will be given at the Board meeting.

9.3 The key financial factors to highlight in the Annual Accounts are that:

a) Operating surplus of £2,504,134 shows an increase from the previous year of £261,501. The key changes are detailed below:

Area	£000's	Reason
Rental Income	375	Increase driven by annual rent increase and an increase in the number of units through new build.
Management & Maintenance Administration Costs	(72)	Internal fee income was up £256K year on year due to the increase in the level of investment and development spend. This was offset by a significant increase in the FRS102 pension adjustment in the year of £286K and increases in other supervision and management costs of £42K.
Depreciation	(246)	Increase driven by new build properties completed and component replacements capitalised in the year
Repairs	(87)	General repairs has increased £201K driven by a £76K increase in void repairs and an increased average repair cost driving the remaining increase of £125K. A £256K reduction in expensed investment costs mainly due to the smoke detector programme which completed last year.
Increase in Grants	104	OT Aids & Adaptations funding received up £35K from last year and RHI income is up £69K.
Bad Debts	58	£58K increase in bad debts, mainly driven by an increase in the bad debt provision for rechargeable repairs.

b) Increase of £3.267M in net assets reflecting the investment in our stock through the investment and development programmes.

c) Inclusion of the subsidiary, HHP Community Housing Ltd, and the decision not to prepare group accounts due to the immateriality of the trading activity of the Company during the year; and

d) The statement of comprehensive income includes a significant actuarial gain of £1.408M for 2021/22, which has arisen due to a change in the actuarial financial measurement assumptions in relation to our pension fund.

9.4 A separate report is being presented to the Board detailing performance for the year against the approved budget.

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ANNUAL FINANCIAL STATEMENTS

Year Ended 31 March 2022

A Registered Society under the
Co-operative & Community Benefit Societies Act 2014 No: 2644R (S)
Registered Charity No: SCO 35767
Scottish Housing Regulator registration: No 359
Property Factor Act: No PF000183

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CORPORATE INFORMATION

Board of Management, Directors & Advisors

Name	Category	Changes during the year	
		Appointed	Resigned
Alex Gardner	Tenant	26 August 2021 (re-appointed)	
Peter Graham	Tenant	17 March 2021	25 August 2021
Calum Mackay	Community	26 August 2021 (re-appointed)	
Iain Macmillan	Community	26 August 2021 (re-appointed)	
Fiona Macleod	Community	27 August 2020 (re-appointed)	14 March 2022
Roddy Nicolson	Community	27 August 2020 (re-appointed)	
Roddy Mackay	Councillor	17 May 2017	23 March 2022
Norman A Macdonald	Councillor Co-opted	7 March 2019 23 March 2022	23 March 2022
John N Macleod	Councillor	3 February 2021	23 March 2022
Gordon Macleod	Co-opted	26 August 2021 (re-appointed)	
Helen Mackenzie	Board Appointed	24 June 2021	
Alison MacCorquodale	Board Appointed	26 May 2022	
Donald Macsween	Councillor	25 May 2022	
Iain M Macleod	Councillor	25 May 2022	
Finlay Stewart	Councillor	25 May 2022	

Overview of Business

Our principal activity is to provide and manage good quality, affordable accommodation for people in housing need in the Outer Hebrides. We are a charitable Registered Social Landlord and we own and manage a range of houses for rent, primarily general needs accommodation but also some sheltered and supported accommodation. We provide accommodation for homeless people who are referred as statutory homeless and requiring permanent secure accommodation by Comhairle Nan Eilean Siar.

The last year has seen some return to normality as COVID restrictions have been relaxed. Despite this, 2021/22 saw new challenges in the rising cost of living, the war in Ukraine and the continued pressure on supply chains and the labour market due to COVID-19 and BREXIT.

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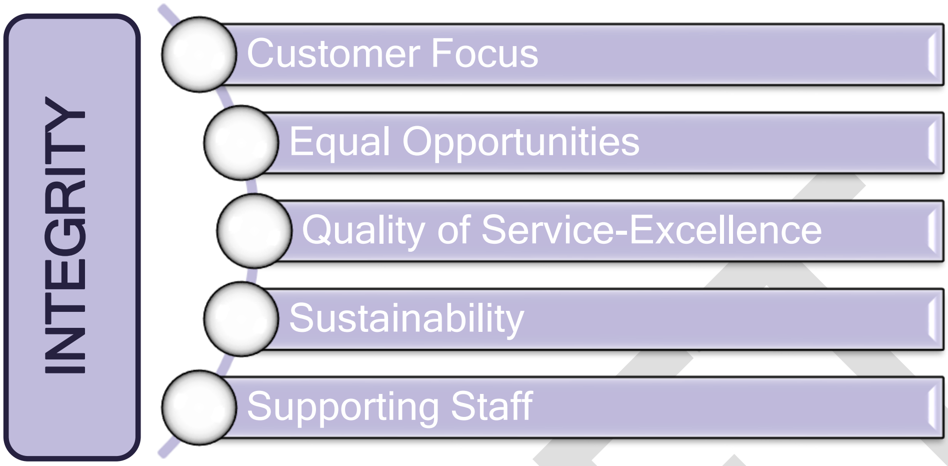
Our priority is to deliver our vision of, 'making our house, your home' for all tenants. We are currently in a strong financial position to manage identified risks and recognise how quickly those risks can change. Our local supply chain is vital to the economic wellbeing of many families in the Outer Hebrides and we are committed to our investment and development programmes.

Core Values

Our core value is Integrity - "We will be honest, fair, dependable and trustworthy in all our working relationships. We will do the right thing no matter who is watching".

The core value is supported by the following five values:



Regulation

HHP, because of its 'systemic importance' in the Outer Hebrides is categorised as 'medium engagement' by the Scottish Housing Regulator in our most recent Regulation Plan. Given the level of public money invested by HHP on an annual basis it is important that the Regulator has assurance that the organisation is well managed and achieves value for money.

Regular meetings take place with the Regulator to review the risks and challenges facing the business and progress against the Business Plan. 30 year and 5 year financial projections are submitted to the Regulator each year. Our Annual Assurance Statement was filed with positive feedback received from the Regulator.

The Regulator has expressed satisfaction with HHP's progress for 2021/22.

Governance & Management

HHP is a registered Co-operative and Communities Benefit Society and is governed by a set of Rules appropriate for a Registered Social Landlord. The Partnership is governed by a voluntary Board of Management, which is supported by a Chief Executive, Executive Team and staff. A full list of Board Members is at Page 2.

All Board Members and staff are required to comply with a set of Standing Orders, policies and financial regulations.

The composition of the Board includes four tenant members. The Board's skill mix is regularly reviewed, and where gaps are identified, Board Members seek to identify individuals from within the Partnership's existing membership and wider environment to strengthen the range of expertise on the Board. The Governance structure is shown in Figure 1.

Figure 1 Board of Management

The Partnership's Standing Orders allow for two Standing Committees and four Working Groups.

The Board comprises up to 15 members - 4 Tenant members, 3 Comhairle Nan Eilean Siar nominees, 4 Community representatives, up to 2 Board Appointed Members and up to 2 Co-opted Members. The Board may appoint a Board Member whom they considers will enhance the skills, knowledge, diversity and/or objectivity of the Board and its decision-making. There are currently 11 Board members.

HHP's Rules require that two Community and two Tenant members step down each year. There will be elections for the vacant positions at the Annual General Meeting in September 2022.

Tenant and Community members of the Board hold one fully paid £1 share. During 2021/22 five shares were issued to new members.

The Board is responsible for the overall strategic direction and objectives of HHP. We have four Strategic goals as outlined below:

- *Placing tenants at the centre of everything we do.*
- *Investing in an environmentally sustainable way in tenants' homes.*
- *Being a good employer that attracts and retains high quality staff.*
- *Working with partners to contribute to the wellbeing of communities throughout the Outer Hebrides*

HHP's Board has delegated responsibility to the following Standing Committees:

Audit & Risk

The Audit & Risk Committee is responsible for ensuring that the activities of the Board are within the law and regulations which govern the Board, and that an effective internal control system is maintained.

Joint Consultative Committee

To establish workable and effective arrangements for good industrial relations, for the avoidance of any misunderstanding and for the promotion of joint participation in all matters of common interest and concern on a genuine consultative and negotiating basis at Organisation level.

Internal Financial Control

The Board of HHP is responsible for establishing and maintaining systems of internal financial control within the organisation. By their nature these systems can provide reasonable, but not absolute, assurance against material mis-statement or loss. The internal control framework is supported by organisational control measures including, financial and business planning, performance monitoring and reporting, project management and communication systems. The internal control framework also relies on formal governance measures including a structure of corporate policies, authorities and responsibilities delegated from the Board to the Executive Team.

Framework of Internal Control

The key methods by which the Board establishes the framework for providing effective internal financial controls are dealt with in the next part of this report.

Management Structure

The organisation for which the Board has overall responsibility is governed by a set of Standing Orders, which reserves specific powers to the Board and delegates functions and powers to its Officers, Committees and Working Groups.

Audit & Risk Committee

The Audit & Risk Committee consists of six members. Meetings are normally held four times a year to review and approve annual internal and external audit plans, reports and the action taken on issues raised by audit. In addition, the Audit and Risk Committee reviews the corporate risk management arrangements including the Risk Register.

Health & Safety

The Board places the highest priority on the Health and Safety of tenants, staff and contractors. There was a continued focus on COVID-19 precautions throughout the year to ensure the safety of our tenants, staff and contractors. Our offices remained closed in accordance with Government guidance with staff only attending on a restricted basis. A Health and Safety group chaired by the Director of Operations meets regularly with a remit to ensure the Health and Safety requirements are being met. Our Health & Safety policies and procedures are regularly reviewed.

System of Internal Control

The key elements of the system of internal control are as follows:

- Regular meetings of the Board, which has a schedule of matters specifically reserved for its approval and which are the subject of regular standard reports as required;
- Appointment of Internal Auditors who work to the standards of the Institute of Internal Auditors and produce an annual internal audit plan and regular internal audit reports;
- The review of reports prepared by Internal Auditors by the Audit and Risk Committee on a regular basis;
- A corporate financial plan with a detailed annual budget, regularly revised forecasts, a comparison of actual with budget and key performance indicators all of which are reviewed by the Board.

Identification of Business Risk

Risk management lies with the Board supported by the Executive Team. Key risks have been identified as part of the business planning process and scored to reflect the likelihood of this occurring. Mitigation strategies are put in place to minimise the impact of identified risk on the organisation.

Corporate Risk

The Risk Register, which is updated and reviewed at each Audit & Risk Committee, is organisation wide and shows each risk, the significance of the risk and the probability of these risks occurring. The Register also details the impact of the risks should they occur and who will have responsibility for devising and implementing suitable controls and mitigating actions.

Corporate Governance

The Board meets six times a year to focus on performance, financial monitoring and strategic direction along with the regular review of policies

Management Information Systems

Management Information Systems have been established which provide monthly information on key aspects of the business. Management accounts comparing actual results against budget are presented to the Board along with performance against key financial and non-financial indicators.

Internal Audit

On 1 October 2019 the Board appointed Wylie & Bisset as their Internal Auditors. The Internal Auditors report directly to the Audit and Risk Committee.

Our External Auditors have placed reliance on the work carried out by the Internal Auditors on the accounting systems.

Investment Appraisal

The Financial Regulations provide the framework and procedures for investment appraisal. Expenditure beyond certain levels requires to be approved by the Board. A Fixed Asset Register is in place which details all the assets owned by the Partnership.

Investment

On 1 June 2010 HHP Community Housing Limited was formed as a non-charitable subsidiary of the Partnership. During 2021/22 there was no activity.

Board Statement on Internal Financial Control

The Board acknowledges its ultimate responsibility for ensuring that the Partnership has in place a system of controls that is appropriate for the business environment in which it operates. These controls are designed to give reasonable assurance with respect to the:

- reliability of financial information used within the Partnership, or for publication;
- maintenance of proper accounting records;
- safeguarding of assets against unauthorised use or disposition;
- The proper authorisation and recording of transactions.

Statement of Board Responsibilities

It is the Board's responsibility to establish and maintain the systems of internal financial control. Such systems can only provide reasonable and not absolute assurance against material financial mis-statement or loss. Key elements of the Partnership's systems include ensuring that:

- formal policies and procedures are in place, including the ongoing documentation of key system and rules in relation to the delegation of authority, which allow the monitoring of controls and restrict the unauthorised use of the Partnership's assets;
- experienced and suitably qualified staff take responsibility for important business functions and annual appraisal procedures have been established to maintain standards of performance;
- forecasts and budgets are prepared which allow the Management Team and the Board to monitor the key business risks, financial objectives and progress being made towards achieving the financial plans set for the year and for the medium term;
- monthly financial management reports are prepared, providing relevant, reliable and up to date financial and other information, with significant variances from budget being investigated as appropriate;

- regulatory returns are prepared, authorised and submitted promptly to the relevant regulatory bodies;
- all significant new initiatives, major commitments and investment projects are subject to formal authorisation procedures, through the Board;
- the Audit Committee/Board received reports from management and from external and internal auditors to provide reasonable assurance that control procedures are in place and are being followed and that a general review of the major risks facing the Partnership is undertaken;
- formal procedures have been established for instituting appropriate action to correct any weaknesses identified through internal or external audit reports.

The Board has reviewed the effectiveness of the system of internal financial control in existence in the Partnership for the year end 31 March 2022. No weaknesses were found in internal financial controls which result in material losses, contingencies or uncertainties which require disclosure in the financial statements or in the auditor's report on the financial statements.

The Board of Management is responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the Partnership and to enable them to ensure the Financial Statements comply with the Co-operative & Community Benefits Societies Act 2014, the Housing (Scotland) Act 2010 and the Determination of Accounting Requirements 2019. It is also responsible for safeguarding the assets of the Partnership and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. It is also responsible for ensuring the Partnership's suppliers are paid promptly.

Statement of Disclosure to Auditors

In so far as the Board of Management are aware:

- There is no relevant audit information (information needed by the Partnership's auditors in connection with preparing their report) of which the Partnership's auditors are unaware, and
- The Board of Management have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the Partnership's auditors are aware of that information.

On behalf of the Board
Iain Macmillan
Chair

OPERATING & FINANCIAL REVIEW

Summary of Performance Indicators

DETAIL	Variance	ARC 2021/22	ARC 2020/21	ARC 2019/20
Emergency repairs completed	-18.49%	983	1206	816
Average length of time to complete emergency repairs	-11.11	2.32 hours	2.61 hours	2.86 hours
Non-emergency repairs completed	13.26	4690	4141	4613
Average length of time to complete non-emergency repairs	-21.02%	3.87 days	4.90 days	2.57 days
Reactive repairs completed right first time	-0.93%	89.72%	90.56%	89.49%
Total arrears	10.69%	£340,748	£307,832	£302,173
Former tenant arrears	-8.20%	£110,365	£120,221	£94,252
Average time to re-let properties in the last year	-9.9%	45.19 days	50.19 days	24.66 days
Calendar days properties were empty	4.5%	8479	8131	4512
Rent loss through voids	11.40%	£107,753	£96,726	£57,159
General needs lets	30.97%	241	184	218
Supported Housing lets	450%	11	2	12
Anti-social behaviour cases	33.33%	16	12	16
Abandoned properties	50%	6	4	4
Total self-contained stock	2.88%	2287	2223	2201
Stock meeting SHQS	-6.15%	74.86%	80.07%	82.78%
Stock meeting EESSH	2.09%	87.9%	86.10%	83.00%

A number of areas of performance continued to be affected by restrictions due to COVID -19 and have not yet returned to pre-pandemic levels:

- Average time to re-let properties in the last year has decreased by 9.9% - however this is more than a 50% increase from 2019/20;
- Number of calendar days properties were empty increased by 4.5%;

The repairs response time has improved both for emergency repairs and non-emergency repairs although the repairs right time performance has decreased very slightly.

The total stock meeting SHQS has reduced by 6.15%. This is mainly due to the number of abeyances added as a result of access issues, where we were not able install of consumer units and therefore issue a Domestic Electrical Installation Certificate (DEIC).

Housing Services

Throughout 2021/22 the Housing Services team observed a rapid decline in the demand for food parcels, this was due to COVID-19 restrictions being lifted and those on furlough returning to work. Welfare checks carried out during 2020/21 highlighted a few tenants who required additional long-term support and involvement with other agencies. This was due to isolation and their lack of family support during lockdown. Officers pursued these cases with the relevant agencies and assistance was provided. The team were also successful in securing fuel vouchers for tenants who were struggling with energy costs.

Laptops and tablets were issued to tenants who were digitally excluded, these were provided by Connecting Scotland.

Officers continued to support tenants who had existing and new Universal Credit claims. The number of claims throughout 2021/22 remained steady. Improvements to the Landlord Portal were introduced by Department for Works and Pensions (DWP). The changes allow Officers to view Alternative Payment Arrangements (APA) or Managed Payments to Landlord (MPL) on the Portal 7 days before the payment is due and is aligned with the tenant's payment. This means that we receive the housing cost element at the same time as the tenant receives their UC payment, removing the delays, which could be as much as 2 months. We worked closely with our tenants and partners to help with the transition. Our 'trusted partner' status with DWP has assisted in this and the very good relationship with the local DWP team has been very useful to enable us to provide some additional help to tenants.

The ‘bedroom tax’ has been mitigated in full again this year through Discretionary Housing Payments (DHP) and we acknowledge the role of the Scottish Government and the Comhairle with this.

Restrictions in letting and in the letting process meant that void rent loss increased significantly as did the average number of days taken to let properties. As restrictions eased officers have worked to deal with backlogs and to assist the Comhairle in complying with guidance from the government to address the needs of homeless applicants increasing the number of one-bedroom properties allocated to the homelessness service and those suffering domestic abuse. Low demand continues to impact on performance in many of our most rural areas.

Tenant Participation

Tenant Participation activity continued to be significantly reduced during the year. However, we aspire to provide opportunities for tenants to take part in ways that suit them. We have sought to develop links with interested tenants across the islands and to encourage and support new and existing tenant groups. The Western Isles Housing Association Communities Forum is trying to re-establish itself as a focus for participation across the islands and is supported by our partnership with TPAS. Providing a choice in participation is important in a large and sparsely populated area such as the Outer Hebrides where there is a high number of small schemes consisting of less than 20 houses which makes participation challenging. We were not able to hold any of our normal tenant events during the year.

The community grant fund was available through the year. No applications were received in 2021/22.

Our teams also support tenant participation through informal tenant and resident groups as in Tarbert, Howmore, Daliburgh and Lochboisdale. They promote and encourage engagement and actively work with groups to improve neighbourhoods and build relationships. We will seek to build on these opportunities as communities and individuals regain the ability and confidence to engage in group activities.

Planned & Cyclical Maintenance

Our Planned Maintenance Programme seeks to protect homes and their wider environment. Additional energy efficient air source heating was installed utilizing the Low Carbon Infrastructure Transition Programme (LCITP) grant scheme.

Cyclical maintenance programmes were completed during the year ensuring that gas, air source and oil heating systems were serviced within a 12-month period.

Servicing of fire alarms, stair lighting, door entry systems and stair-lifts was also carried out with additional inspections for landlord safety including electrical works, anti-scald valves, legionella, asbestos in common areas and common areas safety inspections.

Investment

£4.28M was invested in tenant's homes delivering the following improvements during 2021/22:

Addressing the challenge of fuel poverty is a key priority and this is demonstrated by our investment in new heating systems and our commitment to replacing Total Heating Total Control systems. We installed further 205 Air Source Heat Pumps in off-gas areas which delivers a more controllable and affordable solution for our tenants. We also replaced 22 gas heating systems with new high efficiency boilers.

Development

New Build Programme

The construction industry is now seeing the negative impacts of Brexit, COVID-19 pandemic and most recently the war in Ukraine with after-effects felt all through the supply chain with material availability and fuel prices being the hardest hit. With the announcement by Scottish Government in July 2021 of additional funding being made available to the Comhairle, we continue to support their Local Housing Strategy with our new build programme to March 2027.

We drew down over £5.5M of funding from the Scottish Government Affordable Housing Supply Programme to support the completion of 78 units (Including 14 New Supply Shared Equity homes).

The development of the new care provision in Stornoway on the Goathill site owned by HHP is due to be completed in the next financial year. This project will see us deliver a 50 bed housing with extra care development and the final 24 of the 74 homes for social housing also due to be completed.

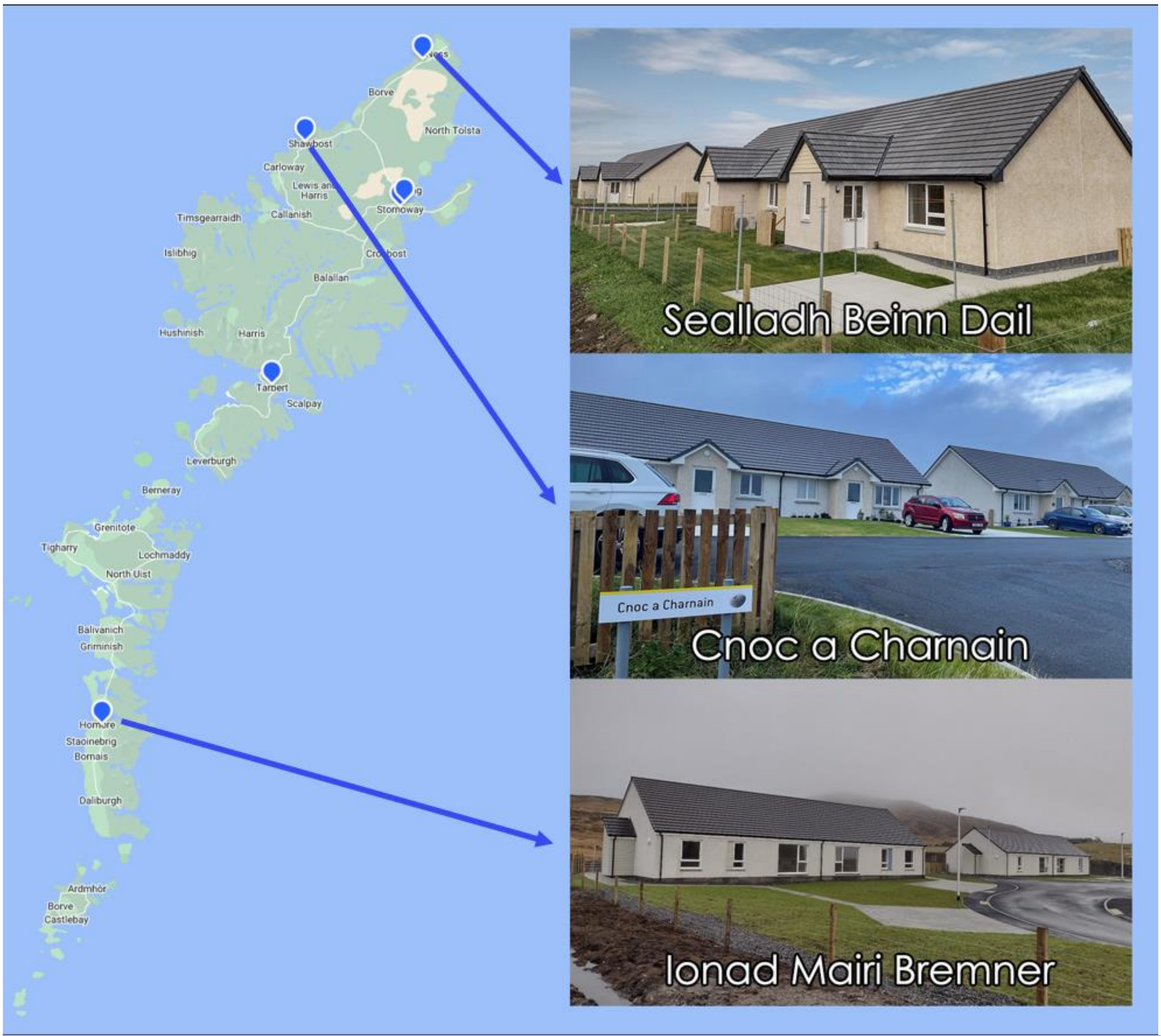
At 31 March 2022 there were 96 houses under construction across 5 sites with a further 85 houses either due to start or at tendering stage.

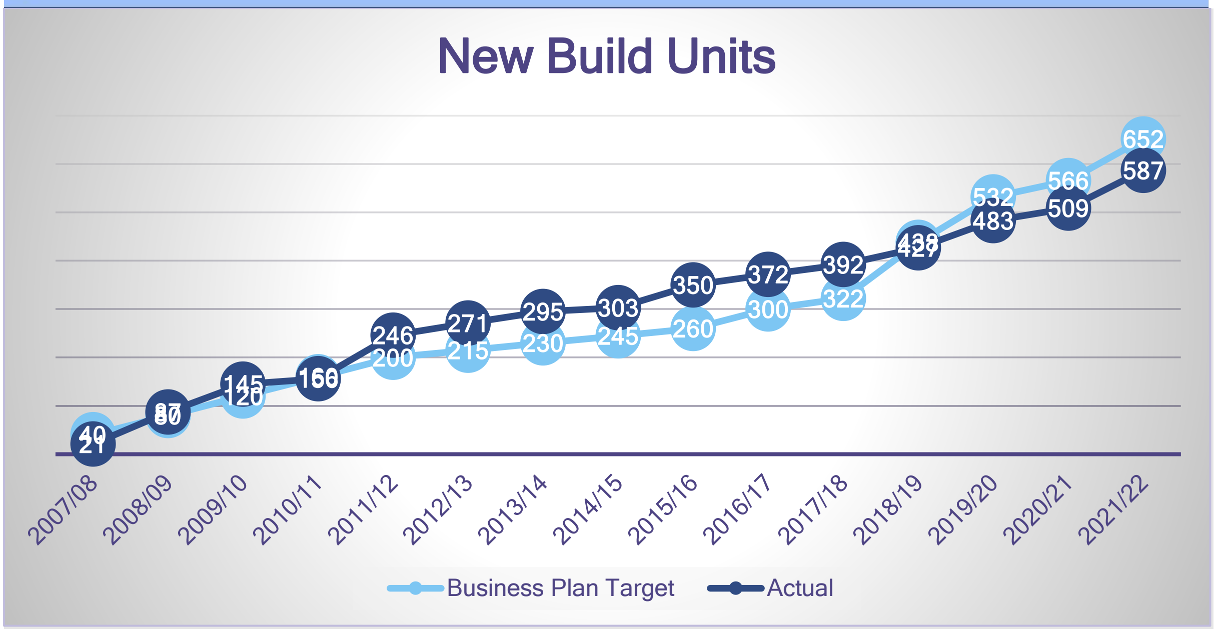
<u>Future New Build Projects</u>

We continue to work with the Comhairle to identify land to feed into our development plan and a combination of Comhairle's SHIP, our waiting list and planning feedback providing a guidance on where to build.

A Housing Needs and Demand Study was conducted in 2021. The result were broadly in line with our current waiting lists with a small number identifying need for social housing out with our existing waiting list.

Completed Developments





Political & Charitable Donations

a) There were no political donations made by HHP during the financial year.

b) A total of £5,000 was donated during the year to the following local charities:

£1,000	Neuro Hebrides
£1,000	The Leanne Fund
£1,000	The Royal National Lifeboat Institution
£1,000	The Salvation Army
£1,000	Befriending Lewis

Key Risks Impacting On The Future

HHP's 30 year Business Plan is extremely sensitive to changes in the operating environment and in an effort to minimise that risk, a risk strategy and risk register is maintained. The strategy is updated annually and the register is reviewed quarterly and updated as necessary.

Any risk, which materially jeopardises the Partnership's ability to achieve our vision and goals or conduct our business is not accepted. HHP's risk appetite is assessed annually at Board Business Planning days.

The number one risk on our risk register is affordability for tenants with the growing pressures on the cost of living. Climate change, the changing demographics and reducing population of the Outer Hebrides and supply chain challenges are the other top risks identified on our risk register.

Partnership working is critical if we are to address the demographic challenges which are a concern for the future of our islands and which contribute to this weakening demand. We continue to seek to encourage and develop this debate and promote action to address it.

Fuel Poverty & EESSH

Levels of fuel poverty in the Outer Hebrides are amongst the highest in the UK. We invest heavily in tenants homes to meet the requirements of EESSH and improve energy efficiency. We have replaced almost all our solid fuel heating systems with Air Source Heating and are making good progress on replacing storage systems which are on restricted tariffs such as THTC. The replacement of 50 heating systems at

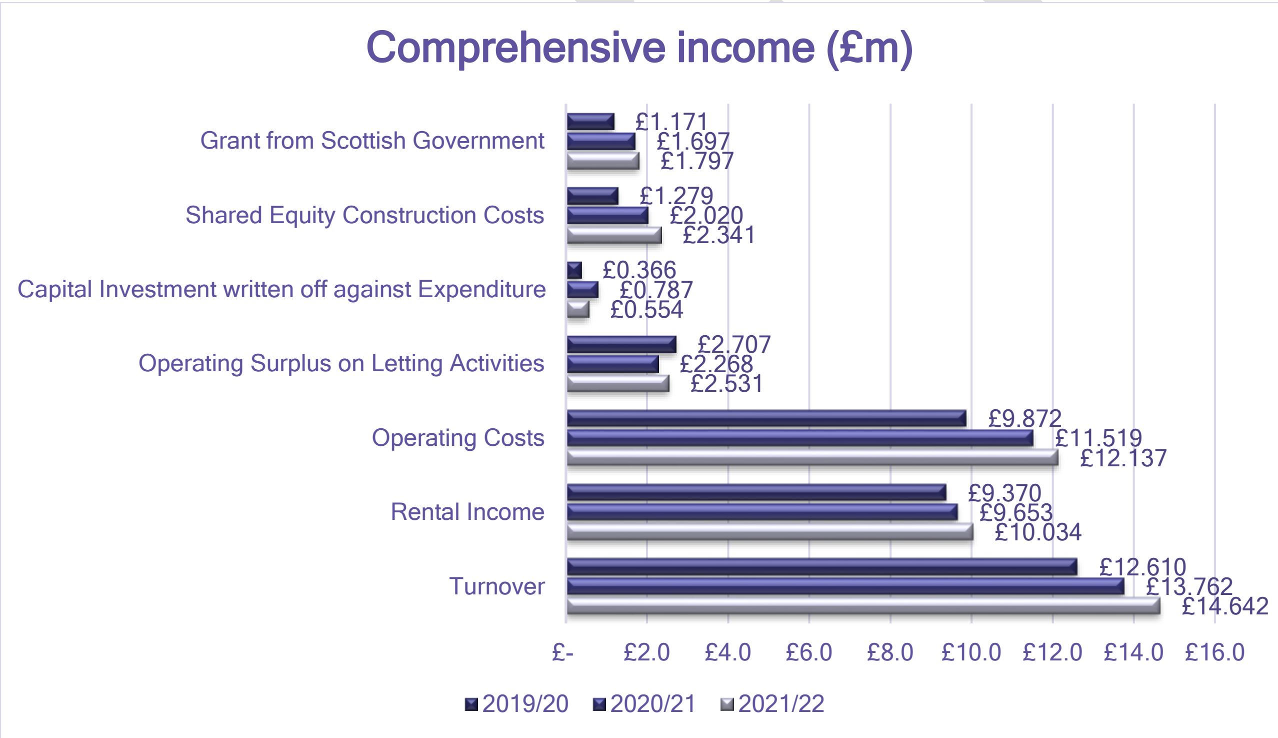
Gleann Dubh were brought forward this year as we were successful in attracting additional Scottish Government funding through the Low Carbon Infrastructure Transition Programme (LCITP).

We jointly work with TIG and CAB to provide impartial advice and assistance to tenants on switching energy suppliers.

Work also continues with other Highland RSL's and Councils on lobbying MSPs, the Government, OFGEM and SSE on prices within the Highlands & Islands, which are the highest in the UK.

Financial Review

<u>Comprehensive Income</u>



There were 13 Shared Equity properties sold during the year (2021-22).

<u>Financial Position</u>

HHP's Financial Position is shown on Page 34. The key factors affecting the Statement of Financial Position are:

a) The value of housing properties under construction has increased as a result of the increase in the Partnership's development and investment plans;

b) The addition of 64 new units for rent funded largely from Affordable Housing Supply Programme (AHSP) Grant from the Scottish Government;

c) An Increase in creditors more than one year as we concluded a £25 million refinancing agreement with our funders (Royal Bank of Scotland) with £5 million drawn during the year;

d) An increase in Deferred Capital Grants reflecting the continued investment in new homes.

Cash Flow

The Cash Flow is shown on page 35. The net change in cash equivalents was -£1.666 million (2021: £0.221m). The principal cash outflows were operating, development costs and investment in assets with cash inflow boosted by proceeds from sales and grants received.

Current Liquidity

At 31 March 2022 HHP had cash and short-term deposits of £3.311 million (2021: £4.977m). It is anticipated that there will be a requirement to draw down funds from our borrowing facility during 2022/23.

Capital Structure & Treasury Management Policy

The main elements of HHP's long term funding are a loan facility arranged with the Royal Bank of Scotland (RBS) and grant provided by The Scottish Government. The RBS loan facility which was re-structured in June 2021, allows us to borrow up to £25 million. In broad terms, the current Business Plan assumes that borrowing will increase each year until the maximum of £25 million is reached in 2025 reflecting the significant investment in improving our current stock and building new homes. Debt is progressively paid off in subsequent years and is projected to be fully paid off by 2046.

The Board receives updates each quarter which detail the debt, cash and interest received.

Our Treasury Management Policy sets down the framework for investing and managing cash, raising loans, interest rate management and the use of financial derivatives by the Group. A key objective of the Policy is to ensure that the Partnership's loan portfolio represents the optimum balance of risk in interest rate, loan maturity and fixed rate exposure. Currently we have drawn £10M of the RBS loan facility with £8.5M fixed and £1.5M variable.

Plans For The Future

HHP plans to invest £15.418 million over the next 5 years ensuring the Scottish Housing Quality Standard is maintained in all its properties. £29.157 million of private finance has been earmarked for the new build projects due for completion in the next 5 years.

Auditors

A resolution to appoint CIB Audit as auditors for the next financial year will be proposed at the Annual General Meeting in September 2022.

Independent Auditors Report

<u>Opinion</u>

We have audited the financial statements of Hebridean Housing Partnership (the ‘Partnership’) for the year ended 31 March 2022 which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Reserves, the Cashflow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Partnership’s affairs as at 31 March 2022 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Co-operative and Communities Benefit Societies Act 2014, the Housing (Scotland) Act 2010, the Determination of Accounting Requirements 2019.

<u>Basis for Opinion</u>

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Partnership in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC’s Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions Relating to Going Concern

In auditing the financial statements, we have concluded that the committee of management's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the society's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the committee of management with respect to going concern are described in the relevant sections of this report.

Other Information

The Board of Management are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor’s report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to Report by Exception

In the light of the knowledge and understanding of the Partnership and its environment obtained in the course of the audit, we have not identified material misstatements in the Board of Managements' Report.

We have nothing to report in respect of the following matters where The Co-operative and Community Benefit Societies Act 2014 requires us to report to you if, in our opinion:

- The information given in the Report of the Board of Management is inconsistent with the Financial Statements;
- Proper books of accounts have not been kept by the Partnership in accordance with the requirements of the legislation;
- A satisfactory system of control over transactions has not been maintained by the Partnership in accordance with the requirement of the legislation;
- The financial statements are not in agreement with the books of accounts; or
- We have not received all the information and explanations necessary for the purposes of our audit.

We have nothing to report in respect of these matters.

Responsibilities of the Board of Management

As explained more fully in the Boards' Responsibilities Statement set out on page 10, the Board of Management are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Board of Management determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Management are responsible for assessing the Partnership's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Management either intend to liquidate the Partnership or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

<u>Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud.</u>

As part of the audit engagement, we:

- gain an understanding of the legal and regulatory framework applicable to the Partnership and assess compliance with that framework;
- enquire of management and those charged with governance around actual and potential litigation and claims;
- review the financial statements disclosures and test to supporting documentation to assess compliance with applicable laws and regulations;
- consider the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud, through discussion with management and those charged with governance;
- perform audit work to ensure the transactions included within the financial statements are properly recorded and authorised;
- consider whether the assumptions and judgements applied by management within significant accounting estimates are reasonable.

There are inherent limitations in the audit procedures described above that result in an unavoidable risk that some material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with International Standards on Auditing (UK). The further removed non-compliance with laws and regulations is from the events and financial transactions in the financial statements, the less likely the auditor is to become aware of it or recognise non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment through forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at:

http://www.frc.org.uk/auditorsresponsibilities

This description forms part of our auditor's report.

Use of our report

This report is made solely to the Partnership's members, as a body, in accordance with the Co-operative and Communities Benefit Societies Act 2014. Our audit work has been undertaken so that we might state to the Partnership's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Partnership and the Partnership's members as a body, for our audit work, for this report, or for the opinions we have formed.

CIB Audit
Chartered Accountants
Statutory Auditor
Stornoway
Date: 29 June 2022

Report by the Auditors to the Members of Hebridean Housing Partnership Ltd on Corporate Governance Matters

Corporate Governance

In addition to our audit of the Financial Statements, we have reviewed your statement on page 10 concerning the Partnership's compliance with the information required by the Regulatory Standards (for systemically important RSLs) in respect of internal financial controls contained within the publication "Our Regulatory Framework" and associated Regulatory Advisory Notes which are issued by the Scottish Housing Regulator.

Basis of Opinion

We carried out our review having regard to the requirements to corporate governance matters within Bulletin 2006/5 issued by the Financial Reporting Council. The Bulletin does not require us to review the effectiveness of the Partnership's procedures for ensuring compliance with the guidance notes, nor to investigate the appropriateness of the reason given for non-compliance.

Opinion

In our opinion the Statement on Internal Financial Control on page 10 has provided the disclosures required by the relevant Regulatory Standards (for systemically important RSLs) within the publication "Our Regulatory Framework" and associated Regulatory Advisory Notes issued by the Scottish Housing Regulator in respect of internal financial controls and is consistent with the information which came to our attention as the result of our audit work on the Financial Statements.

Through enquiry of certain members of the Board and Officers of the Partnership and examination of relevant documents, we have satisfied ourselves that the Board's Statement on Internal Financial Control appropriately reflects the Partnership's compliance with the information required by the relevant Regulatory Standards (for systemically important RSLs) in respect of internal financial controls contained within the publication "Our Regulatory Framework" and associated Regulatory Advisory Notes issued by the Scottish Housing Regulator in respect of internal financial controls.

CIB Audit
Chartered Accountants
Statutory Auditor
Stornoway
Date: 29 June 2022

FINANCIAL STATEMENTS

Statement of Comprehensive Income as at 31 March 2022

	Notes	31 March 2022	31 March 2021
		£	£
Turnover	3	14,641,625	13,762,124
Operating expenditure	3	(12,137,491)	(11,519,491)
Other Income			
Operating surplus	3	**2,504,134**	**2,242,633**
Loss on disposal of property, plant & equipment		(248,435)	(206,411)
Interest receivable	6	2,381	5,438
Interest payable and financing costs	7	(404,348)	(333,753)
Increase/(Decrease) in valuation of housing properties		5,356	(75,821)
Surplus before tax		**1,859,088**	**1,632,086**
Actuarial (loss)/gain in respect of pension scheme	22	**1,408,000**	**(1,275,000)**
Total comprehensive income for the year		**3,267,088**	**357,086**

The results for the year relate wholly to continuing activities.

These financial statements were approved by the Board on 29 June 2022 and were signed on its behalf by:

Iain Macmillan	**Katia Petteloot**	**Calum Mackay**
Chair	Company Secretary	Board Member

The notes on pages 36 to 62 form part of these financial statements.

Statement of Changes in Reserves as at 31 March 2022

	Share Capital	Unrestricted Fund	Total Reserves
Current Year	£	£	£
Balance at 1 April 2021	210	36,189,315	36,189,525
Movement in Share Capital	5		5
Surplus from statement of comprehensive income		3,267,088	3,267,088
Balance at 31 March 2022	215	39,456,403	39,456,618

	Share Capital	*Unrestricted Fund*	*Total Reserves*
Prior Year	*£*	*£*	*£*
Balance at 1 April 2020	*208*	*35,832,228*	*35,832,436*
Movement in Share Capital	*2*		*2*
Surplus from statement of comprehensive income		*357,086*	*357,086*
Balance at 31 March 2021	*210*	*36,189,315*	*36,189,525*

The notes on pages 36 to 62 form part of these financial statements.

Statement of Financial Position as at 31 March 2022

	Notes	31 March 2022 £	31 March 2021 £
Fixed Assets			
Tangible Assets-Social Housing	8	119,784,179	104,289,489
Tangible Assets-Property, plant & equipment	9	1,951,376	1,893,124
Investments	10	2	2
		121,735,557	106,182,615
Current Assets			
Stock		279,798	516,555
Trade and other debtors	11	1,932,737	2,535,926
Investments		839,708	3,122,269
Cash and cash equivalents		2,471,287	1,855,004
		5,523,530	8,029,754
Less: Creditors amounts falling due within one year	12	(3,282,551)	(2,277,357)
Net current assets		2,240,979	5,752,397
Total assets less current liabilities		123,976,536	111,935,013
Creditors: amounts falling due after more than one year	13	(15,583,000)	(10,491,996)
Deferred Capital Grants	14	(66,781,918)	(62,316,492)
Pension Liability	15	(2,155,000)	(2,937,000)
Net Assets		39,456,618	36,189,525
Reserves			
Share Capital	16	215	210
Income & Expenditure reserve		39,456,403	36,189,315
		39,456,618	36,189,525

These financial statements were approved by the Board on 29 June 2022 and were signed on its behalf by:

Iain Macmillan	**Katia Petteloot**	**Calum Mackay**
Chair	Company Secretary	Board Member

The notes on pages 36 to 62 form part of these financial statements.

Statement of Cash Flows for the Year Ended 31 March 2022

	Note	31 March 2022 £	31 March 2021 £
Net Cash inflow from operating activities	1	6,007,969	3,246,804
Cashflow from investing activities			
Purchase of tangible assets		(18,789,013)	(13,370,179)
Proceeds from sale of tangible fixed assets		1,412,741	1,217,530
Grants received		4,894,868	9,372,077
Interest received		2,381	5,438
Cashflow from financing activities			
Interest paid		(286,227)	(250,982)
New secured loans		5,091,004	-
Net change in cash equivalents		(1,666,277)	220,687
Cash and cash equivalents at the beginning of the year		4,977,273	4,756,586
Cash and cash equivalents at the end of the year		3,310,996	4,977,273
		(1,666,277)	220,687

The notes on pages 36 to 62 form part of these financial statements.

Notes to the Statement of Cash Flows for the Year Ended 31 March 2022

Cashflow from Operating Activities

	2022	2021
	£	£
Surplus for the year	2,504,134	2,242,633
Adjustments for non-cash items:		
Depreciation of tangible fixed assets	3,597,878	3,352,206
Decrease/(Increase) in stock	236,757	626,292
Decrease/(Increase) in trade and other debtors	502,197	(1,034,377)
Increase/(Decrease) in trade and other creditors	444,194	(370,998)
Pension costs less contributions payable	561,000	275,000
Carrying amount of tangible fixed asset disposed	(245,167)	(337,380)
Adjustments for investing or financing activities:		
Loss from the disposal of tangible fixed assets	(248,435)	(206,411)
Government grants utlised in the year	(1,462,709)	(1,382,934)
Interest payable	118,121	82,771
	6,007,969	3,246,804

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

NOTE 1 - ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the Financial Statements, except where noted below.

Base of Accounting

The Financial Statements of the Partnership are prepared in accordance with FRS 102 as issued by the Financial Reporting Council and comply with the requirements of the Co-operative and Community Benefit Societies Act 2014, Part 6 of the Housing (Scotland) Act 2010, the Determination of Accounting Requirements 2019 issued by the Scottish Housing Regulator and the Statement of Recommended Practice (SORP) for social housing providers issued in 2018.

The financial statements have been prepared on the historical cost basis, except for the revaluation of certain properties and financial instruments. The principal accounting policies that have been applied consistently to all periods presented in these financial statements are set out below.

The preparation of financial statements in conformity with FRS102 requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the accounting policies selected for use by the Partnership. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in Note 2. Use of available information and application of judgement are inherent in the formation of estimates. Actual outcomes in the future could differ from such estimates. Hebridean Housing Partnership Ltd is a public benefit entity (PBE).

Preparation of Consolidated Financial Statements

The Financial Statements contain information about Hebridean Housing Partnership as an individual company and do not contain consolidated financial information as the parent of a group. The Partnership has taken the option not to prepare consolidated

Financial Statements due to the immateriality of the results of its subsidiary, HHP Community Housing Limited as detailed in Note 10.

Turnover

Turnover, which is stated net of Value Added Tax, represents income receivable from lettings and service charges, fees receivable, revenue grants and other income.

Grant Income

Grant Income received is matched with the expenditure to which it relates. Social Housing Grant received as a contribution towards the capital cost of a housing development is recognised in line with the accrual model. The accrual model results in the grant being recognised over the expected useful life of the housing property structure and its individual components. Where grant is paid as a contribution towards revenue expenditure, it is included in turnover.

Deposit and Liquid Resources

Cash, for the purpose of the cash flow statement comprises cash in hand and deposits repayable on demand, less overdrafts repayable on demand. Liquid resources are current asset investments that are disposable without curtailing or disrupting the business and are readily convertible into known amounts of cash at, or close to, their carrying value.

Pension Costs

The Partnership participates in the Highland Superannuation Scheme and contributions to the pension scheme are calculated as a percentage of pensionable salaries of the employees, determined in accordance with actuarial advice. The actual pension cost is charged to the income and expenditure account based on contributions to the fund. In accordance with FRS102 the future payments in respect of the past service deficit plan have been discounted and recognised as a provision within the financial statements.

Housing Properties

Housing properties are stated at cost less accumulated depreciation. The cost of properties is their purchase price together with capitalised repairs. Housing properties in the course of construction are stated at cost and are not depreciated. Housing properties are transferred to completed properties when they are ready for letting and are stated at cost. The development cost of housing properties includes:-

1. Cost of acquiring land and buildings; and
2. Development expenditure including administration costs

Where it is considered that there has been any impairment in value this is provided for accordingly. Expenditure on schemes that are subsequently aborted is written off in the year in which it is recognised that the schemes will not be developed to completion.

Improvements to Housing Properties

The Partnership capitalises repairs and improvement expenditure on its housing properties which result in an enhancement of the economic benefit of the asset.

Impairment

Reviews for any impairment of housing properties are carried out on an annual basis where the estimated remaining economic life of those properties exceeds 50 years. Impairment is recognised where the carrying value of an income generating unit exceeds the higher of its net realisable value or its value in use. Value in use represents the net present value of expected future cash flows expected from the continued use of these assets. Any impairment of assets would be recognised in the Statement of Comprehensive Income.

Shared Ownership

Shared ownership properties are split proportionately between current and fixed assets based on the first tranche proportion.

First tranche proportions will be accounted for as current assets and the related sales proceeds shown in turnover; and

The remaining element of the share ownership property will be accounted for as a fixed asset and any subsequent sale will be treated as a part disposal of a fixed asset.

Commercial Properties

Commercial Properties are valued at existing use value.

Provisions

The Partnership only provide for contractual liabilities that exist at the balance sheet date.

Taxation

Income and capital gains are generally exempt from tax if applies for charitable purposes.

Depreciation

Depreciation is charged on a straight-line basis to write off the cost of each asset, less any estimated residual value, over its expected useful life, as set out below. Assets are depreciated in the year of acquisition, from the date of their acquisition, and in the year of disposal, up to the date of disposal. Land is not depreciated.

Housing Properties & Offices

All of the major components comprised within the Partnership's housing properties and offices are treated as separable assets and their costs (after the deduction of any related social housing grant) are depreciated by reference to the expected useful life of each component, on the following basis:

	Years
Roofs	50
Kitchens	20
Bathrooms	30
Showers	10
Heating Boilers	15
Heating Systems	30
Window & Doors	25
Other External Components	15
Structure	60

Other Fixed Assets

All other Fixed Assets are depreciated by reference to the following expected useful lives:

	Years
Furniture, Fittings and Office Equipment	5
Computer Hardware and Software	4
Motor Vehicles	25% reducing balance

Sale of Housing Accommodation

Properties are disposed of under the appropriate legislation and guidance. All costs and grants relating to the share of property sold are recognised in the Statement of Comprehensive Income at the date of sale. Any grants received that cannot be repaid from the proceeds of sale are abated and the grant removed from the Financial Statements.

Stock

Stocks are valued at the lower of cost and net realisable value.

Capitalisation of Development Overheads

Staff costs that are directly attributable to bringing housing properties into working condition for their intended use are capitalised.

Value Added Tax

The Partnership is registered for VAT. A large proportion of its income, including rental receipts, is exempt for VAT purposes, giving rise to a partial exemption calculation. Expenditure with recoverable VAT is shown net of VAT and expenditure with irrecoverable VAT is shown inclusive of VAT. VAT on refurbishment works expenditure included in the development works agreement with Comhairle Nan Eilean Siar is fully recoverable. Expenditure on these works is shown net of VAT.

Bad & Doubtful Debts

Provision is made against rent arrears for current and former tenants as well as other miscellaneous debts to the extent that they are considered potentially irrecoverable.

Leased Assets

Rentals payable under operating leases are charged to the income and expenditure account on a straight line basis over the lease term.

Designated Reserves

Designated reserves are unrestricted reserves earmarked by Directors for particular purposes.

Financial Instruments

Loans provided to HHP Community Housing Limited are classed as basic under the requirements of FRS102, and are measured at amortised cost. In the case of payment arrangements that exist with customers, these are deemed to constitute financing transactions and are measured at the present value of the future payments discounted at a market rate of interest applicable to similar debt instruments.

Going Concern

The Board has assessed the Partnership's ability to continue as a going concern and have reviewed the 30 year Business Plan and its exposure to key risks through detailed sensitivity analysis.

Based on these projections and the wider information currently available, the Board consider that the Partnership has sufficient resources to meet any potential concerns and there are no material uncertainties about the Partnership's ability to continue as a going concern.

The Partnership therefore continues to adopt the going concern basis in preparing its financial statements and the period of management's going concern assessment is the period to 30 June 2023.

NOTE 2 – CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions that affect the amounts reported for assets, liabilities, income and expenditure.

The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in future periods should it affect future periods.

The estimates and assumptions which carry a higher degree of risk of causing a material adjustment to the carrying amount of assets and liabilities are as follows:

Useful economic lives of tangible fixed assets

The annual depreciation charge for tangible fixed assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. They are amended when necessary to reflect current estimates, future investment, economic utilisation and the physical condition of the assets. See notes 8 and 9 for details of the values of tangible fixed assets.

NOTE 3 - TURNOVER, OPERATING COSTS AND OPERATING SURPLUS

	2022			2021		
	Operating Turnover £	Operating Costs £	Operating Surplus £	Operating Turnover £	Operating Costs £	Operating Surplus £
Income and Expenditure from Lettings						
Social Lettings (Note 4)	12,253,874	(9,722,621)	2,531,253	11,701,431	(9,433,205)	2,268,226
Other Activities (Note 5)	2,387,751	(2,414,870)	(27,119)	2,060,693	(2,086,286)	(25,593)
TOTAL	**14,641,625**	**(12,137,491)**	**2,504,134**	**13,762,124**	**(11,519,491)**	**2,242,633**

NOTE 4 - PARTICULARS OF TURNOVER, OPERATING COSTS AND OPERATING SURPLUS FROM SOCIAL LETTING ACTIVITIES

	General Needs Housing £	Supported Accommodation £	Shared Ownership £	Other £	Total £	2021 £
Income from rent and service charges						
Rent receivable net of service charges	9,887,917	81,824	3,892	-	9,973,633	9,598,146
Service charges	57,711	-	1,652	-	59,363	54,526
Gross Income from rents and service charges	9,945,628	81,824	5,544	-	10,032,996	9,652,672
Less voids	(108,470)	-	-	-	(108,470)	(97,247)
Net Income from rents and service charges	9,837,159	81,824	5,544	-	9,924,526	9,555,426
Release of deferred capital grant	1,462,709	-	-	-	1,462,709	1,382,934
Other Revenue Grants	866,639	-	-	-	866,639	763,072
Total Turnover from social letting activities	12,166,507	81,824	5,544	-	12,253,874	11,701,431
Expenditure						
Management and Maintenance Administration costs	2,637,242	23,063	3,459	-	2,663,764	2,591,335
Planned and Cyclical Maintenance including major repairs	1,483,572	8,088	-	-	1,491,660	1,833,089
Reactive Maintenance	1,874,669	10,587	4,132	-	1,889,388	1,635,035
Bad Debts-rents and service charges	79,931	-	-	-	79,931	21,539
Depreciation of social housing	3,572,821	22,929	2,127	-	3,597,878	3,352,206
Operating costs for social letting activities	9,648,235	64,668	9,718	-	9,722,621	9,433,205
Operating surplus on letting activities for 31 March 2022	2,518,272	17,156	(4,174)	-	2,531,253	- 2,268,226
Operating surplus on letting activities for 31 March 2021	2,255,903	9,046	3,277	-	2,268,226	

NOTE 5 - PARTICULAR OF TURNOVER, OPERATING COSTS AND OPERATING SURPLUS FROM OTHER ACTIVITIES

	Grants from Scottish Ministers	Other Revenue Grants	Other Income	Total Turnover		Other Operating Costs		Operating Surplus/ Deficit	
				2022	2021	2022	2021	2022	2021
	£	£	£	£	£	£	£	£	£
Stage 3 Adaptations	-	-	-	-	-	-	-	-	-
Factoring	-	-	4,344	4,344	4,156	3,588	3,398	756	758
Development & construction of Property Activities	-	-	40,637	40,637	29,999	62,476	55,699	(21,839)	(25,700)
Sale of Developments	930,661	-	1,410,652	2,341,313	2,020,499	2,341,313	2,020,499	-	-
Management Services	-	-	1,457	1,457	6,038	7,493	6,690	(6,036)	(652)
Amortization capital reserve	-	-	-	-	-	-	-	-	-
Total from other activites 2022	**930,661**	**-**	**1,457,090**	**2,387,751**		**2,414,870**		**(27,119)**	
Total for other activities 2021	933,939	-	1,126,754		2,060,693		2,086,286		(25,593)

NOTE 6 - INTEREST RECEIVABLE AND OTHER INCOME

Interest Receivable and Other Income		
	2022	2021
	£	£
Interest receivable on deposits	2,113	5,186
Interest receivable on loan to subsidiary	267	252
	2,381	5,438

NOTE 7 - INTEREST PAYABLE AND SIMILAR CHARGES

Interest Payable and Similar Charges		
	2022	2021
	£	£
Interest Payable	296,115	215,848
Other Financing costs	43,233	83,905
Net Cost on pension	65,000	34,000
	404,348	333,753

Other financing costs include commitment, non-utilisation fees, the amortisation of transaction costs on the funding arrangements.

NOTE 8 - TANGIBLE FIXED ASSETS SOCIAL HOUSING

Tangible Fixed Assets				
SOCIAL HOUSING	**Housing Properties held for letting**	**Housing Properties under construction**	**Shared Ownership held for letting**	**Total**
	£	**£**	**£**	**£**
Current Year Cost				
At start of the year	113,367,312	17,751,670	127,643	131,246,625
Additions during the year	4,373,495	14,850,720	692	19,224,907
Transfers in year	12,382,353	(12,382,353)	-	-
Impairment	-			-
Disposals	(743,856)	-	-	(743,856)
At end of year	129,379,304	20,220,037	128,335	149,727,675
Depreciation				
At start of year	(26,876,295)	-	(80,840)	(26,957,135)
Provided in year	(3,482,923)	-	(2,127)	(3,485,051)
Impairment	5,356			5,356
Eliminated on Disposal	493,333	-	-	493,333
At end of year	(29,860,529)	-	(82,967)	(29,943,497)
Net Book Value				
At end of year	99,518,775	20,220,037	45,367	119,784,179
Prior Year				
At start of the year	*106,991,877*	*11,095,781*	*127,643*	*118,215,301*
Additions during the year	*1,337,974*	*12,438,443*	*-*	*13,776,417*
Transfers in year	*5,653,648*	*(5,653,648)*	*-*	*-*
Impairment	*(109,379)*			*(109,379)*
Disposals	*(506,807)*	*(128,908)*	*-*	*(635,714)*
At end of year	*113,367,312*	*17,751,669*	*127,643*	*131,246,625*
Depreciation				
At start of year	*(24,587,945)*	*-*	*(78,713)*	*(24,666,658)*
Transfers in year	*-*	*-*	*-*	*-*
Provided in year	*(2,629,355)*	*-*	*(2,127)*	*(2,631,483)*
Impairment	*33,558*	*-*	*-*	*33,558*
Eliminated on Disposal	*307,448*	*-*	*-*	*307,448*
At end of year	*(26,876,295)*	*-*	*(80,840)*	*(26,957,135)*
Net Book Value				
At end of year	*86,491,017*	*17,751,669*	*46,803*	*104,289,489*

Development administration costs capitalised amounted to £172,008 (2021: £137,823) for which Social Housing Grants amounting to £nil (2021: £nil) were received in the year.

The loss on sale of property disposals in the year were £nil (2021: loss of £nil).

The cost of new components capitalised in the year was £16,755,848 (2021: £6,991,621). Components with a cost of £743,856 (2021: £506,807), HAG of £161,296 (2021: £80,309) and accumulated depreciation of £493,333 (2020: £307,448) were disposed of in the year.

NOTE 9 – TANGIBLE FIXED ASSETS – PROPERTY, PLANT & EQUIPMENT

TANGIBLE FIXED ASSETS								
Property, Plant & Equipment	Heritable Property	Commerical Property	Office Equipment	Computer Equipment	Non-Housing Work In Progress	Motor Vans	Other Equipment	Total
	£	£	£	£	£	£	£	£
Current Year Cost								
At start of the year	1,006,479	930,708	92,486	538,504	-	38,950	95,112	2,702,239
Additions during the year	-	-	738	40,460	227,409	-	761	269,368
Transfers in year	(98,289)	-	-	-	-	-	-	(98,289)
Disposals	-	-	-	-	-	-	-	-
At end of year	908,190	930,708	93,224	578,963	227,409	38,950	95,873	2,873,318
Depreciation								
At start of year	-	(214,922)	(92,272)	(394,636)	-	(12,172)	(95,113)	(809,115)
Transfers in year	-	-	-	-	-	-	-	-
Provided in year	-	(24,131)	(312)	(80,957)	-	(7,252)	(174)	(112,827)
Eliminated on Disposal	-	-	-	-	-	-	-	-
At end of year	-	(239,053)	(92,585)	(475,593)	-	(19,425)	(95,287)	(921,942)
Net Book Value								
At end of year	908,190	691,654	640	103,371	227,409	19,525	587	1,951,376
Prior Year								
At start of the year	*879,915*	*939,280*	*92,486*	*516,952*		*38,950*	*95,112*	*2,562,696*
Additions during the year	*-*	*17,279*	*-*	*23,613*		*-*	*-*	*40,892*
Transfers in year	*126,564*	*-*	*-*	*-*		*-*	*-*	*126,564*
Disposals	*-*	*(25,851)*	*-*	*(2,062)*		*-*	*-*	*(27,913)*
At end of year	*1,006,479*	*930,708*	*92,486*	*538,504*		*38,950*	*95,112*	*2,702,239*
Depreciation								
At start of year	*-*	*(211,548)*	*(90,183)*	*(318,575)*		*(3,246)*	*(95,113)*	*(718,665)*
Transfers in year	*-*	*-*	*(645)*	*645*		*-*	*-*	*-*
Provided in year	*-*	*(22,173)*	*(1,444)*	*(76,706)*		*(8,926)*	*-*	*(109,249)*
Eliminated on Disposal	*-*	*18,800*	*-*	*-*		*-*	*-*	*18,800*
At end of year	*-*	*(214,922)*	*(92,272)*	*(394,636)*		*(12,172)*	*(95,113)*	*(809,115)*
Net Book Value								
At end of year	*1,006,479*	*715,786*	*214*	*143,867*		*26,778*	*-*	*1,893,124*

NOTE 10 - INVESTMENTS

Investments				
			2022	2021
			£	£
Investment in subsidiary undertaking			1	1
Investment in Hebrides Energy CIC			1	1
			2	2
	Activity	*Registered*	*Shareholding*	
HHP Community Housing Ltd	Dormant	Scotland	100%	
Hebrides Energy	Offer competitive electricity tariffs	Scotland	11.1%	

NOTE 11 - TRADE & OTHER RECEIVABLES

Trade and other receivables		
	2022	2021
	£	£
Rental Arrears	197,318	187,611
Less: provision for bad debts	(157,488)	(151,241)
	39,830	36,370
Amounts owed by subsidary undertaking (due within 1 year)	18,079	17,812
Amounts owed by related parties	-	-
Other debtors	1,194,735	1,932,391
Prepayments and accrued income	448,712	418,965
Amounts owed by subsidary undertaking (due in more than 1 year)	-	-
Other debtors (due in more than 1 year)	231,381	130,388
Total	1,932,737	2,535,926

NOTE 12 - CREDITORS AMOUNTS FALLING DUE WITHIN ONE YEAR

Creditors-Amounts falling due within one year		
	2022	2021
	£	£
Trade payables	1,053,226	688,781
Contract retentions	243,439	225,470
Accruals and deferred income	1,412,467	1,051,936
Rent in advance	97,867	85,679
HAG creditor	474,598	224,538
RTB Receipts Repayable on demand	954	954
Total	3,282,551	2,277,357

Outstanding retentions will be financed initially from cash balances.

NOTE 13 – CREDITORS – AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

Creditors-Amounts falling due after more than one year		
	2022	2021
	£	£
Bank term loans	10,000,000	4,908,996
RTB Receipts due to the Scottish Government	5,583,000	5,583,000
Total	15,583,000	10,491,996
Bank Term loans are secured by specfic charges on the Partnership's properties and are repayable at varying rates of interest.		
The above creditors are due are follows:		
	£	£
Between one and two years	-	-
Between two and five years	-	-
In five years or more	15,583,000	10,491,996
	15,583,000	10,491,996

At the year end the Partnership's outstanding loan balance was £15 million. A committed facility of £25 million was available from the Royal Bank of Scotland along with an uncommitted overdraft facility of £0.250 million. Loan arrangement fees incurred in setting up this facility are included in debtors and are being amortised over the period of the loan. Security over the housing properties has been granted to the Royal Bank for the period of the lending facility.

NOTE 14 - DEFFERED CAPITAL GRANTS

Deferred Captial Grants	Housing Properties held for letting	Housing Properties under construction	Shared Ownership held for letting	Property Plant & Equipment	Total
	£	£	£	£	£
Current Year Cost					
At start of the year	(44,867,368)	(16,631,908)	(45,318)	(771,897)	(62,316,492)
Additions during the year	(817,605)	(5,271,826)	-	-	(6,089,431)
Disposals during the year	161,296	-	-	-	161,296
Transfers in year	(7,694,885)	7,694,885	-	-	-
Amortised in year	1,460,473	-	2,060	177	1,462,709
At end of year	(51,758,090)	(14,208,850)	(43,259)	(771,720)	(66,781,918)
Prior Year					
At start of the year	*(42,838,890)*	*(9,543,041)*	*(47,378)*	*(772,276)*	*(53,201,585)*
Additions during the year	*(80,309)*	*(10,597,914)*	-	-	*(10,678,222)*
Disposals during the year	*80,309*	*84,283*	-	-	*164,592*
Transfers in year	*(3,408,973)*	*3,424,763*	-	-	*15,790*
Amortised in year	*1,380,495*	-	*2,060*	*379*	*1,382,934*
At end of year	*(44,867,368)*	*(16,631,908)*	*(45,318)*	*(771,897)*	*(62,316,492)*

NOTE 15 - PROVISIONS FOR LIABILITIES & CHARGES

Pension Fund	2022	2021
	£	£
At 1 April 2021	2,937,000	1,353,000
Created in Year	(782,000)	1,584,000
At 31 March 2022	2,155,000	2,937,000

NOTE 16 – SHARE CAPITAL

Share Capital		
	2022	2021
	£	£
Shares of £1 each issued and fully paid		
At 1 April 2021	210	208
issued during period	5	2
At 31 March 2022	215	210

Shares were held by the following Board members during the year:

- Iain Macmillan
- Calum Mackay
- Alex Gardner
- Peter Graham
- Fiona Macleod
- Roddy Nicolson
- Gordon Macleod
- Helen Mackenzie

NOTE 17 – KEY MANAGEMENT EMOLUMENTS

OFFICER'S EMOLUMENTS		
	2022	2021
	£	£
Senior Officers are defined as the Chief Executive, the Director of Finance & Corporate Services and Director of Operations		
Aggregate emoluments payable to Directors exceeding £60,000 (excluding pension contributions and benefits in kind)	228,810	220,899
Emoluments payable to the highest paid officer (excluding pension contributions)	90,767	89,281
During the period the Directors' emoluments (excluding pension contributions) fell within the following band distributions:		
More than £60,000 but not more than £70,000	2	2
More than £70,000 but not more than £80,000	-	-
More than £80,000 but not more than £100,000	1	1
Pension contributions	41,074	39,636
The directors are members of the Highland Superannuation Fund and employer's contributions are paid on the same basis as other members of staff.		
Total Expenses reimbursed in so far as not chargeable to UK Income Tax	622	701

NOTE 18 – EMPLOYEE INFORMATION

The average number of persons employed during the year was: 52

At 31 March 2022 the number of employees of the Partnership, including Directors, was 46 (FTE), (2021 – 44 FTE).

EMPLOYEE INFORMATION		
	2022	2021
	£	£
Staff costs (for the above persons)		
Wages and Salaries	1,580,800	1,567,899
Social Security costs	157,940	155,889
Employers' pension costs	285,275	284,259
FRS102 Pension Adjustment (Note 22)	561,000	275,000
	2,585,016	2,283,047
Staff costs capitalised	(620,484)	(331,352)
	1,964,532	1,951,695

NOTE 19 – OPERATING SURPLUS

OPERATING SURPLUS		
	2022	2021
	£	£
Operating surplus is stated after charging:		
Depreciation	3,597,878	3,352,206
Amortised capital grants	(1,462,709)	(1,382,934)
Repairs:cyclical, major, day to day	3,381,049	3,468,125
Auditor's remuneration		
-in their capacity as auditors	11,340	11,340
-in respect of other services	-	-

NOTE 20 – TAXATION

The Partnership is a registered charity and is therefore exempt from Corporation Tax on its charitable activities. No corporation tax was due on the non-charitable activities in the year (2021: nil).

NOTE 21 – CAPITAL COMMITMENTS

CAPITAL COMMITMENTS		
	2022	2021
	£	£
Capital expenditure which has been contracted for but has not been provided for in the financial statements	18,822,421	21,663,104
Capital expenditure which has been authorised by the Board but is not contracted	33,747,679	44,585,966
	52,570,100	66,249,070
This is to be funded by:		
Funding from the Scottish Government	23,066,500	8,377,200
Private Finance	29,503,600	57,871,870
	52,570,100	66,249,070

NOTE 22 – PENSIONS

The Partnership participates in the Highland Superannuation Fund (HSF) which, as part of the Local Government Pension Scheme is a defined benefit statutory scheme based. From 1 April 2011 the scheme has operated the career average revalued earnings with 1/120th accrual benefit rate. Contributions are charged to the Income and Expenditure Account so as to spread the cost of pension over employees' working lives. These contributions are determined by formal actuarial valuation which takes place every three years, the last valuation was to 31 March 2020. The main purpose of the valuation is to determine the financial position of the Scheme in order to determine the level of future contributions required so that the Scheme can meet its pension obligations as they fall due.

The actuarial valuation assesses whether the Scheme's assets at the valuation date are likely to be sufficient to pay the pension benefits accrued by members as at the valuation date. Asset values are calculated by reference to market levels. Accrued pension benefits are valued by discounting expected future benefit payments using a discount rate calculated by reference to the expected future investment returns.

During the accounting period, the Partnership paid contributions at a rate of 18% of pensionable salaries.

There were 52 active members of the Scheme employed by the Partnership. All new employees join the scheme and have the option to withdrawn after a short period if they so choose.

The fund is administered by Highland Council in accordance with the Local Government Pension Scheme (Scotland) Regulations 1998 as amended.

It is not possible in the normal course of events to identify the share of underlying assets and liabilities belonging to individual participating employers. As the Scheme is a multi-employer arrangement where the assets are co-mingled for investment purposes, benefits are paid from the total scheme assets, and the contribution rate for all employers is set by reference to the overall financial position of the scheme rather than by reference to individual employer experience. Accordingly, due to the nature of the Plan, the accounting charge for the period under FRS17 represents the employer contribution payable.

The Scheme Actuary has prepared an Actuarial Report that provides an approximate update on the funding position of the scheme as at 31 March 2022. The funding update revealed an increase in the assets of the Scheme to £13.022 million and indicated a decrease in the shortfall of assets compared to liabilities to approximately £2.155 million.

Since the contribution rates payable to the Scheme have been determined by reference to the last full actuarial valuation the following notes relate to the formal actuarial valuation as at 31 March 2020.

Employer Membership Statistics			
	Number	Total Salaries/Pensions **£000's**	Average Age
	31-Mar-20	**31-Mar-20**	**31-Mar-20**
Actives	52	1482	52
Deferred Pensionsers	28	63	51
Pensioners	18	172	66

Investment Returns

The return on the Fund in market value terms for the period to 31 March 2022 is estimated below based on actual Fund returns as provided by the Administering Authority and index returns where necessary. Details are below:

Actual returns from 1 April 2021 to 31 March 2022	3.60%

Major Categories of Plan Assets as a % of Total Plan Assets

The bid value of the Fund's assets are estimated to be £2,467,232,451 based on information provided by the Administering Authority.

Period Ended	31-Mar-22	31-Mar-21
Equities	63%	70%
Bonds	12%	12%
Property	15%	10%
Cash	10%	8%

Financial Assumptions

Period Ended	31-Mar-22	31-Mar-21
Pension increase Rate	3.20%	2.85%
Salary increase Rate	4.00%	3.65%
Discount Rate	2.70%	2.00%

Historic Mortality

Period Ended	Current Pensioners	Future Pensioners
31-Mar-22	CMI 2020 model assuming an allowance for smoothing of recent mortality experience and a long term-rate of improvement of 1.5% p.a.	CMI 2020 model assuming an allowance for smoothing of recent mortality experience and a long term-rate of improvement of 1.5% p.a.

Commutation

An allowance is included for future retirements to elect to take 50% of the maximum additional tax-free cash up to HMRC limits for pre-April 2009 service and 75% of the maximum tax-free cash for post-April 2009 service.

Changes in Fair Value of Plan Assets Defined Obligation & Net Liability For The Year Ended 31 March 2022

Period ended 31 March 2022	Assets £000's	Obligations £000's	Net Liability/ Asset £000's
Fair Value of Plan Assets	12,386	-	12,386
Present Value of liabilitites	-	15,292	(15,292)
Present value of unfunded liabilities	-	31	(31)
Opening Position at 31 March 2021	**12,386**	**15,323**	**(2,937)**
Service Cost	**-**	**849**	**(849)**
Net Interest			
Interest on income on plan assets	249	-	**249**
Interest cost on defined benefit obligation	-	314	**(314)**
Total Net interest	249	314	**(65)**
Total defined benefit cost recoginised in P & L	**249**	**1,163**	**(914)**
Cashflows			
Plan Participants contributions	105	105	-
Employers contributions	287	-	287
Contributions in respect of unfunded benefits	1	-	1
Benefits paid	(207)	(207)	-
Unfunded benefits paid	(1)	(1)	-
Expected closing position	**12,820**	**16,383**	(3,563)
Remeasurements			
Changes in demographic assumptions	**-**	(78)	78
Changes in financial assumptions	**-**	(1,155)	1,155
Other experience	**-**	27	(27)
Return on assets excluding amounts in net interest	**202**	-	202
Total remeasurements recognised in Other Comprehensive Income (OCI)	**202**	**(1,206)**	**1,408**
Fair Value of plan assets	**13,022**	-	13,022
Present value of funded liabilities	**-**	15,147	(15,147)
Present value of unfunded liabilities	**-**	30	(30)
Closing position at 31 March 2022	13,022	15,177	(2,155)

NOTE 23 - PROPERTY STOCK

The number of units of accommodation owned by the Partnership was as follows:

Property Stock

The number of units of accommodation owned by the Partnership was as follows:

	Units in Management		Units under Development	
	2022	2021	2022	2021
Unimproved				
New Build	526	462	96	158
Improved	1,761	1,761		-
General Needs Housing	2,287	2,223	96	158
Shared Ownership Accommodation	3	3	-	-
Supported Housing Accommodation	20	20	-	-
Total Housing Stock	2,310	2,246	96	158
Other Property				
Garages	42	42	-	-
Commerical	6	6	-	-
Heritable-Partnership's offices	3	3	-	-
Total Other Property	51	51	-	-

NOTE 24 - REVENUE COMMITMENTS

Operating Leases

	2022	2021
At 31 March 2022 the Partnership had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:	£	£
Within one year	2,426	4,851
In the second to fifth year inclusive	-	2,426
	2,426	7,277

NOTE 25 – RELATED PARTY TRANSACTIONS

Board Members

During the period the tenancies held by tenant Board Members were held on normal commercial terms and they are not able to use their position to their advantage.

The Partnership retains a register of Members' interests. There are no interests in related parties requiring to be declared.

Transactions entered into with members and rent arrear balances at 31 March 2022 are as follows:

Rent Charges	£4,228.12
Arrears	£61.07

Any transactions with the Comhairle are made an arm's length, on normal commercial terms and the Councillors cannot use their positions to their personal advantage.

HHP Community Housing Ltd

HHP Community Housing Ltd is a wholly owned subsidiary of Hebridean Housing Partnership, a company incorporated in Scotland. All of the directors are Board Members of HHP.

At the year-end HHP Community Housing Ltd owed Hebridean Housing Partnership £18,079 (2021: £17,812) which is included in other debtors Note 11.

NOTE 26 – LEGISLATIVE PROVISIONS

Hebridean Housing Partnership Limited ("HHP" or "The Partnership") is registered under the Co-operative and Community Benefit Societies Act 2014 (previously known as the Industrial and Provident Societies Act 1965) and is a Housing Association registered with Scottish Housing Regulator (previously Communities Scotland) under the Housing (Scotland) Act 2010. HHP has charitable status and is registered with OSCR.

APPENDIX 2

Registered Number: SC379412 (Scotland)

HHP COMMUNITY HOUSING LIMITED

REPORT OF THE DIRECTORS AND

UNAUDITED FINANCIAL STATEMENTS

FOR THE PERIOD 1 APRIL 2021 TO 31 MARCH 2022

HHP COMMUNITY HOUSING LIMITED

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE PERIOD 1 APRIL 2021 TO 31 MARCH 2022

HHP COMMUNITY HOUSING LIMITED

FINANCIAL STATEMENTS
FOR THE PERIOD 1 APRIL 2021 TO 31 MARCH 2022

DIRECTORS:	Calum Mackay Iain Gordon Macleod Roddy Nicolson
SECRETARY:	Calum Mackay
REGISTERED OFFICE:	Gleann Seileach Business Park Willowglen Road Stornoway Isle of Lewis HS1 2QP
REGISTERED NUMBER:	SC379412 (Scotland)

The Directors present their report with the financial statements of the Company for the period 1 April 2021 to 31 March 2022.

PRINCIPAL ACTIVITY

During the financial year the Company has not traded and has received no income and the only expenditure incurred is with respect to subsidiary loan interest payable.

INCORPORATION

The Company was incorporated on 1 June 2010.

DIRECTORS

The Directors who have held office during the year from 1 April 2021 to the date of this report are as follows:

Directors	**Changes during the year**	
	Appointed	**Resigned**
Calum Mackay	13 September 2012	
Alasdair Mackenzie	27 June 2012	8 March 2021
Norman M Macleod	27 June 2012	8 June 2020
Fiona Macleod	23 June 2021	1 June 2022
Iain Gordon Macleod	23 June 2021	
Roddy Nicolson	23 June 2021	

All Directors who are eligible offer themselves for election at the forthcoming Annual General Meeting.

STATEMENT OF DIRECTORS

The Directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of the profit or loss of the Company for that period. In preparing these financial statements, the Directors are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and accounting estimates that are reasonable and prudent; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial positions of the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

ON BEHALF OF THE BOARD

Director:

28 June 2022

INCOME & EXPENDITURE ACCOUNT

	Notes	31 March 2022 £	31 March 2021 £
Turnover		-	-
Operating Costs		-	-
Operating Surplus		-	-
Surplus on sale of fixed assets			
-housing properties		-	-
-other assets		-	-
Interest receivable and other income		-	-
Interest payable and other charges		(267)	(252)
Loss on ordinary activities, before transfer to Reserves		(267)	(252)
Tax on surplus on ordinary activities		-	-
Deficit for the Year		(267)	(252)
Revenue Reserve at 1 April 2021		(17,812)	(17,560)
Revenue Reserve at 31 March 2022		(18,079)	(17,812)

BALANCE SHEET

	Notes	31 March 2022 £	31 March 2021 £
Current Assets			
Cash at bank and in hand		1	1
		1	1
Creditors: amounts falling due within one year	2	(18,079)	(17,812)
Net current assets		(18,078)	(17,811)
Total assets less current liabilities		(18,078)	(17,811)
Capital and Reserves			
Called up Share Capital	3	1	1
Revenue Reserve	4	(18,079)	(17,812)
SHAREHOLDERS FUNDS		(18,078)	(17,811)

AUDIT EXEMPTION STATEMENT

The Company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the period ended 31 March 2022 relating to small companies.

The Members have not required the Company to obtain an audit of its financial statements for the period ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006

For the financial year ended 31 March 2022 the Company was entitled to exemption from audit under Section 480 Companies Act 2006 relating to dormant companies.

Directors' responsibilities:

- The members have not required the Company to obtain an audit of its financial statements for the year in question in accordance with Section 476 of the Companies Act 2006; and
- The Directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Approved by the Board and authorised for issue on 28 June 2022

Director

Company Registration No: SC379412

The notes form part of these financial statements.

1. ACCOUNTING POLICIES

Accounting Convention

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the requirements of the
Companies Act 2006 as applicable to companies subject to the small companies regime. The disclosure requirements of section 1A of FRS 102 have been applied other than where additional disclosure is required to show a true and fair view.

The financial statements are prepared in sterling, which is the functional currency of the company.
Monetary a mounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention.

2. CREDITORS: Amounts falling due within one year

	2022	2021
	£	£
Intercompany Creditor	**18,079**	**17,812**

3. CALLED UP SHARE CAPITAL

Allotted, issued and fully paid:

Number:	Class:	Nominal Value	2022	2021
			£	£
1	Ordinary	£1	1	1

1 Ordinary share of £1 was allotted and fully paid for cash at par during the period

4. REVENUE RESERVE

	2022	2021
	£	£
Accumulated surplus at 1 April 2021	(17,812)	(17,560)
Loss for the year	(267)	(252)
Accumulated surplus at 31 March 2022	**(18,079)**	**(17,812)**

hebridean housing partnership

Making our house your home

ITEM NO 6.2

SHR RETURNS 2021/22

Board 29 June 2022

Report by Director of Finance & Corporate Services

Purpose of Report

1.1 To present the Loan Portfolio return (2021/22), Audited Financial Statements (2021/22) and five-year plans (2022/2023-2026/2027) required by the Scottish Housing Regulator (SHR) for consideration and approval.

Summary

2.1 The SHR require RSLs to submit three returns on an annual basis. The Loan Portfolio Return, the Audited Financial Statements and five-year financial plans (FYFP) can be found at Appendix 1-2.

2.2 The SHR has not yet opened the Audited Financial Statements return on the portal, but this return will be filed as per the Audited Financial Statements at Agenda Item 6.1.

2.3 The re-financing agreement was completed in June 2021 and an updated LPS return was filed with the Regulator in accordance with the new loan terms. We are now required to file the annual return and there is no change to the return other than an update on the final covenant position for the year.

2.4 The SHR had brought forward the FYFP submission date to the end of May 2022 but in order to ensure we were reporting final audited closing balance information, we were granted approval to submit by the end of June 2022

Competence

3.1 Submission of the returns at Appendices 1 & 2 will ensure the Partnership's regulatory requirements are met.

Recommendations

4.1 **It is recommended that the Board approve, for submission to the Scottish Housing Regulator, the:**

a) Loan Portfolio Return for 2021/22 as at Appendix 1;

b) five year plan Return for 2022/2023-2026/2027 as at Appendix 2;

c) Audited Financial Statements as at Board agenda item 6.1 once the regulator has opened the portal for submissions.

APPENDIX1:	Loan Portfolio Return 2021/22	
APPENDIX 2:	Five Year Plans 2022/2023 – 2026/2027	
Background Papers:	None	
Writer of Report:	Donald Macleod	Tel: 0300 123 0773

Competence

Financial

5.1 The five-year plan considers the resources the Partnership requires for 2022/2023-2026/2027 in line with the assumptions in the 30 Year Business Plan which was approved at the March 2022 Board meeting.

5.2 The five-year plan has been set in accordance with current accounting standards.

Legal

6.1 The Partnership's Rule 69 states that "The Partnership must keep proper books of account to cover its income, expenditure transactions and its assets, liabilities and reserves in line with sections 75 and 76 of the Co-operative and Community Benefit Societies Act 2014. It must also set up and maintain a suitable system for controlling its books of accounts, its cash and its receipts and invoices".

6.2 The Board has ultimate responsibility for the Partnership's finances and in accordance with the Financial Regulations the Board has the responsibility to approve the five year plans.

Regulatory Guidance

7.1 The Regulatory Standards checklist has been completed and there is nothing in the report which would result in a breach of the standards.

Risk

8.1 The setting of realistic budgets with robust assumptions reduces the risk of financial loss and failure as highlighted in the Risk Register.

8.2 Non-compliance with the regulatory requirements would risk our Registration as a social landlord.

APPENDIX 1

Loan Portfolio Annual Return 2021-2022

Landlord name:	Hebridean Housing Partnership Ltd
RSL Reg. No.:	359
Report generated date:	23/06/2022 09:01:24

Approval	
Date approved:	
Approver:	
Approver job title	

Submission	
Nil return	No
Date of Return	31/03/2022 00:00:00
Accounting year-end	March
Number of housing units owned by RSL	2,223
Number of housing units used for Security	2,212
Unencumbered housing units	11
What Percentage of unencumbered housing units in Question (7) has a Positive value?	100.00%
Does a Lender have a floating charge over the company assets?	No
Submission Comments	
	N/A

Covenants for Loans

Covenant Sequence Number	Type of Covenant applied	How is this Covenant calculated?	Required levels	Frequency of reporting to lender	Actual levels achieved at that date
1	Interest Cover	Annual Cashflow Deficit Covenant In respect of each Financial Year specified in Part A where the ratio in column 2(total interest paid divided by net operating cashflow except in years where there is a deficit) is less than zero, the Annual Cashflow Deficit for that Financial Year shall not be a greater negative figure than that set out in Part A of Schedule 5, as amended each year by the Lender in line with the agreed Business Plan. Net Operating Cashflow Covenant In respect of each Financial Year specified in Part B where the ratio in column 2 is equal to or greater than zero, the ratio of Net Operating Cashflow to Total Interest for that period shall not be less than the ratio setout in Part B of Schedule 5, as amended each year by the Lender in line with the agreed Business Plan. Part A 31March2019 3,450,000 31March2020 5,434,000 31March2021 8,053,000 31March2022 2,551,000 31March2033 402,000 Part B 31March2023 1.27 31March2024 1.51 31March2025 1.81 31March2026 4.49 31March2027 4.28 31March2028 2.92 31March2029 3.41 31March2030 2.52 31March2031 3.89 31March2032 3.98	Cashflow deficit of £8.053m for 2020/21	Annually	Cashflow Surplus of £0.22M

Covenant Sequence Number	Type of Covenant applied	How is this Covenant calculated?	Required levels	Frequency of reporting to lender	Actual levels achieved at that date
		31March2034 3.90 31March2035 5.93 31March2036 18.99 31March2037 0.00 31March2038 0.00 31March2039 0.00 31March2040 0.00 31March2041 0.00 31March2042 0.00			
3	Interest Cover	Interest Cover Covenant - The Borrower shall procure that Adjusted Operating Surplus in respect of each Financial Year expressed as a percentage of Net Interest Payable in respect of such Financial Year shall not be less than one hundred and ten per cent (110%). "Adjusted Operating Surplus" to be calculated in accordance with the applicable SORP and adjusted as follows:- - adding back amounts charged for depreciation in respect of housing properties; - adding the profit/loss in respect of sales of housing properties sold in the ordinary course of its activities; - deduct 100% of capitalised component replacement costs and capitalised major repair costs; -in respect of the financial years ending 31 March 2022 and 31 March 2023 only, adding back any capitalised component and major repair costs and revenue costs incurred in connection with completion of the Deferred Works up to a maximum of £2,044,068 (in aggregate across the two said financial years) - deducting pension deficit contributions payable, Gearing Covenant - The Borrower shall procure that at all times Total Financial Indebtedness expressed as a percentage of Historic Cost of Properties will not exceed thirty per cent (30%).	Minimum Interest Cover 110% & Maximum Gearing = 30%	Annually	Gearing = 8% / Interest Cover = 520%

Facilities

Facility Reference Number	Name of Lender	Charge holder	Security Trustee in place?	Start Date	End Date	Total Facility (£'000s)	Balance of Facility Outstanding (£'000s)	Facility Undrawn (£'000s)	Next five years?	Undrawn Facility for?	Details	Funds Committed?
HHPRBS2164	Royal Bank of Scotland plc		No	02/07/2021	31/03/2041	5,000.0	5,000.0	0.0				
HHPRBS2165	Royal Bank of Scotland plc		No	02/07/2021	31/03/2046	12,000.0	5,000.0	7,000.0	Yes	New Build - Social Housing		Yes
HHPRBS2166	Royal Bank of Scotland plc		No	02/07/2021	31/03/2031	8,000.0	0.0	8,000.0	Yes	Working Capital		No
Totals						25,000.0	10,000.0	15,000.0				

Facilities

Facility Reference Number	Name of Lender	Fees - Arrangement	Fees - Non-utilisation	Fees - Other	Fees - Details	All lenders within this syndicate	Facility Comments
HHPRBS2164	Royal Bank of Scotland plc	Yes	No	No			RBS Refinancing 2021 (£10M increased facility from £15M to £25M)
HHPRBS2165	Royal Bank of Scotland plc	Yes	Yes	No			
HHPRBS2166	Royal Bank of Scotland plc	Yes	Yes	No			

Loans

Facility Reference Number	Loan Reference Number	Loan Type	Purpose of Loan	Loan Purpose Details	Total Loan Amt (£'000s)	Balance O/S (£'000s)	Repmnt Terms	Ref Int Rate	Margin Over Ref Int Rate (%)	'All in' Fixed Rate (%)	First Cap Repmnt Date	Final Cap Repmnt Date	First Int Pmnt Date	Interest is being
HHPRBS2164	RBSFIXED1045	Fixed Rate Loan	Refinancing		3,500.0	3,500.0	Interest only followed by structured capital repayments	Fixed Rate Percentage		6.6250%	30/06/2036	31/03/2041	18/10/2021	Paid
HHPRBS2164	RBSVAR1046	Variable Rate Loan	Refinancing		1,500.0	1,500.0	Interest only followed by structured capital repayments	SONIA	1.4000%		30/06/2036	31/03/2041	31/12/2021	Paid
HHPRBS2164 Total					5,000.0	5,000.0								
HHPRBS2165	RBSFIXED1047	Fixed Rate Loan	Refinancing		5,000.0	5,000.0	Interest only followed by structured capital repayments	Fixed Rate Percentage		2.8230%	30/06/2031	31/03/2046	31/03/2022	Paid
HHPRBS2165 Total					5,000.0	5,000.0								
Totals					10,000.0	10,000.0								

Loans

Facility Reference Number	Loan Reference Number	Start Date	Fin cap Rep Date Ind	Current deal expiry date	Forward fixes neg with Lender?	Fees - Arrangement	Fees - Non-utilisation	Fees - Other	Fees - Details	Percentage of Security provided by Social Housing assets (%)	Value of Security provided by Social Housing units (£'000s)	Basis of valuation	Date of valuation	Loan Comments
HHPRBS2164	RBSFIXED1045	02/07/2021	Yes			Yes	No	No		100.00%	47,715.0	EUV-SH without sales	31/03/2021	
HHPRBS2164	RBSVAR1046	02/07/2021	Yes			Yes	No	No		100.00%	47,715.0	EUV-SH without sales	31/03/2021	
HHPRBS2165	RBSFIXED1047	31/12/2021	Yes			Yes	Yes	No		100.00%	47,715.0	EUV-SH without sales	31/03/2021	

Loans Covenants

Facility Reference Number	Loan Reference Number	Covenant Sequence Number	Type of Covenant applied	How is this Covenant calculated?	Required levels	Frequency of reporting to lender	Actual levels achieved at that date
HHPRBS001	RBSFIXED002	2	Interest Cover	Covenant Copied to allow closure of old facility	Cashflow deficit of £8.053m for 2020/21	Annually	Cashflow Surplus of £0.22M
HHPRBS2163	RBSVAR1043	2	Interest Cover	Covenant Copied to allow closure of old facility	Cashflow deficit of £8.053m for 2020/21	Annually	Cashflow Surplus of £0.22M
HHPRBS2164	RBSFIXED1045	3	Interest Cover	Interest Cover Covenant - The Borrower shall procure that Adjusted Operating Surplus in respect of each Financial Year expressed as a percentage of Net Interest Payable in respect of such Financial Year shall not be less than one hundred and ten per cent (110%). "Adjusted Operating Surplus" to be calculated in accordance with the applicable SORP and adjusted as follows:- - adding back amounts charged for depreciation in respect of housing properties; - adding the profit/loss in respect of sales of housing properties sold in the ordinary course of its activities; - deduct 100% of capitalised component replacement costs and capitalised major repair costs; -in respect of the financial years ending 31 March 2022 and 31 March 2023 only, adding back any capitalised component and major repair costs and revenue costs incurred in connection with completion of the Deferred Works up to a maximum of £2,044,068 (in aggregate across the two said financial years) - deducting pension deficit contributions payable, Gearing Covenant - The Borrower shall procure that at all times Total Financial Indebtedness expressed as a percentage of Historic Cost of Properties will not exceed thirty per cent (30%).	Minimum Interest Cover 110% & Maximum Gearing = 30%	Annually	Gearing = 8% / Interest Cover = 520%

Facility Reference Number	Loan Reference Number	Covenant Sequence Number	Type of Covenant applied	How is this Covenant calculated?	Required levels	Frequency of reporting to lender	Actual levels achieved at that date
HHPRBS2164	RBSVAR1046	3	Interest Cover	Interest Cover Covenant - The Borrower shall procure that Adjusted Operating Surplus in respect of each Financial Year expressed as a percentage of Net Interest Payable in respect of such Financial Year shall not be less than one hundred and ten per cent (110%). "Adjusted Operating Surplus" to be calculated in accordance with the applicable SORP and adjusted as follows:- - adding back amounts charged for depreciation in respect of housing properties; - adding the profit/loss in respect of sales of housing properties sold in the ordinary course of its activities; - deduct 100% of capitalised component replacement costs and capitalised major repair costs; -in respect of the financial years ending 31 March 2022 and 31 March 2023 only, adding back any capitalised component and major repair costs and revenue costs incurred in connection with completion of the Deferred Works up to a maximum of £2,044,068 (in aggregate across the two said financial years) - deducting pension deficit contributions payable, Gearing Covenant - The Borrower shall procure that at all times Total Financial Indebtedness expressed as a percentage of Historic Cost of Properties will not exceed thirty per cent (30%).	Minimum Interest Cover 110% & Maximum Gearing = 30%	Annually	Gearing = 8% / Interest Cover = 520%
HHPRBS2165	RBSFIXED1047	3	Interest Cover	Interest Cover Covenant - The Borrower shall procure that Adjusted Operating Surplus in respect of each Financial Year expressed as a percentage of Net Interest Payable in respect of such Financial Year shall not be less than one hundred and ten per cent (110%). "Adjusted Operating Surplus" to be calculated in accordance with the applicable SORP and adjusted as follows:- - adding back amounts charged for depreciation in respect of housing properties; - adding the profit/loss in respect of sales of housing properties sold in the ordinary course of its activities;	Minimum Interest Cover 110% & Maximum Gearing = 30%	Annually	Gearing = 8% / Interest Cover = 520%

Facility Reference Number	Loan Reference Number	Covenant Sequence Number	Type of Covenant applied	How is this Covenant calculated?	Required levels	Frequency of reporting to lender	Actual levels achieved at that date
				- deduct 100% of capitalised component replacement costs and capitalised major repair costs; -in respect of the financial years ending 31 March 2022 and 31 March 2023 only, adding back any capitalised component and major repair costs and revenue costs incurred in connection with completion of the Deferred Works up to a maximum of £2,044,068 (in aggregate across the two said financial years) - deducting pension deficit contributions payable, Gearing Covenant - The Borrower shall procure that at all times Total Financial Indebtedness expressed as a percentage of Historic Cost of Properties will not exceed thirty per cent (30%).			

Embedded Interest Rate Derivatives

Facility Reference Number	Loan Reference Number	Sequence Number	Derivative Type	Amount (£'000s)	Date From	Date To	Margin Over Ref Int Rate (%)	'All in' Fixed Rate (%)

IGF Lend

Sequence Number	Name of the organisation that the funding is provided to	Relationship to RSL	Amount Provided (£'000s)	Balance O/S (£'000s)	Purpose of loan	Details	Duration of funding arrangement (months)	Start Date	End Date	First repayment date	Is Funding Provided Part of Funds Borrowed?	Loan Reference Number	Lender aware of on Lending Arrangement?
1	HHP Community Housing Ltd	Subsidiary	18.1	18.1	Working Capital		48	01/03/2018	31/03/2023	31/03/2023	No		
Totals			18.1	18.1									

IGF Lend

Sequence Number	Name of the organisation that the funding is provided to	Security taken?	Type of Security	Type of Security details	Value of Security (£'000s)	Loan Agreement in Place?	Loan Type	Repayment Period (months)	Repayment terms	Reference Interest Rate	Margin Over Ref Int Rate (%)	'All in' Fixed Rate (%)	IGF Lend Comments
1	HHP Community Housing Ltd	No				Yes	Bridging Finance	48	Payment start date deferred-bullet repayment of interest and capital at maturity	Base	1.0000%		

IGF Borrow

Sequence Number	Name of organisation that the funding is provided from	Relationship to RSL	Amount Received (£'000s)	Balance O/S (£'000s)	Purpose of loan	Details	Duration of funding arrangement (months)	Start Date	End Date	First repayment date

IGF Borrow

Sequence Number	Name of organisation that the funding is provided from	Security taken?	Type of security	Details	Value of security (£'000s)	Loan Agreement in place?	Loan Type	Repayment period (months)	Repayment terms	Reference Interest Rate	Margin Over Ref Int Rate (%)	'All in' Fixed Rate (%)	IGF Borrow Comments

ISDAs

Sequence Number	Name of Lender	Amount (£'000s)	Start Date	End Date	Reference Interest Rate	Margin Over Ref Int Rate (%)	'All in' Fixed Rate (%)	Mark to Market Threshold before collateral calls (£'000s)	Mark to Market Value (£'000s)	Date of Mark to Market Valuation	Implied loss or gain on Mark to Market Valuation (£'000s)	Type of collateral calls	Under which method are they marked?	Frequency of Call	ISDA Comments

ISDA Covenants

ISDA Sequence Number	Sequence Number	Type of covenant applied	How is this Covenant calculated?	Required levels	Frequency of reporting to lender	Date of last report to lender	Actual levels achieved at that date

APPENDIX 2

Five Year Financial Projections (FYFP) 2021-2022

Scottish Housing Regulator

Landlord Name:	Hebridean Housing Partnership Ltd
RSL Reg No.:	359
Report generated date:	24/06/2022 12:58:35

Approval

A1.1	Date approved	
A1.2	Approver	
A1.3	Approver job title	
A1.9	General Comment	

Scottish Housing Regulator

STATEMENT OF COMPREHENSIVE INCOME						
	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5
	£'000	£'000	£'000	£'000	£'000	£'000
Gross rents	9,973.6	10,640.5	11,477.0	12,100.4	12,879.8	13,720.1
Service charges	59.4	50.0	52.5	54.6	56.2	57.6
Gross rents & service charges	10,033.0	10,690.5	11,529.5	12,155.0	12,936.0	13,777.7
Rent loss from voids	108.5	215.0	231.9	244.2	256.4	273.2
Net rent & service charges	9,924.5	10,475.5	11,297.6	11,910.8	12,679.6	13,504.5
Developments for sale income	2,341.3	528.2	0.0	0.0	0.0	0.0
Grants released from deferred income	1,462.7	1,211.6	1,338.4	1,379.6	1,516.4	1,675.2
Grants from Scottish Ministers	0.0	0.0	0.0	0.0	0.0	0.0
Other grants	866.6	570.0	420.0	420.0	420.0	370.0
Other income	46.4	0.0	0.0	0.0	0.0	0.0
TURNOVER	14,641.5	12,785.3	13,056.0	13,710.4	14,616.0	15,549.7
Less:						
Housing depreciation	3,597.9	4,212.1	4,621.8	4,794.1	4,871.2	5,238.1
Impairment written off / (back)	(5.4)	0.0	0.0	0.0	0.0	0.0
Management costs	2,663.8	2,821.4	2,972.4	3,099.1	3,103.9	3,187.1
Service costs	0.0	50.0	52.5	54.6	56.2	57.6
Planned maintenance - direct costs	1,491.7	1,051.9	1,104.3	1,144.9	1,710.1	1,769.0
Re-active & voids maintenance - direct costs	1,889.4	1,522.0	1,605.6	1,738.6	1,808.9	1,875.4
Maintenance overhead costs	0.0	0.0	0.0	0.0	0.0	0.0
Bad debts written off / (back)	79.9	212.0	227.5	239.4	253.1	267.8
Developments for sale costs	2,341.3	528.2	0.0	0.0	0.0	0.0
Other activity costs	0.0	0.0	0.0	0.0	0.0	0.0
Other costs	73.6	148.0	0.0	0.0	0.0	0.0
	8,539.7	6,333.5	5,962.3	6,276.6	6,932.2	7,156.9
Operating Costs	12,132.2	10,545.6	10,584.1	11,070.7	11,803.4	12,395.0
Gain/(Loss) on disposal of PPE	(248.4)	24.0	4.0	4.0	0.0	0.0
Exceptional Items - (Income) / Expense	0.0	0.0	0.0	0.0	0.0	0.0
OPERATING SURPLUS/(DEFICIT)	2,260.9	2,263.7	2,475.9	2,643.7	2,812.6	3,154.7
Interest receivable and other income	2.4	12.7	33.2	42.1	39.2	47.2
Interest payable and similar charges	404.3	779.9	1,129.9	1,563.9	1,641.1	1,868.5
Increase / (Decrease) in Negative Goodwill	0.0	0.0	0.0	0.0	0.0	0.0
Other Gains / (Losses)	0.0	0.0	0.0	0.0	0.0	0.0
SURPLUS/(DEFICIT) ON ORDINARY ACTIVITIES BEFORE TAX	1,859.0	1,496.5	1,379.2	1,121.9	1,210.7	1,333.4
Tax on surplus on ordinary activities	0.0	0.0	0.0	0.0	0.0	0.0
SURPLUS/(DEFICIT) FOR THE YEAR AFTER TAX	1,859.0	1,496.5	1,379.2	1,121.9	1,210.7	1,333.4
Actuarial (loss) / gain in respect of pension schemes	1,408.0	0.0	0.0	0.0	0.0	0.0
Change in Fair Value of hedged financial instruments.	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL COMPREHENSIVE INCOME FOR THE YEAR	3,267.0	1,496.5	1,379.2	1,121.9	1,210.7	1,333.4

STATEMENT OF FINANCIAL POSITION	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5
Non-Current Assets	£'000	£'000	£'000	£'000	£'000	£'000
Intangible Assets & Goodwill	0.0	0.0	0.0	0.0	0.0	0.0
Housing properties - Gross cost or valuation	149,727.7	166,652.3	177,855.8	195,033.8	198,312.7	203,444.6
Less:						
Housing Depreciation	29,943.5	34,194.5	38,816.3	43,610.4	48,481.6	53,719.6
Negative Goodwill	0.0	0.0	0.0	0.0	0.0	0.0
NET HOUSING ASSETS	119,784.2	132,457.8	139,039.5	151,423.4	149,831.1	149,725.0
Non-Current Investments	0.0	0.0	0.0	0.0	0.0	0.0
Other Non Current Assets	1,951.4	770.5	725.8	681.1	636.4	622.5
TOTAL NON-CURRENT ASSETS	121,735.6	133,228.3	139,765.3	152,104.5	150,467.5	150,347.5
Current Assets						
Net rental receivables	39.8	459.6	466.3	523.7	544.6	545.5
Other receivables, stock & WIP	2,172.7	546.8	546.8	546.8	546.8	546.8
Investments (non-cash)	0.0	0.0	0.0	0.0	0.0	0.0
Cash at bank and in hand	3,311.0	4,127.6	9,614.0	7,014.2	8,812.3	10,189.1
TOTAL CURRENT ASSETS	5,523.5	5,134.0	10,627.1	8,084.7	9,903.7	11,281.4
Payables : Amounts falling due within One Year						
Loans due within one year	0.0	0.0	0.0	0.0	0.0	0.0
Overdrafts due within one year	0.0	0.0	0.0	0.0	0.0	0.0
Other short-term payables	3,282.6	0.0	0.0	0.0	21.6	22.1
TOTAL CURRENT LIABILITIES	3,282.6	0.0	0.0	0.0	21.6	22.1
NET CURRENT ASSETS/(LIABILITIES)	2,240.9	5,134.0	10,627.1	8,084.7	9,882.1	11,259.3
TOTAL ASSETS LESS CURRENT LIABILITIES	123,976.5	138,362.3	150,392.4	160,189.2	160,349.6	161,606.8
Payables : Amounts falling due After One Year						
Loans due after one year	15,583.0	22,583.0	28,083.0	30,083.0	30,583.0	30,583.0
Other long-term payables	0.0	0.0	0.0	0.0	0.0	0.0
Grants to be released	66,781.9	72,671.3	77,821.9	84,496.7	82,980.3	82,904.0
TOTAL LONG TERM LIABILITIES	82,364.9	95,254.3	105,904.9	114,579.7	113,563.3	113,487.0
Provisions for liabilities & charges	0.2	0.1	0.3	0.3	0.2	0.3
Pension asset / (liability)	2,155.0	2,155.0	2,155.0	2,155.0	2,155.0	2,155.0
NET ASSETS	39,456.4	40,952.9	42,332.2	43,454.2	44,631.1	45,964.5
Capital & Reserves						
Share capital	0.0	0.0	0.0	0.0	0.0	0.0
Revaluation reserve	0.0	0.0	0.0	0.0	0.0	0.0
Restricted reserves	0.0	0.0	0.0	0.0	0.0	0.0
Revenue reserves	39,456.4	40,952.9	42,332.2	43,454.2	44,631.1	45,964.5
TOTAL CAPITAL & RESERVES	39,456.4	40,952.9	42,332.2	43,454.2	44,631.1	45,964.5
Intra Group Receivables - as included above	18.1	0.0	0.0	0.0	0.0	0.0
Intra Group Payables - as included above	0.0	0.0	0.0	0.0	0.0	0.0

Scottish Housing Regulator

STATEMENT OF CASHFLOWS						
	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5
Net Cash from Operating Activities	£'000	£'000	£'000	£'000	£'000	£'000
Operating Surplus/(Deficit)	2,260.9	2,263.7	2,475.9	2,643.7	2,812.6	3,154.7
Depreciation & Amortisation	3,597.9	4,256.8	4,666.5	4,838.8	4,915.9	5,252.0
Impairments / (Revaluation Enhancements)	0.0	0.0	0.0	0.0	0.0	0.0
Increase / (Decrease) in Payables	444.2	(3,282.6)	0.0	0.0	0.0	0.0
(Increase) / Decrease in Receivables	502.2	1,548.3	0.0	0.0	0.0	0.0
(Increase) / Decrease in Stock & WIP	236.8	181.7	0.0	0.0	0.0	0.0
Gain / (Loss) on sale of non-current assets	(248.7)	(24.0)	(4.0)	(4.0)	0.0	0.0
Other non-cash adjustments	(785.4)	(1,735.4)	(1,344.9)	(1,436.9)	(1,549.6)	(1,675.6)
NET CASH FROM OPERATING ACTIVITIES	6,007.9	3,208.5	5,793.5	6,041.6	6,178.9	6,731.1
Tax (Paid) / Refunded	0.0	0.0	0.0	0.0	0.0	0.0
Return on Investment and Servicing of Finance						
Interest Received	2.4	12.7	33.2	42.1	39.2	47.2
Interest (Paid)	(286.2)	(779.9)	(1,129.9)	(1,563.9)	(1,641.1)	(1,868.5)
RETURNS ON INVESTMENT AND SERVICING OF FINANCE	(283.8)	(767.2)	(1,096.7)	(1,521.8)	(1,601.9)	(1,821.3)
Capital Expenditure & Financial Investment						
Construction or acquisition of Housing properties	(14,415.5)	(11,455.8)	(7,289.9)	(15,969.6)	(873.6)	(2,510.0)
Improvement of Housing	(4,373.5)	(4,329.8)	(3,919.6)	(1,214.4)	(2,405.3)	(2,621.9)
Construction or acquisition of other Land & Buildings	0.0	0.0	0.0	0.0	0.0	0.0
Construction or acquisition of other Non-Current Assets	0.0	0.0	0.0	0.0	0.0	0.0
Sale of Social Housing Properties	1,412.7	60.0	10.0	10.0	0.0	0.0
Sale of Other Land & Buildings	0.0	0.0	0.0	0.0	0.0	0.0
Sale of Other Non-Current Assets	0.0	0.0	0.0	0.0	0.0	0.0
Grants (Repaid) / Received	4,894.9	7,100.9	6,489.1	8,054.4	0.0	1,598.9
CAPITAL EXPENDITURE AND FINANCIAL INVESTMENT	(12,481.4)	(8,624.7)	(4,710.4)	(9,119.6)	(3,278.9)	(3,533.0)
NET CASH BEFORE FINANCING	(6,757.3)	(6,183.4)	(13.6)	(4,599.8)	1,298.1	1,376.8
Financing						
Equity drawdown	0.0	0.0	0.0	0.0	0.0	0.0
Debt drawndown	5,091.0	7,000.0	5,500.0	2,000.0	500.0	0.0
Debt repayment	0.0	0.0	0.0	0.0	0.0	0.0
Working Capital (Cash) - Drawn / (Repaid)	0.0	0.0	0.0	0.0	0.0	0.0
NET CASH FROM FINANCING	5,091.0	7,000.0	5,500.0	2,000.0	500.0	0.0
INCREASE / (DECREASE) IN NET CASH	(1,666.3)	816.6	5,486.4	(2,599.8)	1,798.1	1,376.8
Cash Balance						
Balance Brought Forward	4,977.3	3,311.0	4,127.6	9,614.0	7,014.2	8,812.3
Increase / (Decrease) in Net Cash	(1,666.3)	816.6	5,486.4	(2,599.8)	1,798.1	1,376.8
CLOSING BALANCE	3,311.0	4,127.6	9,614.0	7,014.2	8,812.3	10,189.1

Scottish Housing Regulator

ADDITIONAL INFORMATION	Year 0 £'000	Year 1 £'000	Year 2 £'000	Year 3 £'000	Year 4 £'000	Year 5 £'000
Number of units added during year to:						
New Social Rent Properties added	67	101	8	16	66	72
New MMR Properties added	0	0	0	0	0	0
New Low Costs Home Ownership Properties added	0	0	0	0	0	0
New Properties - Other Tenures added	0	0	0	0	0	0
Total number of new affordable housing units added during year	67	101	8	16	66	72
Units developed for sale:						
Number of units developed for sale to RSLs	0	0	0	0	0	0
Number of units developed for sale to non-RSLs	0	0	0	0	0	0
Development Assumption Indicator	Yes					
Number of units lost during year from:						
Sales including right to buy	0	12	2	2	0	0
Demolition	0	0	0	0	0	0
Other	0	0	0	0	0	0
Units owned:						
Social Rent Properties	2,287	2,376	2,382	2,396	2,462	2,534
MMR Properties	0	0	0	0	0	0
Low Costs Home Ownership Properties	0	0	0	0	0	0
Properties - Other Tenures	0	0	0	0	0	0
Number of units owned at end of period	2,287	2,376	2,382	2,396	2,462	2,534
Number of units managed at end of period (exclude factored units)	2,287	2,376	2,382	2,396	2,462	2,534
Financed by:						
Scottish Housing Grants	7,594.4	15,050.4	1,243.3	1,920.0	8,208.0	8,640.0
Other public subsidy	100.5	0.0	0.0	0.0	0.0	0.0
Private finance	4,420.5	9,282.8	555.7	973.9	4,151.9	4,417.6
Sales	0.0	0.0	0.0	0.0	0.0	0.0
Cash reserves	0.0	0.0	0.0	0.0	0.0	0.0
Other	0.0	0.0	0.0	0.0	0.0	0.0
Total cost of new units	12,115.4	24,333.2	1,799.0	2,893.9	12,359.9	13,057.6
Assumptions:						
General Inflation (%)	3.5	3.5	4.5	3.5	3.0	2.5
Rent increase - Margin above General Inflation (%)	0.0	1.0	1.0	1.0	1.0	1.0
Operating cost increase - Margin above General Inflation (%)	0.0	0.0	0.5	0.5	0.0	0.0
Direct maint. cost increase - Margin above General Inflation (%)	0.0	0.0	0.4	0.4	0.1	0.1
Actual / Assumed average salary increase (%)	1.5	3.5	4.5	3.5	3.0	2.5
Average cost of borrowing (%)	2.6	5.0	5.0	5.5	5.4	6.1
Employers Contributions for pensions (%)	18.0	18.0	18.0	18.0	18.0	18.0
Employers Contributions for pensions (£'000)	285.3	295.3	308.6	319.4	329.0	337.2
SHAPS Pensions deficit contributions (£'000)	0.0	0.0	0.0	0.0	0.0	0.0
Min. headroom cover on tightest interest cover covenant (£’000)	1,649.5	502.6	418.8	2,629.1	1,701.1	1,486.1
Minimum headroom cover on tightest gearing covenant (£’000)	23,269.3	22,320.2	25,879.7	28,434.3	28,964.9	30,555.6
Minimum headroom cover on tightest asset cover covenant (£’000)	0.0	0.0	0.0	0.0	0.0	0.0
Total staff costs (including NI & pension costs)	2,585.0	2,675.5	2,795.9	2,893.7	2,980.5	3,055.1
Full time equivalent staff	46.0	47.0	49.0	49.0	49.0	49.0

EESSH Revenue Expenditure included above	0.0	0.0	0.0	0.0	0.0	0.0
EESSH Capital Expenditure included above	2,679.7	936.6	1,502.6	359.8	769.4	1,058.3
Total capital & revenue expenditure on maint. pre-1919 properties	0.0	0.0	0.0	0.0	0.0	0.0
Total capital & revenue expenditure on maint. all other properties	2,679.7	936.6	1,502.6	359.8	769.4	1,058.3

Estimated decarbonisation cost indicator	No
Estimated decarbonisation cost	-

TRENDS & COMPARATORS

RATIOS	Year -2	Year -1	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	National
Financial capacity	Actual	Actual	Outturn	Forecast	Forecast	Forecast	Forecast	Forecast	Median
Interest cover	1,356.800%	1,296.200%	2,100.035%	413.027%	515.683%	389.008%	378.898%	362.767%	442.066%
Gearing	0.400%	15.200%	31.103%	45.065%	43.629%	53.088%	48.779%	44.369%	54.112%
Efficiency									
Voids	0.600%	1.000%	1.081%	2.011%	2.011%	2.009%	1.982%	1.983%	0.622%
Arrears	0.700%	0.400%	0.401%	4.387%	4.127%	4.397%	4.295%	4.039%	2.188%
Bad debts	1.600%	0.200%	0.805%	2.024%	2.014%	2.010%	1.996%	1.983%	0.769%
Staff costs / turnover	18.500%	16.600%	17.655%	20.926%	21.415%	21.106%	20.392%	19.647%	20.732%
Turnover per unit	5,684	5,991	£6,402	£5,381	£5,481	£5,722	£5,937	£6,136	5,194
Responsive repairs to planned maintenance	3.7	1.9	3.1	3.5	3.1	1.4	2.3	2.3	1.9
Liquidity									
Current ratio	3.1	2.2	1.7				458.5	510.5	1.9
Profitability									
Gross surplus / (deficit)	17.600%	14.800%	15.442%	17.705%	18.964%	19.282%	19.243%	20.288%	19.572%
Net surplus / (deficit)	15.100%	11.900%	12.697%	11.705%	10.564%	8.183%	8.283%	8.575%	11.884%
EBITDA / revenue	8.400%	29.400%	10.108%	16.785%	24.342%	45.392%	36.115%	37.113%	31.379%
Financing									
Debt Burden	0.4	0.8	1.1	1.8	2.2	2.2	2.1	2.0	2.1
Net debt per unit	£69	£2,401	£5,366	£7,767	£7,754	£9,628	£8,843	£8,048	£7,053
Debt per unit	£2,207	£4,568	£6,814	£9,505	£11,790	£12,556	£12,422	£12,069	£10,560
Diversification									
Income from non-rental activities	18.100%	18.600%	19.314%	14.535%	13.468%	13.126%	13.248%	13.153%	17.477%
INDICATORS									
Turnover	11,361.0	11,741.6	12,300.2	12,257.1	13,056.0	13,710.4	14,616.0	15,549.7	
Operating costs	5,474.4	6,146.8	8,539.7	6,333.5	5,962.3	6,276.6	6,932.2	7,156.9	
Net housing assets	93,548.6	104,289.5	119,784.2	132,457.8	139,039.5	151,423.4	149,831.1	149,725.0	
Cash & current investments	4,756.6	4,977.3	3,311.0	4,127.6	9,614.0	7,014.2	8,812.3	10,189.1	
Debt	4,909.0	4,909.0	15,583.0	22,583.0	28,083.0	30,083.0	30,583.0	30,583.0	
Net assets / capital & reserves	35,479.0	36,189.5	39,456.4	40,952.9	42,332.2	43,454.2	44,631.1	45,964.5	

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Comments

Page	Field	Comment
SOCI	Gross rents	Rents increasing in line with new build programme
SOFP	Housing depreciation	Increase in depreciation as a result of the significant sums invested in our current stock and development programme in the year.
Additional Information	Other public subsidy	Financed by has been completed on the basis of funding received for the units completed in the year during the entire development period
Additional Information	Private finance	Financed by has been completed on the basis of funding received for the units completed in the year during the entire development period
Additional Information	Minimum headroom cover on tightest asset cover covenant (£'000)	No asset cover covenant in place/ Security is required to be granted based on an EUV-SH valuation. Borrowing not to exceed the aggregate Value of the Charged Properties valued on the Existing Use Value divided by 1.10. Social Housing Basis
Additional Information	Full time Equivalent Staff Curr Year	Graduate Trainee posts to be introduced

Making our house your home

BUDGETARY PERFORMANCE FOR THE YEAR ENDED 31 MARCH 2022

Board 29 June 2022

Report by Director of Finance & Corporate Services

Purpose of Report

1.1 To present a report on the performance against budget for the year ended 31 March 2022 to the Board for approval including an overview of Board Member expenses and consultancy spend for the year.

Summary

2.1 The report on the performance against budget, including consultancy spend and Board Member expenses for the year ended 31 March 2022 is at Appendix 1.

2.2 A calculation of covenant compliance for the year has been prepared at Appendix 2 which confirms we have complied with all covenants for the year ended 31 March 2022.

Competence

3.1 The legal, financial or other constraints to any recommendation in this report are contained in paragraph 5.1 – 8.1.

Recommendations

4.1 **It is recommended that the Board:**

a) note the performance against budget for the year ended 31 March 2022 which has been reviewed in detail by the Finance Working Group, as at Appendix 1;
b) note the Financial Covenant for 2021/22 as detailed in Appendix 2; and
c) approve a recommendation to the AGM that £5,000, or another sum, of the surplus be donated to local charities during 2022/23.

APPENDIX1:	Budgetary Performance for 2021/22	
APPENDIX 2:	Financial Covenant 2021/22	
Background Papers:	Corporate Sponsorship 17 March 2012	
Writer of Report:	Donald Macleod	Tel: 0300 123 0773

Competence

Financial

5.1 The Report deals with how the financial resources of the Partnership have been utilised.

Legal

6.1 The following Partnership rules are applicable:

Rule 79.1 *The Partnership must not distribute its surpluses to Members.*

Rule 79.2 *The Board shall set and review periodically its policy for the donation of funds to charities. Such donations must further the objects of the Partnership and the Board shall report to the Members on such donations.*

6.2 The following Standing Orders are applicable:

Part 2 a) *Approval and Amendment of Strategy, Business Plans and Budgets, including virements to or from a budget head in excess of £100,000.*

Regulatory Guidance

7.1 The Regulatory Standards checklist has been completed and there is nothing in the report which would result in a breach of the standards.

Risk

8.1 The budgets approved by the Board ensure that the Financial Covenant for the financial year will be achieved. Failure to contain spend within approved budgets could result in the Financial Covenant not being achieved with the corresponding penalties being applied by the Funder which could have a significant impact on our finances. The Financial Covenant for 2021/22 was an Interest Cover Covenant of 110% and a Gearing covenant of 30%. Appendix 2 shows the covenant position at 31 March 2022 being met with an interest cover of 520% and gearing of 8%.

Report Details

9.1 Actual performance has been reviewed against budget and the report at Appendix 1 provides explanations for material variances against approved budgets.

9.2 In June 2021 the Board approved a recommendation to the membership of the AGM that £5,000 be donated to 5 local charities. The donations were very much appreciated by the local charities and it is proposed that a similar recommendation be placed before the membership of the 2022 AGM.

APPENDIX 1

Line		2018/19 ACTUAL £	2019/20 ACTUAL £	2020/21 ACTUAL £	2021/22 ACTUAL £	2021/22 BUDGET £	VARIANCE £	%
1	Net Rental Income	(8,250,863)	(8,787,442)	(9,479,361)	(9,785,232)	(9,666,197)	119,035	(1.2%)
2	Grants	(489,690)	(624,038)	(763,072)	(866,639)	(849,532)	17,107	(2.0%)
3	Grant Amortisation	(1,249,903)	(1,288,781)	(1,382,934)	(1,462,709)	(1,425,000)	37,709	(2.6%)
4	(Profit)/Loss on Disposal of Assets	117,424	242,482	206,411	248,435	218,604	(29,831)	(13.6%)
5	Other Income	(1,422,484)	(1,019,333)	(2,085,220)	(2,406,477)	(2,394,652)	11,825	(0.5%)
6	Interest Received	(15,330)	(23,045)	(5,438)	(2,381)	(2,092)	289	(13.8%)
7	**Total Income**	**(11,310,845)**	**(11,500,158)**	**(11,489,114)**	**(14,275,003)**	**(14,118,869)**	**156,135**	**(1.1%)**
8	Employee Costs	1,501,647	1,614,635	2,233,197	2,029,322	2,119,026	89,703	4.2%
9	Pension Adjustment				561,000	63,951	(497,049)	(777.2%)
10	Premises Costs	38,379	38,086	46,299	47,466	65,531	18,065	27.6%
11	Supplies and Services	249,755	239,484	226,479	211,542	242,682	31,139	12.8%
12	Administration Costs	83,500	97,343	53,976	84,812	109,451	24,640	22.5%
13	Corporate Expenses	498,574	507,104	428,523	423,663	569,484	145,821	25.6%
14	**Total Management Costs**	**2,371,855**	**2,496,652**	**2,988,474**	**3,357,805**	**3,170,125**	**(187,681)**	**(592.0%)**
15	General Repairs	1,215,311	1,321,003	1,495,856	1,675,204	1,534,534	(140,670)	(9.2%)
16	Specific Repairs	63,967	92,317	42,143	60,080	74,878	14,798	19.8%
17	Rechargeable Repairs	23,433	59,075	10,552	1,356	37,472	36,117	96.4%
18	Insurance Repairs	47,696	39,221	64,273	133,438	38,445	(94,993)	(247.1%)
19	Non Dwelling Repairs	18,953	20,753	22,212	19,311	22,238	2,928	13.2%
20	**Total Response Repairs**	**1,369,359**	**1,532,369**	**1,635,035**	**1,889,388**	**1,707,567**	**(181,821)**	**(10.6%)**
21	Planned Maintenance	652,698	650,768	889,028	793,832	989,827	195,995	19.8%
22	Estate Works	74,071	129,289	65,930	140,339	161,800	21,461	13.3%
23	**Total Planned Maintenance**	**726,770**	**780,058**	**954,958**	**934,171**	**1,151,627**	**217,456**	**18.9%**
24	Investment Programme	3,875,911	4,235,093	2,545,443	4,284,001	5,457,590	1,173,589	21.5%
25	Development Programme	4,095,038	2,500,262	951,903	8,995,105	8,893,549	(101,557)	(1.1%)
26	Non Housing Investment	197	210,783	40,141	266,021	271,866	5,845	2.1%
27	**Total Capital Investment**	**7,971,146**	**6,946,138**	**3,537,487**	**13,545,128**	**14,623,005**	**1,077,877**	**737.1%**

Commentary on Performance

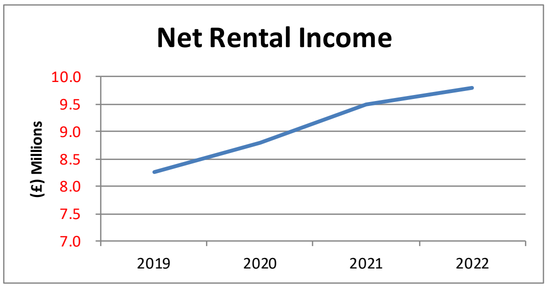
Total Income
£156K better than budget for the year. This was mainly driven by lower than anticipated bad debt write offs.
Grant funding is £17K higher than budget due to additional RHI income received in the year.
Grant Amortisation over budget by £38K with the amortisation of Low Carbon Infrastructure Transition Program (LCITP) Grants
(Profit)/Loss on Disposal of Asset is £30K higher than budget due to Heating Replacement works brought forward a year due to LCITP Grant Funding (Gleann Dubh)

Total Management Costs
An overspend of £187K can be attributed to the 21/22 actuarial valuation which has resulted in a £561K charge. Details can be found on the following page.

Total Response Repairs Cost
General repairs were 8% over budget driven by Responsive Repairs £32K and Void Repairs £85K.
Specific repairs were under budget by £14K driven by an underspend on decoration & compensation allowances.
Insurance repairs were high this year with a large number of repairs under the excess level leaving us over budget by £95K. There were a number of storms throughout Q4 which also contributed to the cost.

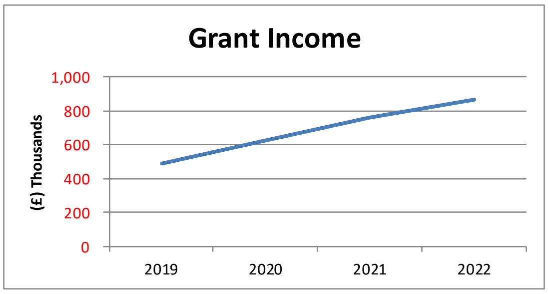
Total Planned Maintenance Cost
£217K under budget as EICR works were conducted through the investment programme.
Estate Works £21K under budget due to septic tank works at Beinn Mhor Cottages not completing and no tender returns for drainage works at Buaile Dubh

Total Capital Investment
Underspent of £1.17M mainly as a result of high tendering costs on Windows and an inability to find a contractor for insulation.
The development programme was over budget as a result of LIFT properties in Breasclete and Goathill not being sold.



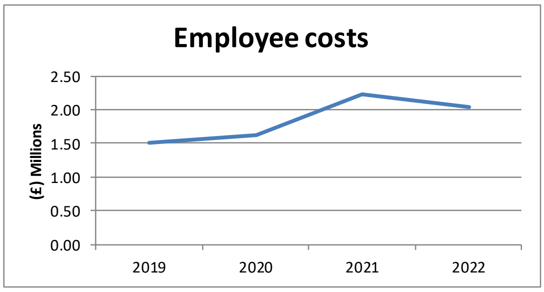
Commentary on Net Rental Income

Net Rental Income better than budget by 1.2%. This was due to bad debt write offs being lower than what was assumed in our budgeted provision.



Commentary on Grant Income

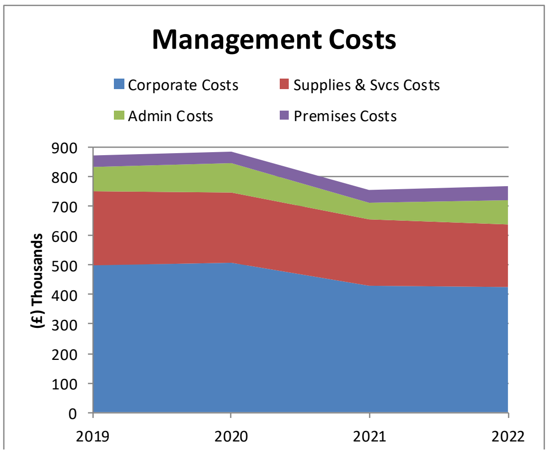
Grant income slightly better than anticipated. This is mainly due to higher than budgeted RHI grants. OT Grant funding has increased £36K year on year.



Commentary on Employee Costs

Employee costs were under budget by £90K

Salaries	£53k	Under as a result of vacant posts
NI	£5k	Under as a result of vacant posts
Pensions	£9k	Under as a result of vacant posts
Travel & Sub	£14k	Little travel due to Covid restrictions
Other Costs	£9k	Driven by savings on uniform which will be procured in 2022/23



Commentary on Management Costs

Management costs are £220k under budget as summarised below:

OfficePremises			£18k
IT & Telecoms			£30K
Administration			£25k
	Mainly due to:		
		Postage & Printing	£9k
		Training Course	£9k
		Community Support	£4k
Corporate Exp			£146k
	Mainly due to:		
		Consultancy	£113k
		Insurance	£7k
		Governance	£11K
		Bank Charges	£8k
		PR/Marketing	£7k

CONSULTANCY SPEND 2021/22							
Area	**Consultant**	**Cost (£)**	**Budget (£)**	**Responsible Officer**	**Scope of Works**	**Summary of Performance**	**Value for Money (Y/N)**
Consultants General	Mary Taylor	500	500	John Maciver	Presentation of Study Findings	External peer review of TIG study and jointly presented findings to MOWG.	Y
Consultants General	Scottish Business Resilience Centre	960	960	Donald Macleod	Digital Boost Deveopment Grant - SBRC Cyber Essentials pre-assessment	Cyber-accreditation underway in 2022/23. £8K of digital boost grant monies received in 2022/23 required HHP to undertake this accreditation.	TBD
Consultants General	Tenant Participation Advisory Service	28,794	35,000	John Maciver	Development of tenant participation opportunities.	Covid restrictions have inhibited elements of work and engagement. However officer now reaching out in person and devloping network.	Y
Consultants General	Tighean Innse Gall	43,772	44,000	John Maciver	Housing Need and Demand Assessment	Delivery slipped on report and return rate on survey a bit dissappointing. However study provided some intelligence and clarity on levels of unknown need and aspiations of people	Y
Consultants Treasury Management	Chatham Financial	19,200	26,000	Donald Macleod	Debt Advisory and related treasury advisory sevices, & Fee for Interest Rate Risk Management Services	Advice allowed us to conclude our new re-financing agreement. Some savings with respect to hedging arrangements resulted in the costs coming in under budget.	Y
Property Consultants	D M Hall	455	455	John Maciver	Valuation and report on 2 Hydro House, Daliburgh.	Valuation required in order to progress sale.	Y
Property Consultants	MacIver Consultancy Services Ltd	17,580	18,000	John Maciver	Survey & Reports at The Caw Septic Tank, St Barrs Crescent Drainage, Church Hill Drainage, Ashdail Cottages, Pol an Oir Drainage, & Gearradh Mor.	Professional services delivered to design optimal solution for septic tanks.	Y
VAT Consultants	Azets	210	250	Donald Macleod	Domestic Reverse Charge VAT Advice	Advice received in good order.	Y

James Morrison 14-Jun-22

BOARD MEMBER EXPENSES 2021/22

1.1 Expenses are claimed at the end of every calendar month using the approved Claim Form with all necessary receipts attached.

1.2 All Claim Forms are checked and approved for payment by the Company Secretary and payment made within 10 working days.

1.3 The chart overleaf details the areas of expenditure incurred during the year against budget.

1.4 On analysing the data, there has been an overall underspend of 85% on the total budget allocated to Board Members.

1.5 Reasons for underspend have been ascribed to:

a) all Boards meetings have been held remotely since 23 March 2020, therefore there has been a small amount of travel expenses incurred:

Target Attendance	85%
Actual for 2021/22	71%
Actual for 2020/21	86%
Actual for 2019/20	79%
Actual for 2018/19	71%

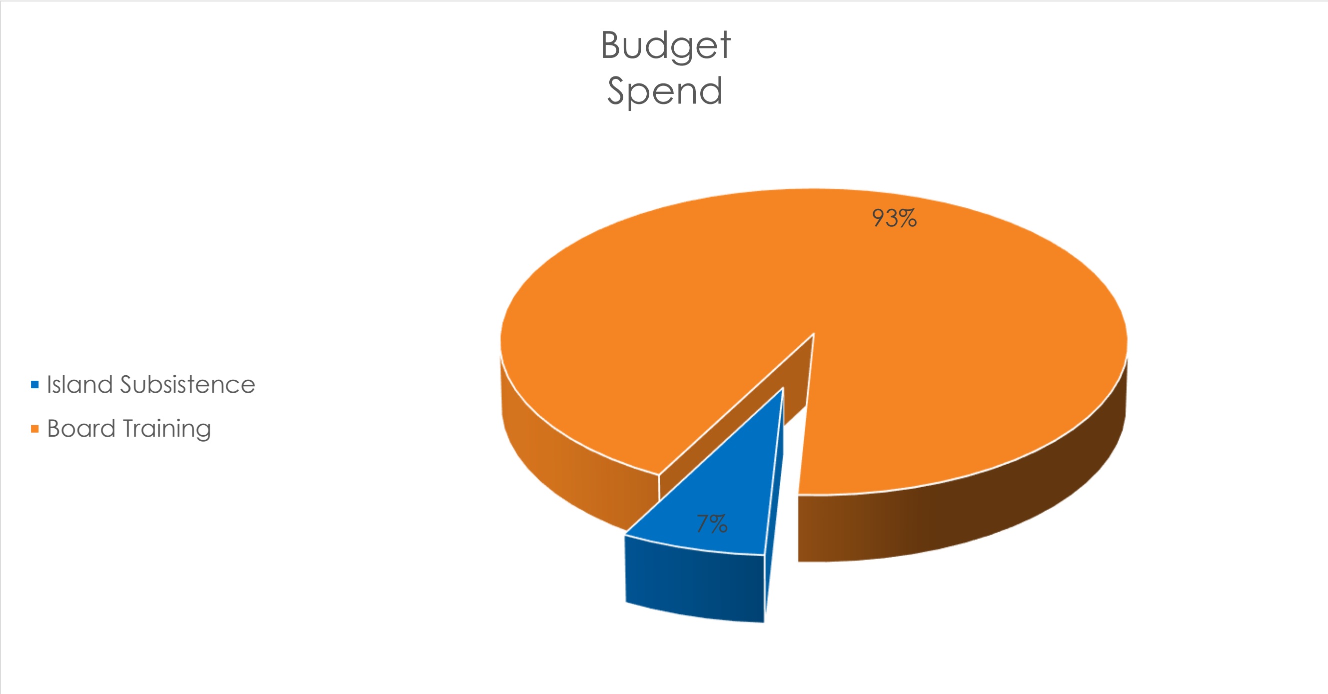
b) all training events have been held remotely since 23 March 2020, therefore no travel or subsistence expense incurred:

Target Attendance	85%
Actual for 2021/22	60%*
Actual for 2020/21	57%
Actual for 2019/20	47%
Actual for 2018/19	55%

1.6 There was one Board training event for the year related to updates to HHP's treasury management which only members of the Finance Working Groups were required to attend.

1.7 All Board Members took part in a Skills Audit in 2021/22.

BOARD MEMBERS' EXPENSES



Board & Area Committee Members Expenses 21/22

	Conference Fees	Mainland Travel	Mainland Subsistence	Island Travel	Island Subsistence	Board Training	Total
Calum Mackay							-
Alex Gardner					227.00		227.00
Fiona Macleod							-
Gordon Macleod							-
Iain Macmillan							-
Norman A Macdonald							-
Roddy Mackay							-
Roddy Nicolson							-
John N Macleod							-
Peter Graham							-
Helen Mackenzie							-
Board Catering							-
Board General						3200.00	3,200.00
Totals	-	-	-	-	227.00	3,200.00	3,427.00

Budget Allocation for 2021/22	**£23,000.00**
Board & Area Committee Members Budget Allowance Underspend	**85%**

James Morrison 14-Jun-22

FINANCIAL COVENANT 2021/22 APPENDIX 2

Line	Detail	As at 31 March 2022	
1	Operating Surplus	£	2,370,584
2	Add back Depreciation	£	3,597,878
3	Add back Profit/(Loss) on sale of LIFT properties	£	-
4	Deduct Capitalised Investment	-£	3,740,278
5	Add back Deferred Works Capitalised Investment	£	1,326,142
6	Deduct Pension Contributions	£	-
7	Deduct Amortisation	-£	1,462,709
8	Adjusted Operating Surplus	£	2,091,616
9	Interest Payable	£	404,348
10	Interest Receivable	£	2,381
11	Net Interest Payable	£	401,967
12	Covenant for 21/22		110%
13	Adjusted Operating Surplus as percentage of Net interest Payable		520%
14	Headroom	£	1,649,452
15	Historic Cost of Properties	£	129,507,638
16	Financial Indebtedness	£	10,000,000
17	Gearing Covenant for 21/22		30%
18	Gearing		8%

MANAGEMENT REPORT TO 31 MAY 2022

Board 29 June 2022

Report by Director of Finance & Corporate Services

Purpose of Report

1.1 To present the Management Report for the month ended 31 May 2022 to the Board for review and to approve virements.

Summary

2.1 This is the Management Report to 31 May 2022 and the information is presented in compliance with regulations to provide Board Members with assurance that expenditure is within approved budgets and income collected is on target. A copy of the Report is at Appendix 1.

2.2 The Management Report shows that financial covenants will be met for the year ended 31 March 2023 with a headroom forecast of £503K.

2.3 Our Development Programme cost out-turn is anticipated to be £3.5M less than the revised budget mainly due to delays in getting on site at Lochmaddy and Blackwater with projects at Leverburgh and South Uist unlikely to begin this year. The grant out-turn has decreased by £2.4M.

2.4 Due to delays in completing prior year projects at Low Flyer and getting onto site at Cleat Road, additional budget is required for 2022/23. As a result there is a budget cost increase of £247K and grant increase of £52K.

Competence

3.1 The legal, financial or other constraints to any recommendation in this report are contained in paragraph 5.1 - 8.1.

Recommendations

4.1 **It is recommended that the Board approve:**

a) the Management Report at 31 May 2022 and revised forecast out turn at 31 March 2023 as at Appendix 1.
b) approve a virement of £580,521 cost and £27,721 grant for the Lochmaddy development, to be vired to reserves;
c) approve a virement of £183,717 cost and £8,793 grant for the Low Flyer development, to be vired from reserves;
d) approve a virement of £1,084,200 cost and £1,084,190 grant for the Blackwater development, to be vired to reserves;
e) approve a virement of £1,082,900 cost and £720,000 grant for the Leverburgh development, to be vired to reserves;
f) approve a virement of £1,082,900 cost and £720,000 grant for the South Uist development, to be vired to reserves; and
g) approve a virement of £210,000 for OT cost, which will be funded by additional Aids & Adaptations Grant funding.

APPENDIX 1:	Management Report to 31 May 2022	
Background Papers:	None	
Writer of Report:	James Morrison	Tel: 0300 123 0773

Competence

Financial

5.1 The Board approved budgets for 2022/23 in March 2022, which projected a surplus for the year of £1.5M. The forecasted out-turn surplus is £1.8M.

Legal

6.1 The following Partnership rules are applicable:

a) *Rule 69 - The Partnership must keep proper books of accounts to cover its income, expenditure transactions and its assets, liabilities and reserves in line with Part 7 of the Co-operative and Community Benefit Societies Act 2014. It must also set up and maintain a suitable system for controlling its books of accounts, its cash and its receipts and invoices.*

Regulatory Guidance

7.1 The Regulatory Standards checklist has been completed and there is nothing in the report which would result in a breach of the standards.

7.2 This report provides ongoing assurance of evidence point 3, 4, 5 and 6 in relation to our Annual Assurance Statement.

Risk

8.1 The key risk is that we do not meet our Financial Covenants. We have two financial covenants, interest cover and gearing. These covenants are tracked monthly to ensure compliance.

Report Details

9.1 The below details the development virements which have been reflected in the forecast out turn. Further detail on these will be provided under the development update board item.

	Project	Change to Cost Budget	Change to Grant Budget	Comment
RENT	Low Flyer	183,717	(8,793)	Slippage from 21/22
	Lochmaddy	(580,521)	27,721	Delay in acquiring site
	Blackwater	(1,084,200)	1,084,190	Delay in start on site
	Leverburgh	(1,082,900)	720,000	Unlikely to begin this year
	South Uist	(1,082,900)	720,000	No Land identified as yet
		(3,646,804)	**2,543,118**	

To be vired to Reserves as shown:	
Reduction in Development Cost	(3,646,804)
Reduction in Development Grant	2,543,118
Increase in Sales	-
	(1,103,686)

hhp | hebridean housing partnership

Management Report 2022/23

To 31 May 2022

TABLE OF CONTENTS

MANAGEMENT REPORT

INTRODUCTION

The Management Report to 31 May 2022 is attached and if Board Members or Managers have any areas of concern or would like additional information they should contact the Finance Manager or the Director of Finance & Corporate Services.

The Management Report is made up of three sections:

Section 1: High Level Summary

Written by the Director of Finance & Corporate Services, which includes a score card of year to date performance.

Section 2: Management Accounts

Prepared by the Finance Manager. Provides an Income & Expenditure Account, Balance Sheet and detailed operational budgets for the period. The Management Accounts include a more detailed commentary from Budget Managers on performance.

Section 3: Key Financial Performance Measures

Prepared by the Finance Manager including a review of Financial Covenants to provide the Board with assurance that the Covenant for 2022/23 will not be breached.

SECTION 1: HIGH LEVEL SUMMARY

	INDICATOR	STATUS	COMMENT
INCOME	FINANCIAL COVENANTS		Covenants will be met for the full year.
	FORECASTED SURPLUS		
	RENTAL INCOME		
	GRANT INCOME		
	DEVELOPMENT GRANTS		Reduction in FOT of 1.09M on Lochmaddy, Leverburgh and South Uist projects has resulted in significant decreases against budget.
	DEVELOPMENT SALES		1 Breasclete and 2 Goathill properties remains unsold. However, A buyer has been identified for all three properties.
	OTHER INCOME		
EXPENDITURE	DEVELOPMENT COSTS		Reduction in FOT of 3.5M on Blackwater, Lochmaddy, Leverburgh and South Uist projects has resulted in significant decreases against budget.
	INVESTMENT		Delays in anticipated start dates has resulted in little spend up to the end of May. FOT has increased as a result of Scottish Government approving 22/23 OT grant total of £330K
	REPAIRS & MAINTENANCE		
	MANAGEMENT COSTS		
	INTEREST		

	**No Issues - On Track**
	**Requires Monitoring**
	**Issues**

SECTION 2: MANAGEMENT ACCOUNTS

STATEMENT OF COMPREHENSIVE INCOME

Line		CURRENT YEAR BUDGET		BUDGET	ACTUAL	BUDGET VARIANCE		BUDGET REMAINING		FORECAST OUT-TURN	
		Initial Budget £	Revised Budget £	to 31-May-22 £	to 31-May-22 £	Budget to date £	Budget to date %	Revised Budget £	Revised Budget %	Over/ (under) £	at 31-Mar-23 £
1	Dwelling rents (net)	10,193,160	10,193,160	1,736,760	1,738,007	1,247	0%	8,455,153	83%	-	10,193,160
2	Non Dwelling rents (net)	13,300	13,300	6,770	7,111	341	5%	6,189	47%	-	13,300
3	Profit/(Loss) on Disposal of Assets	(40,000)	(40,000)	-	-	-		(40,000)	100%		(40,000)
4	Grant Funding	569,990	569,990	95,000	92,497	(2,503)	-3%	477,493	84%	210,010	780,000
5	Other Income	53,630	53,630	8,680	10,493	1,813	21%	43,137	80%		53,630
6	**TOTAL INCOME**	10,790,080	10,790,080	1,847,210	1,848,109	898	0%	8,941,972	82.87%	210,010	11,000,090
7	Supervision & Management	2,827,410	2,826,490	465,512	463,543	1,969	0%	2,362,947	84%	(40,000)	2,786,490
8	Response Repairs	1,786,070	1,786,070	294,700	242,499	52,201	18%	1,543,571	86%	-	1,786,070
9	Estate Works	126,890	126,890	9,550	8,556	994	10%	118,334	93%	-	126,890
10	Planned/Cyclical Maintenance	999,400	999,400	181,720	88,518	93,202	51%	910,882	91%	-	999,400
11	**Total Operating Expenditure**	5,739,770	5,738,850	951,482	803,115	148,366	16%	4,935,734	86.01%	(40,000)	5,698,850
12	Operating Surplus/(Deficit)	5,050,310	5,051,230	895,728	1,044,993	(149,264)	-17%	4,006,238	79.31%	250,010	5,301,240
13	Interest received	70	1,000	10	172	162	1620%	828	83%		1,000
14	Interest paid	779,900	779,900	70,000	67,878	2,122	3%	712,022	91%		779,900
15	Surplus/(Deficit)	4,270,480	4,272,330	825,738	977,288	(151,548)	-18%	3,295,044	77.13%	250,010	4,522,340
16	Depreciation	4,149,800	4,149,800	684,680	643,173	41,507	6%	3,506,627	85%		4,149,800
17	Grant Amortisation	(1,423,300)	(1,448,300)	(262,220)	(256,909)	5,311	-2%	(1,191,391)	82%		(1,448,300)
18	Surplus/(Deficit)	1,543,980	1,570,830	403,278	591,023	(187,744)	-47%	979,808	62.38%	250,010	1,820,840

	CAPITAL INVESTMENT										
19	Housing Investment Programme	4,449,800	4,449,800	701,040	8,489	692,551	99%	4,441,311	100%	210,000	4,659,800
20	Non Housing Investment	157,850	158,770	39,660	37,263	2,397	6%	121,507	77%	-	158,770
21	Development Programme	4,634,720	4,706,037	1,094,806	671,819	422,987	39%	4,034,218	86%	(1,145,005)	3,561,032
22		9,242,370	9,314,607	1,835,506	717,570	1,117,935	61%	8,597,036	92.30%	(935,005)	8,379,602

Commentary on Performance

Income

Dwelling rents are broadly in line with budget. Grant Funding performance underbudget year to date due to OT Grants as a result of little OT works completed so far in the year. An additional £210K has been recognised in the out-turn as HHP have been awarded an aids & adaptations grant of £330K by Scottish Government.

Expenditure

Response Repairs are currently underspent by £42K due to lower than expected average repair costs.

Planned/Cyclical Maintenance is currently underspent by £93K which is mainly driven by other servicing.

Housing Investment is currently underspent by £693K with progress being slower than initially expected.

There have been no disposed assets and therefore no loss on disposal of assets up to 31 May 2022.

Depreciation is currently underspent by £41.5K. This is a result of low capitalizable investment works and slippage of final handover dates on our Johnstone Court and Gleann Mor properties.

The following pages will provide a detailed breakdown of our income and expenditure, highlighting any significant deviation to budget.

STATEMENT OF FINANCIAL POSITION

		Notes	31 May 2022 £	*31 March 2022 £*
	Fixed Assets			
1	Tangible assets-social housing	**1**	119,469,760	*119,784,178*
2	Development & Investment Programme	**2**	647,106	*-*
3	Tangible assets - property, plant and equipment		797,230	*1,043,186*
4	Landbank		908,191	*908,190*
5	Investments		2	*2*
			121,822,288	*121,735,557*
	Current Assets			
6	Stock		279,798	*279,798*
7	Trade and other debtors due within one year		694,301	*1,683,277*
8	Debtors due after more than one year		226,546	*231,381*
9	Short-term deposits		840,912	*839,708*
10	Cash at bank and in hand	**3**	1,949,171	*2,471,287*
11	Loan to subsiduary		18,079	18,079
			4,008,807	*5,523,530*
12	**Creditors: amounts falling due within one year**		(1,516,252)	*(3,282,551)*
	Net current assets		2,492,555	*2,240,979*
	Total assets less current liabilities		124,314,843	*123,976,536*
13	**Creditors:** amounts falling due after more than one year		(15,583,954)	*(15,583,000)*
14	Deferred capital grants		(66,528,248)	*(66,781,918)*
15	Pension Liability		(2,155,000)	*(2,155,000)*
16	**Net Assets**		**40,047,642**	***39,456,618***
	Capital and Reserves			
17	Share Capital		216	*215*
18	Revenue Reserve		40,047,426	*39,456,403*
			40,047,642	***39,456,618***

Commentary on Performance

Note 1 - Fixed Assets

Reduction of £314K can be attributed to depreciation on our housing assets with a low amount of investment spend capitalised year to date.

Note 2 – Development & Investment Programme

£717K is current new development works and Non-Housing works in relation to our planned new housing system.

Note 3 – Cash at bank and in hand

Decrease of £522K from March as we progress with developments where all grant has been drawn down.

Covenants are forecast to be met for the full year with Interest cover forecast at 175% and gearing of 11%.

RENTAL INCOME

Line		CURRENT YEAR BUDGET		BUDGET	ACTUAL	BUDGET VARIANCE		BUDGET REMAINING		FORECAST OUT-TURN	
		Initial Budget	Revised Budget	to 31-May-22	to 31-May-22	Budget to date	Budget to date	Revised Budget	Revised Budget	Over/ (under)	at 31-Mar-23
		£	£	£	£	£	%	£	%	£	£
1	Dwelling Rent Gross	10,615,780	10,615,780	1,748,100	1,748,914	814	0%	8,866,866	83.53%		10,615,780
2	Non Dwelling Rent Gross	16,470	16,470	7,290	7,111	(179)	-2%	9,359	56.82%		16,470
3	Voids - Dwelling	(212,020)	(160,020)	(11,340)	(10,907)	433	-4%	(149,113)	93.18%		(160,020)
4	Voids - Other	(3,170)	(3,170)	(520)	-	520	-100%	(3,170)	100.00%		(3,170)
5	Bad Debts	(210,600)	(210,600)	-	-	-		(210,600)	100.00%		(210,600)
6	TOTAL	10,206,460	10,258,460	1,743,530	1,745,118	1,588	0%	8,513,342	82.99%	-	10,258,460

SUPERVISION & MANAGEMENT COSTS

Line	Heading	CURRENT YEAR BUDGET Initial Budget £	CURRENT YEAR BUDGET Revised Budget £	BUDGET to 31-May-22 £	ACTUAL to 31-May-22 £	BUDGET VARIANCE Budget to date £	BUDGET VARIANCE Budget to date %	BUDGET REMAINING Revised Budget £	BUDGET REMAINING Revised Budget %	forecast out-turn Over/ (under) £	forecast out-turn at 31-Mar-23 £
1	Salaries & Wages	1,760,890	1,760,890	289,490	266,339	23,151	8%	1,494,551	85%		1,760,890
2	National Insurance	195,950	195,950	32,180	28,832	3,348	10%	167,118	85%		195,950
3	Pension Costs	381,280	381,280	52,200	48,284	3,916	8%	332,996	87%		381,280
4	Other Employee Costs	49,790	49,790	18,760	6,284	12,476	67%	43,506	87%		49,790
5	Travel & Subsistence	16,870	16,870	2,700	1,115	1,585	59%	15,755	93%		16,870
6	EMPLOYEE COSTS	2,404,780	2,404,780	395,330	350,855	44,476	11%	2,053,925	85%	-	2,404,780
7	Premises Costs	71,330	71,330	13,700	8,099	5,601	41%	63,231	89%		71,330
8	IT & Telecoms	240,760	239,840	45,620	33,810	11,810	26%	206,030	86%		239,840
9	Area Offices	28,250	28,250	4,700	4,570	130	3%	23,680	84%		28,250
10	Payroll & Cashdesk	7,010	7,010	1,160	1,127	33	3%	5,883	84%		7,010
11	Property Management Fees	5,000	5,000	840	668	172	20%	4,332	87%		5,000
12	SUPPLIES & SERVICES	352,350	351,430	66,020	48,274	17,746	27%	303,156	86%	-	351,430
13	Postage, Printing & Stationery	28,920	28,920	4,440	4,118	322	7%	24,802	86%		28,920
14	Admin Furniture & Equipment	950	950	-	78	(78)		872	92%		950
15	Training Courses	26,730	26,730	2,252	1,961	291	13%	24,769	93%		26,730
16	Community Support	28,750	28,750	-	78	(78)		28,672	100%		28,750
17	Health & Safety	7,570	7,570	-	640	(640)		6,930	92%		7,570
18	Recruitment Costs	2,000	2,000	-	80	(80)		1,920	96%		2,000
19	ADMINISTRATION COSTS	94,920	94,920	6,692	6,956	(263)	-4%	87,965	93%	-	94,920
20	Professional Fees	192,190	192,190	8,580	9,027	(447)	-5%	183,163	95%	(40,000)	152,190
21	Insurance	315,090	315,090	45,540	46,217	(677)	-1%	268,873	85%		315,090
22	Affiliation Fees	30,210	30,258	4,528	4,531	(3)	0%	25,727	85%		30,258
23	Charitable Donations	5,000	5,000	-	-	-		5,000	100%		5,000
24	Governance	12,400	12,400	80	-	80	100%	12,400	100%		12,400
25	Bank Charges	7,690	7,690	340	322	18	5%	7,368	96%		7,690
26	Public Relations / Marketing	9,750	9,702	452	26	426	94%	9,676	100%		9,702
27	CORPORATE EXPENSES	572,330	572,330	59,520	60,124	(603)	-1%	512,207	89%	(40,000)	532,330
28	Fees Charged to Capital	(591,970)	(591,970)	(59,550)	(216)	(59,334)	100%	(591,754)	100%		(591,970)
29	VAT Received - Partial Exemption	(5,000)	(5,000)	(2,500)	(2,449)	(51)	2%	(2,551)	51%		(5,000)
30	RECHARGES	(596,970)	(596,970)	(62,050)	(2,665)	(59,385)	96%	(594,305)	100%	-	(596,970)
31	MANAGEMENT COST	2,827,410	2,826,490	465,512	463,543	1,971	0%	2,362,948	27	(40,000)	2,786,490

Commentary on Performance

The total management cost is £2K lower than the year to date budget.

Employee Costs. An underspend of £44K in employee costs can be attributed to vacant posts and the backdated annual pay award.

Premises Costs. There is a current underspend on total office electric costs (£2K). This is mainly driven by energy costs where estimated meter readings were used last year and we have now received a credit based on actual consumption.

IT & Telecoms. £9K year to date underspend due to the phasing of key system upgrades due to complete by end of July and the Digital Boost Grant received of £8K with respect to office 365 and decision time software purchases.

Professional Fees. Following the recent stock condition survey tender, where we received no tender responses, we have reviewed all professional fee budgets and calculated a reduction of £40K in the forecast out-turn.

Fees Charged to Capital. As a result of delays in investment work commencing, we have been unable to recognise any Clerk of Works fees on the investment programme. Further details are provided on page 12.

REPAIRS & MAINTENANCE

Line	Heading	CURRENT YEAR Initial Budget £	Revised Budget £	BUDGET to 31-May-22 £	ACTUAL to 31-May-22 £	BUDGET VARIANCE Budget to date £	Budget to date %	BUDGET REMAINING Revised Budget £	Revised Budget %	FORECAST OUT-TURN Over/ (under) £	at 31-Mar-23 £
1	Responsive Repairs	1,091,650	1,091,650	181,940	163,034	18,906	10%	928,616	85%		1,091,650
2	Void Repairs	400,000	400,000	66,660	54,432	12,228	18%	345,568	86%		400,000
3	Handyperson	97,560	97,560	14,890	14,606	284	2%	82,954	85%		97,560
4	GENERAL REPAIRS	1,589,210	1,589,210	263,490	232,072	31,418	12%	1,357,138	85%	-	1,589,210
5	Decoration Allowance	52,000	52,000	7,680	6,980	700	9%	45,020	87%		52,000
6	Council Tax empty properties	18,000	18,000	2,320	1,049	1,271	55%	16,951	94%		18,000
7	Compensation	9,500	9,500	1,510	-	1,510	100%	9,500	100%		9,500
8	SPECIFIC ITEMS	79,500	79,500	11,510	8,029	3,481	30%	71,471	90%	-	79,500
9	Rechargeable Repairs	108,000	108,000	18,000	2,924	15,076	84%	105,076	97%		108,000
10	Rechargeable Repairs Recoverable	(58,500)	(58,500)	(9,760)	(12,033)	2,273	-23%	(46,467)	79%		(58,500)
11	Insurance Repairs	100,000	100,000	8,000	8,116	(116)	-1%	91,884	92%		100,000
12	Insurance Claims Recoverable	(62,000)	(62,000)	-	-	-		(62,000)	100%		(62,000)
13	RECOVERABLE EXPENDITURE	87,500	87,500	16,240	(993)	17,233	106%	88,493	101%	-	87,500
14	Commercial Properties	1,500	1,500	260	-	260	100%	1,500	100%		1,500
15	Communal Lighting	28,360	28,360	3,200	3,390	(190)	-6%	24,970	88%		28,360
16	NON DWELLING REPAIRS	29,860	29,860	3,460	3,390	70	2%	26,470	89%	-	29,860
17	Gas Servicing	73,490	73,490	8,450	13,285	(4,835)	-57%	60,205	82%		73,490
18	Estate Management	57,000	57,000	6,000	7,731	(1,731)	-29%	49,269	86%		57,000
19	Estate Management (Welfare)	20,000	20,000	3,160	5,774	(2,614)	-83%	14,226	71%		20,000
20	Other Servicing (incl. heating)	767,430	767,430	129,130	28,106	101,024	78%	739,324	96%		767,430
21	Stair Lifts and Door Entry Systems	10,290	10,290	1,720	-	1,720	100%	10,290	100%		10,290
22	Gutter Cleaning	66,500	66,500	33,260	33,622	(362)	-1%	32,878	49%		66,500
23	Sewage Pumps	1,200	1,200	-	-	-		1,200	100%		1,200
24	Dun Berisay Heat	3,490	3,490	-	-	-		3,490	100%		3,490
25	CYCLICAL MAINTENANCE	999,400	999,400	181,720	88,518	93,202	51%	910,882	91%	-	999,400
26	TOTAL REPAIRS & MAINTENANCE	2,785,470	2,785,470	476,420	331,016	145,404	31%	2,454,454	88%	-	2,785,470

Commentary on Performance

General Repairs

A current underspend of £31K reflects a lower-than-average repair cost to date. There has been no significant increase in the number of repairs. The cost of repairs is being monitored daily by property services with appropriate action taken if necessary.

Rechargeable Repairs

Upon further investigations we have been able to trace tenants for which we previously had no forwarding address and have now invoiced the tenants to recover Rechargeable Repairs. This has resulted in an unexpected increase in recognition of income on Rechargeable Repairs Recoverable.

Cyclical Maintenance

Current underspend of £93K is due to an amendment to programming on other servicing. Budget phasing will be amended to reflect these works. The overspend on Estate Management is due to some necessary works to clear overgrown trees at some of our schemes. This spend will be monitored closely throughout the year.

ESTATE WORK

Line	Heading	CURRENT YEAR BUDGET		BUDGET	ACTUAL	BUDGET VARIANCE		BUDGET REMAINING		FORECAST OUT-TURN	
		Initial Budget £	Revised Budget £	to 31-May-22 £	to 31-May-22 £	Budget to date £	Budget to date %	Revised Budget £	Revised Budget %	Over/ (under) £	at 31-Mar-23 £
1	Unadopted Infrastructure	56,880	56,880	-	-	-		56,880	100%		56,880
2	Grounds Maintenance	70,010	70,010	9,550	8,556	994	10%	61,454	88%		70,010
3	TOTAL ESTATE WORKS	126,890	126,890	9,550	8,556	994	10%	118,334	93%	-	126,890

AIDS & ADAPTATIONS

Line	Heading	CURRENT YEAR BUDGET		BUDGET	ACTUAL	BUDGET VARIANCE		BUDGET REMAINING		FORECAST OUT-TURN	
		Initial Budget £	Revised Budget £	to 31-May-22 £	to 31-May-22 £	Budget to date £	Budget to date %	Revised Budget £	Revised Budget %	Over/ (under) £	at 31-Mar-23 £
1	OT Works	120,000	120,000	20,000	2,376	17,624	88%	117,624	98%	210,000	330,000
2	**Grants**										
3	Grants Received	(119,990)	(119,990)	(20,000)	(2,376)	(17,624)	88%	(117,614)	98%	(210,010)	(330,000)
4	TOTAL AIDS & ADAPTATIONS	10	10	-	-	-		-		(10)	-

Commentary on Performance

OT Works

HHP have been awarded a total Aids & Adaptations Grant of £330K by Scottish Government and the forecast out-turn reflects this.

INVESTMENT EXPENDITURE

Line	Heading	CURRENT YEAR BUDGET Initial Budget £	Revised Budget £	BUDGET to 31-May-22 £	ACTUAL to 31-May-22 £	BUDGET VARIANCE Budget to date £	Budget to date %	BUDGET REMAINING Revised Budget £	Revised Budget %	FORECAST OUT-TURN Over/ (under) £	at 31-Mar-23 £
1	Roofs	82,760	82,760	27,590	-	27,590	100%	82,760	100%		82,760
2	Insulation	379,990	379,990	-	-	-		379,990	100%		379,990
3	Total Roofs	462,750	462,750	27,590	-	27,590	100%	462,750	100%	-	462,750
4	Kitchen	411,270	411,270	92,180	-	92,180	100%	411,270	100%	48,112	459,382
5	Bathrooms	205,730	205,730	51,460	-	51,460	100%	205,730	100%	(73,620)	132,110
6	OT Aids & Adaptations	120,000	120,000	20,000	2,376	17,624	88%	117,624	98%	210,000	330,000
7	Showers	325,810	325,810	62,400	-	62,400	100%	325,810	100%	(72,268)	253,542
8	Heating	936,640	936,640	359,610	6,113	353,497	98%	930,527	99%	11,198	947,838
9	Rewiring	526,670	526,670	87,800	-	87,800	100%	526,670	100%		526,670
10	Total Internals	2,526,120	2,526,120	673,450	8,489	664,961	99%	2,517,631	100%	123,422	2,649,542
11	Windows	966,340	966,340	-	-	-		966,340	100%		966,340
12	Roughcast house & wall	221,420	221,420	-	-	-		221,420	100%		221,420
13	Other	273,170	273,170	-	-	-		273,170	100%		273,170
14	Externals	1,460,930	1,460,930	-	-	-		1,460,930	100%	-	1,460,930
15	**Total Investment excl. Unallocated Exp/Savings**	4,449,800	4,449,800	701,040	8,489	692,551	99%	4,441,311	100%	123,422	4,573,222
16	Savings Realised	-	-	-	-	-		-		112,666	112,666
17	Savings Re-invested	-	-	-	-	-		-		(65,911)	(65,911)
18	Unallocated Expenditure/ Slippage	-	-	-	-	-		-		39,823	39,823
19	**Total Investment**	4,449,800	4,449,800	701,040	8,489	692,551	99%	4,441,311	100%	210,000	4,659,800

Commentary on Performance

Initial progress has been slow at the start of the financial year with challenges in the tendering process. Some savings have been realised because of previous installs and refusals. However, initial surveys completed indicate higher than expected cost on some of our investment works. The savings realised and unallocated investment budget will be required to meet these additional costs.

Roofs. Works at Bennadrove Road are due to commence in period 5.

Kitchen. Uist kitchens are due to be Re-tendered. Surveys for other work are underway and awaiting a program of works from contractor. Work on surveys started later than expected and kitchens are on order for many of the installs.

Bathrooms & Showers. Contractor is on site and works are underway, bathroom works are expected to be completed by July.

Heating. Contractors are on site and working to complete 52 installs with another contractor awarded a further 15. The budget phasing will be updated to reflect the new programme. Discussions around 22/23 Low Carbon Infrastructure Transition Programme award are in progress and if successful will add 52 installs to the heating programme.

Rewiring. Electrical works are due to be tendered at the beginning of June.

NON HOUSING INVESTMENT

Line	Heading	CURRENT YEAR BUDGET		BUDGET	ACTUAL	BUDGET VARIANCE		BUDGET REMAINING		FORECAST OUT-TURN	
		Initial Budget £	Revised Budget £	to 31-May-22 £	to 31-May-22 £	Budget to date £	Budget to date %	Revised Budget £	Revised Budget %	Over/ (under) £	at 31-Mar-23 £
1	Furniture & Fittings	-	-	-	-	-		-			-
2	Office equipment	-	920	920	-	920	100%	920	100%		920
3	IT equipment	157,850	157,850	38,740	37,263	1,477	4%	120,587	76%		157,850
4	**Total**	**157,850**	**158,770**	**39,660**	**37,263**	**2,397**	**6%**	**121,507**	**77%**	**-**	**158,770**

Commentary on Performance

IT Equipment

The IT Equipment budget is largely to complete the work required to move to a new housing system which is on track to go live in October 2022.

DEVELOPMENT EXPENDITURE

Line		CURRENT YEAR BUDGET		BUDGET	ACTUAL	BUDGET VARIANCE		BUDGET REMAINING		FORECAST OUT-TURN	
		Initial Budget £	Revised Budget £	Budget to 31-May-22 £	to 31-May-22 £	Budget to date £	Budget to date %	Revised Budget £	Revised Budget %	Over/ (under) £	at 31-May-22 £
1	New Build	12,680,390	12,751,707	1,192,724	771,735	420,988	35%	11,979,972	94%	(3,534,816)	9,216,892
2	LIFT	346,500	346,500	77,326	74,878	2,448	3%	271,622	78%	750	347,250
3	Land	90,000	90,000	40,000	40,000	-	0%	50,000	56%		90,000
4	**Total Development Costs**	13,116,890	13,188,207	1,310,050	886,613	423,437	32%	12,301,594	93%	(3,534,066)	9,654,142
5	**Scottish Government Grant**										
6	Grant - New Build	(8,150,670)	(8,150,670)	(215,244)	(215,244)	-	0%	(7,935,426)	97%	2,449,060	(5,701,610)
7	Grant - Lift	-	-	-	-	-		-			-
8	**Other Grants & Sales proceeds**										
9	Other Grants - LIFT Sales	(346,500)	(346,500)	-	-	-		(346,500)	100%	(60,000)	(406,500)
10	**Total Grants**	(8,497,170)	(8,497,170)	(215,244)	(215,244)	-	0%	(8,281,926)	97%	2,389,060	(6,108,110)
11	**Private Finance required**										
12	New Build	4,529,720	4,601,037	977,479	556,491	420,988	43%	4,044,546	88%	(1,085,755)	3,515,282
13	LIFT	-	-	77,326	74,878	2,448	3%	(74,878)		(59,250)	(59,250)
14	Land	90,000	90,000	40,000	40,000	-	0%	50,000	56%	-	90,000
15	Expensed Development Cost	-	-	-	313	(313)	0%	(313)	0%		-
16	Feasibility	15,000	15,000	-	137	(137)		14,863	99%		15,000
17	**Private Finance required**	4,634,720	4,706,037	1,094,806	671,819	422,987	39%	4,034,218	86%	(1,145,005)	3,561,032

Commentary on Performance

Works at Low Flyer and Barvas anticipated to complete in the last financial year have slipped into this year (Cost £184K and Grant £9K). The forecast out turn has been revised at Cleat Road by £63K cost and £43K Grant to accommodate delays getting on site in 2021.

The project at Crowlista has had an additional unit added and funding from Scottish government has been approved resulting in an out turn adjustment of £47K Cost and £51K Grant.

Due to a protracted period of land negotiations, Lochmaddy will see slippage of cost £581K and Grant £28K into next year.

Blackwater has been delayed due to issues with planning impacting on when the contractor anticipates getting onto site. Cost and Grant Out-turn for the year has reduced by £1.09M.

Projects at both Leverburgh and South Uist are unlikely to begin this year and cost has been reduced £2.17M and grant out-turn has been reduced by £1.44m to reflect this.

SECTION 3: KEY FINANCIAL PERFORMANCE MEASURES

FINANCIAL COVENANTS

HHP has a credit facility with RBS and as a result an interest cover covenant and a gearing covenant is required. The minimum cover required is 110% with a maximum gearing of 30%.

The covenant is forecast to be met for the full year.

Line	Detail	YTD	Forecast
1	Operating Surplus	£ 658,728	£ 2,599,740
2	Add back Depreciation	£ 643,173	£ 4,149,800
3	Add back Profit/(Loss) on sale of LIFT properties	£ -	£ -
4	Deduct Capitalised Investment (inc OT)	£ -	-£ 4,659,800
5	Add back Deferred Works Capitalised Investment	£ -	£ 717,958
6	Deduct Pension Contributions	£ -	£ -
7	Deduct Amortisation	-£ 256,909	-£ 1,448,300
8	Adjusted Operating Surplus	£ 1,044,993	£ 1,359,398
9	Interest Payable	£ 67,878	£ 779,900
10	Interest Receivable	£ 172	£ 1,000
11	Net Interest Payable	£ 67,706	£ 778,900
12	Covenant for 21/22	110%	110%
13	Adjusted Operating Surplus as percentage of Net interest Payable	1543%	175%
14	Headroom	£ 970,517	£ 502,608
15	Historic Cost of Properties	£ 129,617,017	£ 149,677,374
16	Financial Indebtedness	£ 10,000,000	£ 17,000,000
17	Gearing Covenant for 21/22	30%	30%
18	Gearing	8%	11%

Key Ratios

	Current	Forecast	2021/22
Current Ratio	2.49	4.71	1.59
(Current Assets/Current Liabilities)			
Net Debt Per Unit			
Borrowing/ stock units	£4,338.39	£7,118.93	£4,550.35
Voids%	0.62%	2.02%	1.31%
Voids as % of Rental Income Due			
Bad Debts %	0.00%	1.98%	0.80%
Bad Debts written off as % of Rental Income Due			
Staff Cost/Turnover %	18.98%	21.86%	24.74%
Gross Surplus	56.54%	48.19%	46.88%
Operating Surplus/Turnover			
Net Surplus	31.98%	16.55%	22.64%
Net Surplus/Turnover			

CASH FLOW FORECAST 2022/23

The below cash flow shows the actual income received and the payments made for the period to May 2022.

Monthly Cash Flow Forecast

Year Ended 31-Mar-23	31-May-22 Month 2	30-Jun-22 Month 3	31-Jul-22 Month 4	31-Aug-22 Month 5	30-Sep-22 Month 6	31-Oct-22 Month 7	30-Nov-22 Month 8	31-Dec-22 Month 9	31-Jan-23 Month 10	28-Feb-23 Month 11	31-Mar-23 Month 12	Total
Cash on Hand at beginning of month	2,198,363	2,345,428	4,225,947	3,745,864	3,470,790	3,758,421	3,105,603	3,132,305	3,015,375	3,235,127	3,434,390	2,378,642
Cash Receipts												
Rent	829,733	852,045	940,710	830,645	943,645	842,385	842,385	955,385	842,385	842,385	842,385	10,685,891
Sale of Assets	-	-	-	252,604	-	-	-	-	93,900	-	-	346,504
Grant Income	264,418	322,560	689,180	626,690	723,620	404,623	566,673	481,363	677,233	688,184	294,123	6,532,479
Bank Interest	-	250	-	-	250	-	-	250	-	-	250	1,000
Other income	50,597	-	-	-	-	-	-	-	-	-	-	79,345
Loan/Other cash injection	-	3,000,000	-	-	4,000,000	-	-	-	-	-	-	7,000,000
Total	1,144,749	4,174,855	1,629,890	1,709,939	5,667,515	1,247,008	1,409,058	1,436,998	1,613,518	1,530,569	1,136,758	24,645,220
Total Cash Available	3,343,112	6,520,283	5,855,837	5,455,803	9,138,305	5,005,429	4,514,661	4,569,303	4,628,893	4,765,696	4,571,148	
Cash Paid Out												
Payroll	179,136	191,000	193,410	193,410	193,410	197,180	197,180	197,180	197,180	197,180	197,180	2,312,776
Management Costs	72,117	75,210	68,108	68,108	368,108	68,108	68,108	68,108	68,108	68,108	68,108	1,117,296
Repairs	20,212	215,975	215,975	215,975	215,975	215,975	215,975	215,975	315,975	266,975	266,975	3,049,121
Investment	(284,619)	409,250	428,310	377,490	467,470	439,840	451,380	354,930	340,650	295,110	636,040	4,329,780
Development	991,142	1,187,809	1,156,780	1,109,030	917,470	966,183	448,713	537,003	470,853	502,933	843,722	9,640,227
Total	977,988	2,079,244	2,062,583	1,964,013	2,162,433	1,887,286	1,381,356	1,373,196	1,392,766	1,330,306	2,012,025	20,449,200
Cash Paid Out (Non P & L)												
Loan Interest	-	179,482	-	-	179,482	-	-	179,482	-	-	179,482	779,900
Capital Purchase	18,600	34,610	46,140	10,000	18,360	11,540	-	-	-	-	-	157,850
Refunds	1,096	1,000	1,250	1,000	1,250	1,000	1,000	1,250	1,000	1,000	1,000	15,920
Transfer to Deposit Account	-	-	-	-	3,000,000	-	-	-	-	-	-	3,000,100
Total	19,696	215,092	47,390	21,000	3,217,452	12,540	1,000	180,732	1,000	1,000	180,482	3,953,770
Total Cash Paid out	997,684	2,294,336	2,109,973	1,985,013	5,379,885	1,899,826	1,382,356	1,553,928	1,393,766	1,331,306	2,192,507	
Cash Position at End of Month	2,345,428	4,225,947	3,745,864	3,470,790	3,758,421	3,105,603	3,132,305	3,015,375	3,235,127	3,434,390	2,378,642	-
Deposit Acct At end of Month	837,062	837,062	837,062	837,062	837,062	3,637,062	3,637,062	3,637,062	3,637,062	3,637,062	3,637,062	
Total Funds Available	3,182,489	5,063,009	4,582,926	4,307,852	4,595,482	6,742,664	6,769,366	6,652,437	6,872,189	7,071,452	6,015,703	

HOUSING ALLOCATIONS ANNUAL REPORT 2021/22

Board 29 June 2022

Report by Director of Operations

Purpose of Report

1.1 This report provides information on a number of the key issues surrounding supply and demand for housing to inform strategic planning and seeks approval for quotas for homeless allocations.

Summary

2.1 This enables us to view long term trends and helps to inform decision making on issues such as the requirement for, and location of, new supply. The report is also important for monitoring equality in terms of access to housing.

2.2 The level of demand for housing is an important issue for the business and one which continues to be closely monitored. The demand, as demonstrated by waiting lists is weak, and has reduced by almost 25% over the last 11 years. This information will inform strategic planning. Options will need to be run through the Business Plan model to assess the impact of changes in demand.

2.3 We carried out a Housing Needs and Demand Study in 2021 which did not indicate significant levels of demand in addition to those already evidenced in waiting lists. However, there has been an increase in waiting list demand this year of 34 applicants or 7%. We continue to encourage people with housing need to register on our waiting lists.

2.4 The quota of allocations to homeless applicants in Stornoway is proposed to be retained at 50%, with the exception of 2 apt properties. The Board agreed on 19 May 2021 to increase the number of 2 apt properties allocated to homeless applicants to 25 per annum. This will be kept under review in the context of the Comhairle's Rapid Rehousing Strategy and the Local Housing Strategy.

Competence

3.1 The financial, legal and other constraints arising are detailed at paragraph 5.1 – 8.3.

Recommendations

4.1 **It is recommended that the Board:**

a) note the Allocations Report 2021/22 at Appendix 1;

b) agree the quota of vacancies in Stornoway remain at 50% for homeless applicants and that the number of 2 apt properties being made available for homeless applicants in Stornoway be retained at 25 per annum; and

c) agree the quotas for allocating properties in Stornoway remain at 15% for transfer applicants and 35% for other waiting list applicants.

Competence

Financial

5.1 There are no financial implications arising from implementing the recommendations in this report.

Legal

6.1 There are no legal implications arising from implementing the recommendations in this report.

Regulatory Guidance

7.1 The Regulatory Standards checklist has been completed and there is nothing in the report which would result in a breach of the standards.

Risk

8.1 Demand for housing is an important issue for HHP. Lack of demand will impact on income and the strength of the business. There is evidence that the long-term demand for housing is continuing to reduce and particularly so in rural areas and this is reflected in the risk register. However there has been increase in demand this year.

8.2 The trends identified in the report of a long-term decline in demand while we continue to increase housing supply are not sustainable. These trends are consistent with demographic data from other sources. These present significant risk to the business if they continue and will be important issues to be addressed as the Business Plan is renewed later this year. At present our Business Plan does not include any further new build beyond 2025.

8.3 The numbers of homeless applicants awaiting housing has reduced over the year and the Comhairle have requested that the current quotas be retained.

Appendix 1:	Allocations Report 2021/22	
Background Papers:	None	
Writer of Report:	Mina Maclean	Tel: 0300 123 0773

hhp | hebridean housing partnership

Allocations Report 2021/22

Author: Mina Maclean, Housing Officer (Allocations)

ALLOCATIONS REPORT 2021/22

Contents

ALLOCATIONS REPORT 2021/22

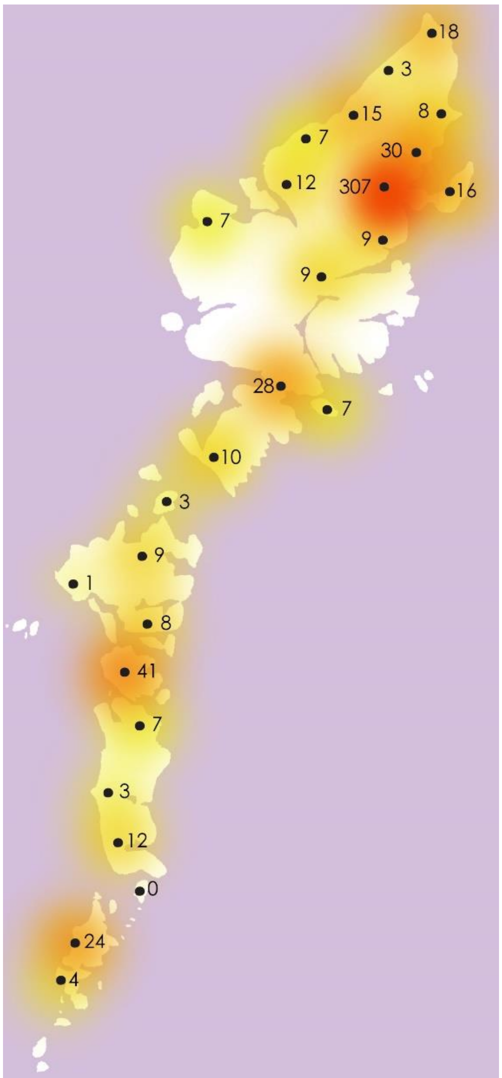
AIMS

1.1 The aims of this report are

- to provide information on the supply and demand for social housing in the Outer Hebrides
- inform decisions on the requirement for, and location of, new supply
- monitoring equality in terms of access to housing

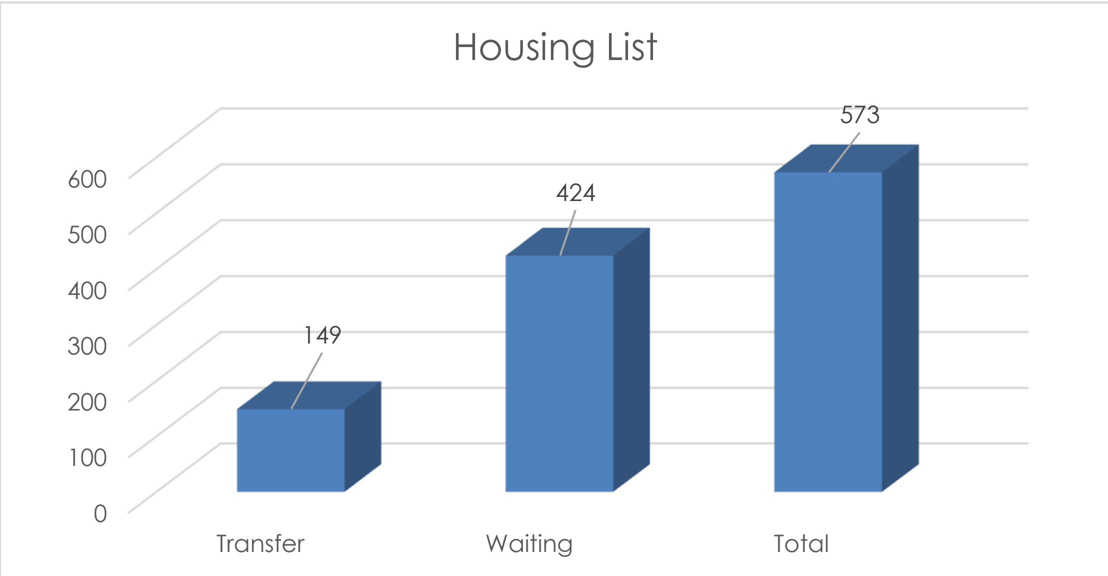
WAITING LIST AT 31 MARCH 2022

2.1 The map below shows the number of applicants on the waiting list at 31 March 2022 and incorporates first choice area of preference:



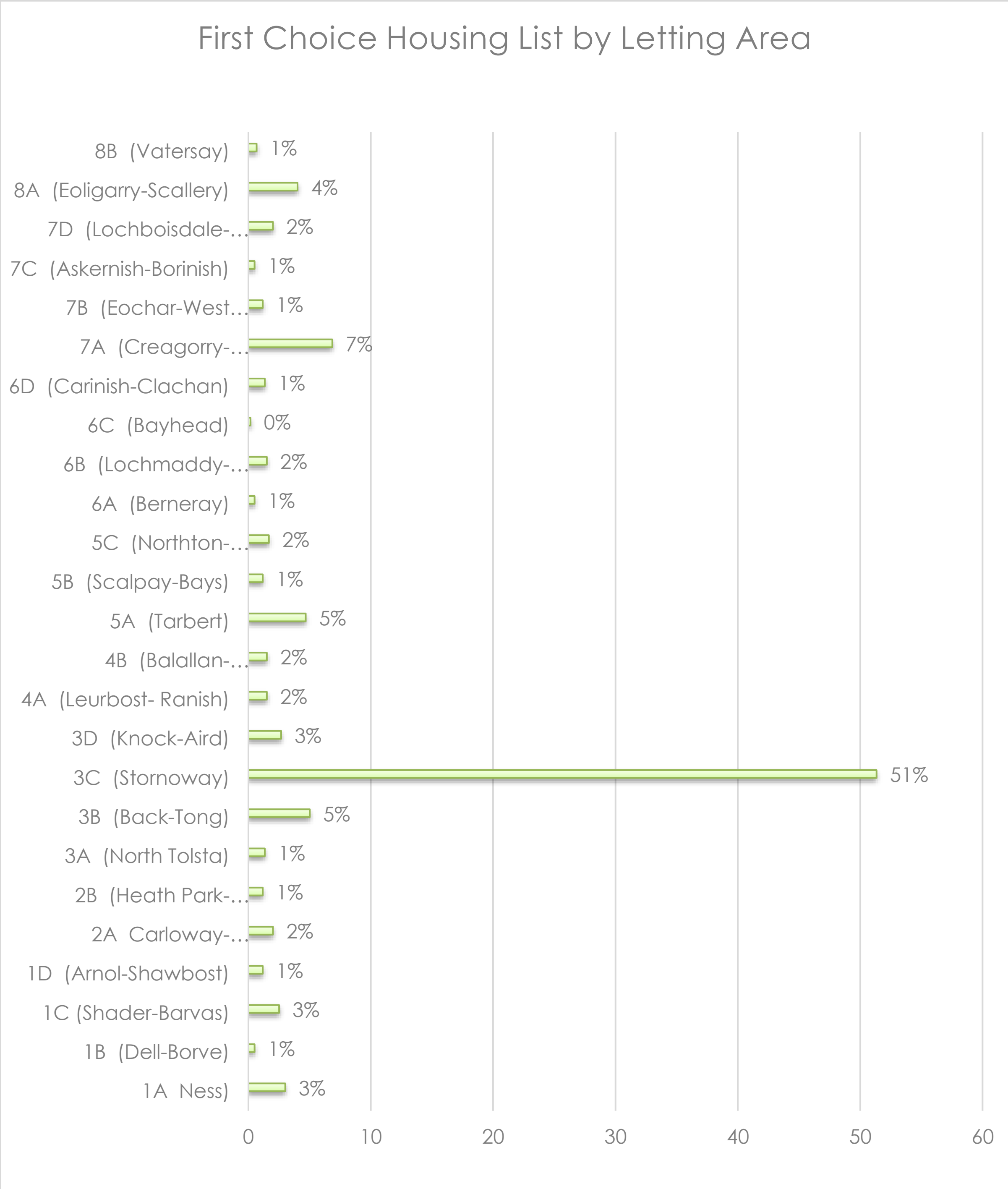
2.2 Demand is highest at the main centres of population and is lowest in the most rural areas.

2.3 The waiting list is broken down to show waiting and transfer applicants (excluding 23 suspended and 80 deferred) below:



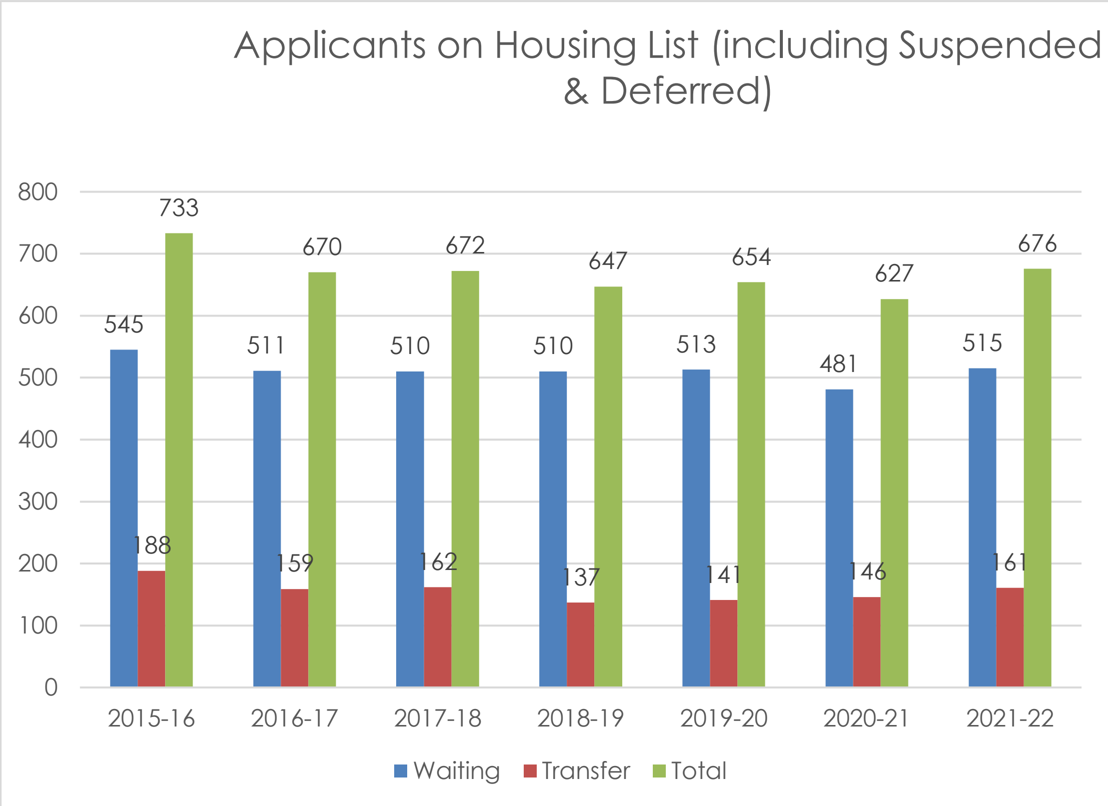
PERCENTAGE OF DEMAND BY AREA BY FIRST CHOICE

3.1 The chart shows that the largest demand by a considerable distance is for the Stornoway area with 51% of applicants recording this as their preference. The next largest areas of demand is Creagorry/Kileravagh with 7%, Tarbert and Back/Tong at 5% each. Eoligarry/Scallery is the next largest demand area at 4%.



BREAKDOWN OF APPLICANTS ON WAITING LIST FROM 2015-16 TO 2021-22 (INCLUDING SUSPENDED & DEFERRED)

4.1 The chart below shows the number of applicants on the waiting list over the last seven years. The figures in this chart include waiting, transfer and also suspended and deferred applications.

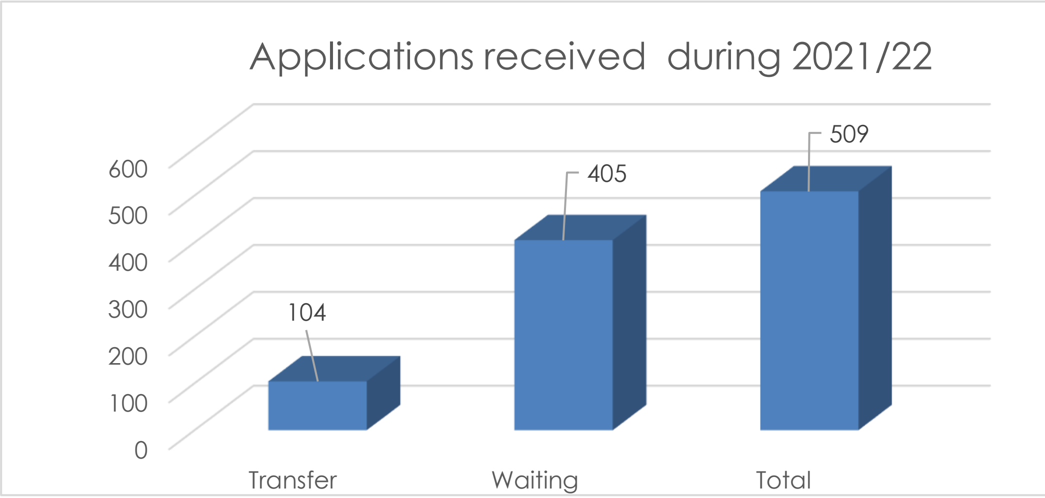


4.2 The number of applicants on the waiting list is 515 and 424 when excluding suspended and deferred applications.

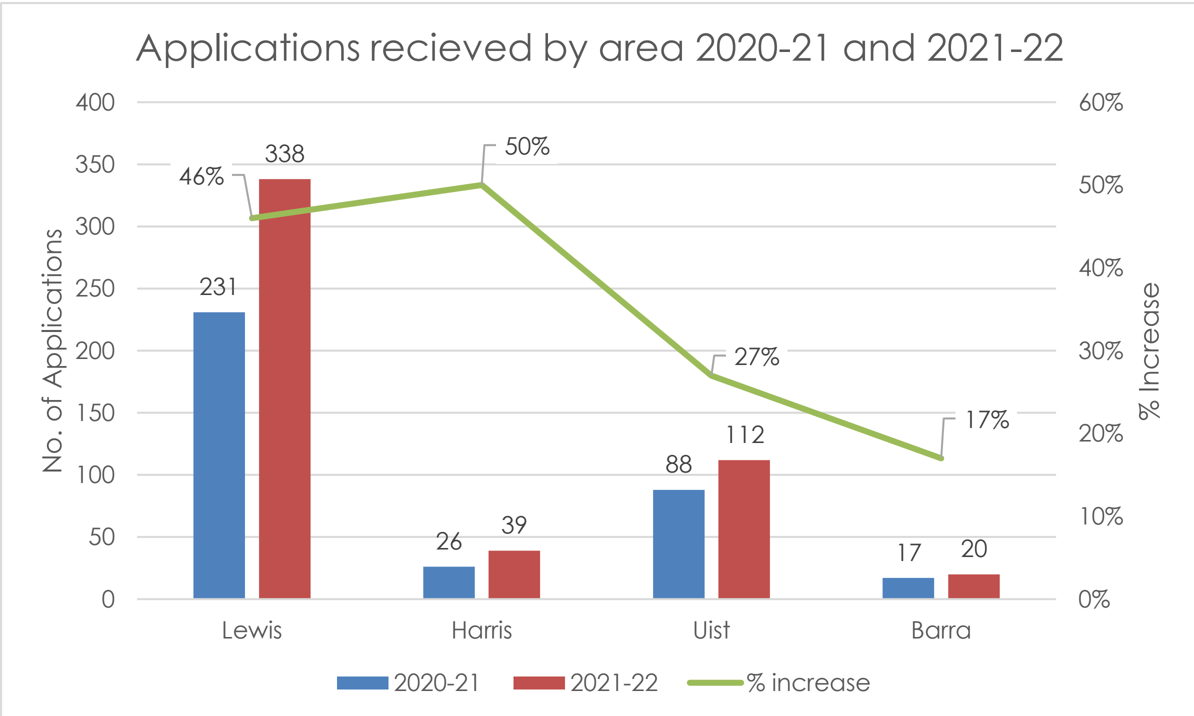
4.3 There has been a 7.2% increase in the total number of applicants from 31 March 2021 to March 2022 and a 5% increase in the waiting list applications. However, since 2013/14 waiting list applications have fallen by 23%.

APPLICATIONS RECEIVED DURING 2021/22

5.1 The total number of applications received during 2021/22 was 509 an increase of 29% from the previous year and an increase of 19% since 2015/16.



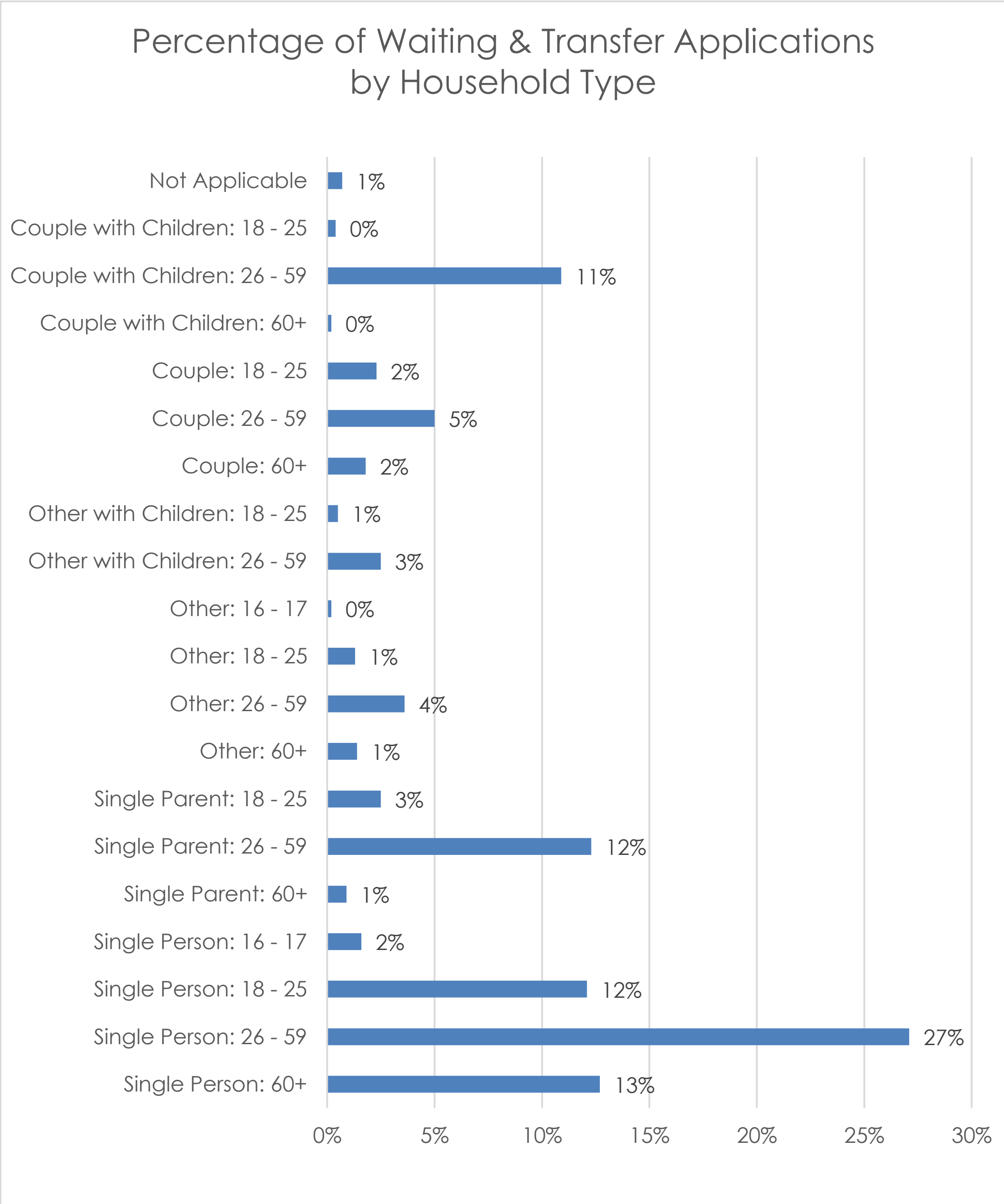
5.2 The chart below shows the number of applications received over the last two years broken down by areas and the percentage increase. There has been a significant increase in the Harris area.



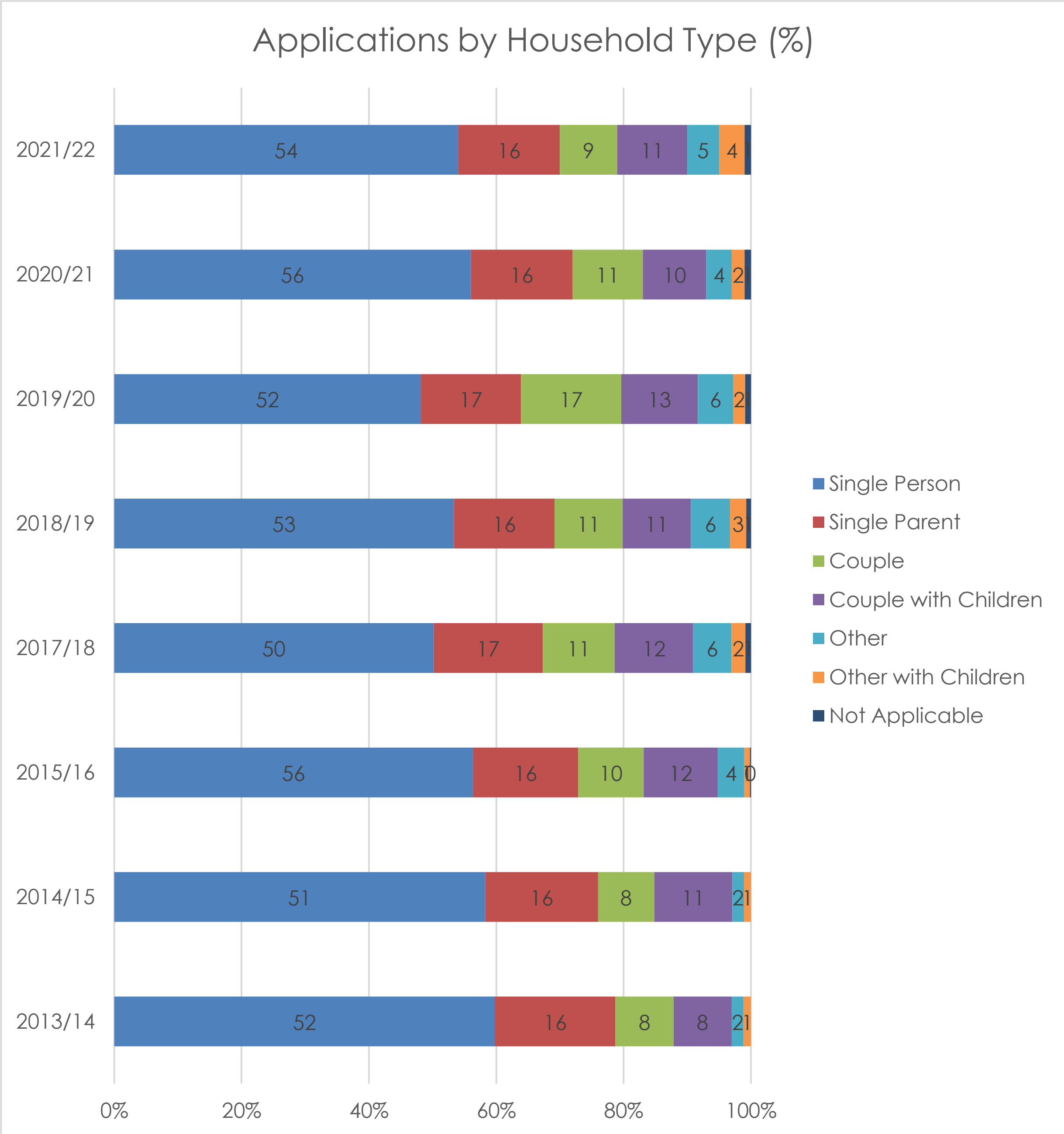
PERCENTAGE OF WAITING AND TRANSFER APPLICATIONS BY HOUSEHOLD TYPE

6.1 Single people make up 54% of the applicants with 27% aged 26-59. 31% of applicants are households with children.

6.2 In 2013/14, 52% of applicants were single and 29% were single people aged 26-59. 25% of applicants were households with children.



6.3 The chart below shows the applications by Household type over the last eight years. The propertion by household type appear to be steady.

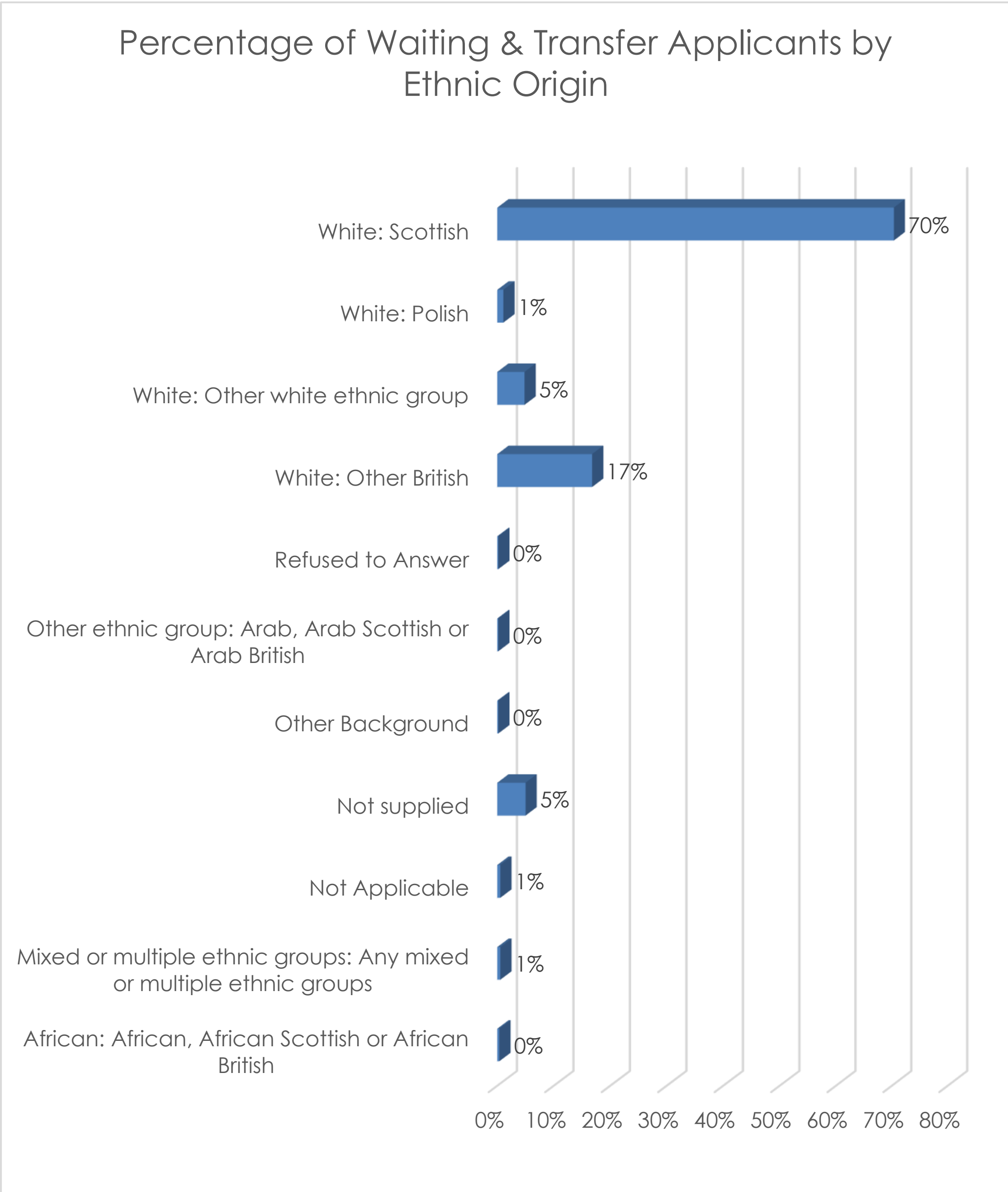


PERCENTAGE OF WAITING & TRANSFER APPLICANTS BY ETHNIC ORIGIN

7.1 The chart below shows that the largest applicant group is white Scottish at 70% with 17% of applicants being of other white British origin. Other white backgrounds make up 6%. A further 6% did not provide the information.

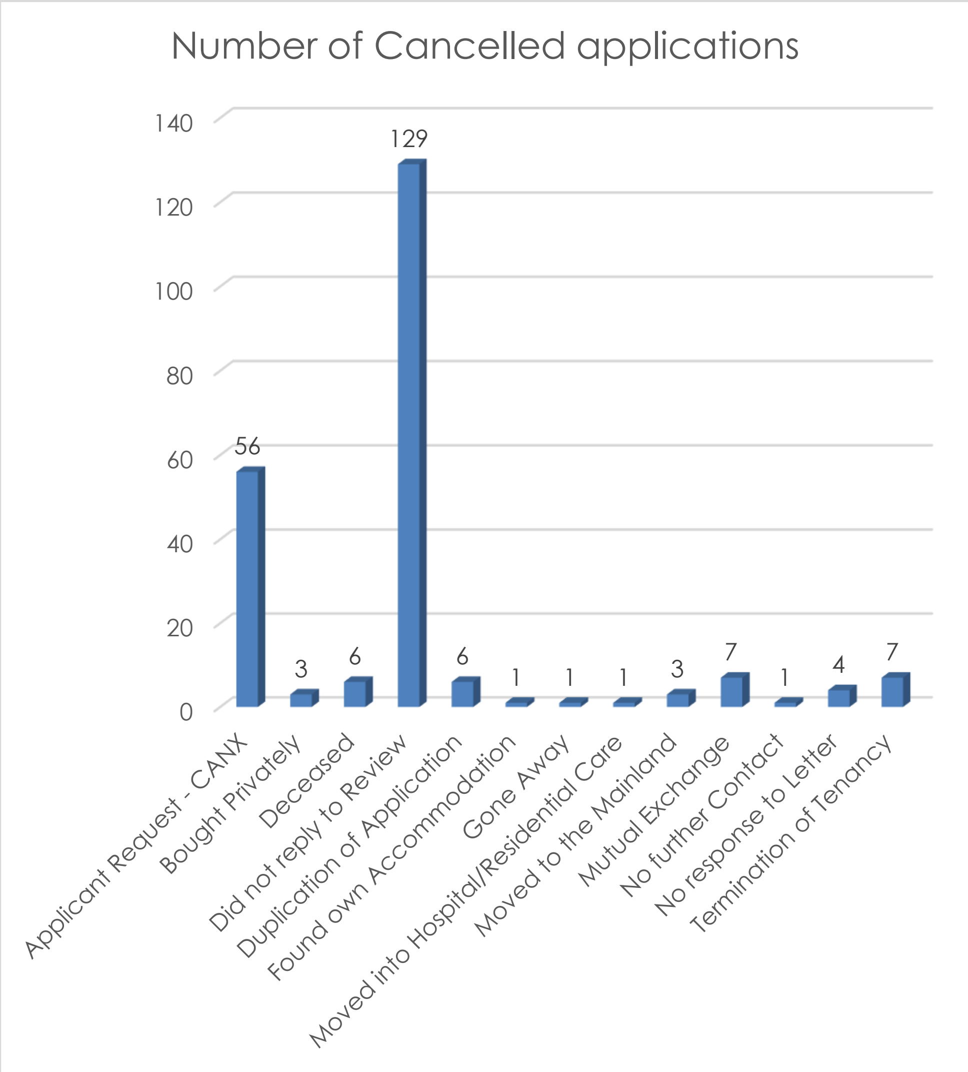
7.2 In 2018/19 the percentage of White Scottish was 74% with 17% being white British origin. White Irish and other white background was 5%. 1% did not provide information.

7.3 In 2014/15 the percentage of White Scottish was 75% with 16% being of other white British. Other white backgrounds are made up of 3%.



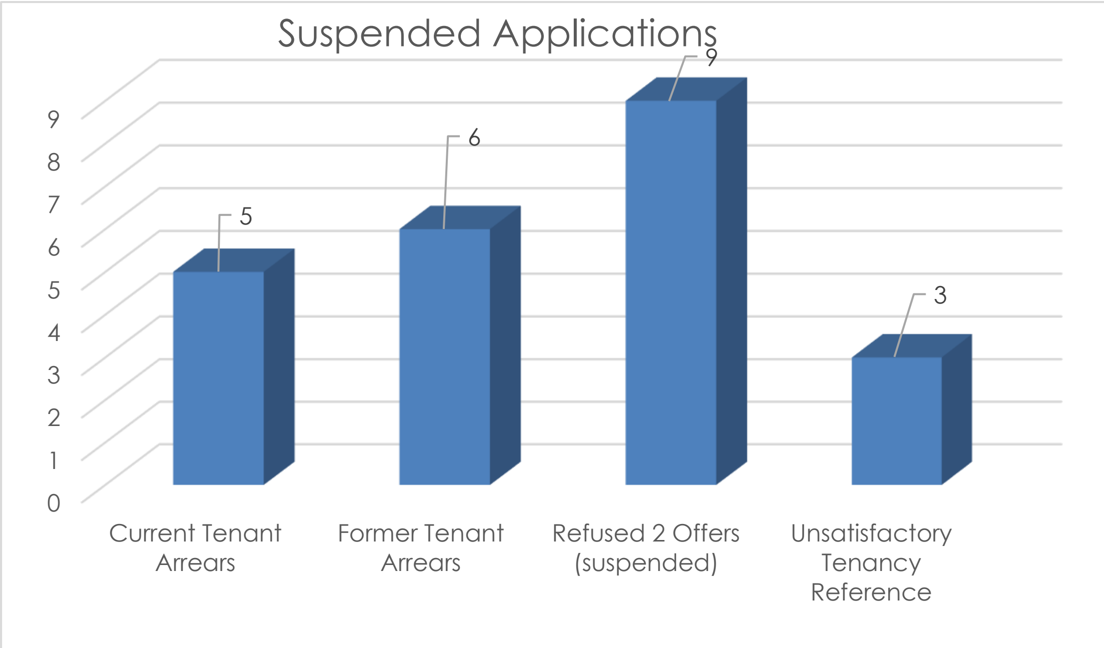
8.1 During the year 225 applications were cancelled. The primary reason for applications being cancelled was due to non-return of review forms indicating that people are no longer interested in being offered housing. There were 129 applications cancelled as a result of this. The rolling review process is important in keeping data live and up to date.

8.2 In 2020/21 there were 114 applications cancelled due to non-return of review forms and in 2018/19 the figure was 124.

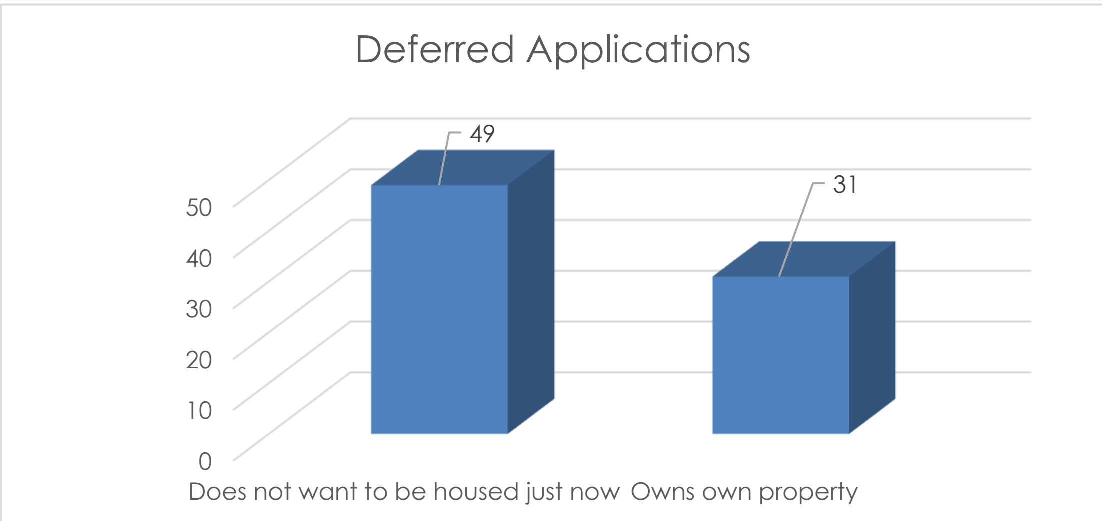


SUSPENSIONS AND DEFERRED APPLICATIONS

9.1 In some circumstances applicants will be suspended from the waiting list. Suspended applicants are reviewed every month to ensure that the suspension is still relevant. There are currently 23 applications suspended, 5 are suspended because of current tenant arrears, 6 are suspended because of former tenant arrears and 3 because of conduct issues. 9 applicants are suspended for refusing two offers of housing which met their choices.



9.2 49 applicants do not wish to be housed at present and are deferred until such time as their circumstances change. 31 applicants are deferred as they own their own property and are not eligible for an offer of housing under the allocation policy.



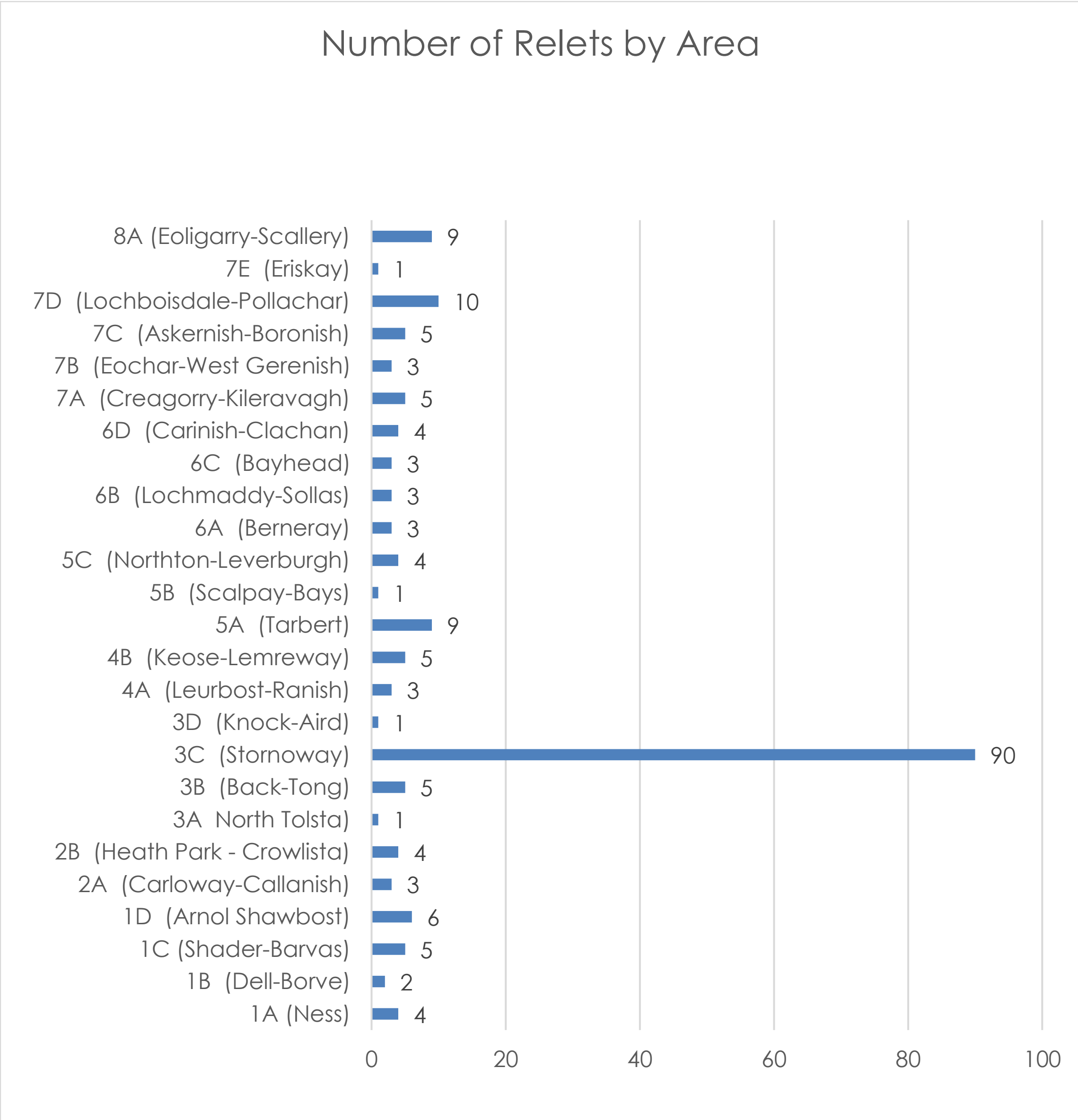
HOUSING SUPPLY

10.1 In total 189 properties (excluding new build) were re-let during 2021/22. There were 45 lets made to transfer applicants. There were 5 Direct Lets to other agencies.

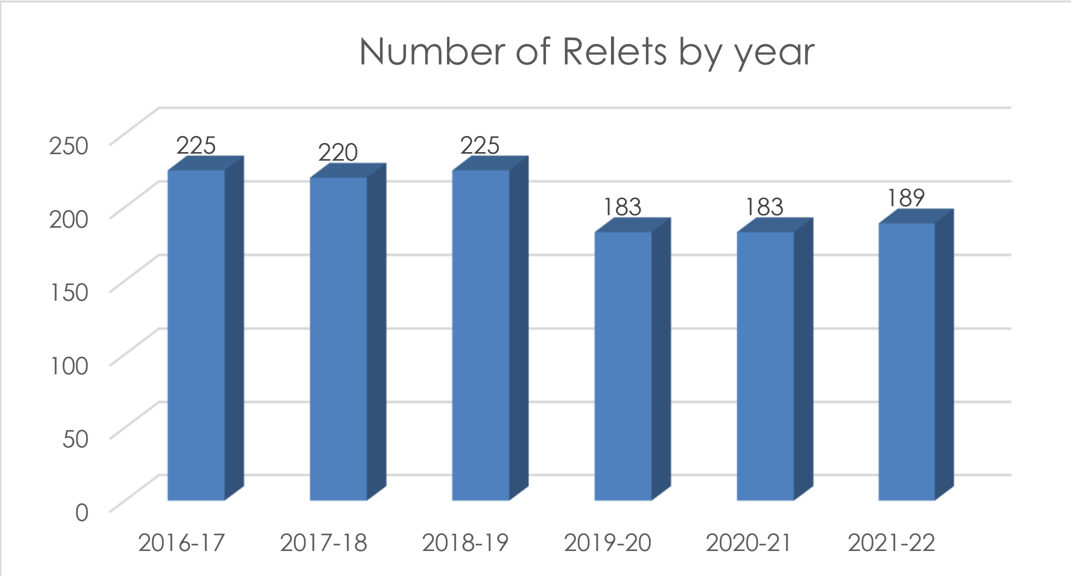
10.2 The number of relets by area is shown below. The highest amount of let were in Stornoway, Balivanich and Lochboisdale with 90 lets (47.62%) in the Stornoway area, 5 lets (2.65%) in Balivanich and 10 lets (5.29%) in Lochboisdale.

10.3 In the 2018/19 report the figures were 69 lets (33.01%) in the Stornoway area, 11 lets (5.26%) in Balivanich and 25 lets (11.96%) in Lochboisdale.

10.4 In the 2013/14 report the figures were 95 lets (49.48%) in the Stornoway area, 7 lets (3.64%) in Balivanich and 7 lets (3.64%) in Lochboisdale.



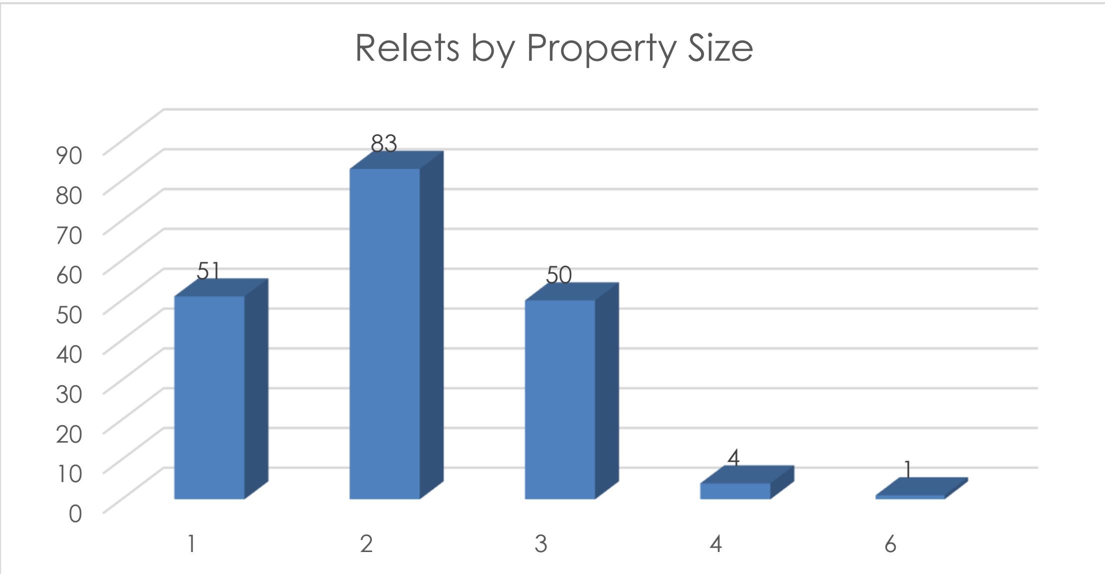
10.5 The chart below shows the relets for each year since 2016/17.



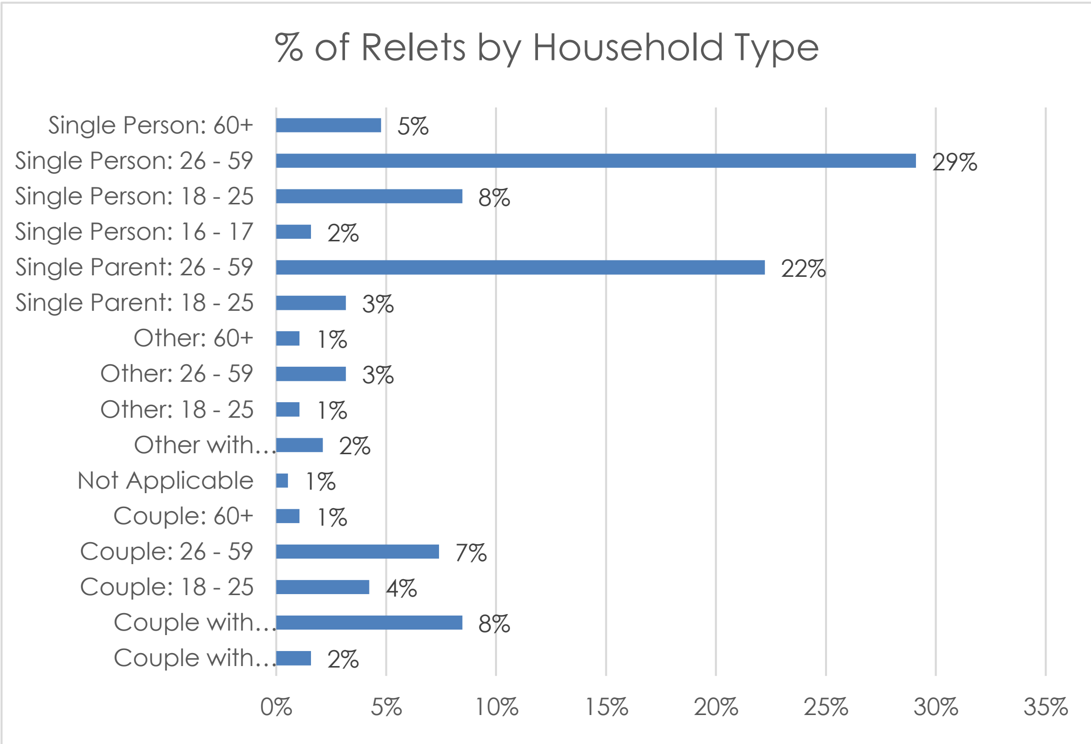
10.6 51 lets (24.76%) were for 1 bedroom properties and 83 lets (40.29%) were 2 bedroom properties. 50 lets (24.27%) were of 3 bedroom properties.

10.7 In the 2018/19 report the figures were 74 lets (30.83%) of 1 bedroom properties and 92 lets (38.33%) of 2 bedroom properties. 40 lets (16.67%) were of 3 bedroom properties.

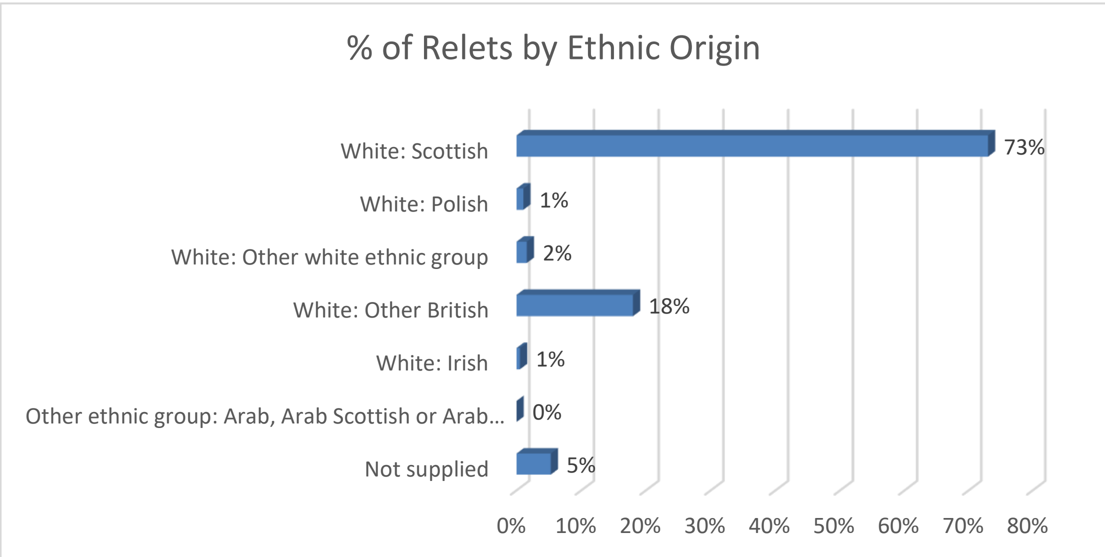
10.8 In the 2013/14 report the figures were 65 lets (33.85%) of 1 bedroom properties and 84 lets (43.75%) of 2 bedroom properties.



10.9 The graph below shows applicants housed during the year by household type and by ethnic origin. 10% of lets were to couples with children, 12% were to couples, 25% were to single parents and 44% were to single people. These figures are broadly in line with the proportion of households on the waiting list.

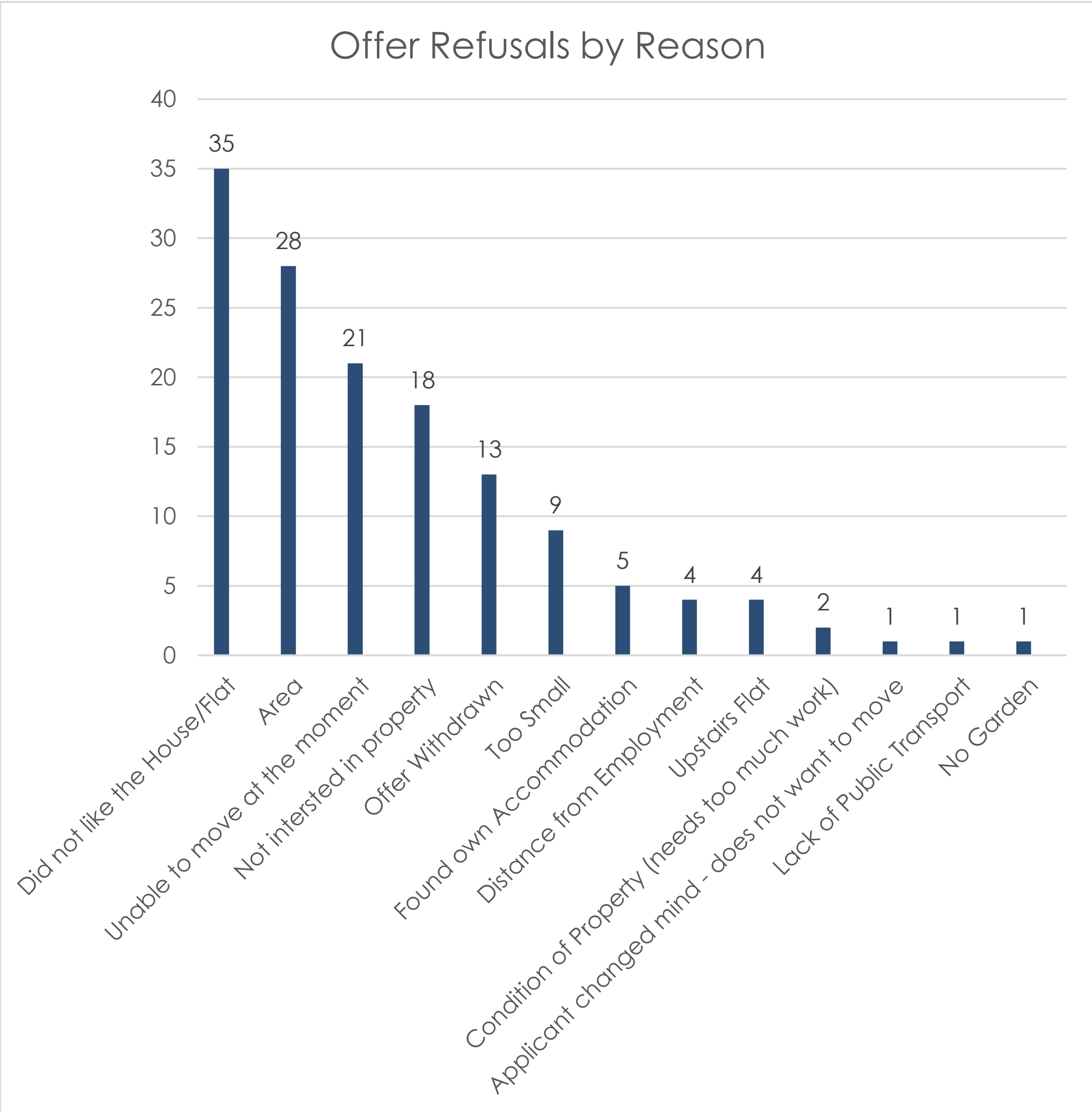


10.10 73% of lets were to white Scottish applicants and 22% to other white groups. This is broadly in line with the make-up of waiting lists.



OFFER REFUSALS BY REASON

11.1 The chart below shows the offers that were refused in 2021/22 and the refusal reasons.

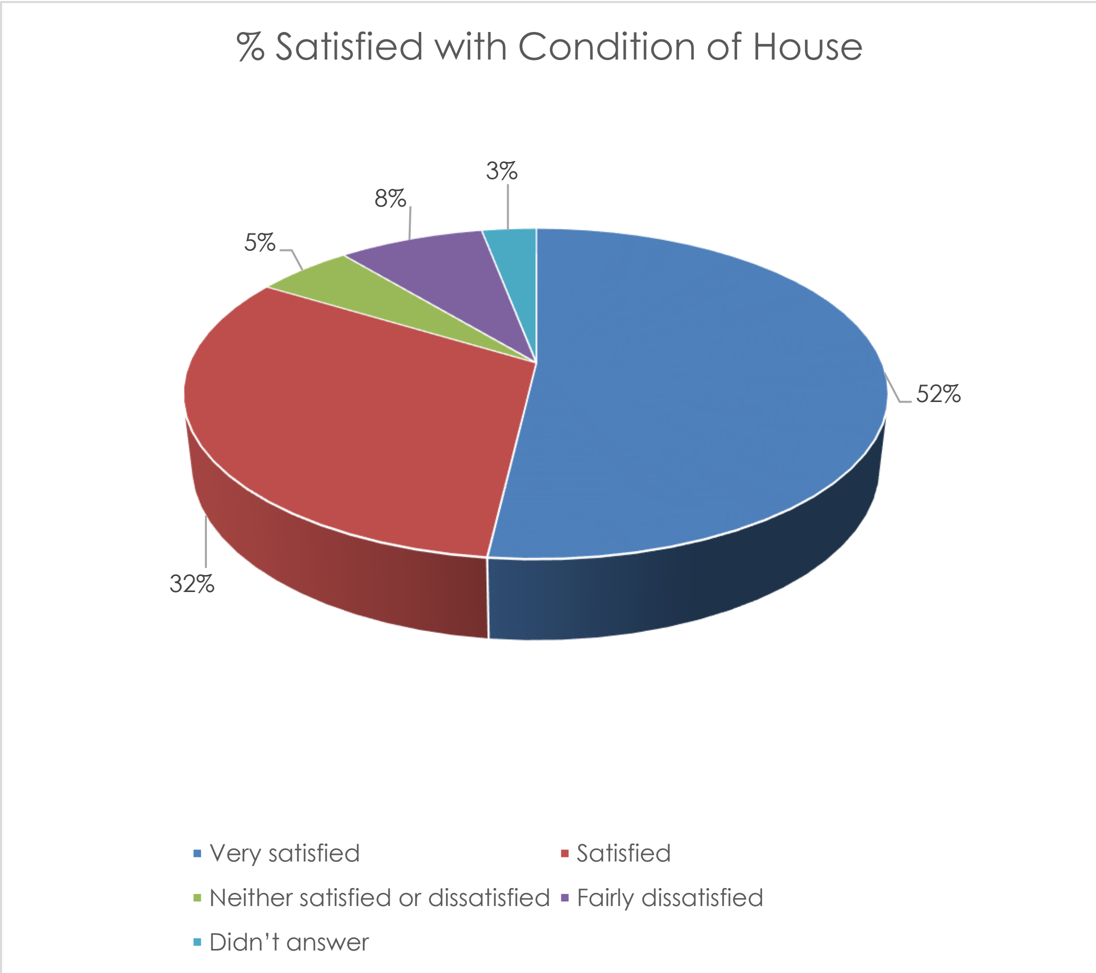


11.2 35% of offers were refused, of which 47% were first offer refusals.

NEW TENANTS SATISFACTION WITH CONDITION OF THE HOUSE

12.1 A questionnaire is sent to new tenants within the first week of their tenancy starting asking various questions regarding the standard, decoration, cleanliness of the property and the quality of repairs carried out. 20% of questionnaires were returned. 84% of tenants said they were satisfied with the condition of the house. 8% were dissatisfied due to decoration and the condition of the property.

12.2 In 2020/21 there were 23% of questionnaires returned. 93% of tenants said they were satisfied with the condition of the house. 7% were dissatisfied due to decoration and the condition of the property.

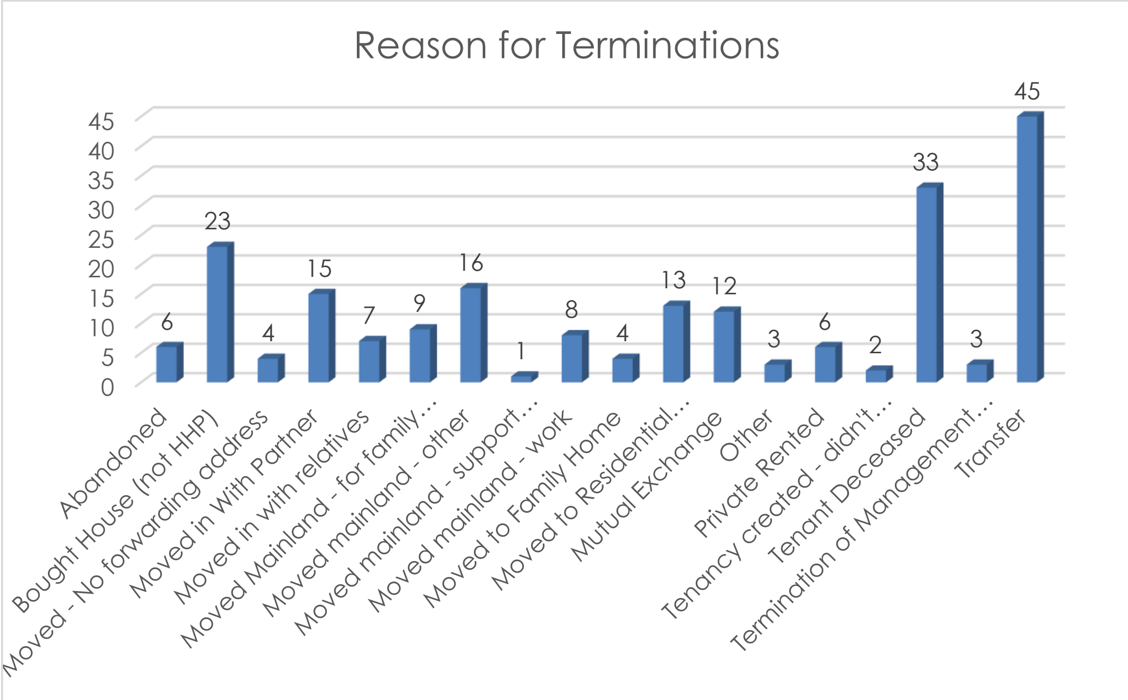


REASONS FOR TERMINATIONS

13.1 The reasons for terminations are, 14% moved to the private sector, while 18% moved to the mainland. 4% moved to the mainland for work. 11% bought their own house.

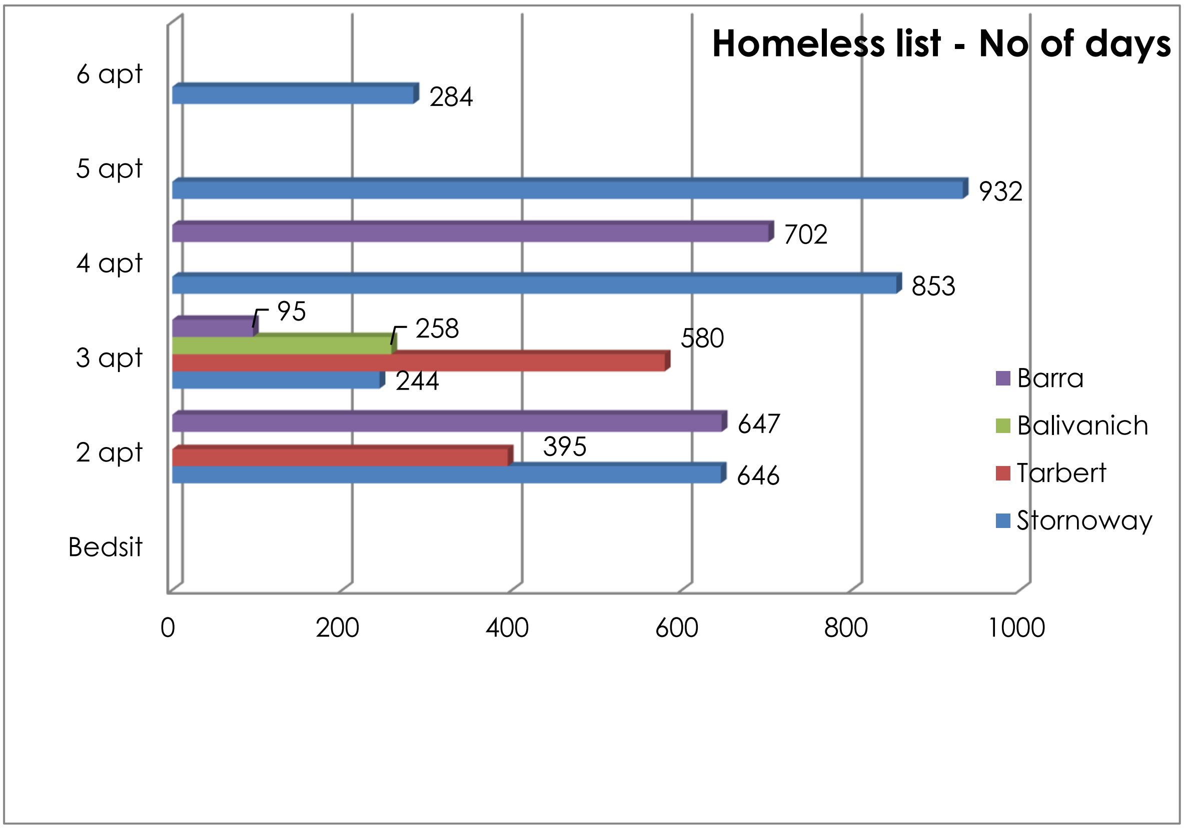
13.2 In 2020/21 there were 13% who bought their own house.

13.3 If the 45 terminations due to transfer were removed this figure would be 17% moved to the private sector, 21% moved to the mainland and 5% moved to the mainland for work.



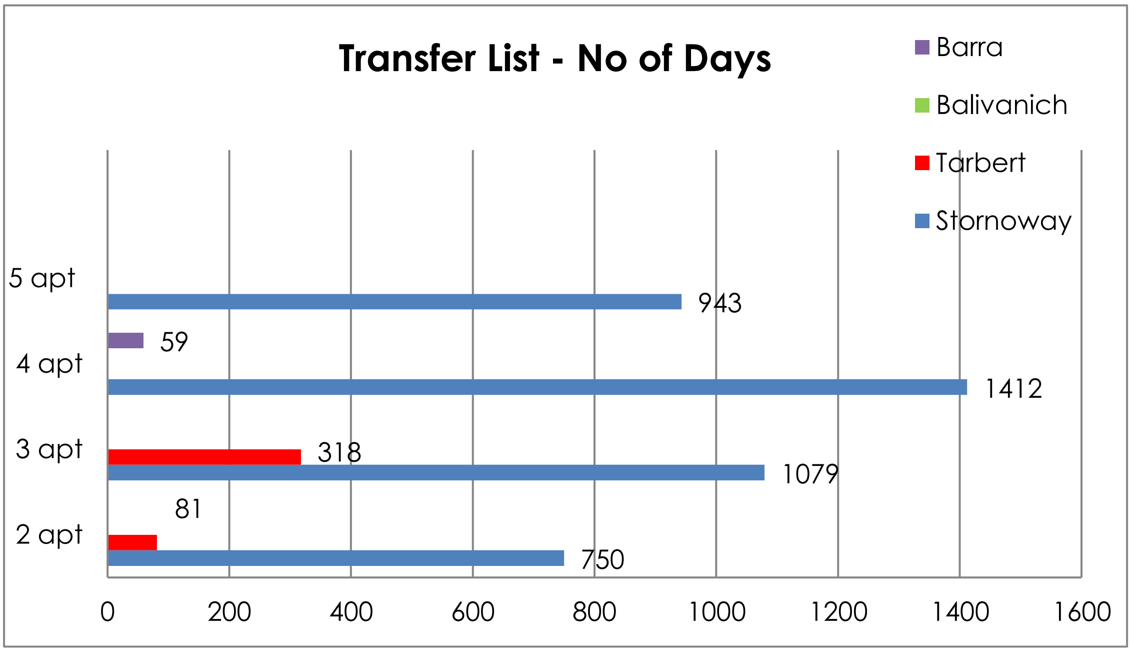
AVERAGE WAITING TIMES FOR APPLICANTS

14.1 The average waiting time from the date of application to commencement of tenancy for the Homeless applicants.

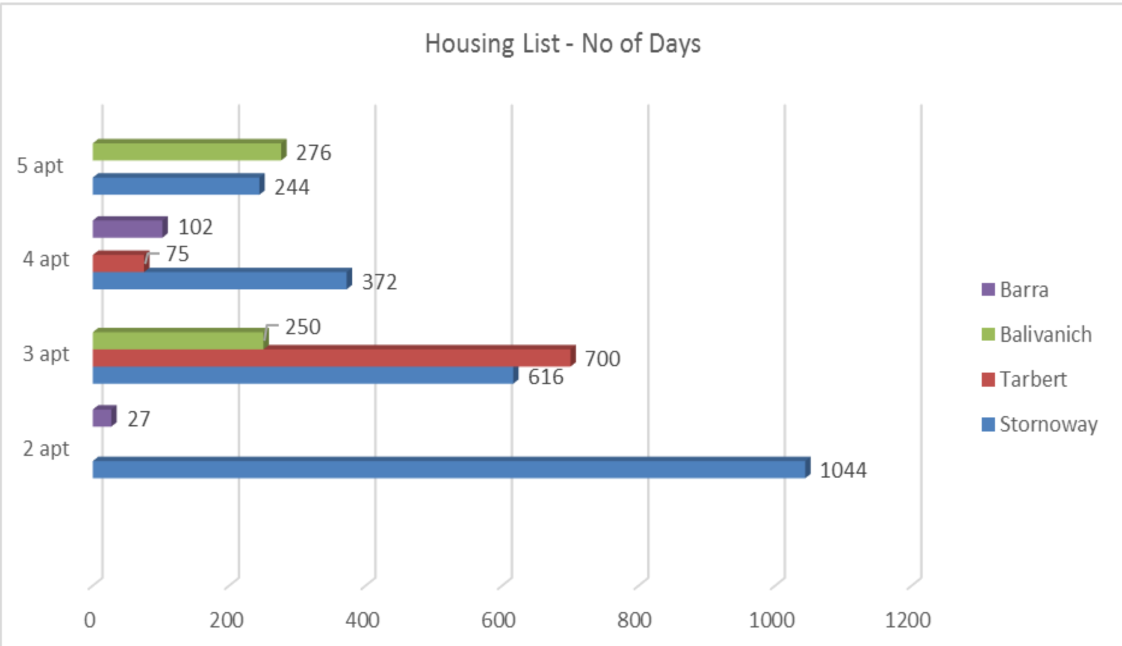


14.2 The shortest time taken to allocate on the Homeless list was 95 days in the Barra area.

14.3 The waiting time from the date of application to commencement of tenancy for the Transfer applicants.



14.4 The waiting time from the date of application to commencement of tenancy for the Waiting applicants.



LOW DEMAND PROPERTIES

15.1 The low demand for many rural areas is increasing and is a cause for concern.

15.2 Overall 43 relets during the year were classed for ARC purposes as being low demand. In 2021/22 the void loss figure slightly increased to 1.1% from 1.01% in 2020/21. Further information and potential interventions will be reported to future Board meetings as appropriate.

HOMELESS APPLICANTS

16.1 In 2021/22 a total of 96 statutory homeless applicants were housed. Of these 54 (56%) were housed in the Stornoway area in line with their expressed preference. This is 36% of lets in Stornoway against a target quota of 50%. This quota is to be reviewed annually and it is proposed that it continue at 50% except for 2 apt properties in Stornoway where the Board agreed to increase this to a target of 25 per annum for 2021/22. Of all allocations made throughout the Outer Hebrides, 38% were made to statutory homeless applicants.

16.2 A report was submitted to Board on 19 May 2021 which recommended the Board agreed the:

(a) allocation of up to 25 (2 apt) vacancies per annum to Statutory Homeless applicants in the Stornoway area for an initial 12 month period;

(b) impact of the increased allocation was reviewed after 12 months; and

(c) the increased allocation was on the basis that the Comhairle committed to establishing a cohesive preventive and housing support strategy in line with their housing development strategy, within the 12 month period.

16.3 The Comhairle's Housing Team have been asked to provide an update on these issues and their response is detailed in the following paragraphs. They advise that the backlog of Statutory Homeless applicants awaiting an offer of permanent accommodation has reduced by 20% in 2021/22.

16.4 There are 79 Statutory Homeless applicants waiting for a permanent offer of housing as at 31 March 2022. There were 99 Statutory Homeless applicants on the Priority Homeless list on 31 March 2021.

16.5 The table below shows the Statutory Homeless (SH) 2 apt allocations made in Stornoway from 2018/19 to 20 May 2022.

	2018/19	2019/20	2020/21	2021/22	1.4.22 – 20.5.22
Statutory Homeless waiting for offer 1 April each year	42	40	36	31	30
SH added in year	28	35	30	33	36
SH resolved by other means	10	18	17	14	14
Total number of SH in year requiring an offer	60	58	50	50	52
SH allocated	20	22	19	21	25
2 apt properties void in year	38	40	28	51	4

16.6 To reduce the backlog further, the Comhairle have requested that the target of at least 25 allocations be extended for a further year to continue progress.

Prevention Strategy

16.7 The Comhairle is awaiting the publication of the Scottish Government's report, due in September, on the Consultation on Prevention of Homelessness Duties. As it is anticipated that legislative changes will be forthcoming subsequent to this report, it was considered prudent to wait for the implementation of these changes before developing a prevention strategy.

Support Strategy

16.8 The Comhairle have advised that they have no plans to develop a distinct support strategy. They state that all aspects of support are covered within the Rapid Rehousing Transition Plan. The Comhairle assess all applicants for their support needs and are now providing a Housing First service to six of HHP's tenants. These tenancies are being successfully sustained. A further five statutory homeless applicants are currently waiting for a Housing First tenancy and are being supported in preparing for this. The Comhairle is also working in partnership with HHP to offer support to tenants, when required, to address their arrears.

Housing Development Strategy

16.9 Since 2017 the Comhairle has had a strategic approach towards affordable Housing provision that favours developments in rural areas. This is set out in the Local Housing Strategy 2017-2022 (LHS) as an aspirational target to see 55% of all new developments take place in the Rural Housing Market Area and 45% in the Stornoway Housing Market Area. The Stornoway HMA consists of Stornoway and outskirts, plus the Point District and most of the Broadbay District, apart from Tolsta.

16.10 The Comhairle has recently started work on its next LHS, which will cover the period 2023-2028. The new LHS is due to be completed by summer 2023. A key part of the development of the LHS will be consideration of the Affordable Housing Strategy and where new housing should be located. This issue will be considered by the Comhairle, and the local Housing Market Partnership (of which HHP is a member), during 2022.

QUOTAS FOR ALLOCATING HOUSES

17.1 Within the Stornoway area it is proposed that houses will continue to be allocated on a one to one ratio between homeless applicants and waiting list applicants.

17.2 In terms of new build properties allocations a one-to-one ratio of allocations being made to Priority Homeless applicants may not always be achieved.

17.3 The quota for waiting applicants is 35% and for transfer applicants in the Stornoway area is 15%.

CONCLUSION

18.1 The information in this report allows trends and changes in demand and supply to be tracked.

18.2 There are some key points to note. The supply of vacancies is primarily of 1 and 2 bedrooms which relates well to the fact that 54% of the waiting list is single people. In 2013/14 the waiting list for single people was made up of 51%.

18.3 The percentage of lets made by ethnic group is in line with the composition of the waiting list although the numbers are small.

18.4 Demand figure has increased a bit this year and not able to ascertain at this time whether this will remain the trend. On a simplistic level there are 515 applicants on the waiting list excluding transfer applicants. This figure includes suspended and deferred applications. If deferred and suspended applicants are excluded the figure is 424. When this is compared to the supply of housing at an average of approximately 200 per annum the level of demand per vacancy is not high. This position is consistent with previous years and is an important issue to note in business terms.

18.5 There is continuing concern that we are increasing supply through the Development programme while demand is static or shrinking. Discussions are ongoing with the Comhairle and Community Planning Partnership as to how these trends can be addressed through the Local Housing Strategy development process.

hebridean housing partnership

Making our house your home

ITEM NO 6.6

NATIONAL GAELIC LANGUAGE PLAN CONSULTATION

Board 29 June 2022

Report by Chief Executive

Purpose of Report

1.1 The purpose of this report is to seek the Board's view on responding to the National Gaelic Language Plan Consultation.

Summary

2.1 A public consultation under Section 2 of the Gaelic Language (Scotland) Act 2005 introduces the draft of the fourth National Gaelic Language Plan for consideration and comment.

2.2 The draft plan is available on Bòrd na Gàidhlig website and is attached at Appendix 1.

2.3 The consultation runs from 27 April 2022 to 26 July 2022.

2.4 It is proposed that we respond to the consultation indicating we will develop measures within our organisation to support the National Gaelic Language Plan.

2.5 A further 2 consultations have been received from Scottish Fire and Rescue Service and Alex Rowley, MSP. Further details on these can be found in the Information Bulletin.

Competence

3.1 There are no financial or legal constraints arising from the recommendation to this report being implemented.

Recommendations

4.1 **It is recommended that the Board agree that we respond to the National Gaelic Language Plan Consultation indicating we will develop measures to support the National Gaelic Language Plan within our available resources and/or relevant grant funding.**

APPENDIX1:	Draft National Gaelic Language Plan 2023-2028	
Background Papers:	None	
Writer of Report:	Dena Macleod	Tel: 0300 123 0773

DREACHD PLANA NÀISEANTA NA GÀIDHLIG

2023-28

DRAFT NATIONAL GAELIC LANGUAGE PLAN 2023-28

DREACHD PLANA NÀISEANTA NA GÀIDHLIG

2023-28

DRAFT NATIONAL GAELIC LANGUAGE PLAN 2023-28

FIOSRACHADH MUN CHO-CHOMHAIRLEACHADH

Tha an co-chomhairleachadh poblach seo fo Earrann 2 de Achd na Gàidhlig (Alba) 2005 (an Achd) a' foillseachadh an dreachd den cheathramh Plana Nàiseanta na Gàidhlig airson beachdachadh air agus beachdan a thoirt seachad.

Thathar a' cur fàilte air freagairtean. Thèid beachdachadh orra uile agus fiosraichidh iad an ath eagran den Phlana a thèid a chur gu Ministearan na h-Alba airson an aonta.

Bho 27 Giblean 2022, tha an dreachd de Phlana Nàiseanta na Gàidhlig airson 2023-2028 air fhoillseachadh air làrach-lìn Bhòrd na Gàidhlig aig www.gaidhlig.scot/gd

Thèid tachartasan co-chomhairleachaidh a chumail air feadh Alba, agus air-loidhne, far am faighear cothrom freagairtean agus beachdan a thogail. Gheibhear tuilleadh fiosrachadh mu na tachartasan aig www.facebook.com/PlanaGaidhlig

Thathar a' cur fàilte air freagairtean bho dhaoine no buidhnean, no buidhnean ad hoc de dhaoine no buidhnean.

Bu chòir freagairtean a chur sa chiad dol a-mach gu:

www.smartsurvey.co.uk/s/PlanaGaidhlig

no air post-dealain:
plana@astarmedia.scot;

no ann an litir:

Plana Nàiseanta na Gàidhlig 2023-2028
Astar Media
56 Rathad Shìophoirt
Steòrnabhagh
HS1 2SD

THIG AN CO-CHOMHAIRLEACHADH GU CEANN AIG 5F AIR 26 IUCHAIR 2022.

INTRODUCTION TO THE CONSULTATION

This public consultation under Section 2 of the Gaelic Language (Scotland) Act 2005 (the Act) introduces the draft of the fourth National Gaelic Language Plan for consideration and comment.

Responses are invited, all will be considered, and these will inform the next iteration of the Plan which will be submitted to the Scottish Ministers for their approval.

As of 27th April 2022, the draft National Gaelic Language Plan 2023-2028 has been made available on the Bòrd na Gàidhlig website at www.gaidhlig.scot/en

Consultation events will be held across Scotland, and online, for the public to offer their feedback. Find out more about the schedule of events at www.facebook.com/PlanaGaidhlig

Responses are welcome from individuals or organisations or ad hoc groupings of either are invited.

We encourage responses to be made in the first instance through:
www.smartsurvey.co.uk/s/PlanaGaidhlig

or by email:
plana@astarmedia.scot;

or by letter;

National Gaelic Language Plan 2023-2028
Astar Media
56 Seaforth Road
Stornoway
HS1 2SD

THE CONSULTATION PERIOD WILL CLOSE AT 5PM ON 26TH JULY 2022.

CLÀR-INNSE / CONTENTS

AN LÈIRSINN AIRSON 2023-2028

Tha a' Ghàidhlig mar phàirt de dhualchas na h-Alba agus buinidh i ris a h-uile duine. Tha i mar-thà a' beartachadh beatha làitheil muinntir na h-Alba agus dhaoine nas fhaide air falbh. Tha i a' cruthachadh bhuannachdan, an dà chuid sòisealta agus eaconamach, agus a' cur ri sunnd airson luchd-cleachdaidh, luchd-ionnsachaidh agus luchd-taic, air feadh na h-Alba agus gu h-eadar-nàiseanta. Thathar an dùil gun tèid na buannachdan uile seo a leudachadh tron Phlana seo agus gun urrainn do bharrachd dhaoine a dhol an sàs leis a' chànan. Tha na tha an dàn dhan chànan san àm ri teachd an eisimeil daoine a bhith dealasach dhan Ghàidhlig agus a bhith comasach air a cleachdadh.

Togaidh am Plana seo air soirbheachas nam Planaichean a bh' ann roimhe agus cuiridh e aghaidh cuideachd air na dùbhlain a bh' ann bho chionn ghoirid agus ann an eachdraidh na Gàidhlig. Bidh soirbheas a' Phlana a rèir na h-ìre de dhealas, co-obrachadh, tasgadh agus de ghnìomhachd a thèid a choileanadh.

THE VISION FOR 2023-2028

Gaelic is part of the heritage of Scotland and belongs to everyone. It already enriches the daily lives of the people of Scotland and beyond. It creates benefits, both social and economic, and increases wellbeing for Gaelic users, learners and supporters, across Scotland and internationally. It is envisaged that through this Plan, all these benefits will be increased and more people can engage with the language. The future of the language depends on people committing to and being able to use Gaelic.

This Plan will build on the successes of previous Plans and also address the challenges of recent times and Gaelic's history. The Plan will be as successful as the commitment, collaboration, investment and action achieved.

PLANA NÀISEANTA NA GÀIDHLIG 2023-28

Cuiridh an sgrìobhainn ri mothachadh air a' Ghàidhlig agus tha i cuideachd a' coileanadh riatanas ann an Achd na Gàidhlig 2005. Is e fòcas a' Phlana Nàiseanta a bhith a' lìbhrigeadh feumalachdan agus prìomhachasan na Gàidhlig, a luchd-labhairt, a luchd-ionnsachaidh agus nan daoine aig a bheil ùidh innte.

Tha am plana mar bhunait dhan àrd-amas aig Riaghaltas na h-Alba àrdachadh fhaicinn ann an àireamh nan daoine a tha a' bruidhinn, ag ionnsachadh agus a' cleachdadh na Gàidhlig ann an Alba.

Tha e a' mìneachadh prìomh raointean leasachaidh agus nan co-theacsan aca. Ma tha am Plana gu bhith èifeachdach, feumaidh luchd-ùidh ann an raon farsaing de dh'ùghdarrasan, buidhnean, coimhearsnachdan, agus daoine fa leth ceuman a ghabhail gus an cànan a leasachadh agus a bhrosnachadh.

Tha an dreach cho-chomhairleachaidh, aig an ìre seo air a structaradh timcheall air Amasan, Raointean Obrach agus Gnìomhan. Mar sin:

- bhiodh ionnsachadh na Gàidhlig na amas
- bhiodh foghlam tro mheadhan na Gàidhlig na raon obrach
- agus bhiodh toirt seachad ghoireasan do luchd-teagaisg na gnìomh.

Tha ceist sa cho-chomhairle seo a' coimhead air amasan, raointean obrach agus gnìomhan agus a' faighneachd a bheil iad iomchaidh. Chuirear fàilte air beachdan air seo.

'S e seo an ceathramh Plana Nàiseanta bho chaidh Plana Nàiseanta na Gàidhlig aontachadh ann an 2005. Tha gach Plana a' togail air adhartas a rinneadh sna planaichean mu dheireadh agus tha e air a sgrìobhadh gu sònraichte airson an t-suidheachaidh làithreach.

Chaidh farsaingeachd de chòmhraidhean agus co-chomhairlean a chumail mar-thà ann an deasachadh a' phlana seo. Bha seo a' gabhail a-steach buidhnean fòcais, ceisteachain agus tha na toraidhean bhuapa air buaidh a thoirt air cumadh a' Phlana seo gu h-ìosal.

NATIONAL GAELIC LANGUAGE PLAN 2023-28

This document will draw attention to the Gaelic language and fulfils a requirement of the 2005 Gaelic Act. The focus of the National Plan is to deliver the needs and priorities of the Gaelic language, its speakers, learners, and those interested in it.

The Plan underpins the Scottish Government's ambition to see an increase in the numbers of people speaking, learning, and using Gaelic in Scotland.

It sets out the priority areas for development and their contexts. For the Plan to be effective, it requires stakeholders across a wide range of authorities, organisations, communities and individuals to take steps to develop and promote the language.

This consultation draft, at this stage, is structured around Aims, Areas of Activity and Actions. So:

- the learning of Gaelic would be an aim
- Gaelic medium education would be an area of activity
- and the provision of resources for teachers would be an action.

A question in this consultation refers to aims, areas of activity and actions and whether they are appropriate. Views will be welcome on this.

This will be the fourth National Plan since the Gaelic Language (Scotland) Act was passed in 2005. Each consecutive Plan builds on previous progress and is tailored to its circumstances.

In preparing this draft, a wide range of conversations and consultations have already taken place. These included meetings, focus groups and questionnaires and the outputs of these shape the Plan set out below.

CÒ DHA A THA AM PLANA SEO?

Tha am Plana dhan a h-uile duine aig a bheil ùidh sa Ghàidhlig agus e a' mìneachadh nam prìomhachasan a tha a dhìth gus dèanamh cinnteach gum bi a' Ghàidhlig nas treasa ann an Alba san àm ri teachd, agus tha e na bhunait airson co-aonta agus obair com-pàirteachais. Tha am Plana Nàiseanta a' toirt dhuinn àrd-phrìomhachasan airson gnìomh agus airson tasgadh. Tha e a' cur air adhart nan slighean airson leasachadh agus adhartachadh a' chànain.

Tha e airson buidhnean aig a bheil poileasaidhean is prògraman a tha a' gabhail a-steach na Gàidhlig bho bhuidhnean nàiseanta gu buidhnean coimhearsnachd, agus tha e a' toirt seachad prìomhachasan ris an urrainn dhaibh taic a chumail.

Tha e cuideachd airson nam buidhnean is ùghdarrasan sa h-uile àite a tha a' frithealadh coimhearsnachdan eadar-mheasgte na h-Alba agus aig a bheil planaichean Gàidhlig no a tha a' deasachadh plana Gàidhlig aig an àm seo. Tha Planaichean Gàidhlig air an deasachadh le Ùghdarrasan Poblach agus tha iad a' mìneachadh na nì a' bhuidheann sin gus dèanamh cinnteach gu bheil a' Ghàidhlig air a brosnachadh taobh a-staigh na buidhne aca, agus leis a' bhuidhinn aca, agus dè na seirbheisean a bhios iad a' toirt seachd tron Ghàidhlig. Tha seo gu sònraichte fìor airson buidhnean aig a bheil dleastanasan a thaobh a bhith a' dèanamh obair leasachaidh anns na h-eileanan agus sgìrean dùthchail anns a bheil coimhearsnachdan Gàidhlig.

Àrd-amasan airson 2028

Tha na leanas nan àrd-amasan a tha an eisimeil a h-uile buidheann agus coimhearsnachd air feadh na h-Alba a bhith a' gabhail ri amasan a' Phlana Nàiseanta. Bidh seo a' gabhail a steach a bhith a' cleachdadh maoineachadh a th' ann mar-thà ann an dòigh nas soirbheachaile gus taic a chumail dhan Ghàidhlig, gus goireasan ùra a thoirt seachad gus cothroman ùra a chruthachadh agus gus atharrachadh mòr a thoirt san fharsaingeachd air an dòigh sa bheil sinn uile a' smaoineachadh mun Ghàidhlig.

Cuir ris an àireamh de cho-ionadan ionadail is didseatach air feadh na h-Alba a tha a' faighinn taic gus an tèid a' Ghàidhlig a chleachdadh gu cunbhalach bho 27[1] ann an 2021 gu 50.

Tha e comasach dhan a h-uile duine cothrom fhaighinn air, agus tlachd fhaighinn à, ealainean is cultar na Gàidhlig gu pearsanta agus air-loidhne

[1] Oifigearan Gàidhlig (gun a bhith a' gabhail a-steach oifigearan Iomairtean aig Comunn na Gàidhlig, Comann nam Pàrant agus CALA)

WHO IS THIS PLAN FOR?

The Plan is for all who have an interest in Gaelic as it sets out the priorities needed to ensure a stronger future for Gaelic in Scotland and provides the basis for consensus and partnership working. The National Plan provides over-arching priorities for action and investment. It sets out the routes for developing and progressing the language.

It is for organisations that have policies and programmes that include Gaelic, from national bodies to community groups, and provides priorities which they can support.

It is also for those bodies and authorities everywhere who serve Scotland's varying communities and have Gaelic language plans or are in the process of preparing one. Gaelic plans are prepared by public authorities and set out what that body will do to ensure that Gaelic is promoted within and by their organisation and their services offered through the medium of Gaelic. This is particularly so for those bodies which have roles in developing the islands and rural areas with communities of Gaelic speakers.

Ambitions for 2028

The following are ambitions which are dependent on all organisations and communities across Scotland committing to the objectives in the National Plan. This will entail using existing funding more successfully to support Gaelic, the provision of new resources to develop new opportunities and overall a significant change in the way we all think about Gaelic.

Increase the number of local and digital hubs across Scotland which are supported so that Gaelic is used regularly from 27[1] in 2021 to 50.

Everybody in Scotland is able to access and enjoy Gaelic arts and culture in person and online

[1] Gaelic officers (excluding Comann na Gàidhlig Iomairtean, Comann nam Pàrant and CALA officers)

Ruigidh na meadhanan Gàidhlig millean duine gach seachdain agus cumaidh e taic ri suas ri 250,000 luchd-labhairt ùra na Gàidhlig[2]

Tha an fharsaingeachd de sheirbheisean a bheir ùghdarrasan poblach seachad tron Ghàidhlig air leudachadh gu mòr.

Tha a' Ghàidhlig air a h-àbhaisteachadh san dachaigh, gu sòisealta agus san àite-obrach air feadh na dùthcha.

Bidh sgoilearan bun-sgoile ann an Alba air tlachd agus buannachdan fhaighinn bho bhith a' gabhail pàirt sa Ghàidhlig tron iomairt 1+2

Tha còrr is 500,000 daoine fhathast an sàs ann a bhith ag ionnsachadh na Gàidhlig

Targaidean airson 2028

Tha na leanas nan leasachaidhean a ghabhas a thomhas agus a bu chòir lìbhrigeadh taobh a-staigh beatha a' Phlana seo:

100 buidhnean poblach an sàs ann an deasachadh agus buileachadh nam planaichean Gàidhlig aca

Nì Ùghdarrasan Ionadail cinnteach gu bheil fàs gach bliadhna ann am foghlam tro mheadhan na Gàidhlig (FtG) aig ìrean tràth-bhliadhna, na bun-sgoile agus na h-àrd-sgoile; agus ann am Foghlam Luchd-ionnsachaidh (FLI)[4]

Àrdaich an àireamh de sgoiltean FtG fa leth, bhon àireamh làithreach gu 16 - tro cho-obrachadh agus tasgadh eadar calpa nan Ùghdarrasan Ionadail agus Riaghaltas na h-Alba agus co-obrachadh le Sgeama nan Tabhartasan Sònraichte

Nì Ùghdarrasan Ionadail agus buidhnean Foghlaim cinnteach gu bheil tairgse curraicealaim FtG sna Tràth-bhliadhnaichean agus aig ìre na bun-sgoile is na h-àrd-sgoile le gu leòr taic ri susbaint chultarach.

Nì Ùghdarrasan Ionadail cinnteach gum bi tairgse curraicealaim leasaichte is leudaichte ann airson Foghlam Coitcheann Farsaing agus airson na h-Ìre as Àirde, le planadh leasachaidh bliadhnail agus aithisg inbhean agus càileachd bhliadhnail.

[2] MG ALBA Lèirsinn 2022-27
[3] Planaichean Gàidhlig
[4] Dàta mu Fhoghlam Gàidhlig

Gaelic media will reach 1 million people a week and support up to 250,000 new users of Gaelic[2]

The range of services provided by public authorities through the medium of Gaelic has increased substantially

Gaelic is normalised as a language in the home, socially and in the workplace across the country

Primary pupils across Scotland will have enjoyed and benefited from engaging with Gaelic through the 1 + 2 initiative

Over 500,000 people continue to be engaged in learning Gaelic

Targets for 2028

The following are measurable improvements that should be delivered within the lifetime of this Plan:

100 public bodies engaged in developing and implementing their Gaelic language plans[3]

Local Authorities will ensure year-on-year growth in Gaelic medium education (GME) at early-years, primary and secondary levels; and in Gaelic learner education (GLE)[4]

Increase the number of stand-alone GM schools from the current level to 16 – through collaboration and investment between LA and SG capital and Scheme of Specific Grants collaboration

Local Authorities with Education bodies ensure that Early Years, Primary and Secondary have GM curriculum offers with appropriate cultural content support

Local Authorities will ensure an expanded and developed GM curriculum offer for Broad General Education and the Senior Phase, with annual improvement planning and standards and quality report

[2] MG ALBA Lèirsinn 2022-27
[3] Gaelic Language Plans
[4] Gaelic Education Data

Amasan

Tha dà prìomh Amas anns a' Phlana:

1. Cuir ri cleachdadh na Gàidhlig
2. Cuir ri ionnsachadh na Gàidhlig

Tha na clàran gu h-ìosal a' mìneachadh mar a thèid an dà amas seo a thoirt air adhart, a' sònrachadh nan raointean obrach agus grunn ghnìomhan airson gach raoin.

Aims

There are two main Aims in the Plan:

1. Increase the use of Gaelic
2. Increase the learning of Gaelic

The tables below set out how these two aims will be progressed, specifying the areas of activity and a number of actions for each area.

CUIR RI CLEACHDADH NA GÀIDHLIG

INCREASE THE USE OF GAELIC

Raon Obrach Area of Activity	Gnìomhan Actions
Coimhearsnachdan Leudachadh ann an taic do luchd-cleachdaidh agus luchd-ionnsachaidh na Gàidhlig anns na coimhearsnachdan aca agus anns na lìonraidhean anns a bheil iad; ag aithneachadh nan trì prìomh sheòrsaichean coimhearsnachd - eileanan agus dùthchail; bailtean is cathair-bhailtean; agus air-loidhne. **Communities** Support for all Gaelic users and learners in their communities and in the networks in which they operate is increased; recognising the three main types of community – island and rural; towns and cities; and online.	**Lìonraidhean coimhearsnachd** bidh iad fhathast nam prìomhachas le brosnachadh na Gàidhlig mar phrìomh phàirt den obair aca Community networks will continue to be prioritised with the promotion of Gaelic a central part of their activity
	Thèid barrachd taic a thoirt do lìonra de **dh'Oifigearan Gàidhlig** gus prògraman ionadail a chruthachadh airson gach aois Support for network of Gaelic Officers to develop local programmes for all ages is increased
	Thèid faotainneachd agus brosnachadh tachartasan agus gnìomhachdan **do dh'òigridh** a mheudachadh The availability and promotion of Gaelic events and activities for young people will be increased
	Bidh fòcas air **coimhearsnachdan air-loidhne** agus na cothroman Gàidhlig a chleachdadh sa cho-theacsa seo There will be a focus on on-line communities and the opportunities to use Gaelic in this context
	Thèid taic a thoirt do **dh'Urrasan Coimhearsnachd agus buidhnean** san treas-roinn mar thoradh air an obair chudromaich aca gus cleachdadh na Gàidhlig a bhrosnachadh Community trusts and third-sector organisations will be supported to appreciate their important role in promoting the use of Gaelic
	Togaidh coimhearsnachdan a tha ag obair le **com-pàirteachasan san roinn phoblaich / phrìobhaidich** ìomhaigh agus cruthaichidh iad cothroman dhan Ghàidhlig gus am bi an cànan air a neartachadh le leasachaidhean. Communities who are working with public / private sector partnerships will raise the profile and opportunities for Gaelic so that the language is strengthened by developments.

Raon Obrach Area of Activity	Gnìomhan Actions
Dachaigh Cothroman Gàidhlig a chleachdadh san dachaigh tro iomadh meadhan - an dà chuid goireasan didseatach agus fiosaigeach. **Home** Opportunities to use Gaelic at home through various media - both digital and physical resources.	Cùm taic ri fàs anns an **t-susbaint dhidseatach** air am faigh daoine cothrom tro na meadhanan Support growth in **digital content** available for people to access through media
	Bidh barrachd **leabhraichean Gàidhlig agus goireasan eile** rim faighinn agus thèid am brosnachadh More **Gaelic books and other resources** will be available and promoted
	Thèid iomairtean a chruthachadh gus taic a thoirt do dhaoine fa leth agus do theaghlaichean gus an susbaint fhèin **a chruthachadh agus a chleachdadh** Initiatives to support individuals and families to **create and use** their own content will be developed
	Brosnaich gun tèid tionndaidhean Gàidhlig de **theicneòlasan san dachaigh** a chruthachadh Promote that Gaelic versions of **technologies in the home** are developed
	Cuir ri aithne agus taic ri ceuman a bhrosnaicheas cleachdadh na **Gàidhlig ann an dachaighean.** Increase recognition of and support for the measures that promote the use of Gaelic in homes.

Meadhanan, ealainean, cultar agus dualchas Toraidhean nam meadhanan is nan ealainean Gàidhlig, a' cruthachadh chothroman airson cur an cèill, sgilean, ruigsinneachd, com-pàirteachadh agus cruthachalachd. **Media, arts, culture, and heritage** Gaelic media and arts output, creating opportunities for expression, skills, access, participation and creativity.	Tha na meadhanan a' ruith tro lìbhrigeadh a' Phlana air fad - **san dachaigh, sa choimhearsnachd, san eaconamaidh agus ann an ionnsachadh** - gu sònraichte tro bhith a' cur an gnìomh Lèirsinn 2022-2027 aig MG ALBA Media will run throughout delivering the Plan - **in the home, in the community, in the economy and in learning** – primarily through implementation of the MG ALBA Lèirsinn 2022-2027
	Thèid cuideam a chur air gnothaichean **sna meadhanan** a tha a' tarraingeach do dh'òigridh Emphasis will be placed on **media** activities appealing to young people
	Thèid taic is brosnachadh a thoirt do **bhuidhnean ealain**, agus do ghnìomhachdan agus fèisean ealain gus Gàidhlig a bhith mar phàirt den obair aca More **arts organisations**, activities and festivals encouraged and supported to include Gaelic
	Barrachd taic bho bhuidhnean poblach do **bhuidhnean ealain Gàidhlig** gus cothroman, ruigsinneachd, sgilean, is com-pàirteachadh a chruthachadh Increase support from public bodies for **Gaelic arts bodies** to create opportunities, access, skills, participation
	Leudaich solar **foillseachaidh Gàidhlig** le cothrom agus brosnachadh do sgrìobhadairean agus luchd-cruthachaidh eile. Expand **Gaelic publishing** provision of opportunity and encouragement to writers and other creators.

Raon Obrach Area of Activity	Gnìomhan Actions
Gnìomhachas agus an eaconamaidh A' cleachdadh na Gàidhlig ann an gnìomhachasan agus iomairtean sòisealta; agus Gàidhlig mar stòras eaconamach ann an Alba. **Business and the economy** Using Gaelic in businesses and social enterprises; and Gaelic as an economic asset in Scotland.	Taic do ghnìomhachasan gus **cleachdadh na Gàidhlig a mheudachadh ann an seirbheisean agus bathar** a bharrachd air san àite-obrach, agus airson leudachadh ann an seirbheisean agus toraidhean Support for businesses to increase the **use of Gaelic in services and products** as well as in the workplace, and for expansion of services and products
	Leudaich an rannsachadh mun **bhuaidh eaconamaich** aig a' Ghàidhlig ann an Alba Extend research on the already established **economic impact of Gaelic** in Scotland
	Sgilean **tionnsgalachd agus ceannais** ann an gnìomhachas gu bhith air an togail tron Ghàidhlig **Entrepreneurial and leadership skills** in business to be developed in GM
	Leudaich margaidh obrach na Gàidhlig tro bhith a' brosnachadh dhreuchdan a tha a' cur luach air **sgilean Gàidhlig, preantasachdan, leasachadh sgilean agus prògraman trèanaidh** agus neartaich slighean obrach agus planadh leantainneachd airson dreuchdan far a bheil Gàidhlig air a meas riatanach no na buannachd Expand the Gaelic labour market through promoting careers which value **Gaelic skills, apprenticeships, skill development and training programmes** and strengthen career routes and succession planning for careers where Gaelic is deemed essential or desirable
	Nì an roinn phoblach, ag obair ann an com-pàirteachas leis an roinn phrìobhaideach, cinnteach gum bi tasgadh ann an **cumhachd ath-nuadhachail, atharrachadh clìomaid agus leasachaidhean co-cheangailte riutha** buannachdail do choimhearsnachdan agus dhan Ghàidhlig. The public sector, working in partnership with the private sector, will ensure that **renewables, climate change investment and related developments** should deliver for communities and for Gaelic.

Ùghdarrasan Poblach Taic aig ùghdarrasan poblach dhan Ghàidhlig agus aithne air cho cudromach 's a tha ceuman sòisealta agus eaconomach nas fharsainge dhan Ghàidhlig. **Public authorities** Public authority support for Gaelic and recognition of the importance of wider social and economic measures for Gaelic.	Faigh buaidh nas motha bho **Phlanaichean Gàidhlig**, a thaobh an raoin de dh'ùghdarrasan, agus lìbhrigeadh, brosnachadh agus ìre cleachdaidh nan seirbheisean a bheirear seachad anns na coimhearsnachdan air leth aca, agus air an èifeachdas aca Build even greater impact from Gaelic Language Plans, the range of authorities, the provision, promotion and uptake of the services offered in their individual communities and their effectiveness
	Bheir Riaghaltas na h-Alba **Bile nan Cànan Albannach** air adhart leis a' Ghàidhlig aig a chridhe SG will take forward a Scottish Languages Bill with provision for Gaelic at its core
	Beachdaichidh Riaghaltas na h-Alba air **Gàidhealtachd a chruthachadh** SG will explore the creation of a Gàidhealtachd
	Dèan cinnteach gu bheil Gàidhlig mar phàirt de, agus na prìomhachas, ann gnìomhan bho **Achd nan Eilean** Ensure Gaelic is included and prioritised in activity resulting from the Islands Act
	Nì Riaghaltas na h-Alba ath-sgrùdadh air gnìomhan agus structaran **Bhòrd na Gàidhlig** SG takes forward its commit to review the functions and structures of Bòrd na Gàidhlig
	Cuir ri momentum le iomairt **Adhartas nas Luaithe** agus stuthan-obrach Co-chruinneachadh na Gàidhealtachd agus nan Eilean Enhance momentum with the Faster Rate of Progress initiative and Convention of the Highlands and Islands workstreams
	Cuir ris a' cho-òrdanachadh eadar na pròiseactan uile a tha a' neartachadh agus a' glèidheadh beothalachd **cànanach na Gàidhlig**. Increase the co-ordination with all the projects which enrich and retain the vitality of the Gaelic language.

CUIR RI IONNSACHADH NA GÀIDHLIG

INCREASE THE LEARNING OF GAELIC

Raon Obrach **Area of Activity**	**Gnìomhan** **Actions**
Dachaigh A' brosnachadh gach nì is ceum a bhrosnaicheas ionnsachadh na Gàidhlig airson daoine òga is teaghlaichean san dachaigh. **Home** Promotion of all influences and measures that encourage Gaelic language learning for young people and families in the home.	Dèan cinnteach gu bheil goireasan didseatach gus **ionnsachadh de dheagh chàileachd** a thoirt seachad san dachaigh rim faighinn sa Ghàidhlig Ensure that the role of digital in delivering **quality learning in the home** is available for Gaelic
	A' stèidheachadh agus a' brosnachadh ionadan **Tràth-bhliadhnaichean FtG**, solar 0-3 agus iomairtean co-cheangailte Establishing and promoting **GME Early years** centres, 0-3 provision and related initiatives
	Ùghdarrasan Ionadail le taic bho bhuidhnean phàrantan nàiseanta is ionadail a' dèanamh cinnteach gu bheil a' Ghàidhlig **ga brosnachadh gu gnìomhach** agus gu bheilear a' toirt taic do **bharrachd theaghlaichean** gus Gàidhlig ionnsachadh san dachaigh Local Authorities with the support of national and local parent organisations ensure that GME is actively **promoted** and that **more families** are supported in learning Gaelic at home
	Tha iomairtean agus pròiseactan a tha a' brosnachadh agus a' cumail taic ri luchd-ionnsachaidh airson **pàrantan FtG** air an leudachadh gach bliadhna, a' toirt comas do bharrachd phàrantan agus luchd-cùraim gus an cànan a chleachdadh gu misneachail san dachaigh Initiatives and projects that encourage and support Gaelic learning for GME parents are extended annually, enabling more parents and carers to use the language confidently at home
	Bùird NHS, buidhnean poblach eile agus pròiseactan agus buidhnean Gàidhlig gus dèanamh cinnteach gu bheil **ionnsachadh Gàidhlig** ga brosnachadh anns an dachaigh. NHS Boards, other public authorities and Gaelic projects and bodies to ensure that Gaelic learning is promoted in home life.
Sgoil Fàs ann an roinn FtG bho 3-18; ann an càileachd an t-solair agus a' dèanamh cinnteach gu bheil brosnachadh agus taic ann airson FtG agus FLI aig gach ìre. **School** Growth of the GME sector from 3-18; in quality of provision and ensuring promotion and support in place for GME and GLE at all levels.	Bidh Ùghdarrasan Ionadail agus Riaghaltas na h-Alba a' brosnachadh, a' cumail taic ri agus a' toirt fàs air **solar Tràth-bhliadhnaichean, Bun-sgoil agus Àrd-sgoil tro mheadhan na Gàidhlig** Local Authorities and SG promote, support and grow **GM Childcare and Early years, Primary and Secondary provision**
	Cumaidh ùghdarrasan ionadail taic ri, agus cuiridh iad fàs air **Gàidhlig mar nuadh-chànan** a rèir na h-iomairt 1+2 nàiseanta Local Authorities support and grow **Gaelic as a modern language** in line with the 1+2 national initiative
	Dèan cinnteach gu bheil an **tairgse dhidseatach gus an curraicealaim air-loidhne a lìbhrigeadh** a' neartachadh agus a' leudachadh FtG agus FLI ann an sgoiltean aig ìre na bun-sgoile agus na h-àrd-sgoile gach bliadhna Ensure the **digital offer for online curriculum delivery** strengthens and expands GME and GLE in schools at primary and secondary levels annually
	Cruthaich agus leudaich tairgse **curraicealaim FtG** iomchaidh airson gach cuid Foghlam Coitcheann Farsaing agus an Ìre as Àirde san àrd-sgoil Develop and extend an appropriate **GME curriculum** offer for both Broad General Education and Senior Phase in the secondary sector
	Dèan cinnteach gu bheil gu leòr **luchd-obrach agus ghoireasan** airson FtG agus FLI Ensure provision of high quality GME and GLE **staffing and resources**
	Dèan cinnteach gun tèid **gealltanasan Riaghaltas na h-Alba air FtG** a thoirt air adhart agus a lìbhrigeadh. Ensure progress and delivery of **SG commitments on GME**.

Raon Obrach Area of Activity	Gnìomhan Actions
Foghlam às dèidh na sgoile Cothroman gus Gàidhlig ionnsachadh, cothroman gus Gàidhlig ionnsachadh aig ìre Foghlam Adhartaich is Àrd-ìre agus slighean a-steach gu teagasg FtG/FLI agus gu rannsachadh. **Post-school** Opportunities to learn Gaelic, to provide Gaelic learning at Further and Higher Education level, routes into GME/GLE teaching and research.	Brosnachadh agus taic ri **SpeakGaelic** agus cothroman foghlaim eile do dh'inbhich Promotion and support for SpeakGaelic and other adult education opportunities
	Sgilean Gàidhlig gu bhith mar phàirt de, agus air am brosnachadh ann an **cothroman cosnaidh**, slighean fastaidh, trèanadh sgilean agus preantasachdan Gaelic skills included and promoted in careers opportunities, routes to employment, skills training and apprentices
	Buidhnean nàiseanta a' cumail orra a' brosnachadh **Cùrsaichean Trèanaidh Luchd-teagaisg FtG**, slighean a-steach do theagasg FtG/FLI agus taic do phroifeiseantaich National agencies continue to promote GME Initial Teacher Education, routes into GME/GLE teaching and support for professionals
	Tha raon farsaing de chothroman ionnsachaidh Gàidhlig ann an institiudan **Foghlam Adhartach/Foghlam Àrd-ìre** Availability of wide range of opportunities to pursue Gaelic learning in Further Education/Higher Education institutions
	Thèid taic a chumail ri **Rannsachadh** gus cur ri tuigse air agus èifeachdas obair leasachaidh na Gàidhlig. Research is supported to improve understanding and effectiveness of Gaelic development.

RAOINTEAN OBRACH AGUS GNÌOMHAN

AREAS OF ACTIVITY AND ACTIONS

Anns an ath earrainn den dreach plana seo, chaidh barrachd fiosrachaidh a chur ann mu na prìomh raointean gnìomh a tha air an liostadh sna clàran gu h-àrd.

Bheir seo seachad eisimpleirean de chuid de na ceuman a tha an gnìomh agus air an adhartas a rinneadh. Tha liosta ann cuideachd de cheuman a thèid a ghabhail.

Thathar an dòchas gun cuidich seo le freagairtean co-chomhairle agus gun soilleirich e na h-ath cheuman a tha a dhìth gus togail air an adhartas a rinneadh anns na beagan bhliadhnaichean mu dheireadh.

In the next section of this draft Plan more detail has been added to the principal areas of activity listed in the tables above.

This will give example of some measures that are in place and where progress has been made. It also lists actions that will be taken.

It is hoped that this will assist with consultation responses and make clear the next steps to build on the progress of recent years.

CUIR RI CLEACHDADH NA GÀIDHLIG

1. Coimhearsnachdan

Leudachadh ann an taic do luchd-cleachdaidh agus luchd-ionnsachaidh na Gàidhlig anns na coimhearsnachdan aca agus anns na lìonraidhean anns a bheil iad; ag aithneachadh nan trì prìomh sheòrsaichean coimhearsnachd - eileanan agus dùthchail; bailtean is cathair-bhailtean; agus air-loidhne.

Tha farsaingeachd de choimhearsnachdan agus lìonraidhean Gàidhlig eadar-mheasgte ann an Alba. Tha cho cudromach 's a tha iad a thaobh sunnd, a bharrachd air a' chànan, air fàs nas fhollaisiche tron ghalar lèir-sgaoilte. Anns na h-eileanan agus sgìrean dùthchail, tha mòran bhuidhnean coimhearsnachd a tha a' cur gu mòr ris a' Ghàidhlig agus ris na sgìrean ionadail aca, agus tha àrdachadh air tighinn air an àireamh de dh'oifigearan Gàidhlig agus iomairtean gus taic a thoirt dhaibh. Mar an ceudna, ann am bailtean-mòra agus cathair-bhailtean, tha fàs air a bhith anns na lìonraidhean far a bheilear a' brosnachadh agus a' lìbhrigeadh cleachdadh na Gàidhlig, ge b ' e an ann tro thachartasan ealain no cruinneachaidhean sòisealta, agus tha an t-iarrtas seo a' fàs. Ge b' e càite a bheil na co-aonadan seo stèidhichte, tha iad nam pàirt chudromach de bhith a' dèanamh cinnteach gu bheil a' Ghàidhlig ga cleachdadh barrachd. Tha an obair a nithear aig ìre na coimhearsnachd le buidhnean, mar eisimpleir, Comunn na Gàidhlig, Fèisean nan Gàidheal, An Comann Gàidhealach ro-chudromach cuideachd gus dèanamh cinnteach gu bheil cothroman de chàileachd àrd air an lìbhrigeadh gus Gàidhlig a chleachdadh.

Tha na gnìomhan gu h-ìosal ag amas air cur ri cleachdadh na Gàidhlig ann an coimhearsnachdan.

GNÌOMHAN

(1.1) Lìonraidhean coimhearsnachd bidh iad fhathast nam prìomhachas le brosnachadh na Gàidhlig mar phrìomh phàirt den obair aca

Tha lìonraidhean a' fàs nas cudromaiche mar shlighe gus cur ri cleachdadh na Gàidhlig, a' toirt daoine còmhla stèidhichte air cruinn-eòlas no air ùidh sa chumantas. Tha iomairt #cleachdi air a bhith na leasachadh fìor mhath agus thèid a brosnachadh fad is farsaing. An-dràsta tha 4 buidhnean saor-thoileach ann am bailtean-mòra agus cathair-bhailtean a tha ag obair gus co-ionadan coimhearsnachd a stèidheachadh do luchd-cleachdaidh na Gàidhlig a bharrachd air grunn ionadan a tha stèidhichte mar-thà, a tha a' leasachadh no a' meudachadh cleachdadh na Gàidhlig nan seirbheisean agus nan sanasachd. Thèid taic a thoirt seachad gus barrachd dhiubh a stèidheachadh no a leasachadh tro bheatha a' Phlana seo.

INCREASE THE USE OF GAELIC

1. Communities

Support for all Gaelic users and learners in their communities and in the networks in which they operate is increased; recognising the three main types of community – island and rural; towns and cities; and online.

There are a diverse range of Gaelic communities and networks in Scotland. Their importance for wellbeing, as well as the language, has been increasingly apparent during the pandemic. In the islands and rural areas, there are many community organisations that make a strong contribution to Gaelic and to sustaining their local areas, and there has been an increase in the number of Gaelic officers and initiatives to support them. Similarly, in towns and cities, there has been growth in the networks where Gaelic use is promoted and delivered, whether through arts events or social gatherings, and this demand is growing. Wherever these hubs are based, they form an important part of ensuring that Gaelic is increasingly used. The work delivered at community level by organisations such as Comunn na Gàidhlig, Fèisean nan Gàidheal, An Comunn Gàidhealach is also critical to ensuring that high-quality opportunities for using Gaelic are delivered.

The actions below aim to continue to increase the use of Gaelic in communities.

ACTIONS

(1.1) Community networks will continue to be prioritised with the promotion of Gaelic a central part of their activity

Networks form an increasingly important route to increase the use of Gaelic, bringing together people either on a geographical or interest basis. #Cleachdi has been a welcome development and it will continue to be promoted widely. There are currently 4 voluntary organisations in towns and cities working to establish community hubs for Gaelic users as well as a range of centres which are already in place developing or increasing the use of Gaelic in their services and promotion. More will be supported to develop or expand during the lifetime of this Plan.

(1.2) Thèid barrachd taic a thoirt do lìonra de dh'Oifigearan Gàidhlig gus prògraman ionadail a chruthachadh airson gach aois

Thathar a' cumail taic ris an raon fharsaing de dh'oifigearan Gàidhlig sa choimhearsnachd, a tha air am maoineachadh gu h-àraid le Bòrd na Gàidhlig tron lìonra phroifeiseanta a chaidh a chruthachadh bho chionn ghoirid. Gus cur ri buaidh agus èifeachdas obair nan oifigearan, thèid an taic a leudachadh agus a leasachadh cho math ri lèirmheasan de chothroman ùra, cothroman airson obair com-pàirteachais, agus leasachadh proifeiseanta is obrach leantainneach. Thèid siostam leasachaidh càileachd a chur air adhart le prìomhachasan Gàidhlig, coltach ri Dè cho math 's a tha an t-ionnsachadh Coimhearsnachd againn aig Foghlam Alba.

(1.2) Support for network of Gaelic Officers to develop local programmes for all ages is increased

The wide range of Gaelic officers in the community, funded primarily by Bòrd na Gàidhlig, are supported by the recent creation of a professional network. In order to increase the impact and effectiveness of the work of the officers, the support will be extended and developed along with reviews of new opportunities, developments for partnership working, continuing professional and career development. A quality-enhancement system focused on Gaelic language priorities, similar to Education Scotland's How Good is Our Community Learning will be promoted.

(1.3) Thèid faotainneachd agus brosnachadh tachartasan agus gnìomhachdan do dh'òigridh a mheudachadh

Tha tachartasan tarraingeach agus de dheagh chàileachd ro-chudromach gus dèanamh cinnteach gun tèid òigridh an sàs leis a' Ghàidhlig agus gun cleachd iad i ann an àrainnean nas fharsainge na dìreach an sgoil. Tha grunn bhuidhnean ann mar-thà, a' mhòr-chuid san treas-roinn, a bhios a' lìbhrigeadh tachartasan tron Ghàidhlig, mar eisimpleir, clubaichean òigridh, spòrs agus tachartasan ceòl is ealain, cho math ri iomairtean ùra, mar eisimpleir, pròiseactan geamaireachd Kilted Otter. Gus an gnìomh seo a choileanadh feumaidh àrdachadh a bhith anns an raon de ghnìomhachdan a tha air an lìbhrigeadh le buidhnean a th' ann mar-thà, fàsaidh buidhnean a tha ann mar-thà a tha a' lìbhrigeadh gnìomhachd sa Bheurla gus gnìomhachdan Gàidhlig àrd-inbhe a thoirt a-steach, agus thèid buidhnean ùra a stèidheachadh.

(1.3) The availability and promotion of Gaelic events and activities for young people will be increased

High-quality and engaging events and activities are critical to ensuring young people engage with Gaelic and use it in a wider range of spheres than just school. There is already a range of bodies, mainly third-sector, which deliver Gaelic-medium activities such as youth clubs, sports, music and arts events, as well as recent initiatives such as the Kilted Otter gaming project. To achieve this action an increase in the range of activities delivered by existing organisations will need to be in place, existing organisations which deliver activities in English will expand to incorporate high-quality Gaelic activities, and new organisations will develop.

(1.4) Cumar am fòcas seo air coimhearsnachdan air-loidhne agus na cothroman Gàidhlig a chleachdadh sa cho-theacsa seo

Mar thoradh dìreach air a' ghalar lèir-sgaoilte chruinneil, chuir iomadh neach-labhairt agus buidhnean Gàidhlig ris an làithreachd air-loidhne aca gu mòr, bho chèilidhean gus co-labhairtean is deasbadan. Tha seo air cothrom nas fheàrr a thoirt do dhaoine air cùisean agus tha e a' dol gu math le lìbhrigeadh tachartasan aghaidh ri aghaidh. Tha Lèirsinn 2022-2027 aig MG ALBA a' cur air adhart àrd-amasan gus gnìomhachd dhidseatach a leasachadh gu mòr agus seo am prìomh dhràibhear a bhios aig a' ghnìomh seo.

(1.4) The focus on on-line communities and the opportunities to use Gaelic in this context will be maintained

As a direct result of the global pandemic, many Gaelic speakers and organisation increased their online presence dramatically, ranging from cèilidhs to conferences and debates. This has facilitated greater access for many people and complements the provision of in-person activities. The MG ALBA Lèirsinn 2022-2027 sets out ambitions to develop significantly increased digital activity and will be the main driver of this action.

(1.5) Thèid taic a thoirt do dh'Urrasan Coimhearsnachd agus buidhnean san treas-roinn mar thoradh air an obair chudromaich gus cleachdadh na Gàidhlig a bhrosnachadh

Barrachd is barrachd, tha cothrom air seirbheisean agus sealbh

(1.5) Community trusts and third-sector organisations recognise their important role in promoting the use of Gaelic

Increasingly, access to services and ownership of assets air stòrasan le urrasan coimhearsnachd. Faodaidh iad seo a bhith air bunait chruinn-eòlasach, leithid Urras Oighreachd Ghabhsainn, no ann an roinn shònraichte, leithid nan ealainean no eachdraidh ionadail, no a' lìbhrigeadh sheirbheisean taic coimhearsnachd agus cothrom air gnìomhan cultarail, Ceòlas mar eisimpleir. Tha na h-urrasan seo uile freumhaichte sna coimhearsnachdan aca agus tha grunn aca a' dèanamh cinnteach mar-thà gu bheil an obair aca a' cur ri cleachdadh na Gàidhlig gu làitheil. Tro bheatha a' phlana, tha àrd-amas gun tèid an raon de sheirbheisean a thathar a' toirt seachad sa Ghàidhlig a leudachadh, agus gun tèid a' Ghàidhlig a chleachdadh nas trice.

are provided by community trusts. These can be on a geographical basis, such as Galson Estate Trust, or in a particular sector, such as the arts or local history, or delivering community support services and access to cultural activities, Ceòlas for example. All these trusts are rooted in their communities and many of them already ensure that their operations promote the use of Gaelic on a daily basis. During the life of the plan, there is an ambition to see the range of services provided in Gaelic increase and the frequency of Gaelic use grow.

(1.6) Togaidh coimhearsnachdan a tha ag obair le com-pàirteachasan san roinn phoblaich / phrìobhaidich ìomhaigh agus cruthaichidh iad cothroman dhan Ghàidhlig gus am bi an cànan air a neartachadh le leasachaidhean

Thathar a' toirt air adhart grunn leasachaidhean eaconamach cudromach ann an com-pàirteachas le buidhnean poblach leithid Iomairt na Gàidhealtachd 's nan Eilean (HIE) agus Oighreachd a' Chrùin, a barrachd air an roinn phrìobhaidich leithid SSE. Bheir gnìomhan a thaobh atharrachadh na gnàth-shìde ris a bheil buidhnean leithid NatureScot agus Coilltearachd is Fearann Alba a' toirt taic, buaidh nach beag air a' Ghàidhealtachd is na h-Eileanan. Thèid taic is brosnachadh a thoirt do cheannardan coimhearsnachd agus thèid taic a thoirt dhaibh leis na buidhnean sin gus dèanamh cinnteach gum bi prìomhachas aig a' Ghàidhlig ann an leasachaidhean, a' toirt seachad cothrom gus an cànan a neartachadh, gu sònraichte ann an sgìrean traidiseanta.

(1.6) Communities who are working with public/ private sector partnerships will raise the profile of and opportunities for Gaelic so that the language is strengthened by developments

A number of important economic developments are being taken forward in partnership with public bodies such as Highlands & Islands Enterprise (HIE) and the Crown Estate, as well as private sector such as SSE. Climate change actions supported by bodies such as NatureScot and Forestry Land Scotland will also impact significantly in the Highlands and Islands. Community leaders will be encouraged and supported by these bodies to ensure that Gaelic is prioritised in developments, offering opportunities to strengthen the language, particularly in traditional areas.

2. Dachaigh

Cothroman gus Gàidhlig a chleachdadh san dachaigh air am meudachadh an dà chuid tro ghoireasan didseatach agus fiosaigeach

Tha cleachdadh na Gàidhlig san dachaigh riatanach gus an cànan agus cultar a neartachadh, agus is urrainn grunn nithean cur ris an eileamaid chudromaich seo. Tha iad seo gu sònraichte sna meadhanan - loidhneach, didseatach agus sòisealta - cho math ri foillseachadh agus a' cruthachadh ghoireasan eile, mar eisimpleir gheamannan. Tha iad seo uile a' brosnachadh agus a' cumail taic ri cleachdadh na Gàidhlig.

2. Home

Opportunities to use Gaelic at home increased through digital and physical resources

Using Gaelic in the home is essential to strengthening the language and culture, and a range of actions can contribute to this important element. These are particularly important in media – linear, digital and social - as well as publishing and the creation of other resources such as games which all stimulate and support more use of Gaelic.

GNÌOMHAN

(2.1) Cùm taic ri fàs anns an t-susbaint dhidseatach air am faigh daoine cothrom tro na meadhanan

Is e tè de na prìomh dhòighean anns a bheil Gàidhlig ga

ACTIONS

(2.1) Support growth in digital content available for people to access through media

One of the main ways that Gaelic is used at home cleachdadh aig an taigh a bhith a' coimhead no ag èisteachd ri prògraman Gàidhlig, a' dol an sàs anns na meadhanan sòisealta agus a' cleachdadh àrd-ùrlaran air-loidhne. Gus an luchd-amhairc/èisteachd làithreach a chumail agus gus luchd-cleachdaidh ùra a tharraing, bidh feum air susbaint ùr thairis air grunn ùrlaran a th' ann mar-thà agus a tha a' tighinn am bàrr agus tha lèirsinn MG ALBA na phrìomh eileamaid de bhith a' lìbhrigeadh seo.

is through people watching or listening to Gaelic programmes, engaging with social media and using online platforms. In order to retain the existing audience and to attract new users, new content across a range of existing and emerging platforms will be required and the MG ALBA vision is a core part of how this will be achieved.

(2.2) Bidh barrachd leabhraichean Gàidhlig agus goireasan eile rim faighinn agus thèid am brosnachadh

Tha Comhairle nan Leabhraichean, Acair agus eile a' cumail orra a' cruthachadh fhoillseachaidhean ùra a tha a' toirt seachad farsaingeachd de leabhraichean litreachais, neo-fhicsein, chloinne agus, leabhraichean claisneachd - raon a tha a' sìor fhàs, a tha a' brosnachadh dhaoine a bhith a' leughadh aig an taigh agus ann an àiteachan eile. Thèid goireasan ùra a chruthachadh le maoineachadh. Thèid iomairtean tionnsgalach a bhrosnachadh gus na buannachdan a bhrosnachadh a tha an lùib a bhith a' dol an sàs san t-saoghal eadar-mheasgte a tha litreachas na Gàidhlig a' toirt do luchd-leughaidh agus luchd-èisteachd. Thèid farsaingeachd de ghoireasan a bhios a' brosnachadh agus a' furastachadh cleachdadh na Gàidhlig san dachaigh tro chluich chruthachail agus eadar-obrachadh a chruthachadh cuideachd.

(2.2) More Gaelic books and other resources will be available and promoted

Comhairle nan Leabhraichean, Acair and others continue to create new publications which provide a wide range of literary, factual, children's and increasingly audio books which encourage people to read at home and elsewhere. New materials will be developed with funding. Innovative initiatives will be encouraged to promote the benefits of engaging with the diverse world that Gaelic literature brings to readers and listeners. A range of resources which encourage and facilitate using Gaelic in the home through creative play and interaction will also be developed.

(2.3) Iomairtean gus taic a thoirt do dhaoine fa leth agus do theaghlaichean gus an susbaint fhèin a chruthachadh agus a chleachdadh

Nithear rannsachadh mu chothroman gus iomairtean làithreach a leudachadh agus gus cothroman ùra a chruthachadh gus daoine, teaghlaichean agus dachaighean a bhrosnachadh gus susbaint a chruthachadh. Thèid beachdachadh air eisimpleirean de dheagh chleachdadh bho mhion-chànanan eile gus leasachaidhean fhiosrachadh.

(2.3) Initiatives to support individuals and families to create and use their own content

Research will be undertaken into opportunities to expand successful existing initiatives and create new possibilities so as to encourage individuals, families and households to become creaters of content. Examples of good practice from other minority languages will be considered and inform developments.

(2.4) Brosnaich gun tèid tionndaidhean Gàidhlig de theicneòlasan san dachaigh a chruthachadh

Tha leasachaidhean ann am bathar-bog cainnt-gu-teacs sa Ghàidhlig a' gealltainn dòighean ùra inntinneach air cur ri cleachdadh na Gàidhlig san dachaigh agus gus dèanamh cinnteach gu bheil teicneòlas a' cumail taic ri cleachdadh na Gàidhlig. Rè beatha a' Phlana seo, leanaidh rannsachadh air leasachadh teicneòlas labhairt na Gàidhlig aig àrd ìre, ag àbhaisteachadh na Gàidhlig mar phàirt de bheatha san 21st linn agus a' leudachadh a ruigsinn gu raointean ùra.

(2.4) Promote that Gaelic versions of technologies in the home are developed

Recent developments in Gaelic speech-to-text software promise exciting new ways of increasing the use of Gaelic in the home and ensuring that technology supports using Gaelic. During the course of this Plan, research will continue to develop high-quality Gaelic speech-based technology, further normalising Gaelic as part of 21st century life and extending its reach into new domains.

(2.5) Aithne agus taic ri ceuman a bhrosnaicheas cleachdadh na Gàidhlig ann an dachaighean

Nithear rannsachadh le teaghlaichean gus tuigse nas fheàrr fhaighinn air an taic a tha a dhìth orra gus na sgilean Gàidhlig aca a chleachdadh san dachaigh. Thèid eisimpleirean aithnichte a chomharrachadh agus bithear a' brosnachadh choimhearsnachdan a dhol an sàs ann an gnìomhan le fòcas air a' Ghàidhlig aig an taigh no ann an suidheachaidhean sòisealta beaga. Thèid sgrùdadh a dhèanamh air iomairtean ann an coimhearsnachdan mion-chànanan eile agus thèid na leasanan bho seo a chur an gnìomh ann an co-theacsa na h-Alba.

(2.5) Recognition and support for the measures that promote the use of Gaelic in homes

Research will be undertaken with families to better understand what support is required to use their Gaelic skills in the home. Known examples will be highlighted and communities will be encouraged to engage in Gaelic-focused activities at home or in small social settings. Initiatives in other minority language communities will be reviewed and learning from those applied to the Scottish Gaelic context.

3. Meadhanan, Ealainean, Cultar, Dualchas

Toraidhean nam meadhanan is nan ealainean Gàidhlig, a' cruthachadh chothroman airson cur an cèill, sgilean, ruigsinneachd, com-pàirteachadh agus cruthachalachd.

Thairis air na beagan bhliadhnaichean mu dheireadh, bha deagh adhartas ann an craoladh Gàidhlig, na h-ealainean agus foillseachadh agus thug Gàidhlig buaidh fharsaing is bheartach air beatha chultarach. Tha MG ALBA agus farsaingeachd de bhuidhnean leithid Fèisean nan Gàidheal, An Comann Gàidhealach, Comhairle nan Leabhraichean, Ceòlas, Acair agus eile a' cur gu mòr ri seo, a' dèanamh cinnteach gu bheil ìomhaigh na Gàidhlig fhathast àrd aig ìre nàiseanta agus eadar-nàiseanta. Tha seo a' dèanamh cinnteach gu bheil ìre de chothroman ann airson leasachadh sgilean, airson cruthachalachd, com-pàirteachadh agus cur an cèill. Tha dualchas beairteach na Gàidhlig ann an Alba a' faighinn taic an dà chuid aig ìre coimhearsnachd agus nàiseanta le buidhnean mar am Fòram Dualchais agus le buidhnean is ùghdarrasan nas motha. Tha na roinnean seo a' cur ri ìomhaigh na h-Alba mar dhùthaich eadar-mheasgte agus tharraingeach, le Gàidhlig na pàirt chudromach den dearbh-aithne sin, agus tha iad a' cur gu mòr ris an eaconamaidh.

GNÌOMHAN

(3.1) Tha na meadhanan a' ruith tro lìbhrigeadh a' Phlana air fad - san dachaigh, sa choimhearsnachd, san eaconamaidh agus ann an ionnsachadh - gu sònraichte tro bhith a' cur an gnìomh Lèirsinn 2022-2027 aig MG ALBA

Tha Lèirsinn 2022-27 a chaidh fhoillseachadh bho chionn ghoirid a' mìneachadh àrd-amasan MG ALBA airson nam meadhanan Gàidhlig agus an àite a bhios aca ann an sin. Tha e a' gabhail a-steach a bhith a' cruthachadh agus a sgaoileadh susbaint, trèanadh is fastadh, co-obrachadh taobh a-staigh agus thar

3. Media, Arts, Culture, Heritage

Gaelic media and arts output, creating opportunities for expression, skills, access, participation and creativity.

Over recent years there has been good progress in Gaelic broadcasting, arts and publishing and Gaelic has had a wide and rich impact on cultural life. In this there is a leading contribution from MG ALBA and a range of bodies such as Fèisean nan Gàidheal, An Comann Gàidhealach, Comhairle nan Leabhraichean, Ceòlas, Acair and others ensure that the profile of Gaelic remains high both at a national level and on an international level. This ensures a level of opportunities for skills development, for creativity, participation and expression. The rich heritage of Gaelic in Scotland is supported both at community level and national level by groups such as the Heritage Forum and by larger bodies and authorities. These sectors enhance Scotland's image as a diverse and attractive country, with Gaelic as a significant aspect of that identity, and they contribute significantly to the economy.

ACTIONS

(3.1) Media will run throughout delivering the Plan - in the home, in the community, in the economy and in learning – primarily through implementation of the MG ALBA Lèirsinn 2022-2027

The recently published Lèirsinn 2022-27 sets out MG ALBA's ambitions for Gaelic media and their role within that. It includes content creation and distribution, training and employment, collaborations within and across sectors and its economic impact and contribution to the roinnean agus a bhuaidh eaconomach agus mar a tha i a’ cur ri ìomhaigh agus cliù na h-Alba gu h-eadar-nàiseanta.

(3.2) Thèid cuideam a chur air gnothaichean sna meadhanan a tha tarraingeach do dh’òigridh

Tha grunn iomairtean ann, mar eisimpleir FilmG, YoungScot agus Kilted Otter, a tha a’ brosnachadh òigridh mar-thà gus susbaint a chruthachadh agus gus pàirt a ghabhail anns na meadhanan sòisealta agus gnìomhan didseatach eile. Thèid barrachd taic a thoirt do seo agus thèid barrachd a leasachadh gus am bi e comasach do bharrachd òigridh Gàidhlig a chleachdadh agus gus pàirt a ghabhail ann an nithean tron Ghàidhlig agus gus an tèid am brosnachadh gus sin a dhèanamh. Bidh cho cudromach ’s a tha conaltradh sòisealta aghaidh ri aghaidh do dhaoine òga na phrìomh eileamaid anns na leasachaidhean sin.

(3.3) Barrachd bhuidhnean ealain, agus ghnìomhachdan is fèisean ealain a’ faighinn taic is brosnachadh gus Gàidhlig a bhith mar phàirt den obair aca

Thathar air a’ Ghàidhlig agus a cultar aithneachadh bho chionn fhada mar phàirt luachmhor, beairteach agus cudromach de dhearbh-aithne agus tarraingeachd na h-Alba. Mar phàirt den amas dèanamh cinnteach gum bi cothrom aig a h-uile duine ann an Alba air na h-ealainean Gàidhlig, bidh buidhnean maoineachaidh, leithid EventScotland agus Alba Chruthachail, air am brosnachadh gus dèanamh cinnteach gu bheil iad a’ cur cuideam air cho cudromach agus cho tarraingeach ’s a tha na h-ealainean Gàidhlig anns na prògraman maoineachaidh agus an obair chomhairleachaidh aca gus am bi seo air àbhaisteachadh taobh a-staigh buidhnean, gnìomhan agus fèisean ealain.

(3.4) Barrachd taic bho bhuidhnean poblach do bhuidhnean ealain Gàidhlig gus cothroman, ruigsinneachd, sgilean, is com-pàirteachadh a chruthachadh

Tha barrachd is barrachd bhuidhnean ealain Gàidhlig a tha a’ dèanamh cinnteach gu bheil na h-ealainean ruigsinneach, ag àrach tàlant ùr tro leasachadh sgilean agus a’ brosnachadh barrachd com-pàirt. Tha seo a’ toirt tlachd do dhaoine cho math ri buannachdan sòisealta is eaconamach eile agus tha e a’ toirt cothrom do luchd-ealain na sgeulachdan aca fhèin agus na sgeulachdan coitcheann aithris. Thèid taic is dealasach faicsinneach aig buidhnean poblach le dleastanasan anns na roinnean sin a neartachadh gus dèanamh cinnteach gun lean am fàs seo.

image and standing of Scotland internationally.

(3.2) Emphasis will be placed on media activities appealing to young people

There are a range of initiatives such as FilmG, YoungScot and Kilted Otter, which already encourage young people to create and participate in social media and other digital activities. Support for this will be expanded and more will be developed in order to enable and encourage more young people to increase their engagement with and use of Gaelic. The importance for young people of face to face socialising will be a key factor in these developments.

(3.3) More arts organisations, activities and festivals encouraged and supported to include Gaelic

Gaelic language and culture has long been recognised as a valued, rich and important part of Scotland’s identity and attractiveness. As part of the ambition to ensure everybody in Scotland has access to Gaelic arts, funding bodies, such as EventScotland and Creative Scotland, will be encouraged to ensure that in their funding programmes and advisory work that they highlight the importance and attractiveness of Gaelic arts so that these are normalised within arts organisations, activities and festivals.

(3.4) Increase support from public bodies for Gaelic arts bodies to create opportunities, access, skills, participation

There is a growing range of Gaelic arts bodies which make the arts accessible, foster new talent through skills development and increased participation. This brings pleasure as well as other social and economic benefits and enables artists to tell their individual and collective stories. Visible commitment and support by public bodies with responsibilities in these sectors will be enhanced to ensure that this growth can continue.

(3.5) Leudaich solar foillseachaidh Gàidhlig le cothrom agus brosnachadh do sgrìobhadairean agus luchd-cruthachaidh eile

Gus dèanamh cinnteach gum bi leudachadh air foillseachaidhean agus goireasan eile gus taic a chumail ri 2.2 gu h-àrd, thèid ath-sgrùdadh agus barrachd obair leasachaidh a dhèanamh air prògraman leasachaidh sgilean thar raon nan roinnean cruthachail a tha an sàs ann am foillseachadh.

(3.5) Expand Gaelic publishing provision of opportunity and encouragement to writers and other creators

In order to ensure expansion of publications and other resources to support 2.2 above, programmes for skill development across the range of creative sectors involved in publishing will be reviewed and further developed.

4. Gnìomhachas agus an Eaconamaidh

A' cleachdadh na Gàidhlig ann an gnìomhachasan agus iomairtean sòisealta; agus Gàidhlig mar stòras eaconamach ann an Alba.

Rinneadh grunn rannsachaidhean air buaidh na Gàidhlig air eaconamaidh na h-Alba, le rannsachadh bho chionn ghoirid le MG ALBA agus Comhairle Baile Ghlaschu. Tha na sgrùdaidhean seo a' sealltainn gu bheil àite cudromach aig a' Ghàidhlig ann a bhith a' togail eaconamaidh na h-Alba, àite a tha a' sìor fhàs, gu h-àraidh a thaobh roinnean leithid turasachd, biadh is deoch, agus dualchas agus gum bu chòir cuideam làidir a bhith aice ann an cumhachd ath-nuadhachail agus leasachaidhean glacaidh carbon air fearainn is aig muir - roinnean a tha a' sìor fhàs.

GNÌOMHAN

(4.1) Taic do ghnìomhachasan gus cleachdadh na Gàidhlig a mheudachadh ann an seirbheisean agus bathar a bharrachd air san àite-obrach, agus airson leudachadh ann an seirbheisean agus toraidhean

Agus an t-iarrtas airson ionnsachadh na Gàidhlig agus ùidh anns a' chànan agus a' chultar a' dol am meud, tha cothroman aig gnìomhachasan, an dà chuid san roinn phrìobhaidich agus san treas roinn, na seirbheisean agus am bathar aca a leudachadh gus seirbheisean is bathar co-cheangailte ris a' Ghàidhlig agus tro mheadhan na Gàidhlig a sholarachadh. Bidh ùghdarrasan poblach aig a bheil dleastanasan leasachadh eaconamach air am brosnachadh gus dèanamh cinnteach gu bheilear a' brosnachadh nam buannachdan a thig bhon Ghàidhlig, agus gu bheil a' chomhairle agus an taic aca a' gabhail a-steach mothachadh air a' Ghàidhlig agus gnìomhan co-cheangailte ris a' Ghàidhlig.

4. Business and the Economy

Using Gaelic in businesses and social enterprises; and Gaelic as an economic asset in Scotland.

The impact of Gaelic in the Scottish economy has been the subject of a number of studies, most recently by MG ALBA and Glasgow City Council. These studies demonstrate that Gaelic has an important and increasing place in building the Scottish economy, particularly in relation to sectors such as tourism, food and drink, heritage and should have a strong emphasis in the growing renewables and land and maritime carbon capture developments.

ACTIONS

(4.1) Support for businesses to increase the use of Gaelic in services and products as well as in the workplace, and for expansion of services and products

As the demand for Gaelic learning and interest in the language and culture increases, businesses, both private and third-sector, have opportunities to expand their services and products to provide Gaelic-related and Gaelic-medium services and products. Public authorities with economic development functions will be encouraged to ensure that the advantages that Gaelic brings are promoted, and that their advice and support includes awareness of Gaelic and Gaelic-related actions.

(4.2) Leudaich an rannsachadh mun bhuaidh eaconamaich aig a' Ghàidhlig ann an Alba

Chomharraich an sgrùdadh cruth-atharrachail Ar Stòras Gàidhlig ann an 2014, gum faodadh luach na Gàidhlig do dh'eaconamaidh na h-Alba a bhith eadar £81.6 millean agus £148.5 millean. Tha co-theacsa na Gàidhlig air atharrachadh gu mòr bhon uair sin, gu sònraichte a thaobh àireamh an luchd-ionnsachaidh, agus bhiodh e feumail an rannsachadh seo ath-dhèanamh agus a cho-fhilleadh leis na toraidhean bho rannsachadh eile, mar eisimpleir an rannsachadh a tha ga thoirt air adhart ann an Glaschu. Bheireadh seo seachad fianais a bharrachd airson leasachaidhean eaconamach a bharrachd agus barrachd brosnachadh dhan chànan agus do ghnìomhachasan.

(4.2) Extend research on the already established economic impact of Gaelic in Scotland

A landmark study in 2014, Ar Stòras Gàidhlig, identified that the potential economic value of Gaelic to the Scottish economy could be in the region of between £81.6 million and £148.5 million. The Gaelic context has changed significantly since then, primarily with regard to the number of learners, and it would be beneficial to re-visit this study and integrate it with the findings from other research, such as that being progressed in Glasgow. This would provide evidence for further economic developments, promotion and support for the language and businesses.

(4.3) Sgilean tionnsgalachd agus ceannais gu bhith air an cruthachadh ann an trèanadh gnìomhachais a thèid a chruthachadh gus lìbhrigeadh sa Ghàidhlig

Mar phàirt den iomairt gus fàs a thoirt air gnìomhachd thionnsgalach agus fàs eaconamach a mheudachadh, bithear a' rannsachadh chothroman agus iarrtas airson sgilean tionnsgalachd agus ceannais tro mheadhan na Gàidhlig ann an trèanadh gnìomhachais agus thèid cùrsaichean iomchaidh a chruthachadh agus a lìbhrigeadh gus am bi a' Ghàidhlig air a làn fhighe a-steach dhan iomairt airson leasachadh sgilean tionnsgalachd.

(4.3) Entrepreneurial and leadership skills in business training to be developed for delivery in Gaelic

As part of the drive to increase entrepreneurial activity and economic growth, the opportunity and demand for Gaelic-medium entrepreneurial and leadership skills in business training will be researched and appropriate courses developed and delivered so that Gaelic is fully integrated into the drive for entrepreneurial skill development.

(4.4) Leudaich margaidh obrach na Gàidhlig tro bhith a' brosnachadh dhreuchdan a tha a' cur luach air sgilean Gàidhlig, preantasachdan, leasachadh sgilean agus prògraman trèanaidh agus neartaich slighean obrach agus planadh leantainneachd airson dreuchdan far a bheil Gàidhlig air a meas riatanach no na buannachd

Is e fear de na dùbhlain mu choinneamh fàs leantainneach ann an leasachadh na Gàidhlig luchd-labhairt sgileil Gàidhlig gu leòr a bhith ann gus an t-iarrtas a choileanadh airson barrachd luchd-obrach le Gàidhlig, co-dhiù tha seo ann am foghlam, ann am buidhnean poblach eile no ann am buidhnean san roinn phrìobhaidich no san treas roinn. Bidh prìomh àite aig na buidhnean poblach sin air a bheil uallach airson trèanadh is leasachadh, cho math ri luchd-comhairle dhreuchdan, ann a bhith a' dèanamh cinnteach gu bheil comhairle mu dhreuchdan agus slighean trèanaidh rim faighinn do luchd-labhairt na Gàidhlig, co-cheangailte ri leasachadh dreuchdail is proifeiseanta.

(4.4) Expand the Gaelic labour market through promoting careers which value Gaelic skills, apprenticeships, skill development and training programmes and strengthen career routes and succession planning for careers where Gaelic is deemed essential or desirable

One of the challenges for continued growth in Gaelic development is having sufficient skilled Gaelic-speakers to meet the increased demand for Gaelic-speaking staff, whether in education, other public sector organisations or in private or third-sector organisations. Those public bodies which have responsibility for training and development, as well as career advice, will have a key role in ensuring that career advice and training routes are available for Gaelic speakers, linked with vocational and professional development.

(4.5) Nì an roinn phoblach, ag obair ann an com-pàirteachas leis an roinn phrìobhaidich, cinnteach gum bi tasgadh ann an cumhachd ath-nuadhachail, atharrachadh clìomaid agus leasachaidhean co-cheangailte riutha buannachdail do choimhearsnachdan agus dhan Ghàidhlig

Tha prìomh àite aig buidhnean leasachaidh, ag obair leis an roinn phrìobhaidich, ann a bhith dèanamh cinnteach gu bheil comhairle agus taic ann dhan roinn phrìobhaidich a bheir comas dhi cur ri fàs na Gàidhlig anns na coimhearsnachdan leis a bheil i ag obair. Bu chòir an ceangal bunaiteach eadar fearann is coimhearsnachd is cànan a neartachadh ann an com-pàirteachasan poblach/prìobhaideach agus leasachaidhean fearainn coimhearsnachd.

(4.5) The public sector, working in partnership with the private sector, will ensure that renewables, climate change investment and other developments should deliver for communities and for Gaelic

Development agencies, working with the private sector, have a key role in ensuring that there is advice and support for the private sector which enables it to contribute to the growth of Gaelic in the communities with which it works. The intrinsic connection between land and community and language should be strengthened in public/private partnerships and community land developments.

5. Ùghdarrasan Poblach

Taic aig ùghdarrasan poblach dhan Ghàidhlig agus aithne air cho cudromach 's a tha ceuman sòisealta agus eaconomach nas fharsainge dhan Ghàidhlig.

Tha taic nach beag aig ùghdarrasan ionadail agus buidhnean poblach dhan Ghàidhlig agus tha raon farsaing de dh'iomairtean an sàs gus taic a chumail ri Gàidhlig. Chithear seo le buidhnean a tha a' dèiligeadh ri foghlam, dualchas, turasachd, fearann agus coimhearsnachd, na h-ealainean agus barrachd. Tha raon ùghdarras nàiseanta aig tòrr de na buidhnean sin agus is urrainn dhaibh cur ri taic dhan Ghàidhlig agus a bhith a' toirt fàs air a' Ghàidhlig air feadh na h-Alba.

Tha Adhartas nas Luaithe, iomairt chruth-atharrachail air a stiùireadh le Ministearan na h-Alba, air buidhnean nàiseanta agus prìomh ùghdarrasan aig a bheil planaichean Gàidhlig a thoirt còmhla gu soirbheachail gus sruthan-obrach a thoirt air adhart agus gus prìomh ghealltanasan Gàidhlig a lìbhrigeadh tro cho-obrachadh.

Tha fòcas làidir air a' Ghàidhlig ann am Plana Nàiseanta nan Eilean agus tha prìomhachasan ann mun Ghàidhlig agus cuideachd mu phrìomhachasan sòisealta, eaconamach agus bun-structair nas fharsainge a tha cudromach do bheatha sna h-eileanan far a bheil a' Ghàidhlig ga bruidhinn.

GNÌOMHAN

(5.1) Faigh buaidh nas motha bho Phlanaichean Gàidhlig, a thaobh an raoin de dh'ùghdarrasan, agus lìbhrigeadh, brosnachadh agus ìre cleachdaidh nan seirbheisean a bheirear seachad anns na coimhearsnachdan air leth aca, agus air an èifeachdas aca

5. Public Authorities

Public authority support for Gaelic and recognition of the importance of wider social and economic measures for Gaelic.

There is significant support from local authorities and public bodies for Gaelic and a wide range of initiatives are in place to support Gaelic. This can be seen in bodies dealing with education, heritage, tourism, land and environment, the arts and more. Many of these are organisations with a national remit and can contribute to the support for and growth of Gaelic across Scotland.

The Faster Rate of Progress, a transformational initiative led by Scottish Ministers, which has successfully brought together national organisations and key authorities which have Gaelic language plans to progress workstreams and deliver key Gaelic commitments through collaboration.

The National Islands Plan includes a strong focus on Gaelic and has included priorities for Gaelic and also on wider social, economic and infrastructural priorities that are important to life in islands where Gaelic is spoken.

ACTIONS

(5.1) Build even greater impact from Gaelic Language Plans, the range of authorities, the provision, promotion and uptake of the services offered in their individual communities and their effectiveness

Tha 67 ùghdarrasan poblach air planaichean Gàidhlig ullachadh, no tha iad gan ullachadh. Tha na h-ùghdarrasan a' gabhail a-steach riaghaltas, ùghdarrasan ionadail, buidhnean foghlaim, buidhnean iomairt is sgilean, seirbheisean slàinte is èiginn, spòrs, cultar, dualchas is àrainneachd, buidhnean còmhdhail, agus buidhnean ann an roinn an fhearainn. Tha na planaichean a' mìneachadh dè nì gach ùghdarras gus seirbheisean a chruthachadh agus a sholarachadh do luchd-labhairt na Gàidhlig, a' gabhail a-steach pròiseactan agus iomairtean ùra a bharrachd air a bhith a' mìneachadh mar a chleachdas iad Gàidhlig nan gnothaichean corporra.

There are currently 67 public authorities with, or developing, Gaelic language plans. The authorities include government, local authorities, education bodies, enterprise and skills agencies, health and emergency services, sports, culture, heritage and environment bodies, transport bodies, and land sector agencies. The plans set out what each authority will do to develop and provide services for Gaelic speakers, including new projects and initiatives as well as how they will use Gaelic in their corporate affairs.

Tha an Ro-innleachd Turasachd Ghàidhlig a dheasaich agus a bhuilich VisitScotland, le farsaingeachd de chom-pàirtichean, na h-eisimpleir de dh'iomairt mhòr le ùghdarrasan poblach. Tha an ro-innleachd, anns a bheil plana gnìomh, a' mìneachadh mar a bhios buidhnean turasachd a' cur ri cleachdadh is brosnachadh na Gàidhlig. Am measg nam builean gu ruige seo tha iomairtean leithid Scotland's Gaelic Islands, iomairt margaidheachd a tha a' mìneachadh na Gàidhlig sna h-Eileanan Siar ann an teacsa agus bhidiothan, agus a tha a' cruthachadh chothroman cosnaidh do luchd-labhairt na Gàidhlig.

One example of a major initiative by a public authority is the development and implementation of a Gaelic Tourism Strategy by VisitScotland, with a wide range of partners. The strategy, which includes an action plan, sets out how tourism bodies will increase the use and promotion of Gaelic. Outcomes to date have included initiatives such as Scotland's Gaelic Islands, a promotion campaign which explains in text and videos about Gaelic in the Western Isles, and creating employment opportunities for Gaelic speakers.

Bidh an ath cheum a thaobh planaichean Gàidhlig a' gabhail a-steach àireamh nas motha de dh'ùghdarrasan poblach a bhith a' deasachadh agus a' cur an gnìomh phlanaichean, a bharrachd air barrachd dùil gum bi an fheadhainn aig a bheil planaichean mar-thà a' Ghàidhlig àbhaisteachadh barrachd thairis air na raointean gnìomhachd aca gu lèir.

The next phase of Gaelic language plans will include an increased number of public authorities developing and implementing plans, as well as an increased expectation from those with existing plans for greater normalisation of Gaelic across all their areas of activity.

(5.2) Bheir Riaghaltas na h-Alba Bile nan Cànan Albannach air adhart leis a' Ghàidhlig aig a chridhe

(5.2) SG will take forward a Scottish Languages Bill with provision for Gaelic at its core

Cruthaichidh obair leasachaidh air a' Bhile seo cothroman gus seasamh na Gàidhlig ann an Alba a neartachadh agus gus dèanamh cinnteach gu bheilear ag aithneachadh agus a' neartachadh a pàirt ann a bhith cur ri iomadachd ann an Alba, ann a bhith a' cur ri sunnd, coileanadh foghlaim, beairteas eaconamach, ri cultar agus ri neartachadh choimhearsnachdan.

The development of this Bill will create opportunities to strengthen the standing of Gaelic in Scotland and ensure that its part in contributing to the diversity of Scotland, in increasing wellbeing, educational attainment, economic prosperity, cultural contribution and strengthening communities is acknowledged and strengthened.

(5.3) Beachdaichidh Riaghaltas na h-Alba air Gàidhealtachd a chruthachadh

(5.3) Scottish Government will explore the creation of a Gàidhealtachd

Seo modal leasachaidh a tha ga chleachdadh ann an Èirinn gus taic a chumail ri coimhearsnachdan cànain tro bhith ag aithneachadh nam feumalachdan sònraichte aca. Tha grunn rannsachaidhean acadaimigeach ann an Alba air sealltainn gu bheil cleachdadh làitheil na Gàidhlig ann an coimhearsnachdan dùthchail is traidiseanta a' crìonadh. Dh'fhaodte gur e seo modail a dh'fhaodadh taic a thoirt do na coimhearsnachdan seo a bharrachd air na coimhearsnachdan ann am bailtean agus cathair-bhailtean.

This is a model of development used in Ireland to strengthen support for language communities through recognition of their particular needs. A number of academic studies in Scotland have shown that the use of Gaelic on a daily basis in the traditional island and rural communities is decreasing. This may be one model which can support those communities as well as those communities in towns and cities.

(5.4) Dèan cinnteach gu bheil Gàidhlig mar phàirt de, agus na prìomhachas, ann an gnìomhan bho Achd nan Eilean

Tha Plana Nàiseanta Eileanan na h-Alba na fhrèam-obrach airson obair gus cur ri leas nan coimhearsnachdan eileanach gu brìoghmhor. Taobh a-staigh seo agus anns a' Phlana Buileachaidh ceangailte ris, tha Gàidhlig na pàirt ann an iomadh amas ro-innleachdail. Tha na sgrìobhainnean seo nam frèam-obrach airson a bhith a' cur ri cleachdadh na Gàidhlig le ùghdarrasan poblach agus ann an coimhearsnachdan eileanach. Seallaidh na h-aithisgean bliadhnail mar a thathar a' cur ri a cleachdadh anns na h-amasan ro-innleachdail tro bheatha a' Phlana Buileachaidh. Cumaidh cleachdadh èifeachdach den Stiùireadh ùraichte air Measadh Buaidh Coimhearsnachdan Eileanach taic ris a' ghnìomh seo.

(5.4) Ensure Gaelic is included and prioritised in activity resulting from the Islands Act

The National Plan for Scotland's Islands provides a framework for action in order to meaningfully improve outcomes for island communities. Within it and its related Implementation Plan, Gaelic features in many of its strategic objectives. These documents provide a framework for increasing the use of Gaelic by public authorities in island communities. The annual reports will demonstrate how its use is increased in the strategic objectives over the period of the Implementation Plan. The effective use of the revised Island Communities Impact Assessment Guidance will support this action.

(5.5) Nì Riaghaltas na h-Alba ath-sgrùdadh air gnìomhan agus structaran Bòrd na Gàidhlig

Stèidhich Achd na Gàidhlig 2005 a' bhuidheann phoblach Bòrd na Gàidhlig agus mhìnich e a dhleastanasan agus a structar. Is e fear de na dleastanasan aige plana nàiseanta ullachadh gach còig bliadhna. Is e fear eile comas a bhith a' toirt air ùghdarrasan poblach planaichean Gàidhlig a dheasachadh agus a chur an gnìomh. Tha an Achd a' toirt seachad mion-fhiosrachadh air mar a bheirear taobhan den obair air adhart agus, às dèidh na tha sinn air ionnsachadh, tha e iomchaidh ath-sgrùdadh a dhèanamh air mar a ghabhadh an Achd a neartachadh no mar a ghabhadh reachdas eile a thoirt a-steach gus taic a chumail ri leasachaidhean. Anns a' Chuimrigh mar eisimpleir, tha Coimiseanair Cànain ann a tha a' brosnachadh a' chànain agus a tha cuideachd a' cur an gnìomh gèilleadh ri inbhean cànain.

(5.5) Scottish Government will review the functions and structures of Bòrd na Gàidhlig

The Gaelic Language Act of 2005 set up the public body Bòrd na Gàidhlig and described its functions and how it would be structured. One of its functions is to develop a national plan every five years. Another is to require public authorities to develop and implement individual Gaelic language plans. The Act provides detail on how some aspects of the work is to be taken forward and in light of experience, it is appropriate to review how the Act could be strengthened or other legislation introduced to support developments. In Wales for example, there is a Language Commissioner who promotes the language and also enforces compliance with the language standards.

(5.6) Cuir ri gluasad le iomairt Adhartas nas Luaithe agus fòcas air Gàidhlig ann an struthan-obrach Co-chruinneachadh na Gàidhealtachd agus nan Eilean

Tha Adhartas nas Luaithe, an iomairt a stèidhich an Leas-phrìomh Mhinistear Iain Swinney mar Mhinistear na Gàidhlig air a bhith na mheadhan air co-obrachadh èifeachdach a stèidheachadh eadar Ministear na Gàidhlig agus raon de dh'ùghdarrasan poblach, gu sònraichte an fheadhainn aig a bheil comas a' bhuaidh as motha a thoirt air a' Ghàidhlig. Tha e a' cur aghaidh air prìomh dhùbhlain a thaobh fàs leithid fastadh agus glèidheadh thidsearan FtG; fàs ann an solar, agus ruigsinneachd air goireasan ionnsachaidh inbheach le structar, gu sònraichte SpeakGaelic; leasachadh planadh agus slighean gus solar margaidh obrach na Gàidhlig a mheudachadh. Thèid cuir ris an àireamh de shruthan-obrach a rèir prìomh

(5.6) Enhance momentum with the Faster Rate of Progress initiative and the focus on Gaelic in the Convention of the Highlands and Islands (CoHI) workstreams

Faster Rate of Progress, the initiative established by Deputy First Minister John Swinney as Minister for Gaelic has been instrumental in establishing effective collaborative working between the Minister for Gaelic and a range of public authorities, particularly those with the ability to achieve maximum impact for Gaelic. It is addressing key challenges to growth such as GM teacher recruitment and retention; growth in provision of, and accessibility to structured adult learning resources, primarily SpeakGaelic; developing planning for and routes to increase the Gaelic labour market supply. The number of workstreams will be increased in line with developing chothroman a tha a' tighinn am bàrr agus gus buaidh nas motha a thoirt air CoHI.

(5.7) Cuir ris a' cho-òrdanachadh eadar na pròiseactan uile a tha a' neartachadh agus a' glèidheadh beothalachd cànanach na Gàidhlig

Tha grunn institiudan agus buidhnean a' lìbhrigeadh phròiseactan air leth cudromach gus dèanamh cinnteach gu bheil beairteas agus beothalachd na Gàidhlig air a chumail suas agus gun tèid misneachd luchd-cleachdaidh na Gàidhlig a neartachadh sna sgilean cànain aca. Tha iad seo a' gabhail a-steach pròiseactan leithid Faclair na Gàidhlig, Dachaigh Airson Stòras na Gàidhlig, cho math ri An Leacan, briathrachas ùr do sgoiltean (An Seotal), comhairle le ainmean-àite (Ainmean-àite na h-Alba) agus obair Gaelic Algorithm Research Group. Tha na rudan seo uile a' nochdadh gu bheil tòrr co-obrachaidh a' dol air adhart agus 's e an t-amas a bhith a' cur ri co-obrachadh is co-òrdanachadh.

A' TOIRT FÀS AIR IONNSACHADH NA GÀIDHLIG

6. Dachaigh

A' brosnachadh gach nì is ceum a bhrosnaicheas ionnsachadh na Gàidhlig airson daoine òga is teaghlaichean san dachaigh, a' gabhail a-steach teaghlaichean far is dòcha gu bheil dìth misneachd aig buill a bhith a' cleachdadh na Gàidhlig.

Is urrainn dhan Ghàidhlig tighinn a-steach dhan dachaigh ann an iomadh dòigh agus tha cothroman ann mothachadh àrdachadh orra seo agus am brosnachadh. Tha iomadh cothrom air-loidhne a bhios daoine aig gach aois a' coimhead air/ag èisteachd ris aig an taigh.

Tha seirbheisean slàinte, obair is gnìomhan na sgoile cuideachd a' cruthachadh chothroman gus Gàidhlig a bhrosnachadh san dachaigh. Tha gnìomhan sa choimhearsnachd agus san àite obrach cuideachd a' toirt buaidh air cleachdadh cànain san dachaigh agus thathar a' brosnachadh a' cheangail chudromaich seo.

Tha taic ann do phàrantan a thaobh cleachdadh na Gàidhlig san dachaigh agus tha oifigearan air am fastadh le Comann nam Pàrant gus taic agus brosnachadh a bharrachd a thoirt do seo. Tha comas fìor mhòr aig obair oifigearan leasachaidh Gàidhlig gus taic a chumail ri cleachdadh na Gàidhlig san dachaigh. Seo cuid den adhartas a rinneadh gu ruige seo agus bhiodh fàilte air na beachdan air dè seòrsa adhartais a bu toil leat fhaicinn ann an ionnsachadh na Gàidhlig san dachaigh agus le teaghlaichean.

key opportunities and to have an increased impact with CoHI.

(5.7) Increase the co-ordination with all the projects which enrich and retain the vitality of the Gaelic language

A range of institutions and organisations are delivering critically important projects to ensure that the richness and vitality of the Gaelic language is sustained and that confidence of Gaelic users in their language skills is strengthened. These include projects such as Faclair na Gàidhlig, and the Digital Archive of Scottish Gaelic, as well as An Leacan, new terminology for schools (An Seotal), place-name advice (Ainmean-Àite na h-Alba) and the work of the Gaelic Algorithm Research Group. All of these demonstrate considerable collaborative working and the aim is to increase collaboration and co-ordination.

INCREASE THE LEARNING OF GAELIC

6. Home

Promotion of all influences and measures that encourage Gaelic language learning for young people and families in the home, including families where members may lack confidence in using Gaelic.

There are many Gaelic influences which enter the home and there are opportunities to increase awareness and promotion of these. There are many on-line opportunities that are watched and listened to for all ages in homes.

Health services, school work and activity also provides an opportunity for the promotion of Gaelic in homes. Community and workplace activities also shape language use in the home and this valuable link is being promoted and encouraged.

There is support in place for parents in the use of Gaelic in the home and officers employed by Comann nam Pàrant to further support and encourage this. The work of Gaelic development officers has great potential to support the use of Gaelic in homes. This is some of the progress to date and your views are welcome your views on how you would like to see progress in the use of Gaelic learning in home and with families.

GNÌOMHAN

(6.1) Dèan cinnteach gu bheil goireasan didseatach gus ionnsachadh de dheagh chàileachd a thoirt seachad san dachaigh rim faighinn sa Ghàidhlig

Aig àm a' ghalair lèir-sgaoilte, thàinig grunn bhuidhnean còmhla gus taic shònraichte a thoirt do theaghlaichean ann an FtG fhad 's a bha na sgoiltean duine - iomairt #cleachdi. A' togail air an obair shoirbheachail seo, bu chòir buidhnean fa leth agus obair com-pàirteachais a leasachadh gus taic a chumail ri ionnsachadh san dachaigh agus ri leudachadh lìbhrigeadh soirbheachail a' churraicealaim nas fharsainge. Am measg nam prìomh bhuidhnean a bhios a' cur seo air adhart, bidh Stòrlann Nàiseanta na Gàidhlig, e-Sgoil, Fèisean nan Gàidheal agus buidhnean a tha a' lìbhrigeadh stuthan foghlaim (m.e. BBC Alba, Foghlam Alba agus mar sin air adhart.) Tha luchd-obrach Taic Ceangal Teaghlaich FtG a-nis ag obair ann an Glaschu agus Dùn Èideann mar phìleat agus bidh taic dhidseatach do theaghlaichean FtG mar eileamaid den obair aca san àm ri teachd.

(6.2) A' stèidheachadh agus a' brosnachadh ionadan Tràth-bhliadhnaichean FtG, solar 0-3 agus iomairtean cho-cheangailte

Bu chòir measadh a dhèanamh air a' phròiseact Tràth-bhliadhnaichean Nàiseanta a tha Comann nam Pàrant (CnamP) a ruith agus molaidhean airson adhartas a bharrachd aontachadh agus a chur an gnìomh. Barrachd is barrachd, bu chòir do Phlanaichean Gàidhlig aig Ùghdarrasan Ionadail a bhith a' toirt cunntas air targaidean leasachaidh FtG Tràth-bhliadhnaichean agus raointean-ama lìbhrigidh le fianais air soirbheachas air a mhìneachadh ann an Aithisgean Sgrùdaidh nam Planaichean Gàidhlig. Bu chòir sgiobaidhean Leasachaidh Tràth-bhliadhnaichean aig Ùghdarrasan Ionadail a bhith an sàs barrachd is barrachd ann an taic FtG airson Tràth-bhliadhnaichean mar phàirt de dh'àbhaisteachadh sheirbheisean FtG. Bu chòir leasachaidhean eile air trèanadh nan tràth-bhliadhnaichean a dhèanamh, a' togail air adhartas a thòisich aig Sabhal Mòr Ostaig (SMO) agus àiteachan eile leithid Colaiste Abaid a' Bhatail Nuaidh.

(6.3) Ùghdarrasan Ionadail le taic bho bhuidhnean phàrantan nàiseanta is ionadail a' dèanamh cinnteach gu bheil a' Ghàidhlig ga brosnachadh gu gnìomhach agus gu bheilear a' toirt taic do bharrachd theaghlaichean gus Gàidhlig ionnsachadh san dachaigh

Bu chòir obair Ceangal Teaghlaich FtG a bhith a' planadh agus a' lìbhrigeadh taic airson a bhith ag ionnsachadh na Gàidhlig agus bu chòir do mheasaidhean air pròiseactan làithreach molaidhean iomchaidh a dhèanamh airson barrachd obrach. Bidh CnamP na phrìomh chom-pàirtiche gus an tèid an t-eòlas agus na sgilean sa bhuidhinn a chleachdadh gus leasachaidhean

ACTIONS

(6.1) Ensure that the role of digital in delivering quality learning in the home is available for Gaelic

During the pandemic a range of agencies came together to provide dedicated support for GME families during school closures – the #Cleachdi initiative. Building on this successful experience individual agencies and partnership working should be developed to both support home learning and extend the successful delivery of the wider curriculum. Amongst the key drivers will be Stòrlann Nàiseanta na Gàidhlig, e-Sgoil, Fèisean nan Gàidheal and agencies delivering educational materials (e.g. BBC Alba, Education Scotland etc.). There are some pilot GME Family Liaison Support workers now being employed in Glasgow and Edinburgh and future digital support for GME families will feature as an element in their work.

(6.2) Establishing and promoting GME Early Years centres, 0-3 provision and related initiatives

The new national pilot Early Years (EY) Project operated by Comann nam Pàrant (CnamP) should be evaluated and appropriate recommendations for further progress agreed and implemented. Local Authority GLPs should increasingly outline GME Early Years development targets and delivery timescales with evidence of success detailed in GLP Monitoring Reports. Local Authority Early Years Development teams should increasingly be engaged in GME Early Years support as part of the mainstreaming of GME services. During the lifetime of the plan further development in EY training should be undertaken building on progress begun at Sabhal Mòr Ostaig (SMO) and others such as Newbattle Abbey College.

(6.3) Local Authorities with the support of national and local parent organisations ensure that GME is actively promoted and that more families are supported in learning Gaelic at home

GME Family Liaison work should plan and deliver support for learning Gaelic and evaluations of current projects should make appropriate recommendations for further work. CnamP will be a key partner so that the knowledge and expertise in the agency is harnessed to drive forward developments – this will include, for example, a ghluasad air adhart – bidh seo a' gabhail a-steach, mar eisimpleir, freagairt do sgrùdaidhean phàrantan a rinn CnamP. Gu bunaiteach bu chòir do gach Ùghdarrasan Ionadail planadh gu gnìomhach airson barrachd leasachaidh air FtG aig ìrean Tràth-bhliadhnaichean, Bun-sgoile agus Àrd-sgoile, no gus seo a lìbhrigeadh airson a' chiad uair. Bidh gach Ùghdarras Ionadail aig ìre leasachaidh eadar-dhealaichte agus bithear an dùil gun tèid iad an sàs ann a bhith a' dealbhadh slighe iomchaidh a dh'ionnsaigh lìbhrigeadh no leudachadh FtG. Le bhith a' tabhann tairgse Curraicealaim tharraingeach aig ìre na h-Àrd-sgoile FtG a thèid a leasachadh gach bliadhna, bheir seo misneachd nas fharsainge do phàrantan gu bheil an lèirsinn FtG airson 3-18 ga phlanadh agus ga lìbhrigeadh air feadh na dùthcha.

(6.4) Tha iomairtean agus pròiseactan a tha a' brosnachadh agus a' cumail taic ri luchd-ionnsachaidh airson pàrantan FtG air an leudachadh gach bliadhna, a' toirt comas do bharrachd phàrantan agus luchd-cùraim gus an cànan a chleachdadh gu misneachail san dachaigh

Bu chòir goireas ùr Chomann nam Pàrant, Tog i – làrach-lìn aon-stad do phàrantan a tha a' toirt taic do dh'ionnsachadh na Gàidhlig agus FtG – a mheasadh gu h-iomlan agus còmhla ri Gaelic4parents, bu chòir molaidhean airson leudachadh is leasachadh san àm ri teachd aontachadh agus a chur an gnìomh. Bidh e cudromach SpeakGaelic a shioncronachadh le gnìomhan do phàrantan FtG gus dèanamh cinnteach gun toir e deagh bhuaidh air ionnsachadh na Gàidhlig am measg theaghlaichean FtG. Bidh luchd-obrach taic teaghlaich FtG cuideachd an sàs ann a bhith a' brosnachadh chothroman leithid SpeakGaelic.

(6.5) Ùghdarrasan poblach agus pròiseactan agus buidhnean Gàidhlig gus dèanamh cinnteach gu bheil ionnsachadh Gàidhlig ga brosnachadh anns an dachaigh

Mar a chaidh a chomharrachadh, bu chòir do Phlanaichean a bhith a' nochdadh barrachd is barrachd mar a tha an t-Ùghdarras Ionadail a' sioncronachadh a sheirbheisean co-cheangailte ri ionnsachadh na Gàidhlig le FtG agus is dòcha Foghlam Luchd-ionnsachaidh na Gàidhlig (FLI). Bidh brosnachadh SpeakGaelic agus solar chlasaichean is thachartasan co-cheangailte riutha cuideachd mar phàirt de phlanaichean Ùghdarrais Ionadail airson taic a thoirt do theaghlaichean FtG ann a bhith ag ionnsachadh na Gàidhlig agus ag ionnsachadh tron Ghàidhlig.

responding to parental surveys undertaken by CnamP. Fundamentally all Local Authorities should actively plan for the further development or initial delivery of GME at Early Years, Primary and Secondary levels. Each Local Authority will be at a different stage in development and will be expected to engage in plotting an appropriate journey towards GME delivery or extension. Providing an attractive GME Secondary Curriculum Offer which is developed annually will instil wider confidence amongst parents that the 3-18 GME vision is being planned and delivered across the country.

(6.4) Initiatives and projects that encourage and support Gaelic learning for GME parents are extended annually, enabling more parents and carers to use the language confidently at home

The new Comann nam Pàrant resource, Tog i – a one-stop-shop website for parents supporting Gaelic learning and GME - should be fully evaluated and along with Gaelic4parents, recommendations for future extension and development agreed and implemented. It will be important to synchronise SpeakGaelic with GME parental initiatives to ensure that it impacts positively on learning Gaelic amongst GME families. GME Family Support workers will also have a role to play in promoting opportunities such as SpeakGaelic.

(6.5) Public authorities and Gaelic projects and bodies to ensure that Gaelic learning is promoted in home life

As noted, GLPs should increasingly reflect how the Local Authority synchronises its services relating to learning Gaelic with GME and potentially Gaelic Learner Education (GLE). The promotion of SpeakGaelic and provision of related classes and events will also be an element in Local Authority plans for supporting GME families in learning Gaelic and learning through Gaelic.

7. Sgoil

Fàs ann an roinn FtG bho 3-18 agus ann an càileachd an t-solair agus a' dèanamh cinnteach gu bheil brosnachadh agus taic ann airson FtG agus FLI aig gach ìre

Tha Foghlam tro Mheadhan na Gàidhlig na roinn shoirbheachail is aithnichte taobh a-staigh foghlam na h-Alba. Tha solar thràth-bhliadhnaichean an dà chuid do chloinn aois 0-3 agus 3-5 ann an grunn sgìrean den dùthaich. Tha grunn bhun-sgoiltean a bhios a' toirt seachad foghlam tro mheadhan na Gàidhlig an dà chuid ann an sgoiltean fa leth agus ann an sgoiltean dà-chànanach le dà shruth. Tha foghlam tro mheadhan na Gàidhlig ri fhaighinn ann an grunn shuidheachaidhean san àrd-sgoil agus tha aon sgoil Ghàidhlig fa leth ann an Glaschu. Tha a' Ghàidhlig ri fhaighinn mar Nuadh-chànan ann am bun-sgoiltean is àrd-sgoiltean tro mheadhan na Beurla ann an iomadh Ùghdarras Ionadail.

Gus taic a chumail ri seo, tha grunn bhuidhnean a tha a' cumail taic ghnìomhach ri luchd-teagaisg, òigridh agus pàrantan. Tha seo a' gabhail a-steach Stòrlann, Sabhal Mòr Ostaig, e-Sgoil, Fèisean nan Gaidheal, Comann nam Pàrant agus barrachd. A bharrachd air sin, tha reachdas an gnìomh a' gabhail a-steach an Stiùireadh Reachdail air Foghlam Gàidhlig a tha a' gabhail a-steach eileamaidean an dà chuid de dh'Fhoghlam tro Mheadhan na Gàidhlig agus de dh'Fhoghlam Luchd-ionnsachaidh na Gàidhlig. Tha grunn bhuidhnean nàiseanta ann le uallach airson FtG agus FLI leithid Foghlam Alba, Ùghdarras Theisteanas na h-Alba, Comhairle Maoineachaidh na h-Alba, Comhairle Choitcheann Teagaisg na h-Alba, Leasachadh Sgilean na h-Alba agus tha iad uile a' cur gu mòr ri FtG agus FLI.

GNÌOMHAN

(7.1) Bidh Ùghdarrasan Ionadail agus Riaghaltas na h-Alba a' brosnachadh, a' cumail taic ri agus a' toirt fàs air solar Tràth-bhliadhnaichean, Bun-sgoil agus Àrd-sgoil tro mheadhan na Gàidhlig

Brosnaichidh Riaghaltas na h-Alba a bhith a' cruthachadh bun-sgoiltean agus àrd-sgoiltean FtG ùra air feadh na h-Alba. Tha Foghlam tro Mheadhan na Gàidhlig (FtG) na dheagh dhòigh airson dèanamh cinnteach gun lean soirbheas agus fàs na Gàidhlig an dà chuid ann an sgìrean bailteil is dùthchail. 'S ann nuair a tha làn bhogadh ann airson sgoilearan as soirbheachaile a tha FtG, agus nuair a ghabhas an t-slighe sgoile air fad a lìbhrigeadh tro mheadhan na Gàidhlig.

Gus dèanamh cinnteach gu bheil FtG dha-rìribh na bhogadh bidh ro-thaobhadh san fharsaingeachd aig Riaghaltas na h-Alba an

7. School

Growth of the GME sector and in quality of provision and ensuring promotion and support in place for GME and GLE at all levels

Gaelic medium education is a recognised and successful sector within Scottish education. In a number of areas of the country there is Gaelic early years provision both for 0-3 and 3-5 year olds. There are also a number of primary schools that provide Gaelic medium education both in stand-alone schools and in two stream dual-language primaries. Gaelic-medium education is also available in a range of dual-language secondary settings and there is one stand-alone GME Secondary school in Glasgow. Gaelic as a Modern Language is also available in English-medium primary and secondary schools in various Local Authorities.

In support of this there are a number of bodies active to support teachers, young people and parents. This includes bodies such as Stòrlann, Sabhal Mòr Ostaig, e-Sgoil, Fèisean nan Gàidheal, Comann nam Pàrant and more. In addition, there is legislation in place including the Statutory Guidance on Gaelic Education covering elements of both Gaelic-medium Education and Gaelic Learners' Education There are a number of national bodies with responsibilities for GME and GLE such as Education Scotland, Scottish Qualifications Authority, Scottish Funding Council, General Teaching Council of Scotland, Skills Development Scotland and they all make important contributions to both GME and GLE.

ACTIONS

(7.1) Local Authorities and SG promote, support and grow GM Childcare and Early years, Primary and Secondary provision

SG will encourage the creation of new GME primary and secondary schools across Scotland. Gaelic Medium Education (GME) is a key driver for ensuring that Gaelic continues to thrive and grow in both urban and rural areas. GME education is at its most successful when it is fully immersive for pupils, and when an entire school career can be delivered through the medium of Gaelic.

To ensure that the GME experience is truly immersive SG will have a general presumption against co-locating GME aghaidh a bhith a' co-shuidheachadh sgoiltean FtG le sgoiltean tro mheadhan na Beurla.

schools with English medium schools.

(7.2) Cumaidh ùghdarrasan ionadail taic ri, agus cuiridh iad fàs air Gàidhlig mar nuadh-chànan a rèir na iomairt 1+2 nàiseanta

(7.2) Local Authorities support and grow Gaelic as a modern language in line with the 1+2 national initiative

'S e Iomairt 1+2 am poileasaidh àrd-amasach aig Riaghaltas na h-Alba airson nuadh-chànanan ann an sgoiltean. Tha e a' toirt cothrom do gach pàiste ann an Alba nuadh-chànan ionnsachadh bho BS1 air adhart (L2); tha còir aig gach pàiste, g e b' e dè an comas a th' aca, dàrna nuadh chànan ionnsachadh bho BS5 air adhart (L3); agus tha e an urra ri Ùghdarrasan Ionadail co-dhùnadh ciamar a thèid seo a chur air dòigh agus cuine. Tro bheatha a' Phlana seo, nì gach roinn cinnteach gum faigh clann ann an Alba cothrom a bhith ag ionnsachadh, agus ag ionnsachadh mun Ghàidhlig mar L3 no L2. Cuiridh seo ri tuigse air agus ùidh ann an Gàidhlig gu nàiseanta agus cruthaichidh e slighe a-steach gu ionnsachadh na Gàidhlig mar nuadh-chànan san àrd-sgoil.

The 1+2 Initiative is the Scottish Government's ambitious modern language policy for schools. It provides every child in Scotland with the opportunity to learn a modern language from P1 onwards (L2); each child, irrespective of ability, should have the right to learn a second modern language from P5 onwards (L3); and it falls to Local Authorities to decide how and when to implement this. During the life of this Plan, all sectors will ensure that children in Scotland are provided with an opportunity to learn, and learn about, Gaelic as an L3 or L2. This will increase the understanding and interest in Gaelic language nationally and create a pathway to learning Gaelic as a modern language in the secondary.

(7.3) Dèan cinnteach gu bheil an tairgse dhidseatach gus an curraicealaim air-loidhne a lìbhrigeadh a' neartachadh agus a' leudachadh FtG agus FLI ann an sgoiltean aig ìre na bun-sgoile agus na h-àrd-sgoile gach bliadhna

(7.3) Ensure the digital offer for online curriculum deliver strengths and expands GME and GLE in schools at primary and secondary levels annually

Tha e-Sgoil air adhartas a dhèanamh ann a bhith a' lìbhrigeadh taic dhan roinn FtG agus do dh'ionnsachadh na Gàidhlig mar nuadh-chànan tro na tha e a' cur ri lìbhrigeadh chùrsaichean bun-sgoile agus àrd-sgoile agus ri daoine a bhith a' faighinn theisteanasan ann am FtG agus FLI. Bheir ath-sgrùdaidhean stèidhichte air fianais sùil air buaidh, agus planadh agus aithris bhliadhnail air an adhartas seo taic do phlanadh airson leasachadh a bharrachd. Bheir ath-sgrùdadh air solar cothroman ionnsachaidh proifeiseanta airson raon FtG agus FLI, le e-Sgoil, Stòrlann Nàiseanta na h-Alba, Foghlam Alba agus com-pàirtichean eile leithid SMO, an gnìomh seo air adhart cuideachd.

e-Sgoil has made progress in delivering support for the GME sector and learning Gaelic as a modern language through its contribution to primary and secondary course delivery and the gaining of qualifications within GME and GLE. Evidence-based reviews of impact, and annual planning and reporting on this progress will support planning for further development. A review, with e-Sgoil, Stòrlann Nàiseanta na h-Alba, Education Scotland and other partners such as SMO, of the provision of Professional Learning opportunities aimed at the GME sector and GLE provision will also take forward this action.

(7.4) Cruthaich agus leudaich tairgse curraicealaim FtG iomchaidh airson gach cuid Foghlam Coitcheann Farsaing agus an Ìre as Àirde san àrd-sgoil

(7.4) Develop and extend an appropriate GME curriculum offer for both Broad General Education and Senior Phase in the secondary sector

Tha Riaghaltas na h-Alba air gealltanas a dhèanamh an raon de chuspairean a ghabhas teagasg ann am FtG a neartachadh an dà chuid airson foghlam coitcheann farsaing agus aig an ìre as àirde.

SG has made a commitment to strengthen the range of subjects that can be taught in GME for both a broad general education and in the senior phase of secondary school.

Bu chòir gach aonad a tha a' toirt seachad solar FtG san àrd-sgoil planadh leasachaidh bliadhnail a dhèanamh agus aithisg adhartas a thoirt seachad mar phàirt den phròiseas inbhean is càileachd aca. Bu chòir dhan phrògram sgrùdaidh nàiseanta

All GME Secondary provision should provide annual improvement planning and a report on progress as part of their standards and quality process. The national inspection programme should clearly identify comharrachadh gu soilleir far a bheil adhartas ga dhèanamh agus far a bheil obair leasachaidh a bharrachd a dhìth. Bu chòir do gach ionad a tha a' lìbhrigeadh foghlam FtG san Àrd-sgoil Tairgse Curraicealaim FtG a tha soilleir agus tarraingeach a thoirt seachad agus leasachaidhean bliadhnail a cheangal ri planadh leasachadh bliadhnail na sgoile airson FtG.

(7.5) Dèan cinnteach gu bheil gu leòr luchd-obrach agus ghoireasan ann airson FtG agus FLI

Nì Riaghaltas na h-Alba tasgadh gus cur ris an àireamh de luchd-teagaisg a tha comasach air teagasg tro mheadhan na Gàidhlig. Tha an galar lèir-sgaoilte air sealltainn cho cudromach agus luachmhor 's a tha e-Sgoil agus Stòrlann ann a bhith a' toirt seachad goireasan foghlaim Gàidhlig. Nì sinn cinnteach gum faigh iad taic fhathast gus an urrainn dhaibh cuideachadh ann am foghlam sgoile, ionnsachadh inbheach, taic luchd-teagaisg agus ionnsachadh coimhearsnachd.

(7.6) Dèan cinnteach gun tèid gealltanasan Riaghaltas na h-Alba air FtG a thoirt air adhart agus a lìbhrigeadh

Cuiridh lìbhrigeadh nan gealltanasan roimhe seo an gnìomh gealltanas Riaghaltas na h-Alba airson dòigh-obrach ro-innleachdail nàiseanta ùr a tha air aithneachadh mar rud riatanach ma tha na h-ìrean adhartais nas luaithe gu bhith ann a tha a dhìth airson na Gàidhlig.

8. Foghlam às dèidh na sgoile

Cothroman gus Gàidhlig ionnsachadh, cothroman gus Gàidhlig ionnsachadh aig ìre Foghlam Adhartaich is Àrd-ìre agus slighean a-steach gu teagasg FtG/FLI agus gu rannsachadh.

Tha làithreachd làidir ann an roinn an fhoghlam Àrd-ìre is Adhartaich, le cothroman an dà chuid aig ìre fo-cheum is iar-cheum. Tha grunn chothroman gus Gàidhlig ionnsachadh ann an iomairtean cudromach leithid SpeakGaelic cho math ri LearnGaelic, GoGaelic, Gaelic for Parents, Duolingo agus aplacaidean cànain eile. Tha àite cudromach aig Sabhal Mòr Ostaig ann an ionnsachadh, foghlam agus rannsachadh na Gàidhlig às dèidh na sgoile, mar a th' aig buidhnean acadaimigeach eile. Tha fàs air a bhith ann thar nam beagan bhliadhnaichean a dh'fhalbh ann an solar chùrsaichean inntrigidh airson na Gàidhlig. Agus tha foghlam thidsearan Gàidhlig agus taic do thidsearan ann agus solar ionnsachaidh didseatach Gàidhlig, a chaidh a leudachadh gu mòr, agus susbaint didseatach tarraingeach uile ri fhaighinn sa Ghàidhlig. Agus tha cothroman rannsachaidh ann an ionadan acadaimigeach agus cuideachd leasachadh air goireasan cànain, leithid Faclair na

where progress is being made and where additional development is required. Each GME Secondary provision should articulate a clear and attractive GME Curriculum Offer and link annual improvements to the annual school improvement planning for GME.

(7.5) Ensure provision of high quality GME and GLE staffing and resources

SG will invest to increase the number of teachers who can teach in the medium of Gaelic. The pandemic highlighted the importance and value of e-Sgoil and Stòrlann in making Gaelic education resources available. We will ensure they continue to be supported in order to help in school education, adult learning, teacher support and community learning.

(7.6) Ensure progress and delivery of SG Manifesto commitments on GME

The delivery of the preceding commitments will implement the SG commitment for a new national strategic approach which is recognised as essential if there are to be the faster rates of progress required for Gaelic.

8. Post-school

Opportunities to learn Gaelic, to provide Gaelic learning in FE/HE institutions, routes into GME/GLE teaching and research.

Gaelic has a strong presence in the HE and FE sector with both undergraduate and post graduate opportunities. There are also many opportunities to learn Gaelic in important initiatives such as SpeakGaelic as well as in LearnGaelic, GoGaelic, Gaelic for Parents, Duolingo and other language apps. Sabhal Mòr Ostaig also has a key role in post-school Gaelic learning, education and research as do other academic institutions. There has been the growth over recent years of increased provision of access courses for Gaelic language. Then there is Gaelic teacher education and teacher support and greatly increased Gaelic digital learning provision and attractive digital content available in Gaelic. Then research opportunities in academic institutions and also the development of linguistic resources, such as Faclair na Gàidhlig, Tobar an Dualchais, Ainmean Àite na h-Alba, Gàidhlig, Tobar an Dualchais, Ainmean-Àite na h-Alba, DASG agus An Seotal, teicneòlas cainnt-gu-teacsa agus barrachd. Chan eil annta seo ach eisimpleirean de dh'adhartas agus feumar an t-adhartas seo a leasachadh barrachd.

DASG and An Seotal, speech-to-text technology and more. These are only some examples of progress and this progress needs to be developed further.

GNÌOMHAN

(8.1) Brosnachadh agus taic ri SpeakGaelic agus cothroman foghlam eile do dh'inbhich

Tha fianais thòiseachail às dèidh bogadh SpeakGaelic fàbharach agus bidh e cudromach togail air na gluasadan làithreach ann an com-pàirteachas le solaraichean eile do luchd-ionnsachaidh inbheach air feadh na h-Alba. Mar a bhios SpeakGaelic a' cur ris an raon ghoireasan a tha e a' solarachadh, bidh e cudromach measadh a dhèanamh air èifeachdas agus rannsachadh a dhèanamh air gach taobh den lìbhrigeadh làithreach agus far am faodar adhartas a lìbhrigeadh san àm ri teachd, agus barrachd co-òrdanachadh a dhèanamh air na diofar iomairtean a tha ann an-dràsta.

(8.2) Sgilean Gàidhlig gu bhith mar phàirt de, agus air am brosnachadh ann an cothroman cosnaidh, slighean fastaidh, trèanadh sgilean agus preantasachdan

Ann an com-pàirteachas le buidhnean leithid Leasachadh Sgilean na h-Alba, planaidh agus cumaidh Bòrd na Gàidhlig taic ri iomairtean iomchaidh a tha a' brosnachadh dreuchdan sa Ghàidhlig. Bidh e cudromach cumail air ùidh a thogail am measg òigridh ann am FtG mu mar a chleachdas iad an cuid dà-chànanais mar bhuannachd nuair a bhios iad a' sireadh obrach. Cuiridh Planaichean Gàidhlig ri fàs ann an iarrtas airson sgilean Gàidhlig sa mhargaidh obrach.

(8.3) Buidhnean nàiseanta a' cumail orra a' brosnachadh Cùrsaichean Trèanaidh Luchd-teagaisg FtG, slighean a-steach do theagasg FtG/FLI agus taic do phroifeiseantaich

A' togail air an obair com-pàirteachais le GTCS, cumaidh Bòrd na Gàidhlig air a' toirt taic do thidsearan clàraichte gus a dhol an sàs ann an ionnsachadh na Gàidhlig no beachdachadh air dreuchdan ann am FtG no FLI. Bithear a' measadh a' phìleit air Teisteanas Teagaisg a Bharrachd airson Gàidhlig mar Nuadh-chànanan agus thèid molaidhean a dhèanamh airson barrachd obair leasachaidh gus taic a chumail ri ionnsachadh proifeiseanta ann an sgiobaidhean Nuadh-chànanan tro mheadhan na Beurla agus gus lìbhrigeadh nas fharsainge den Ghàidhlig mar nuadh-chànan a chur an comas. A bharrachd air seo, thèid taic a chumail ri iomairtean sanasachd gus dèanamh cinnteach gum fàs solar airson na Gàidhlig ann an Cùrsaichean Trèanaidh Luchd-teagaisg.

ACTIONS

(8.1) Promotion and support for SpeakGaelic and other adult education opportunities

Initial evidence following launch of SpeakGaelic is positive and it will be important to build on current momentum in partnership with other adult learning provision across the country. As SpeakGaelic develops the range of resources it is providing, it will be important to evaluate effectiveness and conduct research on both aspects of current delivery and where future progress may be delivered, and increase co-ordination of the various initiatives now in place

(8.2) Gaelic skills included in careers opportunities, routes to employment, skills training and apprentices

In partnership with agencies such as Skills Development Scotland, Bòrd na Gàidhlig will plan and support appropriate interventions highlighting careers in Gaelic. It will be important to continue to develop interest amongst young people in GME in how they can use their bilingualism as an advantage when seeking employment. GLPs will also contribute to the increasing demand for Gaelic skills in the labour market.

(8.3) National agencies continue to promote GME Initial Teacher Education, routes into GME/GLE teaching and support for professionals

Building on the partnership work with the GTCS, Bòrd na Gàidhlig will continue to support registered teachers to both engage with learning Gaelic or consider careers in GME or GLE. The Additional Teaching Qualification for Gaelic as a Modern Language pilot will be evaluated and recommendations made for further development to support professional learning in English-medium Modern Languages teams and enable wider delivery of Gaelic as a modern language. Furthermore national promotional campaigns will be supported to ensure that Initial Teacher Education (ITE) Gaelic provision grows and expands.

(8.4) Tha raon farsaing de chothroman ionnsachaidh Gàidhlig ann an institiudan Foghlam Adhartach/Foghlam Àrd-ìre

Gus na rùintean sin a choileanadh nì Riaghaltas na h-Alba cinnteach gu bheil àite Shabhal Mòr Ostaig mar ionad sàr-mhathais airson trèanadh Gàidhlig an dà chuid air aithneachadh agus a' faighinn taic, le maoineachadh sònraichte gus cùrsaichean FE/HE a thabhann tro agus airson Gàidhlig. Mar a' phrìomh institiud foghlam Gàidhlig aig an treas ìre gu nàiseanta tha prìomh àite aig Sabhal Mòr Ostaig ann a bhith a' cumail taic ri dh'FhtG aig gach ìre agus ri raon farsaing de dh'iomairtean coimhearsnachd Gàidhlig. A bharrachd air sin gheibh an solar ITE ann an Oilthigh Dhùn Èideann agus Oilthigh Shrath Chluaidh taic shònraichte fhathast gus cothrom a thoirt do chleachdadh nas fharsainge de na cùrsaichean a tha na h-ionadan sin a' toirt seachad.

(8.5) Rannsachadh - thèid taic a chumail ri seo gus cur ri tuigse air agus èifeachdas obair leasachaidh na Gàidhlig

Tha an rannsachadh a nì institiudan acadaimigeach agus eile ro-chudromach gus adhartas, atharrachadh agus cothroman a mheasadh. Aig an am seo, tha e' gabhail a-steach Oilthighean na Gàidhealtachd is nan Eilean, Ghlaschu, Ghlaschu Caledonian, Dhùn Èideann, Obar Dheathain cho math ri Sabhal Mòr Ostaig, institiudan agus pròiseactan eile, leithid Bilingualism Matters. Tha e a' gabhail a-steach rannsachadh air cleachdadh na Gàidhlig ann an coimhearsnachdan, dà-chànanas, buannachdan FtG, leasachadh cànanach, buaidhean eaconomach, cleachdaidhean teicneòlasach agus tòrr a bharrachd. Cumaidh rannsachadh air a' fiosrachadh tasgadh stòrasan, gnìomhan agus dòighean-obrach a thaobh dùbhlain is cothroman. Tha seo fìor a thaobh gach taobh de leasachadh na Gàidhlig agus leanaidh taic ris tro bheatha a' Phlana seo.

(8.4) Availability of wide range of opportunities to pursue Gaelic learning in Further Education/Higher Education institutions

In order to achieve these ambitions, SG will ensure that Sabhal Mòr Ostaig's place as a centre of excellence for the provision of Gaelic training is both recognised and supported, with dedicated funding to offer FE/HE courses through and for Gaelic. As the nation's leading third level Gaelic education institution Sabhal Mòr Ostaig has a key role in supporting GME at all levels and a wide range of Gaelic community initiatives. In addition the ITE provision at the University of Edinburgh and the University of Strathclyde will continue to receive dedicated support to enable wider uptake of coutrses provided by these institutions.

(8.5) Research is supported to improve understanding and effectiveness of Gaelic development

The research carried out by academic institutions and others is essential in evaluating progress, change and opportunity. It currently involves Universities of Aberdeen, Edinburgh, Glasgow, Glasgow Caledonian, and Highlands and Islands as well as Sabhal Mòr Ostaig, other institutions and projects such as Bilingualism Matters. It includes research on Gaelic use in communities, bilingualism, benefits of GME, linguistic development, economic impacts, technological applications and much more. Research will continue to inform investment of resources, action, and approaches to challenges and opportunities. This applies across all areas of Gaelic development and it will continue to be supported in the life of this Plan.

CO-THEACSA A' PHLANA SEO

CONTEXT FOR THIS PLAN

Tha raon farsaing de cho-theacsan agus nithean a bheir buaidh air leasachadh na Gàidhlig agus sinn ag ullachadh a' Phlana seo. Tha cuid de na prìomh chothroman is dùbhlain agus gealltanasan manifesto is a' Phrògram Riaghlaidh air am mìneachadh gu h-ìosal. Tha geàrr-chunntas de bhuidseat Riaghaltas na h-Alba airson na Gàidhlig ann cuideachd.

Cothroman

- Gealltanasan an Riaghaltais a thaobh na Gàidhlig, a' gabhail a-steach frèam-obrach laghail nas treasa agus amasan airson foghlam tro mheadhan na Gàidhlig bho aois 3-18
- Tha a' Ghàidhlig air a leabachadh ann am poileasaidhean agus gealltanasan manifesto eile
- A' cur ris an Fhrèam-obrach Coileanaidh Nàiseanta a tha a' mìneachadh luachan agus amasan Riaghaltas na h-Alba;
- Tog air agus leasaich a' mhisneachd agus an t-solair a tha air èirigh bhon làithreachd Ghàidhlig air-loidhne
- Thèid cur ri luach, spèis agus tarraing na Gàidhlig

Cuiridh am Plana aghaidh air na dùbhlain a tha a' cur bacadh air coileanadh na lèirsinn, mar eisimpleir:

- Buaidh COVID air coimhearsnachdan agus ionnsachadh na Gàidhlig
- Tha na goireasan, buidseadan agus daoine a tha rim faighinn airson na Gàidhlig air fuireach aig mun aon ìre ged a tha fèill air a' Ghàidhlig a' fàs
- A' lasachadh nan droch bhuaidhean aig Brexit air coimhearsnachdan le ìrean àrda de dhaoine aig a bheil Gàidhlig
- Prìomhachasan eile airson tasgadh am measg nan Ùghdarrasan Poblach

Am Prògram Riaghlaidh

Ron taghadh nàiseanta sa Chèitean 2021, chuir Pàrtaidh Nàiseanta na h-Alba gealltanasan susbainteach mun Ghàidhlig sa mhanifesto aca. Chaidh grunn aca sin a chur an uair sin anns a' Phrògram Riaghlaidh, a chaidh fhoillseachadh le Riaghaltas na h-Alba san t-Sultain 2021. Tha an earrann gu h-ìosal bho A fairer, greener Scotland Programme for Government 2021-22:

In developing this Plan, there are a wide range of contexts and influences which impact on Gaelic development. Some of the key opportunities and challenges, manifesto and Programme for Government commitments are set out below. As is an outline of the Scottish Government budget for Gaelic.

Opportunities

- Government commitments for Gaelic, including a stronger legal framework and ambition for 3-18 Gaelic medium education
- Gaelic is embedded in other policies and manifesto commitments
- Contribution to National Performance Framework which sets out the values and objectives of Scottish Government;
- Build on and develop the confidence and availability that the Gaelic presence online has created
- The value, esteem and appeal of Gaelic will be increased

The Plan will address the challenges which constrain achieving the vision, such as:

- Impact of COVID on Gaelic communities and learning
- Resources, budgets and people, available for Gaelic have remained relatively static against increasing demand for Gaelic
- Mitigating the negative impacts of Brexit on communities with high levels of Gaelic speakers
- Competing priorities for investment amongst public authorities

Programme for Government

Prior to the national election of May 2021, the Scottish National Party made significant commitments for Gaelic in their manifesto. Many of these were then included in the Programme for Government, published by Scottish Government in September 2021. This extract below is from A fairer, greener Scotland Programme for Government 2021-22:

Tha Riaghaltas na h-Alba air rùnachadh cur ris an àireamh de dhaoine a tha a' cleachdadh agus ag ionnsachadh na Gàidhlig, agus cumaidh sinn ar taic ri foghlam, ealainean agus craoladh na Gàidhlig. Bheir sinn air adhart Bile nan Cànan Albannach tro bheatha na Pàrlamaid gus ceuman a bharrachd gus taic a chumail ris a' Ghàidhlig agus ri Scots. Nì sinn sgrùdadh cuideachd air a bhith a' cruthachadh Gàidhealtachd aithnichte, nì sinn ath-sgrùdadh air gnìomhan agus structairean Bhòrd na Gàidhlig gus dèanamh cinnteach gu bheil buidheann stiùiridh èifeachdach aig Alba, agus cruthaichidh sinn dòigh-obrach ro-innleachdail nàiseanta ùr a thaobh foghlam tro mheadhan na Gàidhlig (FtG) a bhrosnaicheas cruthachadh bhun-sgoiltean agus àrd-sgoiltean FtG ùra.

The Scottish Government is committed to increasing the numbers using and learning Gaelic, and we will maintain our support for Gaelic education, arts and broadcasting. We will bring forward a Scottish Languages Bill over the course of the Parliament to take further steps to support the use of Gaelic and the Scots language. We will also explore the creation of a recognised Gàidhealtachd, review the functions and structures of Bòrd na Gàidhlig to ensure Scotland has an effective leadership body, and develop a new national strategic approach to Gaelic medium education (GME) which will encourage the creation of new GME primary and secondary schools.

Tha gealltanasan ann am manifesto a' Phàrtaidh Uaine mar a leanas:

Cultar

- Cùm taic ri iomadachd cànan ann an Alba
- Cùm taic ri iomairtean cultarail ann an cànanan uile na h-Alba
- Brosnaich cleachdadh na Gàidhlig, na Scots agus na Doric cho math ri cànanan nam mion-chinnidhean
- Thoir piseach air solarachadh airson na Gàidhlig aig an taigh agus ann am foghlam san àrd-sgoil agus ann am foghlam adhartach is àrd-ìre.

The Scottish Green Party made commitments in their manifesto as follows:

Culture

- Support Scottish language diversity
- Support cultural ventures in all the languages of Scotland
- Encourage the use of Gaelic, Scots and Doric as well as the languages of those from minority ethnic backgrounds
- Improve the provision of Gaelic language at home and in secondary, higher and further education.

Bha na gealltanasan airson na Gàidhlig ann am manifesto Pàrtaidh Nàiseanta na h-Alba:

Tha Gàidhlig na pàirt riatanach de chultar na h-Alba agus tha sinn dealasach a thaobh dèanamh cinnteach gum bi i seasmhach san àm ri teachd. Bidh sinn gu sònraichte a' cuimseachadh air lùghdachadh a' ghluasaid don Bheurla a tha a' sìor fhàs anns na coimhearsnachdan dùthchasach a tha air fhàgail.

Tha Foghlam tro mheadhan na Gàidhlig (FtG) na phrìomh dhòigh air dèanamh cinnteach gu bheil a' Ghàidhlig a' soirbheachadh agus a' fàs ann an sgìrean bailteil agus dùthchail. Tha FtG aig an ìre as soirbheachail nuair a tha e na làn bhogadh Gàidhlig do sgoilearan, agus nuair as urrainn cùrsa-beatha sgoile air fad a lìbhrigeadh tro mheadhan na Gàidhlig.

Gus dèanamh cinnteach gu bheil FtG dha-rìribh na bhogadh bidh ro-thaobhadh san fharsaingeachd againn an aghaidh a bhith a' co-shuidheachadh sgoiltean FtG le sgoiltean tro mheadhan na Beurla.

The commitments for Gaelic from the Scottish National Party manifesto were:

Gaelic is an integral part of Scotland's culture and we remain committed to ensuring it has a sustainable long-term future. In particular we will have a focus on arresting the intensifying language shift in the remaining vernacular communities.

Gaelic Medium Education (GME) is a key driver for ensuring that Gaelic continues to thrive and grow in both urban and rural areas. GME education is at its most successful when it is fully immersive for pupils, and when an entire school career can be delivered through the medium of Gaelic.

To ensure that the GME experience is truly immersive we will have a general presumption against co-locating GME schools with English medium schools.

Brosnaichidh sinn cruthachadh bun-sgoiltean agus àrd-sgoiltean FtG ùra air feadh na h-Alba, le taic bho thasgadh gus an àireamh de thidsearan as urrainn teagasg tro mheadhan na Gàidhlig a mheudachadh. Bidh seo ag amas air an raon de chuspairean a ghabhas teagasg ann am FtG a neartachadh an dà chuid airson foghlam coitcheann farsaing agus aig ìre àrd-sgoile.

Cuiridh sinn taic ri leasachadh bun-sgoiltean FtG a bharrachd ann an Dùn Èideann agus Lodainn mar cheum cudromach a dh'ionnsaigh àrd-sgoil FtG leis fhèin a chruthachadh ann am meadhan Dhùn Èideann. Tha feum air àite meadhanach gus dèanamh cinnteach gu bheil e ruigsinneach bho phrìomh mhòr-ionadan còmhdhail poblach gus leigeil leis an sgoil ùr neo-eisimeileach seirbheis a thoirt do sgìre Lodainn san fharsaingeachd. Tha Comhairle Baile Dhùn Èideann air conaltradh cudromach a thoirt air adhart mu sholarachadh FtG, ach nì sinn cinnteach gu bheil seo a-nis air a ghabhail a-steach ann an dòigh ro-innleachdail nàiseanta ùr. Tha seo riatanach ma tha sinn gu bhith a' faicinn nan ìrean adhartais nas luaithe a tha sinn a' sireadh airson na Gàidhlig.

Tha an galar lèir-sgaoilte air sealltainn cho cudromach agus luachmhor 's a tha e-Sgoil agus Stòrlann ann a bhith a' toirt seachad goireasan foghlaim Gàidhlig. Nì sinn cinnteach gun lean iad a' faighinn taic gus cuideachadh le foghlam sgoile, ionnsachadh inbheach, taic thidsearan agus ionnsachadh coimhearsnachd.

Gus na rùintean sin a choileanadh nì sinn cinnteach gu bheil àite Shabhal Mòr Ostaig mar ionad sàr-mhathais airson trèanadh Gàidhlig an dà chuid air aithneachadh agus a' faighinn taic, le maoineachadh sònraichte gus cùrsaichean FE/HE a thabhann tro agus airson Gàidhlig. Mar phrìomh institiud foghlaim Gàidhlig na treas ìre tha prìomh dhreuchd aig Sabhal Mòr Ostaig ann a bhith a' toirt taic do FMG aig gach ìre agus raon farsaing de dh'iomairtean coimhearsnachd Gàidhlig.

Ag ionnsachadh à Èirinn, bidh sinn cuideachd a' sgrùdadh Gàidhealtachd cànain a chruthachadh gus ìrean comas cànain àrdachadh agus solar barrachd sheirbheisean tro mheadhan na Gàidhlig agus a' leudachadh chothroman gus a' Ghàidhlig a chleachdadh ann an suidheachaidhean làitheil agus ann an suidheachaidhean foirmeil. Gu sònraichte, feumaidh sinn an taic shònraichte a dhèanamh seasmhach a tha ga dhèanamh comasach a' Ghàidhlig a chleachdadh nas trice san dachaigh agus sa choimhearsnachd.

Nì sinn ath-sgrùdadh air gnìomhan agus structaran Bòrd na Gàidhlig gus dèanamh cinnteach gu bheil buidheann ceannais

We will encourage the creation of new GME primary and secondary schools across Scotland, backed by investment to increase the number of teachers who can teach in the medium of Gaelic. This will be with a view to strengthening the range of subjects that can be taught in GME for both a broad general education and in the senior phase of secondary school.

We will support the development of additional GME primary schools in Edinburgh and the Lothians as an important step towards the creation of a standalone GME secondary school in central Edinburgh. A central location is necessary to ensure it is accessible from major public transport hubs to allow the new standalone school to serve the wider Lothian region. Edinburgh City Council has taken forward important engagement on GME provision, but we will ensure that this is now incorporated within a new national strategic approach. This is essential if we are to see the faster rates of progress we seek for Gaelic.

The pandemic has highlighted the importance and value of e-Sgoil and Stòrlann in making Gaelic education resources available. We will ensure they continue to be supported in order to help in school education, adult learning, teacher support and community learning.

In order to achieve these ambitions we will ensure that Sabhal Mòr Ostaig's place as a centre of excellence for the provision of Gaelic training is both recognised and supported, with dedicated funding to offer FE/HE courses through and for Gaelic. As the nation's leading third level Gaelic education institution Sabhal Mòr Ostaig has a key role in supporting GME at all levels and a wide range of Gaelic community initiatives.

We will also explore the creation of a recognised Gàidhealtachd to raise levels of language competence and the provision of more services through the medium of Gaelic and extend opportunities to use Gaelic in every-day situations and formal settings. In particular, we need to ensure specific support that makes it possible for the Gaelic language to be used more often in the home and community.

We will review the functions and structures of Bòrd na Gàidhlig to ensure Scotland has an effective leadership èifeachdach agus lìonra de bhuidhnean aig Alba airson a' Ghàidhlig a bhrosnachadh. Bidh seo a' toirt a-steach obair còmhla ris a h-uile ùghdarras agus buidheann aig a bheil dleastanas anns na h-ealain, turasachd agus dualchas gus sgrùdadh a dhèanamh air dè as urrainn dhaibh a dhèanamh gus ìrean adhartais nas luaithe a lìbhrigeadh don Ghàidhlig.

Bheir sinn cuideachd air adhart Bile Cànanan na h-Alba a ghabhas tuilleadh cheumannan gus taic a thoirt don Ghàidhlig, a bhios ag obair airson Scots agus a tha ag aithneachadh gur e comann-sòisealta ioma-chànanach a th' ann an Alba.

A bharrachd air na gealltanasan a thaobh na Gàidhlig, tha gealltanasan eile sa mhanifesto bheir buaidh air a' Ghàidhlig agus bu chòir beachdachadh orra seo. Tha iad seo a' gabhail a-steach:

- Bile Chòraichean Daonna
- Cruthaich Seirbheis Cùraim Nàiseanta
- Lìbhrig 100,000 dachaigh a bharrachd aig prìs ruigsinneach ro 2032
- Cuir a-steach £500 millean a bharrachd gus taic a thoirt do chosnaidhean ùra agus sgilean ùra a thoirt do dhaoine airson obraichean san àm ri teachd
- Thoir inneal do gach pàiste ann an Alba airson faighinn air-loidhne, a' toirt a-steach ceangal eadar-lìn an-asgaidh agus cuideachadh gus a chleachdadh
- Tog siostam cùram-cloinne amalaichte a bheir seachad cùram ro agus às dèidh na sgoile, fad na bliadhna, far nach pàigh na teaghlaichean as bochda dad
- Leudaichidh sinn cuideachd foghlam tràth-bhliadhnaichean an-asgaidh gu clann aois 1 agus 2, a' tòiseachadh le clann bho dhachaighean le teachd-a-steach ìosal.
- Cùmhnant Eadar-nàiseanta air Còraichean Eaconamach, Sòisealta agus Cultarach
- Seanadh Saoranach Bliadhnail
- Gealladh Dhaoine Òga
- Eaconomaidh Dhùthchail na h-Alba, a' gabhail a-steach branndadh 'Sustainably Scottish', foghlam stèidhichte air fearann, ro-innleachd na mara; agus fàs ann an turasachd na mara
- Foillsich ro-innleachd bith-iomadachd ùr le plana lìbhrigidh 5-bliadhna, a' gabhail a-steach atharrachadh san dòigh sam bith sinn a' cleachdadh agus a' stiùireadh fearann agus an dòigh againn a thaobh a bhith a' dìon àrainnean agus eag-shiostaman.

Thar beatha a' Phlana seo, bithear a' cur fios do na daoine le uallach airson na geallaidhean sin a chruthachadh agus a chur an gnìomh gus dèanamh cinnteach gum bi comhairle mun Ghàidhlig a' fiosrachadh na h-obrach sin.

body and network of organisations for the promotion of Gaelic. This will include considering working with all authorities and bodies that have functions in arts, tourism and heritage to explore what more they can do to help deliver faster rates of progress for Gaelic.

We will also bring forward a new Scottish Languages Bill which takes further steps to support Gaelic, acts on the Scots language and recognises that Scotland is a multilingual society.

In addition, to the commitments for Gaelic, there were commitments made in the Manifesto of which the impact of, and on, Gaelic should be considered. These include:

- Human Rights Bill
- Create a National Care Service
- Deliver a further 100,000 affordable homes by 2032
- Invest an additional £500million to support new jobs and reskill people for the jobs of the future
- Provide every child in Scotland with a device to get online, including a free internet connection and support to use it
- Build a wraparound childcare system providing care before and after school, all year round
- Expand free early years education to all 1- and 2-year-olds, starting with children from low income households
- International Covenant on Economic, Social and Cultural Rights
- Annual Citizens' Assembly
- Young Person's Guarantee
- Scotland's Rural Economy including Sustainably Scottish branding; land-based education; maritime strategy; and growth of marine tourism
- Publish a new biodiversity strategy underpinned by a 5-year delivery plan, including changes in the way we use and manage land and our approach to protecting habitats and ecosystems.

Over the lifetime of this Plan, representations will be made to those responsible for developing and implementing these commitments to ensure that advice on Gaelic informs that work.

Goireasan rim faighinn

Tha Riaghaltas na h-Alba a' cosg mu £29 millean air a' Ghàidhlig gach bliadhna. 'S e am buidseat ann am bliadhna ionmhais 2022/23 £29.6m (20/21 - £27.9m, 2021/22 - £31.1m). Tha seo a' gabhail a-steach £12.8m do MG ALBA, £5.679m do BnG, £4m buidseat calpa, £4.482m Sgeama nan Tabhartasan Sònraichte, £2.15m do Shabhal Mòr Ostaig, Stòrlann is eile, £0.5m do SpeakGaelic. Tha buidseat Riaghaltas na h-Alba airson foghlam agus seirbheisean poblach eile cuideachd a' cumail taic ri lìbhrigeadh ghnìomhan co-cheangailte ris a' Ghàidhlig, a bharrachd air na h-ùghdarrasan poblach aig a bheil planaichean Gàidhlig.

Tha an fhianais a' sìor fhàs mu na buannachdan farsaing do dh'eaconamaidh na h-Alba, a' cruthachadh obraichean agus bith-beò air feadh na dùthcha, a' toirt cothrom do raon farsaing de choimhearsnachdan soirbheachadh.

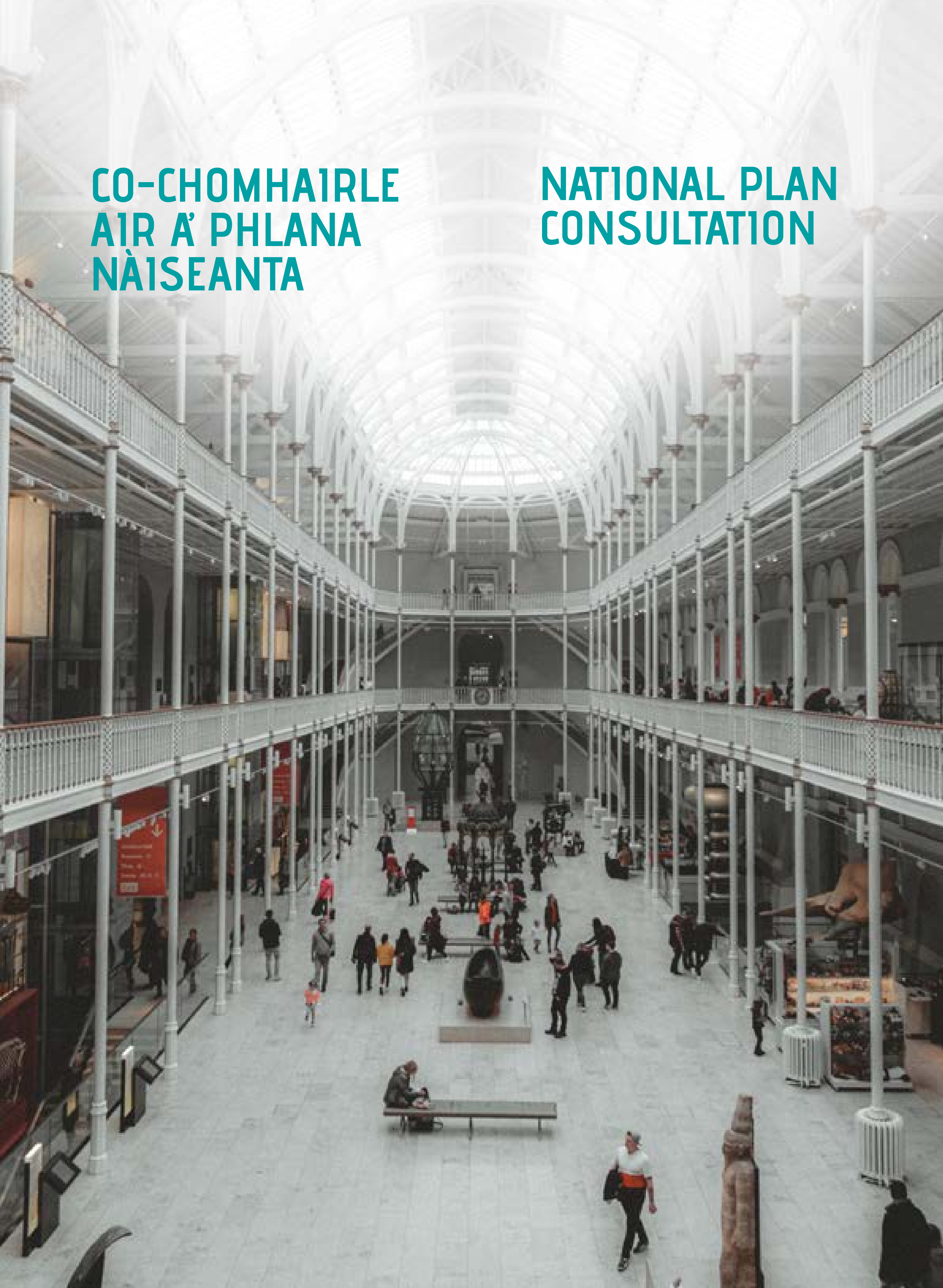
Resources available

Scottish Government already commits some £29million for Gaelic annually. The budget in financial year 2022/23 is £29.6m (Spend in 20/21 - £27.9m, 21/22 - £31.1m). This comprises £12.8m MG ALBA, £5.25m BnG; £4m capital budget, £4.482m Scheme of Specific Grants, £2.15m SMO, Stòrlann and others, and £0.5m SpeakGaelic. SG budget for education and other public services also supports delivery of Gaelic-related activities, as well as those public authorities with Gaelic language plans.

The evidence continually increases about the far-reaching benefits to the Scottish economy, creating jobs and livelihoods across the country, enabling a wide range of communities to flourish.

CO-CHOMHAIRLE AIR A' PHLANA NÀISEANTA

NATIONAL PLAN CONSULTATION



Co-chomhairle air a' Phlana Nàiseanta

Tha an structar a thathar a' moladh dhan Phlana Nàiseanta air a mhìneachadh gu h-àrd. Às dèidh grunn choinneamhan poblach agus tachartasan co-chomhairleachaidh, is iad seo na prìomhachasan a chaidh a chomharrachadh a bhiodh cudromach dhan Ghàidhlig san àm ri teachd. Tha iad air am mìneachadh mar Amasan, Raointean Obrach agus Gnìomhan.

Sa cho-chomhairle seo, chuirear fàilte air na beachdan agad air na h-àrd-amasan agus targaidean airson 2028 a dh'fhaodadh a bhith san ath thionndadh den Phlana Nàiseanta. Chuirear fàilte air do bheachdan air na clàran ann an taobh-duilleig 8 - 12 cuideachd.

Mar a tha air a mhìneachadh ann an Lèirsinn 2023-28, is e Plana airson Alba air fad a tha seo, airson fàs agus airson togail air adhartas sna bliadhnaichean mu dheireadh agus cuidichidh aontachadh amasan coitcheann, raointean obrach agus gnìomhan sa Phlana seo le bhith a' coileanadh sin.

Tha e cudromach a ràdh gu soilleir gum bu chòir susbaint a' Phlana a bhith comasach air lìbhrigeadh agus gu bheil tuigse shoilleir ann air na bu chòir dèanamh gus an t-adhartas seo a choileanadh.

Tha e cudromach cuideachd sealltainn gu bheil na h-amasan, raointean obrach agus gnìomhan sa Phlana seo comasach air taic a chumail ri chèile agus gu bheil comas aig gach pàirt a thèid a chur air adhart luach a chur ri raointean eile de dh'obair leasachaidh na Gàidhlig.

National Plan Consultation

The proposed structure for the National Plan is set out above. Following a number of public meetings and consultation events these are the priorities which have emerged as being important for Gaelic in future years. They have been set out as Aims, Areas of Activity and Actions.

In this consultation your views on the ambitions and targets for 2028 that could be included in the next version of the National Plan will be welcome. Your views on the tables in pages 8 - 12 will also be welcome.

As set out in the Vision for 2023-28, this is a Plan for the whole of Scotland, for growth and for building on the progress of recent years and the agreement of shared aims, areas of activity and actions in this Plan will help with the achievement of that.

It is also important to emphasise that the content of the Plan should be attainable and that it is clearly understood what needs to be done to achieve this progress.

It is also important to demonstrate that the aims, areas of activity and actions in this Plan are able to support each other and that each part pursued has the potential to add value to other areas of Gaelic development activity.

CEISTEAN CO-CHOMHAIRLEACHAIDH

CONSULTATION QUESTIONS

Ceistean co-chomhairleachaidh

Ceist 1:
A bheil thu den bheachd gu bheil am measgachadh as fheàrr de àrd-amasan, targaidean, amasan agus raointean obrach agus gnìomhan airson na Gàidhlig san dreachd Plana aig an àm seo, is mur a h-eile, dè bheireadh piseach air seo?

Ceist 2:
Tha farsaingeachd àrd-amasan agus thargaidean a' stiùireadh a' Phlana. A bheil thu den bheachd gu bheil na h-àrd-amasan agus targaidean iomchaidh, no a bheil molaidhean agad airson feadhainn eile.

Ceist 3:
Tha grunn ghnìomhan ann a thaobh gach raon obrach. A bheil thu a' smaoineachadh gum bu chòir amasan sònraichte a bhith ceangailte ris na gnìomhan agus ma tha, bhiodh fàilte air na molaidhean agad air dè bu chòir a bhith ann.

Ceist 4:
Tha dòigh-obrach fharsaing agus in-ghabhalach a thaobh brosnachadh agus taic dhan Ghàidhlig. A bheil thu a' smaoineachadh gu bheil dòigh-obrach fharsaing ceart airson na Gàidhlig aig an àm seo?

Ceist 5:
Tha am Plana airson 's gum bi a' Ghàidhlig nas tarraingiche do dhaoine fa leth agus do theaghlaichean agus gum faicear barrachd misneachd ann an cleachdadh na Gàidhlig. Dè eile a dh'fhaodadh cuideachadh le seo nad bheachd?

Ceist 6:
Dè eile nad bheachd a dhèanadh cinnteach gum biodh a' Ghàidhlig soirbheachail ann an Alba san àm ri teachd?

Consultation Questions

Question 1:
Do you think the draft Plan contains the optimum mix of ambitions, targets, aims, areas of activity and actions for Gaelic at this time or what would improve this?

Question 2:
There are a range of ambitions and targets which set the direction of the Plan. Do you think these are the appropriate ambitions and targets or do you have suggestions for others?

Question 3:
There are a range of actions relating to each area of activity. Do you think that specific goals should be attached to the actions and if so, your suggestions on what these should be would be welcome?

Question 4:
The Plan takes a broad and inclusive approach to the promotion and support for Gaelic. Do you think a broad approach is the right approach for Gaelic at this time?

Question 5:
The Plan wants to see Gaelic having a stronger appeal to individuals and families and to see an increased confidence in the use of Gaelic. What more do you think could help with this?

Question 6:
What else do you think would ensure a promising future for Gaelic in Scotland?

hebridean housing partnership

Making our house your home

ITEM NO 6.7

DATA-HOSTING (EXTENSION OF CONTRACT)

Board 29 June 2022

Report by Director of Finance & Corporate Services

Purpose of Report

1.1 To seek approval from the Board for the extension of the ICT Data-Hosting contract.

Summary

2.1 We have a number of computer servers, software platforms and associated networking and security systems, in place in order to help deliver our business objectives.

2.2 The maintenance and support of this infrastructure, on a 24/7/365 basis, is a specialised and ever changing necessity, and so we use external companies to facilitate and provide this assistance and service.

2.3 We last ran a tender process for our data-hosting requirements in May 2018. This covered hosting and associated support for a four year period from October 2018, and Castle ICT (now known as Kick ICT) was the company selected.

2.4 In this last tender exercise, we included options for extending the contract by 2 years, and then a further two years (up to a maximum contract period of 8 years in total).

2.5 The requirements of the contract, and SLA's in relation to support desk response and resolution time have been delivered.

2.6 The initial Kick contract period will conclude in September 2022, and so we are looking to invoke the first contract extension option, to run to September 2024.

2.7 The 2 year extension will allow for the new Housing software from Civica to bed in and allow us to explore the optimal set-up of core systems.

Competence

3.1 The legal, financial or other constraints to any recommendations in this report are contained in paragraph 5.1 – 8.1.

Recommendations

4.1 **It is recommended that the Board approve the extension of the current ICT Data-hosting contract.**

Background Papers:	None	
Writer of Report:	Angus M Smith	Tel: 0300 123 0773

Competence

Financial

5.1 Hosting and ICT support costs have been built into the current year budgets (both for revenue and capital expenditure). Expected and additional year 5 and 6 costs were considered at the time of the original tender process in 2018, and these requirements were included in the current approved ICT Strategy.

Legal

6.1 There are no legal implications arising directly out of consideration of this report.

Regulatory Guidance

7.1 The Regulatory Standards checklist has been completed and there is nothing in the report which would result in a breach of the standards.

Risk

8.1 We identify and maintain a register of potential IT risks that the business may face. As ICT is one of the critical areas the business relies on to function, it is one of the key functions addressed in our Business Continuity Plan, for which procedures, testing and training have been developed.

8.2 We need to protect our critical systems, whilst we go through significant software changes, relating in particular to the delivery of our new Housing System, upgrading our Finance systems and a number of other important background functions.

8.3 Planning and implementing a new hosting arrangement, with a possible migration and handover to a new provider, while these other developments are ongoing, would be complex, and a risk to the organisation that we would want to avoid.

Report Details

9.1 Our hardware is co-located in a Pulsant Datacentre outside Edinburgh, managed by Kick, and we connect to the datacentre via dedicated network links from each office.

9.2 Kick have met the 17 core requirements set out in the contract. Other key outputs in relation to backups (over 99% completed successfully), uptime (over 99% availability), and connectivity (over 99% availability) have been achieved, despite the challenges of COVID-19 and the rapid implementation of our business continuity plans in 2020.

9.3 We also have two SLA's in relation to support desk performance, relating to urgent and standard initial response times.

9.4 These SLA's have usually been met, with the only significant variation being during the initial Covid Lockdown period, when Kick was supporting companies move to homeworking, and providing ongoing support as they moved to homeworking themselves.

RULE CHANGE

Board 29 June 2022

Report by Company Secretary

Purpose of Report

1.1 The purpose of this report is to advise the Board on a proposed change to the Rules.

Summary

2.1 It is prudent to review the Board structure on a regular basis to ensure it remains fit for purpose, complies with good practice and regulatory requirements.

2.2 Since June 2018 there have been vacancies on the Board for Tenant Members. Currently there are three vacancies on the Board for Tenant Members. Despite encouraging tenants to get involved with the Board, vacancies for Tenant Board Members remain.

2.3 Long term vacancies create a risk to having a resilient and robust Board. In order to mitigate this risk and to ensure we have a good mix of skills on the Board it is proposed that if no nominations are received for the tenant vacancies we fill them with a mix of Board appointed and Community appointed Board members.

2.4 By allowing for up to four Board Appointed Members this would bring a variety of skills that would be of benefit to the decision making of the Board.

2.5 It is proposed the Rules be amended to fill any vacancies that arise in the Tenant Board Member Category with a maximum of two Board Appointed Members and one Community Member until such a time as more tenants become interested in joining the Board.

Competence

3.1 The financial, legal and other constraints to the recommendations in this report being implemented are at paragraph 5.1 – 8.2.

Recommendations

4.1 **It is recommended that the Board approve the proposed change to the Rules and the provisional timetable.**

Background Papers:	HHP Rules 2020	
Writer of Report:	Jonathan Fairgrieve	Tel: 0300 123 0773

Competence

Financial

5.1 There will be costs involved in amending the Rules which are estimated to be £4,000 and mainly legal and registration costs. There will be a cost to arranging a Special General Meeting.

5.2 The costs can be met from the budgets for corporate legal fees and meetings.

Legal

6.1 Rule 22.1 to 23.3 and 88.1 to 88.3 make provision to change the Rules and call a Special General Meeting.

6.2 Standing Orders 13.1 to 13.6 outline the role and remit of the Board which includes "ensuring there is a balance of skills, experience and diversity of equality on the Board". Part 2 states changes in Rules are a matter reserved to the Board. Reviewing the Rules is a referred function of the Audit & Risk Committee.

6.3 Approval for Rule changes is required from SHR, the FCA and OSCR.

Regulatory Guidance

7.1 The Regulatory Standards checklist has been completed and there is nothing in the report which would result in a breach of the standards.

Risk

8.1 Governance of the Partnership is critical to its long term viability. Reviewing and updating the Rules will reduce the risk of non-compliance with the Regulatory requirements and will ensure that our Rules and the governance framework and environment they support are fit for purpose.

8.2 Recruitment and retention of Board Members is item 7 on the Risk Register.

Report Details

Board Composition

9.1 The composition of the current Board is as follows:

Board Member	**Category**
Alex Gardner	Tenant Member
Vacant Position	Tenant Member
Vacant Position	Tenant Member
Vacant Position	Tenant Member
Iain Macmillan	Community Member
Calum Mackay	Community Member
Roddy Nicolson	Community Member
Vacant Position*	Community Member
Donald Macsween	Comhairle Appointed Member
Iain M Macleod	Comhairle Appointed Member
Finlay Stewart	Comhairle Appointed Member
Gordon Macleod	Co-opted Member
Norman A Macdonald	Co-opted Member
Helen Mackenzie	Board Appointed Member
Alison MacCorquodale	Board Appointed Member

* following resignation of Fiona Macleod on 14 April 2022

Provisional Timetable

10.1 The provisional timetable for the Rule change is as follows:

Description	Timescale
Board approve proposed Rule Change	29 June 2022
Consultation with tenants and stakeholders	July/August 2022
Board approve amended Rules for consideration at Special General Meeting	31 August 2022
Amended Rules Approved at Special General Meeting	15 September 2022

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ITEM NO 7.1

DEBT MANAGEMENT POLICY

Board 29 June 2022

Report by Director of Finance & Corporate Services

Purpose of Report

1.1 The purpose of this report is to present the Debt Management Policy which is a new policy combining the Rent Arrears Policy and Recovery of Sundry Debts Policy to the Board for consideration and approval as at Appendix 1.

Summary

2.1 The Recovery of Sundry Debts Policy was last updated in May 2019. Following a review of the Rent Arrears Policy in March 2022, it was considered that the provisions would be better placed in a new consolidated Debt Management Policy.

2.2 Both the Recovery of Sundry Debts Policy and the Rent Arrears Policy have therefore been amalgamated into one Policy.

2.3 The new Policy incorporates the outstanding recommendations from the Internal Audit on Accounts Receivable.

Competence

3.1 The legal, financial or other constraints to the recommendation in this report being implemented are detailed in paragraphs 5.1 - 7.1

Recommendations

4.1 **It is recommended that the Board approve the Debt Management Policy at Appendix 1.**

APPENDIX 1	Debt Management Policy	
Background Papers		
Writer of Report	James Morrison & Katie Walker	Tel: 0300 123 0773

Competence

Financial

5.1 Provision has been made within our budgets to implement and pursue debt in line with the Policy.

Legal

6.1 Before commencing with legal action, we will ensure that all Pre-Action Requirements as set out under sections 14 and 14A of the Housing (Scotland) Act ("the 2001 Act") as amended by section 155 of the 2010 Act and Repossession Orders under section 16 of the 2001 Act as amended by Section 153 of the 2010 Act have been complied with.

Regulatory Guidance

7.1 The Regulatory Standards checklist has been completed and there is nothing in the report which would result in a breach of the standards.

Risk

8.1 The risk of not updating policies can lead to breaches in regulatory codes of governance and recommended practice and leave the Partnership open to legal actions.

8.2 The risk of debt increasing is reduced through an effective Debt Management Policy.

Report Details

9.1 The Recovery of Sundry Debts Policy was last reviewed in May 2019 and the Rent Arrears Policy was last reviewed in March 2019.

9.2 In order to ensure a standard approach to debt management and improve our approach to the recovery of debt, both policies have been merged into one Debt Management Policy.

9.3 The Policy has been updated to take account of the internal audit recommendation to ensure the KPI's outlined in the Policy were relevant and measurable.

APPENDIX 1

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Debt Management Policy

Effective Date: June 2022
Review Date: June 2025
Approved by HHP Board:

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DEBT MANAGEMENT POLICY

INTRODUCTION

1.1 We will ensure we minimise debt and maximise our rates of collection whilst being consistent in our approach and aiding customers who experience financial difficulty. We have a duty to recover outstanding debts and to ensure that we do it in a way that is fair to everyone..

1.2 The effective collection, prevention and management of all types of debt is vital for us in order to maximise the financial resources available to maintain our housing stock, fund ongoing investment programmes, provide a full range of services to our tenants and remain a going concern. This will ensure the standard of services delivered to our customer and the quality of their homes is not compromised.

1.3 We have a responsibility to prevent tenants from accumulating debt that may trap them in a cycle of poverty and/or lead to their eviction. It is important to focus on early action and intervention, and a supportive and understanding view will be taken of arrears problems in cases of proven financial hardship.

AIMS

2.1 The overall aim of this policy is to minimise the level of debt in a sensitive but effective manner and to communicate how we manage Rent Arrears and Sundry Debts.

2.2 The other aims of the Debt Management Policy are to:

a) Emphasise the importance of the payment of rent when a tenant first applies for housing, at sign up, and during new tenancy visits.

b) Ensure that we have sufficient resources to function efficiently and effectively;

c) Ensure that tenants are not burdened with higher rents as a result of uncontrolled debt;

d) Maximise rent collected;

e) Maximise uptake by tenants of Housing Benefit or Universal Credit (UC) and other welfare benefits to which they are entitled;

f) Wherever possible, enable tenants to maintain their tenancy and avoid eviction and/or homelessness;

g) Monitor levels of debt; and

h) Set out methods of debt recovery.

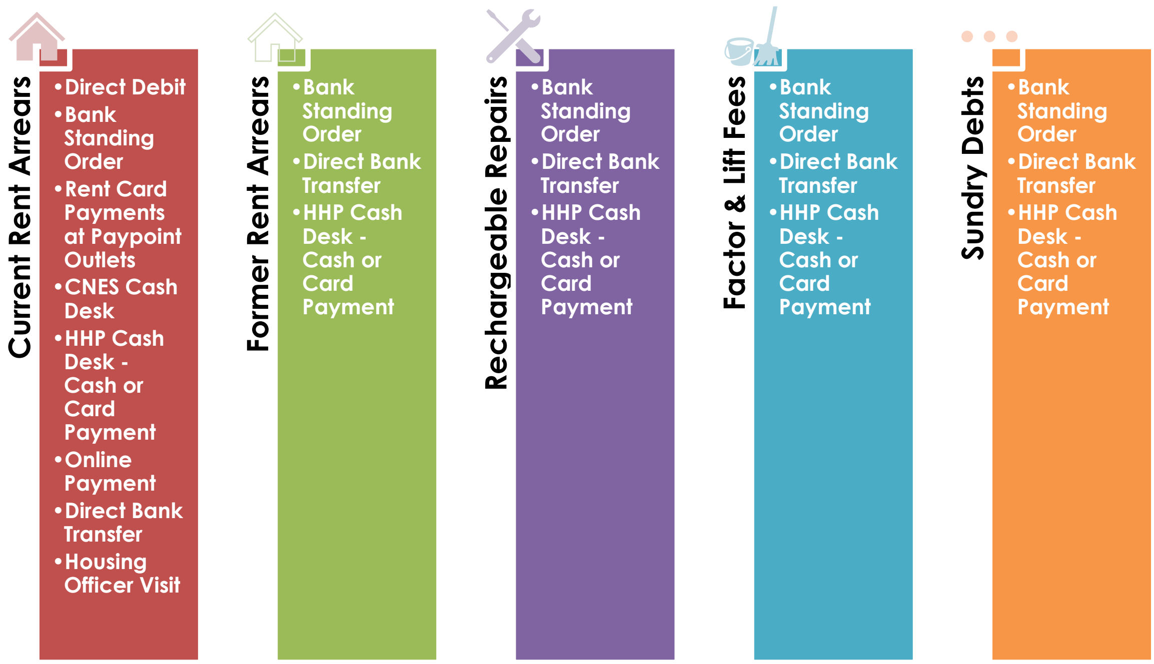
TYPES OF DEBT

3.1 This policy applies to all sums owed to HHP and ensures a consistent approach to the management of debts across the organisation. The main types of debt are:

a) Current Rent Arrears – When a tenant living in a HHP property with a tenancy agreement fails to keep up with regular rent payments in accordance with the terms of their tenancy agreement.
b) Service Charges - When a tenant living in a HHP property with a tenancy agreement fails to keep up with regular service charge payments in accordance with the terms of their tenancy agreement.
c) Former Rent Arrears – When a tenant terminates their tenancy agreement and fails to pay the outstanding balance at termination.
d) Rechargeable Repairs – When a tenant causes what is deemed to be wilful and neglectful damage to a property, the cost of repairing the property will be passed on to that tenant.
e) Factorage Fees – Costs passed on to homeowners for the management and upkeep of common parts of land or property.
f) Sundry Debts – The fees and charges for any other services.

METHODS OF PAYMENT

4.1 We will offer tenants a range of payment methods and will keep these under review. These include:



4.2 Wage arrestment may be used as a method of recovering debt subject to the necessary legal consents being granted.

4.3 We will consider new methods of payment as these develop.

4.4 We will encourage tenants in receipt of Housing Benefit or Universal Credit housing element to opt for direct payment to landlord, and in appropriate circumstances will seek statutory deductions from DWP payments.

4.5 In accordance with our Tenancy Agreement, tenants are required to pay their rent and other charges in full one week in advance, unless an alternative arrangement which suits their particular circumstances is agreed in advance.

WELFARE BENEFITS

5.1 Universal Credit (UC) full service was implemented in the Outer Hebrides in September 2018. UC is affecting an increasing number of tenants at present but this will further increase when full migration takes place. Tenants are moving on to UC when they have a change in circumstances, this is known as managed migration. Full migration will be completed by December 2024. This policy continues to refer to 'Housing Benefit' as not all tenants will be affected by UC.

5.2 Many tenants will remain on Housing Benefit administered by the Comhairle. UC and HB payments account for a significant percentage of our income and strong relationships with DWP and the Comhairle's Revenues team are very important in minimising rent arrears and to our financial wellbeing.

5.3 We will take a proactive approach to Housing Benefit and UC cases at all times, and in appropriate circumstances will assist tenants affected by the 'Bedroom Tax' to claim Discretionary Housing Payment (DHP).

5.4 We will encourage the prompt reporting of change in household/income circumstances and will actively encourage tenants to return Housing Benefit review forms promptly. In the case of UC claimants we will ensure tenants report any changes through their online journal.

5.5 We will contact tenants as soon as possible after information is received that a Housing Benefit or UC claim has been suspended or cancelled and will assist tenants as appropriate to have their claim reinstated.

5.6 We will work to maintain a positive working relationship with Comhairle Nan Eilean Siar Housing Benefit and DWP staff to ensure the best possible service to tenants and to minimise rent arrears caused by suspension or cancellation of Housing Benefit or Universal Credit claims.

DEBT CONTROL & RECOVERY

6.1 We will seek to maximise income through the recovery of debts by taking action that is reasonable, proportionate, sensitive and cost effective. Details of support and advice providers are updated regularly. These are available from our office and online at www.hebrideanhousing.co.uk.

We will:

- Take action to minimise the amount of debt owing at the termination of tenancies;
- Inform debtors within 14 days of any charges that they are responsible for, subject to any extenuating circumstances;
- Negotiate realistic agreements for the repayment of debt by instalments;
- Consider measures to recover debts through all legal means; and

- Provide debtors with information regarding access to benefits advice and debt counselling to maximise their income and manage any debt

6.2 Rent arrears recovery will be based on a staged escalation process up to and including repossession.

6.3 Recovery actions will be based on a preventative approach that seeks to maximise tenants' entitlement to benefits as well as securing regular payments.

6.4 Staff will take account of the particular needs of vulnerable tenants and liaise with relevant external agencies to assist as appropriate.

6.5 Tenants and owners have varying obligations under the terms and conditions of their Tenancy Agreements and Title Deeds to pay debts due to the Partnership. If two or more people have signed the Tenancy Agreement, they are jointly and severally liable for the payment of rent and any debts arising from the tenancy. This means that each person is fully responsible for debts that arise from non-payment of rent or rechargeable repairs.

6.6 Any payments due to be paid to a debtor by us, will in the first instance be paid to their rent account to reduce the debt owed to us. Any balance outstanding after the rent account balance has been cleared, will be allocated against any remaining debts with the balance being paid to the tenant. This shall also apply to former tenants' accounts if payment is due through the tenants' right to compensation scheme.

6.7 There may be circumstances where we are required to make payments to tenants who have an outstanding debt. Such payments require to be approved by the Director of Finance & Corporate Services.

6.8 In cases where the tenant cannot clear the arrears in a single payment, an affordable payment plan to reduce debt in realistic and sustained instalments over a specific period of time will be set up. This will be based upon a detailed assessment of the person's ability to pay.

6.9 A written agreement will be made with the person where possible.

6.10 Once a person has agreed a repayment plan, the account(s) will continue to be monitored. If the agreement is not adhered to, recovery action will be escalated.

6.11 In most cases, the recovery of debts is handled by us through our own dedicated Debt Management Officers, however we will use the services of a registered Debt Collection Agency to pursue sundry debts where customers have:

(a) failed to respond to correspondence;

(b) failed to repay the outstanding amount;

(c) failed to agree or maintain an affordable repayment agreement; and

(d) To enforce any rulings made by the court.

6.12 We can also use this service to trace former tenants that have failed to provide a forwarding address.

LEGAL ACTION & NOTICE OF PROCEEDINGS

Current Tenants

7.1 Legal action is the last stage in the arrears process and a decision to proceed with action to recover possession of the property and outstanding debt will only be taken when all other means of recovery of the rent arrears have been exhausted, or when the tenant has failed to engage or respond and rent arrears continue to increase or have not reduced.

7.2 Before commencing with legal action, we will ensure that all Pre-Action Requirements as set out under sections 14 and 14A of the Housing (Scotland) Act ("the 2001 Act") as amended by section 155 of the 2010 Act and Repossession Orders under section 16 of the 2001 Act as amended by Section 153 of the 2010 Act have been complied with.

7.3 Relevant departments of Comhairle Nan Eilean Siar and any appropriate support agency/provider will be informed of the legal action and encouraged to provide assistance to prevent the homelessness of the tenant and their household.

7.4 During all stages in the legal action process the rent account will be regularly monitored and attempts to make personal contact with the tenant and resolve the matter will be made.

7.5 Eviction will always be seen as a measure of last resort.

7.6 Other forms of action such as lowering repayment arrangements, Direct Payments from benefits and wage arrestment will be pursued before a decision to seek, obtain and implement a Decree of Ejection is made.

7.7 We will provide tenancy support to tenants who are at risk of losing their homes and where appropriate, signpost to other advice agencies.

7.8 We will seek to recover legal expenses incurred when taking court action against tenants in rent arrears, unless the Director of Finance and Corporate Services determines that it is not cost effective to do so.

7.9 The Board will receive a report, at each meeting, of Notice of Proceedings for Recovery of Possession issued to tenants and Decrees of Ejection granted by the Sheriff Court.

7.10 We will take immediate action to implement a Decree of Ejection once granted.

7.11 Some tenants will seek to clear rent arrears after a Decree of Ejection has been granted. In such cases, if payment is made in full, the Decree of Ejection will not be implemented.

7.12 Any decision to accept less than full payment will only be taken by the Director of Operations. If a decree is granted against a tenant for the second time, the assumption will be that the decree will be implemented regardless of an offer to pay. A decision not to implement a second decree will only be taken by the Director of Operations and would be based on an assessment of the tenant's circumstances, the implications of enforcement, and liaison with other appropriate agencies. If a decree is granted for the third time, it must be implemented.

7.13 Comhairle Nan Eilean Siar's Social Work Department, Homelessness Section and other relevant agencies will be notified of cases where we are pursuing a Decree of Ejection.

Former Tenants & Other Debtors

7.14 Where former tenants and any other debtors fail to clear their accounts or make appropriate repayment arrangements to clear outstanding debts, the Debt Management Officer will, where appropriate, raise court action against the former tenants to obtain a decree for payment through the courts.

DELEGATIONS

8.1 The Director of Operations will have day to day responsibility for rent arrears monitoring and recovery including the issue of Notice of Proceedings for Recovery of Possession.

8.2 It is delegated to the Director of Finance and Corporate Services to initiate Court Proceedings leading to Recovery of Possession of a tenancy at the Sheriff Court.

STAFF & BOARD MEMBER DEBT

9.1 It is important that there is no conflict of interest for Board Members in debt matters. Board Members in rent arrears must declare an interest at any meeting where the matter being discussed involves rent arrears, as set out in our Disclosure of Interest Policy.

9.2 If staff have outstanding debt to us then any payments due to them by us will first be paid to their rent account (if applicable). Any balance outstanding after the rent account balance has been cleared, will be allocated against any remaining debt with the balance being paid to the employee.

WRITE OFFS

10.1 We will consider it appropriate for debt to be recommended for write off where:

(a) it is not cost effective to pursue and an assessment of a debtors ability to pay been completed;

(b) the debtor is deceased;

(c) the debtor cannot be traced and the debt is more than 12 months old;

(d) the debtor is sequestrated or bankrupt; or

(e) the debt is more than 5 years old and has not been actively pursued during that time.

10.2 Director of Finance & Corporate Services has delegated authority to write off debts in line with the thresholds in the Standing Orders. Any debts greater than this threshold will require to be approved by the Board.

10.3 We will maintain a list of all debts written off should the recovery of the debt prove possible in the future.

MONITORING & REVIEW

11.1 We will maintain systems to measure performance including but not restricted to the following Indicators:

Total Debt

a) Total Debt inclusive of current and former rent arrears, rechargeable repairs and sundry debt;

b) Total Debt inclusive of current and former rent arrears, rechargeable repairs and sundry debt with expected benefit payments included on current rent arrears.

Current Rent Arrears

a) Current tenant rent arrears as a percentage of the annual net and gross rent receivable;

b) Number and percentage of tenants in rent arrears;

c) Number and percentage of tenants owing over £250 in rent arrears;

d) Number and percentage of tenants owing over £1000 in rent arrears.

e) Amount and percentage of rent arrears due to Housing Benefit and Universal Credit;

f) Amount and percentage of annual rent collected;

g) A banded analysis of arrears;

h) A geographic analysis of arrears; and

i) Number of tenants evicted due to rent arrears.

Sundry Debts

a) FTAs collected during the period.

b) Balance of FTAs outstanding at the end of the period.

c) FTAs balance as a percentage of the rent debit.

d) FTAs written off for the year, as a percentage of total FTA debt.

e) FTA balances and number of new accounts added in the period.

f) Balance of Rechargeable Repairs at the end of the period.

g) Number of new Rechargeable Repairs accounts balances added for the period.

h) Amount of Rechargeable Repairs collected for the period.

i) Rechargeable Repairs written off for the year as a percentage of total rechargeable repairs debt.

11.2 Appropriate targets will be set for the above indicators to allow us to track performance versus targets.

11.3 The Board will annually agree its target for current tenant rent arrears as a percentage of the net rent due in the financial year.

11.4 We will regularly benchmark against other organisations' rent collection performance.

11.5 We will review this policy every 3 years. More frequent reviews will be considered if, for example, there is a need to respond to new legislation/policy guidance.

COMPLAINTS PROCEDURE

12.1 Tenants who have a complaint about the way they have been dealt with in respect of our Debt Management Policy may refer to our Comments, Compliments & Complaints Handling Policy, which is available at our offices and on our website.

INTERPRETATIONS & ABBREVIATIONS

The following interpretation and abbreviations are used in this policy:

Word	Interpretation
HHP or Partnership	Hebridean Housing Partnership
Board	Means the Board of the Hebridean Housing Partnership
Board Members	All Members of the Board including co-opted Members
ARC	Annual Return on the Charter
FTA's	Former Tenant Arrears
UC	Universal Credit
DWP	Department for Work & Pensions
HB	Housing Benefit
All references to the masculine gender in this policy shall read as equally applicable to the feminine gender	

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ITEM NO 7.2

RISK MANAGEMENT STRATEGY

Board 29 June 2022

Report by Chief Executive

Purpose of Report

1.1 The purpose of this report is to present an update to the Risk Management Strategy for noting.

Summary

2.1 The Risk Management Strategy is reviewed annually in June.

2.2 As part of the review of our Risk Register our Risk Management Strategy will be discussed at the Managers Meeting on 21 June 2022 and a revised Risk Management Strategy will be presented to the Board at the meeting on 31 August 2022.

Competence

3.1 The financial, legal and other constraints to the recommendations of this report are at paragraph 5.1 - 8.1.

Recommendations

4.1 **It is recommended that the Board note the update on the Risk Management Strategy review.**

Background Papers: None

Writer of Report: Dena Macleod Tel: 0300 123 0773

Competence

Financial

5.1 There are no financial implications arising directly from implementing the recommendations in this report.

Legal

6.1 The approval and amendment of policies is a matter reserved to the Board.

6.2 The Board has referred the following function to the Audit & Risk Committee:

"Monitoring and reviewing policies and procedures relating to the Board's system of internal control, risk evaluation and corporate governance."

Regulatory Guidance

7.2 This report provides assurance of evidence RS1.1, RS2.5, RS3 & RS4 in relation to our Annual Assurance Statement.

Risk

8.1 Governance of the Partnership is critical to its long-term viability. Reviewing and updating polices ensures a solid foundation for good governance and mitigates the risk of poor governance.

8.2 Risk management plays an integral part in the governance and management of the organisation at strategic and operational level.

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ITEM NO 7.3

THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) STRATEGY 2019-2022

Board 29 June 2022

Report by Director of Operations

Purpose of Report

1.1 To seek approval of the Environmental, Social and Governance (ESG) Strategy 2022-2025.

Summary

2.1 The Scottish Government has declared a Climate Emergency in response to the mismanagement of the world's resources and the threat this poses to our future.

2.2 The ESG Strategy sets out our approach to this emergency and details our commitment to ensuring that we have plans in place to reduce the impact we have as a social landlord through our operations and processes.

2.2 The Strategy has been broadened to cover the environmental, social and governance aspects of sustainability in line with the Sustainability Reporting Standard for Social Housing developed by the ESG Social Housing Working Group in November 2020.

2.3 This alignment will ensure that our action plans for sustainability can be reported in a transparent, consistent and comparable manner.

Competence

3.1 The financial, legal or other constraints to the recommendations in this report are contained in paragraph 5.1 – 8.2.

Recommendations

4.1 **It is recommended that the Board:**

a) approve the Environmental, Social and Governance at Appendix 1 be approved for consultation with tenants and partners; and

b) if there are no material changes to the Strategy arising from the consultation, that the Strategy is approved, otherwise a revised Strategy be presented to the next meeting of the Board.

APPENDIX 1:	ESG Strategy 2022-2025	
Background Papers:	Risk Register	
Writer of Report:	Peter O'Donnell	Tel: 0300 123 0773

Competence

Financial

5.1 There are no current financial implications arising from the ESG Strategy.

5.2 All ESG actions require to be approved to ensure they are either delivered within current budgets, use externally sourced funding or realise savings from the proposed change.

5.3 There may be scope to pursue interest rate reductions on our borrowing facility as we deliver the outcomes of the strategy. This may require some external validation of ESG KPI's which would be offset with savings on interest payable.

Legal

6.1 The 'Climate Change (Emissions Reduction Targets) (Scotland) Act 2019 was passed by the Scottish Parliament on the 26 September 2019 detailing new carbon emission reduction targets for Scotland.

Regulatory Guidance

7.1 The Regulatory Standards checklist has been completed and there is nothing in the report that would result in a breach of the standards.

Risk

8.1 The risk of failing to meet the Climate Change (Emissions Reduction Targets) (Scotland) Act 2019 will have an adverse impact on our islands and our organisation.

8.2 Climate change is recognised as a high priority risk in our risk register. It Is not only recognised on its own but is embedded within other high priorities such as changing demographics; supply chain issues and affordability. It has links to other priorities such as governance; transport links; service delivery and health and safety.

Report Details

ESG Strategy

9.1 The Strategy has been developed to show how we will undertake our business activities in a sustainable manner. The overall aim is to provide a robust framework within which informed decisions can be made that ensure sustainability is at the core of our business and that the outcomes from our activities are delivered in a sustainable manner that provide positive outcomes for our tenants and the wider community in which we operate.

9.2 Sustainability is currently considered through actions and activities in a number of areas including our Business Plan, various policies and in our approach to investment and new build. The Strategy combines these actions and activities into one plan where they can be considered, approved, measured and reviewed to ensure they are fit for purpose and achieving targets.

9.3 The Strategy is split into 3 key elements, environmental, social and governance. This will give a holistic approach to sustainability rather than focusing solely on environmental concerns. It will ensure we are attractive to investors and funders who now assess the ESG performance of their social housing investments.

9.4 All the hallmarks of a traditional environmental policy are within the Strategy. Climate change, sustainable communities, affordable warmth are all addressed, with the addition of governance to ensure we are sustainable at the core of our organisation.

Measurement

10.1 Our actions and activities will be carried out in a way that can be measured and evaluated with transparency and consistency to enable comparison across the housing sector.

10.2 We will align this with the Environmental, Social and Governance reporting standard for social housing developed by the ESG Social Housing Working Group. This standard has been developed in recognition that ESG will form a fundamental role in the credit process that underpins future investment decisions for investors.

10.3 The standard is a voluntary disclosure framework for housing providers to report on ESG performance.

10.4 As shown in Appendix 1 within the Strategy, there are 12 themes to the reporting standard to which we will align our actions and activities. We will be expected to have 'Core' and 'Enhanced' criteria flowing from each theme. Core criteria must be reported against whilst enhanced criteria may be aspirational and take time to complete and will not require reporting initially.

10.5 Several actions and activities are already in place such as gas safety, SHQS compliance, registration with a regulator and being a living wage employer. These allow some quick wins whilst others will require development such as our approach to providing green spaces and promoting biodiversity.

Action Plan

11.1 An action plan is required to ensure we maintain focus and progress on sustainability in line with the Strategy. All staff and Board Members will be required to contribute ideas to be included in plan.

11.2 An example of a completed action plan is shown at Appendix 2 within the Strategy. This plan will be further developed on approval of the Strategy.

11.3 In developing the action plan, each team within the organisation will be required to contribute by examining sustainability issues within their remit and put forward proposals to be considered for approval into the annual action plan. An example of an action plan proposal can be found at Appendix 3 of the Strategy.

11.4 The action plan will be reviewed annually through the management team and progress reported to the Board.

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Environmental, Social and Governance (ESG) Strategy 2022-2025

Effective Date: June 2022
Review Date: June 2025
Approved by HHP Board:

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ENVIRONMENTAL/ SOCIAL AND GOVERNANCE (ESG) STRATEGY

BACKGROUND

ENVIRONMENTAL

1.1 Our planet is warming at a rate which will have real impacts on the way we live our lives. Climate change is already causing considerable problems across the UK and the wider world, with droughts, floods, rising sea levels and various other weather related problems. In 2018, the Intergovernmental Panel on Climate Change (IPCC) issued a warning that the world must act now or by 2030 it will be too late to prevent climate change.

1.2 At a local level we face real challenges with rising sea levels and the effect they will bring to our islands. As a landlord we can often see the direct impact of climate change through increasing incidences of severe weather impacting on the fabric of our property.

1.3 The poor management of the world's natural resources, including oil, is now generally recognised as being unsustainable in the long run. These are without doubt major threats, however, they may also present an opportunity to make a serious shift in the direction of a truly sustainable future.

1.4 The Scottish Government has declared a Climate Emergency and the Outer Hebrides Community Planning Partnership have established a Climate Change Group, of which we are a member, to review and develop local actions and targets around climate issues.

1.5 The ‘Climate Change (Emissions Reduction Targets) (Scotland) Act 2019 was passed by the Scottish Parliament on the 26th September 2019 detailing new carbon emission reduction targets for Scotland. These are:

- 56% reduction by 2020;
- 75% reduction by 2030;
- 90% reduction by 2040; and
- Net-zero by 2045.

SOCIAL

1.6 Access to adequate, safe and affordable housing is a core target in creating a sustainable community. Having a decent, affordable home is an important determinant of people’s health and wellbeing. It has a positive knock-on effect on children’s education, can help people into decent work, can contribute to reducing inequalities and can provide a route out of poverty. The social housing sector can also help reduce energy consumption and tackle climate change.

1.7 We also have a responsibility to our customers and staff to make every effort to minimise the environmental impact of the services we deliver and the communities we build and operate within. Consideration for the environment and embedding sustainable practices in all we do will positively impact the environment, improve health and wellbeing and enhance social outcomes.

1.8 Green infrastructure is a network of multi-functional natural elements that provide benefits to individuals, communities and the environment. The most common green infrastructure in social housing settings include trees, open spaces and sustainable urban drainage systems (SUDS). Green infrastructure provides a multitude of natural benefits to communities. It improves air quality, reduces the risk of flooding and offers shelter during periods of heat. Studies have shown it can increase life expectancy, improve physical and mental health and reduce health inequalities.

1.9 Green technology is technology that is developed to protect the environment and, in some instances, repair past damage that has been done. Although it is a relatively new concept, technologies that are considered to be 'green' have received significant financial investment over recent years and are wide-ranging. Examples of green technology include smart technology for controlling home energy management, solar panels, wind turbines and wind farms that generate electricity, LED lighting and electric vehicles. The most prevalent example of green technology within HHP homes is air source heat pumps, which have been specified since 2010.

1.10 To make a meaningful contribution in tackling climate change we must engage with, and promote, the use of green infrastructure and green technology. Zero carbon developments bring extra cost however and our green investment in homes needs to strike the right balance, between reducing fuel costs and addressing fuel poverty whilst ensuring the financial benefits for tenants that come from lower energy use are not negated by higher rents to cover the cost of investing in green technology.

1.11 We must aim to make our communities sustainable by ensuring they have local access to all amenities to enable them to thrive.

GOVERNANCE

1.12 We need to sustain and increase investment into our business to meet the need for high quality, affordable housing and improve the quality and environmental sustainability of our existing stock. This capital must be aligned to both our financing need and our delivery of positive social and environmental outcomes.

1.13 Today, most financial institutions are assessing the Environmental, Social and Governance (ESG) performance of their investments in social and affordable housing. This is in part driven by the new UK Stewardship Code, launched in October 2019, which requires all signatories, including asset owners and asset managers, to take ESG factors, including climate change, into account across all asset classes when making investment decisions.

1.14 To attract investment, we need to demonstrate how we can use funds to deliver both financial returns for investors alongside net positive environmental and social impacts.

PRINCIPLES

2.1 Our Environmental, Social and Governance Strategy (ESG) will provide a framework for continuous improvement. It will explain what ESG means to us and will identify the direction we wish to take to ensure the communities we have are sustainable.

2.2 The Strategy is developed around the following key elements:

ENVIRONMENTAL

- Climate Change
- Environmental Impact
- Green Investment
- Carbon reduction
- Healthy Homes
- Waste management

SOCIAL

- Affordability and Security
- Building Quality and Safety
- Resident Voice and Support
- Placemaking
- Building sustainable communities

GOVERNANCE

- Structure
- Resilience
- Staff Wellbeing
- Supply Chain
- Positive Outcome Delivery
- Reduce, reuse, recycle

2.3 Embedding ESG into every aspect of our business is a key part of the strategy. Templates for Board and Committee reports will be adjusted to identify any ESG considerations.

2.4 ESG impact assessment will be completed for all projects.

2.5 The ESG strategy will be explicit in outlining what we want to achieve but the required actions will take the form of an annual action plan to enable success to be measured and changes to be implemented as opportunities arise.

2.6 Annual action pans will provide information to our lenders on our ESG objectives, measures, targets and performance.

BUSINESS PLAN 2019/20 – 2023/24

3.1 Our Business Plan sets out our vision, our values and our plans to take us from where we are to where we want to be. We currently have 4 strategic goals within which the ESG strategy will be developed. Embedded within 3 of these goals is sustainability, whether it is sustaining tenancies, bringing energy efficiency to homes, supporting the local economy or working with our partners:

Placing tenants at the centre of everything we do

- Improve customer access to information & services
- Deliver on our digital transformation strategy
- Seeking external funding to benefit tenants through supporting community projects
- Promote sustainable communities
- Seeking creative ways to support communities and economic regeneration
- Work through our subsidiary to develop a wider role and explore funding sources which will enable us to deliver more for our tenants and the wider communities
- Build partnerships to improve the life outcomes of tenants and residents
- Make our neighbourhoods greener and cleaner by working with community groups to improve common areas

Investing in an environmentally sustainable way in tenants' homes

- Deliver affordable warmth strategy and work with partners to address fuel poverty
- Meeting EESSH2 targets
- This will include continuing to invest in renewable technologies and insulation to minimise the heating requirements in tenant's homes
- Reduce number of tenants in Fuel Poverty to under 25% by 2023

Working with partners to contribute to the wellbeing of communities throughout the Outer Hebrides

- Working with partners to contribute to the wellbeing of communities throughout the Outer Hebrides
- We seek to ensure that where possible investment is channeled in such a way that the local economy and in particular the local workforce benefits.
- Support the work of the Outer Hebrides Community Planning Partnership (OHCPP) which has made significant progress in joining up services across the Outer Hebrides
- Engage with CNES and other CPP partners to identify housing requirements for future population demographic projection
- We will support local people to become empowered and take responsibility for delivering community initiative and work with others to deliver new initiatives
- Identify opportunities to generate income or social value particularly in relation to supporting fragile communities and the OHCPP's population retention/growth agenda
- Support the Community Planning Partnership to deliver its aims

3.2 During 2021, a series of workshops were undertaken with Board members and mangers to inform the revision of the Business Plan for 2022. A session on climate change was included to help shape the strategy. The outcomes and specific targets are embedded in the updated Business Plan.

ENVIRONMENTAL

4.1 As a business we have a carbon footprint and we should be able to identify the scale of that footprint in order that we can look at reducing our damaging impact upon the environment.

4.2 A major component of our business is housing construction, refurbishment and maintenance. These processes are significant consumers of resources which in turn contribute to the increases in CO2 and climate change.

4.3 As an organisation we will act in a way that minimises our impact on the environment and will allow us to measure the subsequent reduction in our carbon emissions.

4.4 Given the resources taken to construct a house, they must be sustainable in the long term. To achieve this, we must ensure we build sustainable communities and maintain our properties in the most efficient manner possible, with a focus on planned rather than reactive investment.

4.5 Through the utilising of our asset management system we will plan, develop and maintain our properties with the objective of extracting the maximum utility from the resources employed

4.6 We will explore how we can make more green investments in our homes and estates.

4.7 We will research technologies which maximise energy conservation with the aim of reducing carbon emissions.

4.8 We will seek to influence the sustainability practices of the contractors we engage with and incorporate requirements in our procurement.

4.9 We will follow Scottish Government guidance on environmental issues such as controlling moisture and other air pollutants within our houses.

4.10 In conjunction with our partners, we will monitor and manage flood risk in our communities.

SOCIAL

5.1 Sustainable communities are communities which last the test of time. They are healthy places, with strong social networks and inclusive access to jobs, learning and other opportunities.

5.2 Sustainable communities should have:

- A mix of quality affordable, energy efficient housing
- Accessible services and amenities
- Transport links
- Access to healthy pursuits such as walk trials, public spaces, play areas

5.3 Our new housing developments will have a high level of sustainable design to make them a desirable place to live. Consideration will be given to elements of design including the appearance of development, the quantity and quality of green space, access to facilities and encouraging social interaction.

5.4 We will look to enhance our existing developments through existing investment and as opportunities and funding arise.

5.5 We will give our tenants the best possible start to their tenancies.

5.6 We will maintain a rigorous approach to tackling anti-social behaviour

5.7 We will work with a Tenant Participation Advisor to ensure tenant's voices are heard and that they can contribute to the strategy.

5.8 We will seek external funding opportunities and build partnerships to benefit tenants and residents through supporting community projects.

5.9 We will make representation to the local authority to ensure they maintain transport links to all our communities.

5.10 We will encourage local communities to contribute towards addressing environmental issues.

5.11 We will support the work of the Outer Hebrides Community Planning Partnership (OHCPP) to progress joining up services across the Outer Hebrides

5.12 We will identify opportunities to generate income or social value particularly in relation to supporting fragile communities and the OHCPP's population retention/growth agenda.

5.13 We will engage with the local authority and other community planning partners to identify housing requirements for future population demographic projection

5.14 We will form partnerships with our contractors to achieve our sustainability targets and create incentives for those who adopt a sustainable approach.

GOVERNANCE

6.1 To ensure accountability for the ESG strategy we will lead by example to ensure that our behaviour reflects the principles we have set out.

6.2 We will continue to support the work of the OHCPP by providing membership to the Climate Change Group and will work with other partners to contribute to the wellbeing of communities throughout the Outer Hebrides

6.3 We will reduce our carbon footprint in our offices through the implementation of a carbon reduction plan, which will be reviewed annually. This will maximise sustainability measures in all our workplaces, through:

- reducing waste
- reducing energy consumption
- maximising recycling opportunities
- exploring new sustainable opportunities

6.4 We will be proactive in raising awareness amongst our staff about sustainability issues and the practical contribution they can make to sustainable development.

6.5 We will encourage staff to be involved in developing corporate social responsibility across the organisation, with a commitment by managers to 'lead by example' both in their own practices and in developing a long term ESG strategy.

6.6 Where appropriate, we will place a high priority on the environmental policies of our suppliers and will seek to work with key suppliers to improve their overall environmental performance, encouraging them to reduce the adverse environmental impact of their products and processes.

6.7 Where opportunities exist, we will maximise grant income to support sustainable investments.

6.8 We will embrace and utilise new ways of working.

6.9 We will manage our assets in a sustainably efficient manner.

6.10 We will regularly evaluate and update all risks posed to the organisation through our risk register.

MEASUREMENT

7.1 ESG is measured using themes within each area (social, environmental, governance). Each theme is broken down further to establish core and enhanced criteria which is where measurement will take place. We will report on all criteria although the enhanced will be aspirational and may take more time to deliver. Appendix 1 shows the themes as detailed in the final report of the ESG Social Housing Working Group.

7.2 We will establish our own actions and align them to the above themes which we will report on annually as part of Business Plan monitoring. An example of a completed ESG report is attached at Appendix 2. In addition to the items in the report, we will look at other actions that can quantify our own aspirations through this strategy.

7.3 To populate this report, each department/section will establish their own actions for inclusion through the development of an action plan. An example is found at Appendix 3. The Action plan will be reviewed annually by Management Team and form part of ESG reporting.

7.4 Our approach to any investment to meet these targets relies on a business case being built for each significant resource commitment to demonstrate value for money. Normally we would expect to see the financial benefits for the organisation as a key driver for an investment. With the ESG Strategy however, whilst financial efficiencies might be an indirect or direct benefit of the investment, they may not be the primary driver.

7.5 The strategy may also deliver benefits that are not easily quantifiable in traditional reporting, for example, health and social outcomes. The Business Case for the strategy will therefore look for community, wider society and environmental benefits, in addition to any financial benefit to the business.

7.6 All Board and Committee reports will be required to identify any ESG considerations.

7.7 All policy documents will incorporate ESG considerations.

7.8 The impact of any Green investment will be measured against a baseline to show progress made. This can be straightforward for a number of targets:

- Change in office energy use
- Number of staff using sustainable forms of transport to work
- Change in mileage claims by staff
- Annual office paper costs
- % of stock meeting EESSH2 or SHQS

7.9 Other methods of evaluation will be either more subjective (views of staff, customers and communities about impact of Green investments or initiatives) or more complex to measure (evidence of carbon reduction, change in energy use by groups of tenants).

7.10 Our Framework for assessing the value or benefit of any Green investment will be measured in three main ways:

1. The benefits to our communities and residents arising from the investment:
Any measurement of the benefits to our customers is likely to be qualitative rather than quantitative in nature. In other words, we may not be able to accurately measure any direct financial benefit, but instead we can gauge the benefits more generally through existing measures of customer satisfaction, increased use of sustainable assets and investments, change in energy use etc.

2. The "efficiency gain" for the business as a result of green investments:
It is possible to quantify the monetary value of these gains by comparing the baseline costs of current overheads (travel costs, energy use etc.) before and after the specific investment.

3. The likely carbon reduction impact:
Prior to, and after the new Green investment we will aim to estimate the current and future carbon outputs.

7.11 Investments made through the Strategy must demonstrate an anticipated positive impact in a minimum of two of the above measurement areas before they will be taken forward.

7.12 Over time, measurement tools will evolve, and these will be incorporated into future strategy updates.

FINANCE

8.1 The ESG Strategy is expected to be funded through existing budgets and/ or additional external funding streams.

8.2 Elements of the strategy such as new build, investment and maintenance are fully costed and identified within our thirty-year Business Planning model.

8.3 Any new Green investments will require an assessment to identify funding.

8.4 The outputs of this strategy will be enhanced if we can maximise external funding to complement the funds we invest from our own resources. All our teams will aim to source external funding where significant investment is required to at least match our funding or provide full funding where possible.

8.5 All new Green investments will be assessed by the appropriate working group and approved by Board.

8.6 Green investments can also be approved on the basis of savings through the installation of the investment e.g. payback periods through reduced running costs over the lifetime of the installation

MONITOR AND REVIEW

9.1 An action plan is required for the delivery of the ESG strategy. The plan should be drawn up annually by managers and approved by Board. Progress on the plan will then be reported annually to the Board and will be used as an ongoing monitoring tool by managers.

9.2 Progress against targets set out on the action plan will be measured on a bi-annual basis. In order to facilitate this measurement, a baseline study will be carried out prior to implementation on specific key action areas e.g. current petrol/diesel mileage, office energy use etc.

9.3 To quantify the carbon emissions being produced and the progress made towards reducing these, the appropriate manager will monitor the Carbon Emissions. Where it is possible, carbon emission measurements will be taken upon implementation and at key intervals during the life of the strategy. This will identify the areas where progress is being made or where further/enhanced actions are required.

FUTURE REVIEW

10.1 We recognise the need for the ESG strategy to react to change and develop over time as issues arise and as circumstances change. The strategy and associated action plan will be reviewed regularly and updated as required.

11.1 The strategy will be formally reviewed and updated in line with Business Plan reviews to ensure consistency.

OTHER POLICIES

11.1 To enable linkages and support, the ESG Strategy needs to compliment the Business Plan and all policies will need to have ESG considerations to ensure that the principles of sustainability are embedded in everything we do.

INTERPRETATIONS & ABBREVIATIONS

The following interpretation and abbreviations are used in this policy:

Word	Interpretation
We/us	Hebridean Housing Partnership
Board	the Board of the Hebridean Housing Partnership
EESSH2	Energy Efficiency Standards for Social Housing Post 2020
RHI	Renewable Heat Incentive
All references to the masculine gender in this policy shall read as equally applicable to the feminine gender If there is a conflict between this Strategy and any statutory provision or regulation, the latter shall prevail.	

SUMMARY OF THE CRITERIA THEMES

ESG AREA	THEME #	THEME NAME	DESCRIPTION
SOCIAL	T1	Affordability and Security	This theme seeks to assess the extent to which the housing providers provides long-term homes that are genuinely affordable to those on low incomes. The theme is made up of five criteria including the tenure mix of new and existing properties, the security of tenure and fuel poverty.
	T2	Building Safety and Quality	This theme seeks to assess how effective the housing provider is at meeting its legal responsibilities to protect residents and keep buildings safe. The theme is made up of three criteria, disclosing gas safety checks, fire risk assessments and meeting Scottish Housing Quality Standards (SHQS) and Energy Efficiency Standard for Social Housing (EESSH) targets.
	T3	Resident Voice	This theme seeks to assess how effective the housing provider is at listening to and empowering residents. The theme is made up of three themes that cover board scrutiny, complaint handling and resident satisfaction.
	T4	Resident Support	This theme seeks to assess the effectiveness of the initiatives that the housing provider runs to support individual residents. The theme is made up of two criteria that cover: What support is provided? and how successful is it?
	T5	Placemaking	This theme seeks to highlight the wider set of activities that housing providers undertake to create well-designed homes and places that meet local needs and provide great places for people to live and enjoy. The theme is made up of one criterion, a space for the housing provider to give examples of their placemaking or place shaping work.
ENVIRONMENTAL	T6	Climate Change	This theme seeks to assess how the activities of the housing provider are impacting on climate change, and how they are mitigating the physical risks of climate change. This theme considers current practice, as well as the changes being made to improve performance in the future. The theme is made up of six criteria, including the distribution of EPC ratings, emissions data, climate risk mitigation plan and environmental strategy.
	T7	Ecology	This theme seeks to assess how the housing provider is protecting the local environment and ecology. The theme is made up of two criteria around managing pollutants and increasing biodiversity.
	T8	Resource Management	This theme seeks to identify the extent to which the housing provider has a sustainable approach to materials in both the construction and management of properties. The theme is made up of three themes that cover sourcing materials, water management and waste management.

ESG AREA	THEME #	THEME NAME	DESCRIPTION
GOVERNANCE	T9	Structure and Governance	This theme seeks to assess the housing provider's overall structure and approach to Governance. The theme is made up of six criteria covering the regulator, code of governance, risk management and ownership.
	T10	Board and Trustees	This theme seeks to assess the quality, suitability and performance of the board and trustees. The theme is made up of eleven criteria including demographics of the board and the experience and independence of the board.
	T11	Staff Wellbeing	This theme seeks to assess how staff are supported and how their wellbeing is considered. The theme is made up of five criteria including salary information, additional support for staff and average sick days.
	T12	Supply Chain Management	This theme seeks to assess if the housing provider procures responsibly. The theme is made up of two criteria assessing how social value and environmental impact are considered.

APPENDIX 2

Environmental / Social / Governance	Theme	Criteria	Detail	Measure	Target	Lead Officer
Social	T4	Through our Digital Champions initiative and the development of our Digital Transformation Strategy we are committed to tackle Digital Exclusion in our communities	Digital Champions program has been running for last 2 years and we have collaborated with Connecting Scotland to deliver digital devices to those in need and digitally excluded. Disposal policies allow for any IT equipment to be disposed, after 4 years, at no cost to tenants.	Increase in the number of tenants interacting digitally with us - obtained through Tenant Satisfaction Survey	Between 60 and 90% of tenants to be interacting through digital medium by 2025.	Digital Transformation Officer
Social	T1	Fuel Poverty Initiatives	Fuel Voucher Scheme providing tenants with help to heat homes Energy Advice Services to tenants re switching Investing in affordable technologies which drive down Energy costs	Tenant survey measure of those in fuel poverty	TBD	Service Development Manager
Environmental	T6	Greenhouse gas emissions reduction	Installing renewable low missions Air Source Heat Pumps as standard in our homes through heating replacement programmes and new build	Number of heat pumps installed. % of heat pumps within total stock	TBD	Investment Manager
Environmental	T6	Electric Vehicle	Currently run one electric vehicle which is a pool car for Housing Officers and Clerk of Works. This means there is one less diesel car on the road conducting HHP business. Invested in charging infrastructure at the Stornoway office to allow the EV car pool to increase over time.	- Mileometer on EV and travel records which show the mileage being done through EV as opposed to Diesel car	TBD	Corporate Resources Manager
Environmental	T8	To ensure components replaced from our housing stock are recycled.	Reducing the amount of components going to landfill through our investment program.	- Tenders to include a recycling clause and validation of recycle routes being obtained from contractor.	TBD	Assets and Contracts Manager
Governance	T11	Living Wage Employer	HHP is a living wage employer and the same is expected through our supply chain.	Living Wage Accreditation	Living Wage Accreditation	Executive Office Manager
Governance	T12	To continue to provide advice to the Outer Hebrides Community Planning Partnership to help stimulate economic recover and sustain our population	HHP are members of the OHCPP and are involved in developing the Local Outcome Improvement Plan (LOIP)which shapes the future of our Islands. Key Personnel time is provided to support these initiatives.	Time provided to OHCPP on an annual basis.	15 days of staff time provided at no cost	Chief Executive

APPENDIX 3

Action Plan

HOUSING SERVICES

	THEME	TYPE of CRITERIA	CRITERIA	MEASUREMENT	TARGET
SOCIAL	T1	Affordability and Security	Provide or facilitate access to advice to enhance financial inclusion		
	T1	Affordability and Security	Through a 'multi-agency' approach we will identify vulnerable tenancies at an early stage to ensure support and advice and maximise tenant's income as a priority to help meet rent payments and avoid debt		
	T1	Affordability and Security	Publicise and support the availability of additional advice and practical services aimed at sustaining tenancies		
	T3	Resident Voice	We will have a rigorous approach to tackling anti-social behaviour and resolve 90% of cases with the agreed timescales		
	T3	Resident Voice	We will also engage with our tenants through surveys to evaluate satisfaction with our services		
	T4	Resident Support	Assist local communities to improve local environments and infrastructure		

	THEME	TYPE of CRITERIA	CRITERIA	MEASUREMENT	TARGET
	T4	Resident Support	Using our Digital Transformation strategy along with our new Housing Management system we will bring benefits to tenants by allowing self-service to the majority of our services		
	T4	Resident Support	Support communities to deliver, manage and sustain their own projects e.g. allotments		
	T5	Placemaking	Develop estate action plans to improve the attractiveness of our estates		
	T5	Placemaking	Utilise community benefit clauses to support social projects, including environmental enhancements in addition to the employment clauses		

NEW BUILD

	THEME	TYPE of CRITERIA	CRITERIA	MEASUREMENT	TARGET
SOCIAL	T2	Building Safety and Quality	We will continue to support the installation of low emissions heating systems and insulation in line with the Scottish Governments Heat in Buildings strategy to create affordable homes and eradicate fuel poverty leaving tenants in a better financial position		
	T2	Building Safety and Quality	We will evaluate green technology e.g. Air Source Heat Pumps, Sun Amp & other water heating technology, LED lighting, energy generating/storing technology including Solar Panels, smart heating controls, and fibre optics.		
	T3	Resident Voice	We will also engage with our tenants through surveys to evaluate satisfaction with our services		
	T5	Placemaking	We will ensure sustainability is embedded within all contract documentation.		

ENVIRONMENTAL	T6	Climate Change	Reduce waste and increase the use of recycled materials		
	T6	Climate Change	Introduce scheme to offset trees that are lost through new build development and asset management		
	T6	Climate Change	All new homes will be built to a minimum of silver standard as defined by the Scottish Building Standards.		
	T6	Climate Change	All new build contracts will require contractors to incorporate a minimum 10% recycled content into new developments		
	T7	Ecology	We will take a more sustainable approach to grounds maintenance and introduce tree planting and biodiversity where possible.		
	T8	Resource Management	Maximise the life cycle of components through a high quality specification at initial installation		
	T8	Resource Management	Engagement with modern methods of construction through Increase in offsite manufacturing		
	T8	Resource Management	Regularly review standard specifications having regard to the environmental impact of individual products and materials		

GOVERNANCE	T12	Supply Chain Management	Review procurement practices to maximise local sourcing of materials and the reduction of transport (energy) costs, where this is compatible with other objectives		

INVESTMENT (INCL. REPAIRS AND PLANNED MAINTENANCE)

	THEME	TYPE of CRITERIA	CRITERIA	MEASUREMENT	TARGET
SOCIAL	T2	Building Safety and Quality	We will continue to support the installation of low emissions heating systems and insulation in line with the Scottish Governments Heat in Buildings strategy to create affordable homes and eradicate fuel poverty leaving tenants in a better financial position		
	T2	Building Safety and Quality	We will evaluate green technology e.g. Air Source Heat Pumps, SunAmp & other water heating technology, LED lighting, energy generating/storing technology including Solar Panels, smart heating controls and fibre optics.		
	T2	Building Safety and Quality	What % of homes with a gas appliance have an in-date, accredited gas safety check?		
	T2	Building Safety and Quality	What % of homes with a gas appliance have an in-date, compliant carbon monoxide alarm?		
	T2	Building Safety and Quality	What % of buildings have an in-date and compliant Smoke and Heat alarm?		
	T2	Building Safety and	What % of flatted buildings have an in-date and		

		Quality	compliant electrical condition report?		
SOCIAL	T2	Building Safety and Quality	What % of flatted buildings have an in-date and compliant Fire Risk Assessment?		
	T2	Building Safety and Quality	What % of homes meet the SHQS standard		
	T2	Building Safety and Quality	What % of homes meet the EESSH2 standard?		
	T3	Resident Voice	We will engage with our tenants through surveys to evaluate satisfaction with our services		
	T4	Resident Support	Using our Digital Transformation strategy along with our new Housing Management system we will bring benefits to tenants by allowing self-service to the majority of our services		
	T5	Placemaking	We will ensure sustainability is embedded within all contract documentation.		
ENVIRONMENTAL	T6	Climate Change	We will develop an EESSH2 strategy which will compliment and align with the objectives of this strategy and the Scottish Governments Heat in Buildings strategy.		
	T6	Climate Change	We will introduce Carbon reporting to aid accountability to achieving our green targets.		

	T6	Climate Change	We will use EPC environmental impact ratings to measure carbon dioxide emissions from our housing		
ENVIRONMENTAL	T6	Climate Change	We will ensure sustainability is embedded within all contract documentation		
	T6	Climate Change	Reduce waste and increase the use of recycled materials		
	T7	Ecology	We will take a more sustainable approach to grounds maintenance and introduce tree planting and biodiversity where possible.		
	T8	Resource Management	Maximise the life cycle of components through a high quality specification at initial installation		
	T8	Resource Management	Engagement with modern methods of construction through Increase in offsite manufacturing		
	T8	Resource Management	Regularly review standard specifications having regard to the environmental impact of individual products and materials		
GOVERNANCE	T12	Supply Chain Management	Review procurement practices to maximise local sourcing of materials and the reduction of transport (energy) costs, where this is compatible with other objectives		
	T12	Supply Chain Management	We will co-ordinate repairs geographically to minimise travel		

	T12	Supply Chain Management	Work with our contractor base to reduce waste and increase the use of recycled materials		

CORPORATE SERVICES

	THEME	TYPE of CRITERIA	CRITERIA	MEASUREMENT	TARGET
ENVIRONMENTAL	T6	Climate Change	We will identify our organisational carbon footprint and then take the appropriate steps for reduction and produce and implement a Carbon Management Plan which will be externally audited/accredited		
	T6	Climate Change	We will use EPC environmental impact ratings to measure carbon dioxide emissions from our offices		
	T6	Climate Change	We will expand on our current electric vehicle provision.		
	T6	Climate Change	Encourage the commitment of our staff to embed sustainable practices in all we do		
	T6	Climate Change	Ensure that the organisation has a clearly articulated strategy in place to support ongoing sustainability		
	T8	Resource Management	Modernise our means of service delivery through the introduction of mobile working		
	T8	Resource Management	When making purchasing decisions we will consider environmentally friendly choices, i.e. those products with a low adverse environmental impact.		

GOVERNANCE	T9	Structure and Governance	Ensure that the organisation remains on a stable financial footing		
	T11	Staff Wellbeing	Support staff in their efforts to support other local voluntary organisations		
	T11	Staff Wellbeing	Raise staff awareness of energy efficiency and how to pass on benefits to customers		
	T12	Supply Chain Management	Promote ethical and collaborative procurement		
	T12	Supply Chain Management	Use purchasing power to support local economy and enterprises		
	T12	Supply Chain Management	Use our purchasing power to deliver community benefits		

EXECUTIVE OFFICE

	THEME	TYPE of CRITERIA	CRITERIA	MEASUREMENT	TARGET
	T8	Resource Management	Modernise our means of service delivery through the introduction of our Digital Transformation strategy along with our new Housing Management system		
GOVERNANCE	T9	Structure and Governance	We will ensure no current Executive sits on the Remuneration committee.		
	T10	Board and Trustees	Raise Board awareness of energy efficiency and how to pass on benefits to customers		
	T10	Board and Trustees	Encourage the commitment of our Board to embed sustainable practices in all we do		
	T10	Board and Trustees	We will annually evaluate the diversity of our Board to ensure it is not discriminatory in selection.		

hebridean housing partnership

Making our house your home

ITEM NO 7.4

ADVERSE WEATHER CONDITIONS POLICY

Board 29 June 2022

Report by Chief Executive

Purpose of Report

1.1 To present to the Board the revised Adverse Weather Conditions Policy.

Summary

2.1 The Partnership's Adverse Weather Conditions Policy is scheduled for review. The Policy has been reviewed and is at Appendix 1.

2.2 There are no material changes to the Policy following this review but the wording of the Met Office warnings has been updated to match the current weather guides.

2.3 Since the Policy was approved in May 2019 no significant weather events have occurred that required the Policy to be applied.

2.4 Any changes with procedures will be discussed with the Health and Safety Committee.

Competence

3.1 The legal, financial or other constraints to any recommendations in this report are contained in paragraph 5.1 – 8.1.

Recommendations

4.1 **It is recommended that the Board review and approve the Adverse Weather Conditions Policy at Appendix 1.**

APPENDIX 1:	Adverse Weather Conditions Policy	
Background Papers:	None	
Writer of Report:	Dena Macleod	Tel: 0300 123 0773

Competence

Financial

5.1 There are no financial implications arising directly from consideration of this report.

Legal

6.1 We must comply with the requirements of the Health & Safety at Work Act 1974 and the Management of Health & Safety at Work Regulations 1999, as amended.

Regulatory Guidance

7.1 The Regulatory Standards checklist has been completed and there is nothing in the report which would result in a breach of the standards.

Risk

8.1 The Adverse Weather Conditions Policy will reduce the risk to our staff during periods of adverse weather and ensure compliance with Health & Safety requirements to regulatory guidance.

hebridean housing partnership

Adverse Weather Conditions Policy

Effective Date: 29 June 2022
Review Date: June 2025
Approved by HHP Board:

TABLE OF CONTENTS

ADVERSE WEATHER CONDITIONS POLICY

INTRODUCTION

1.1 Employers have a responsibility under the Health & Safety at Work etc. Act 1974 to ensure, so far as reasonably practicable, the Health and Safety of all employees while at work. However, employers also can be held vicariously liable if an employee injures a third party whilst working.

1.2 Adverse weather can bring additional, and sometimes unexpected, risks to both employees and others who may be affected by employees' work or occupational driving. It is important that any such events are properly addressed and adequately risk assessed on a dynamic basis.

AIMS

2.1 To ensure that the Health and Safety of staff during adverse weather conditions is properly addressed in terms of increased and/or additional risk.

BACKGROUND

3.1 For the purposes of this policy, 'adverse weather' is taken to be any 'extreme weather conditions' which include: snow, ice, wind, flood, excessive heat, thunder and lightning etc.

3.2 The Met Office issues warnings to warn the public and emergency services of impending severe and hazardous weather and we will heed such warnings in undertaking any risk assessments associated with the weather. These warnings are colour-coded depending on the likely severity of the weather. The Met Office describes the codes as follows:

Yellow

Yellow warnings can be issued for a range of weather situations. Many are issued when it is likely that the weather will cause some low level impacts, including some disruption to travel in a few places. Many people may be able to continue with their daily routine, but there will be some that will be directly impacted and so it is important to assess if you could be affected. Other yellow warnings are issued when the weather could bring much more severe impacts to the majority of people but the certainty of those impacts occurring is much lower. It is important to read the content of yellow warnings to determine which weather situation is being covered by the yellow warning.

Amber

There is an increased likelihood of impacts from severe weather, which could potentially disrupt your plans. This means there is the possibility of travel delays, road and rail closures, power cuts and the potential risk to life and property. You should think about changing your plans and taking action to protect yourself and your property.

Red

Dangerous weather is expected and you should take action now to keep yourself and others safe from the impact of the severe weather. It is very likely that there will be a risk to life, with substantial disruption to travel, energy supplies and possibly widespread damage to property and infrastructure.

RISK ASSESSMENTS

4.1 As soon as is reasonably practicable ahead of any impending adverse weather event, the relevant risk assessments (e.g. lone working, occupational driving, NEMs etc.) will be reviewed and where appropriate, additional assessments carried out to take account of the specific weather conditions.

4.2 Whilst each situation will be appraised on its own merits, in most cases the additional risk assessing process will be one of 'dynamic risk assessing' — that is, additional assessments will be carried out and reviewed as the situation develops. Where practicable, employees likely to be affected by adverse weather will be involved in the risk assessing process.

MONITORING PROCEDURES

5.1 We will monitor weather warnings issued by the Met Office and will circulate relevant information from the Met Office, local authorities and police to all employees.

5.2 Employees must follow any advice and instructions issued by the organisation to protect their health, safety and wellbeing

TRAVELLING DURING ADVERSE WEATHER

6.1 We will ensure that occupational driving risk assessments consider driving in adverse weather conditions.

6.2 All occupational driving will be suspended during a red weather warning and an assessment will be made during an amber weather warning on the safety of drivers. This will be documented in the risk assessments carried out.

6.3 Employees will be instructed not to put themselves at unnecessary risk when attempting to attend the office during adverse weather conditions with each individual employees' personal circumstances, location, access to transport etc. being taken into consideration.

6.4 Where an employee experiences substantial difficulty in attending the office due to adverse weather conditions, they should notify their Line Manager without delay to discuss alternative working arrangements. The Line Manager will then take any such action as is deemed appropriate in line with organisational policy.

EXTERNAL MEETINGS

7.1 Where possible, external meetings or visits will be re-arranged or carried out via video conferencing during adverse weather conditions

WORKING OUTDOORS

8.1 Employees who are required to work outdoors will have particular attention paid to adverse weather conditions in their risk assessments.

8.2 We will ensure all outdoor workers are trained/instructed in the findings of the risk assessments and in any control measures. These control measures will include the provision of sun cream as a standard item to all personnel required to work outdoors.

8.3 During excessive temperatures, employees will be encouraged to take frequent breaks in the shade and to drink plenty of water throughout the day to prevent sunstroke, overheating, dehydration and heat stress. A personal judgement on 'excessive temperatures' should be made depending upon the weather conditions and work being carried out.

BUSINESS CONTINUITY PLAN

9.1 In the event of adverse weather conditions (including excess heat) which could affect the health, safety and wellbeing of employees, we will implement the business continuity plan insofar as it deals with adverse weather. This may include homeworking on a temporary basis or, in extreme cases, paid/unpaid leave, flexi time or annual leave being taken in line with organisational policy.

MONITORING AND REVIEW OF POLICY

10.1 The policy will be reviewed every three years. More frequent reviews will be considered if, for example, there is a need to respond to new legislation/policy guidance.

10.2 The operation of the policy will be reviewed annually by the Health & Safety Committee in March.

POLICY CHANGE HISTORY

Version	Change Applied	Date	By
1.0	Initial Policy		Dena Macleod
2.0	No changes required	30.05.2022	Shona Matheson

INTERPRETATIONS & ABBREVIATIONS

The following interpretation and abbreviations are used in this policy:

Word	Interpretation
HHP or Partnership	Hebridean Housing Partnership
Board	Means the Board of the Hebridean Housing Partnership
Board Members	All Members of the Board including co-opted Members
NEM	New and expectant mothers
Met Office	Official Met Office
All references to the masculine gender in this policy shall read as equally applicable to the feminine gender	

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ITEM NO 7.5

FLEXIBLE WORKING POLICY

Board 29 June 2022

Report by Chief Executive

Purpose of Report

1.1 The purpose of this report is to present the revised Flexible Working Policy for approval.

Summary

2.1 Our current Flexible Working Policy which was approved in 2020 has now been updated following the consultation with staff and the Union.

2.2 The following changes were made to the policy:

a) Paragraph 1.1-to include studying;
b) Paragraph 3.2-to clarify that requirements;
c) Paragraph 5.5-to clarify it is two days a week;
d) Paragraph 5.6-to allow for ad hoc situations; and
e) Interpretations-included the meaning of 12 month period.

Competence

3.1 The financial, legal and other constraints to the recommendations of this report are detailed at 5.1 - 8.1.

Recommendations

4.1 **It is recommended that the Board approve the revised Flexible Working Policy at Appendix 1.**

Appendix 1:	Flexible Working Policy	
Background Papers:	None	
Writer of Report:	Dena Macleod	Tel: 0300 123 0773

Competence

Financial

5.1 There may be financial implications arising from a flexible working request, which will be funded from within our currently approved budgets.

Legal

6.1 The approval of personnel policies is a matter reserved for the Board.

6.2 The revised Policy ensures compliance with the current legislative requirements under the Employment Rights Act 1996, the Employment At 20022, the Work and Families Act 2006, and the Flexible Working Regulations 2014.

Regulatory Guidance

7.1 The Regulatory Standards checklist has been completed and there is nothing in the report, which would result in a breach of the standards.

Risk

8.1 An up to date Flexible Working Policy will safeguard our employee's wellbeing and should reduce the risk of not complying with current employment legislation and losing key skills.

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Flexible Working Policy

Effective Date:
Review Date: March 2022
Approved by HHP Board:

TABLE OF CONTENTS

FLEXIBLE WORKING POLICY

INTRODUCTION & LEGAL FRAMEWORK

1.1 We recognise the contribution of all our employees and understand that at some stage during your working lives you may find it difficult to fulfil domestic, family, studying and working commitments due to your responsibilities. We aim to help you through our Flexible Working Policy and our Special Leave Policy.

1.2 There is a duty on employers to give serious consideration to requests from employees to work flexibly.

1.3 You can request changes to your contract on a permanent basis in relation to hours, location and pattern of work. Whilst there is a right of request, there is no automatic right to these changes

1.4 The legal framework for our duties can be found within the Employment Rights Act 1996, the Employment Act 2002, Work and Families Act 2006 and Flexible Working Regulations 2014.

1.5 The Policy is applicable to all employees of Hebridean Housing Partnership.

AIMS

2.1 The Policy aims to:

- provide you with the opportunity to request to change to your standard working arrangements to strike a better balance between your home and work responsibilities and for us to retain talent and skills in the workforce and react effectively to changing market conditions.
- Re-emphasise a desire to create a good place to work for everyone by aiming to retain skills and experience and adapt to changes in society

ELIGIBILITY

3.1 To be eligible to make a request, you need 26 weeks' service at the date you make the application and you must not have made a similar request in the last 12 months.

3.2 You must be able to fulfil all your duties regardless of whether you are working in the office or at home.

MAKING AN APPLICATION

4.1 Only one application can be made every 12 months.

4.2 The policy is supported by procedures for making an application.

TYPES OF FLEXIBLE WORKING

5.1 Some examples of flexible working are documented below, however please note this list is not exhaustive.

5.2 <u>Part Time Working</u>

A system whereby the employee is contracted to work fewer than the standard full-time hours. There are many variations to part time working such as later start or earlier finish times, afternoons or mornings only and fewer working days in the week.

5.3 Job Sharing

An arrangement whereby two part time (or occasionally more) employees share the responsibility of a position. In a 'shared responsibility' arrangement the individuals both carry out all the duties of the job simply by picking up the work where the other employee left off. A 'divided responsibility' arrangement is when the duties of the position are divided between the two individuals, with each being able to provide cover for the other as and when necessary.

5.4 Working From Home

An employee regularly carries out all, or part of their duties from home rather than at HHP's premises.

5.5 Hybrid

You carry out your duties from home and from HHP's premises on a pattern agreed with your Director with a minimum of two days a week being in the offices.

5.6 Adhoc

There may be occasions when you need to work at home but you don't want to make it a permanent arrangement. You should ask permission from you Director who will agree arrangements with you and inform Personnel. This type of arrangement should be the exception rather than the rule e.g. it should not be happening every week or month.

TRIAL PERIOD

6.1 The proposed flexible working arrangements can be tried out for a mutually agreed period before any permanent changes are made to an employees Contract of Employment.

WORKING TIME REGULATIONS

7.1 Flexible working arrangements still need to comply with the law on working time. The UK's Working Time Regulations 1998 lay down the minimum conditions relating to weekly working time. All flexible working arrangements must comply with the Working Time Regulations 1998 and any subsequent updates. Generally, employees aged 18 or over are entitled to:

- 5.6 weeks' annual holiday (includes public holidays)
- At least one day off per week, or two days per fortnight
- A 20 minute break if working over six hours
- A maximum 48 hour average working week
- A daily rest period of at least 11 hours in each 24 hour period of work

7.2 There are stricter rules for younger employees.

EMPLOYEE'S REMEDIES

8.1 You are protected against suffering a detriment or being dismissed for exercising the right to request flexible working, or accompanying a colleague in their request, and may present a complaint to an employment tribunal within three months of the detriment or dismissal.

8.2 In addition, you can bring a claim to an employment tribunal if we fail to follow the necessary procedures or if the decision to reject the application was based on incorrect facts. Employment tribunals can make an order to require the employer to reconsider the application and/or award compensation. Compensation is limited to two weeks' pay for failure to allow the employee to be accompanied at a meeting and eight weeks' pay for failure to follow the prescribed procedure. The tribunal cannot question the commercial validity of the employer's decision. These provisions are independent of existing discrimination law.

MONITORING & REVIEW

9.1 Six monthly reports will be prepared by the Personnel Team showing the following:

a) the number of applications made

b) the outcome of each application

c) number of appeals

d) outcome of appeals

9.2 The reports will not include the names or posts of any of the applicants and will be considered at the Executive Team and included in the Board's information Bulletin.

9.3 Output and performance will be measured in the same way for all employees irrespective of where you work from.

9.4 This Policy will be reviewed every three years. More frequent reviews will be considered if, for example, there is a need to respond to new legislation/policy guidance.

INTERPRETATIONS & ABBREVIATIONS

The following interpretation and abbreviations are used in this policy:

Word	Interpretation
HHP or Partnership	Hebridean Housing Partnership
Board	Means the Board of the Hebridean Housing Partnership
Board Members	All Members of the Board including co-opted Members
Leave	Leave is taken to mean both annual and public holiday entitlement subject to the statutory minimum
Personnel Team	Chief Executive's Personal Assistant & Executive Office Manager
12 month period	The 12 month period runs from the date the decision is made by the Director
All references to the masculine gender in this Policy shall read as equally applicable to the feminine gender	

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ITEM NO 9.1

DEVELOPMENT MONITORING REPORT

Board 29 June 2022

Report by Chief Executive

Purpose of Report

1.1 To provide an update to the Board on our 5 Year Development Plan (2021-26).

Summary

2.1 The summary of completions this financial year can be found at Appendix 1 along with photographs.

2.2 In 2022/23 we have so far completed 18 homes and have a further 80 under construction, which is 27% of our 5 Year Development Plan. Appendix 2 provides details of progress on the plan spanning 2021 – 2026 with 49% of planned houses completed or on site.

2.3 The land transaction at Blackwater has concluded with the contractor looking for a phased building warrant to allow a start on site. However, there are delays as they seek to discharge planning conditions.

2.4 Both land transactions at Crowlista and Lochmaddy are reaching their final stages. Crowlista is expected to be completed before the Board meet in June.

Competence

3.1 The financial, legal and other constraints arising from the recommendations in this report are detailed at paragraph 5.1 - 8.4.

Recommendations

4.1 **It is recommended that Board note the update on the Development Plan.**

APPENDIX 1:	Completions 2022/23	
APPENDIX 2:	New Build Updates	
APPENDIX 3:	Future Plans	
Background Papers:	None	
Writer of Report:	Sawan Morrison	Tel: 0300 123 0773

Competence

Financial

5.1 The budget for development in 2022/23 is £13M expenditure, £8.1M Scottish Government (SG) Grant and £0.346M of shared equity sales resulting in a private finance requirement of £4.6M.

Legal

6.1 There are no legal considerations in this report.

Regulatory Guidance

7.1 The Regulatory Standards checklist has been completed and there is nothing in the report which would result in a breach of the standards.

7.2 This report provides ongoing assurance of evidence RS2.2, RS4.3 and RS7.7 in relation to our Annual Assurance Statement.

Risk

8.1 Development is inherently risky. Feasibility work to ascertain the suitability and capacity of potential sites for development helps to reduce risk.

8.2 Risk related to particular developments is assessed as part of the feasibility study, including the demand within the area. The Housing Needs and Demands Analysis (HNDA) and our Housing Waiting List indicates weak demand in all areas and particularly in the most rural locations. The HNDA report suggests that our current plan will in broad terms meet the current identified need for social rented housing.

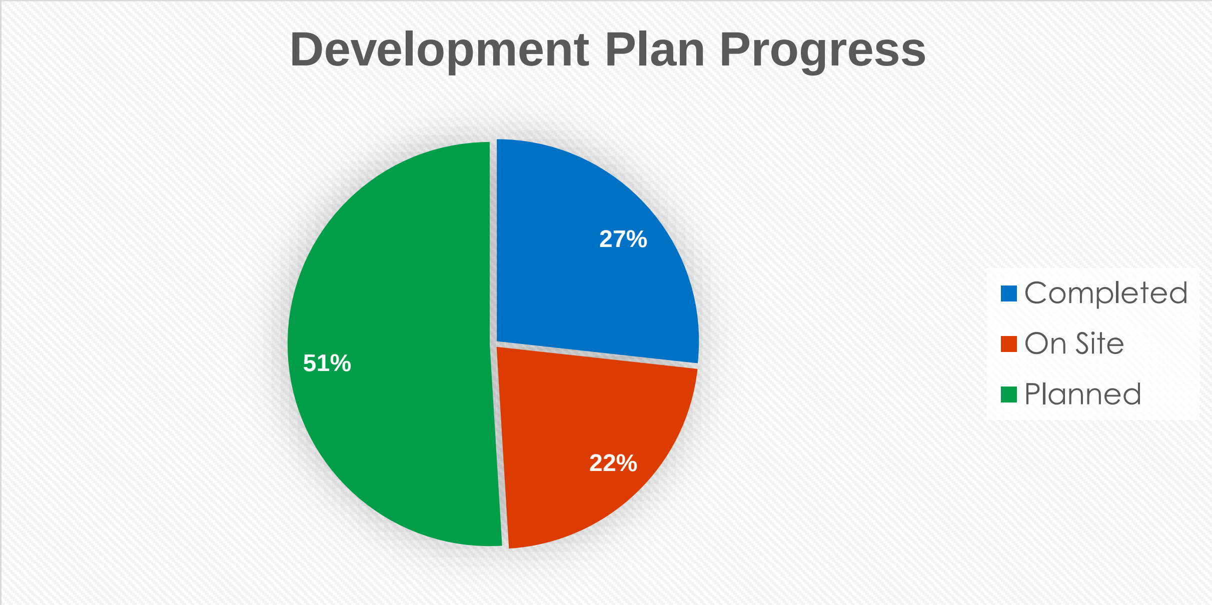
8.3 There is a risk of houses not being sold through the New Supply Shared Equity scheme as demand can be inconsistent.

8.4 The Risk Register details relevant risks including risk of contractor failure, BREXIT, labour and material shortages, all of which can impact on delivery of the Development Plan.

Report Details

Development Plan 2021-2026

9.1 Good progress is being made on the delivery of the Development Plan with 27% of the planned homes completed and a further 22% currently on site. Full details of each of the developments can be found in Appendix 2, Table 1.1.



Development 2022/23

10.1 The main issues to note for developments on site or identified for 2022/23 are:

- Johnstone Court, Balivanich - all 10 units at this site have now been completed with the final 4 handed over in May 2022.
- Blackwater site, which is 40% of the remaining Development Plan, the land transaction concluded on 31 March 2022. The Contractor is pursuing building warrant in phases to allow start of construction. The additional planning application for the peat restoration area has now been lodged.
- Lochmaddy land transaction is due to conclude once the Deed of Conditions have been agreed. Due to the complexity of the site and 3 partners involved (HHP, Tighean Innse Gall and Contractor), the legal process has taken longer than expected. We are currently consulting on a name for this site and if sufficient responses have been received by the Board meeting, we will look to present some name suggestions.
- The Crowlista resumption has now come through and the contractor is pursuing work at risk. The land transaction is due to be concluded mid-June.

Future Plans

11.1 Appendix 3 summarises work being done on projects for future years and includes the current levels of demand in the area. The following updates to be noted:

- Site acquisition at Leverburgh requires further engineering studies and engagement with Scottish Water regarding the sewer infrastructure in the area before progressing. There are system operation and capacity issues at present which need to be resolved. Representations have been made by local residents to us and the Comhairle and also through the press regarding the need for housing
- The site at Scott Road is in crofting tenure but access is required across 3rd party land which is in private ownership. Negotiation is underway with the landowner on

their position with regards to granting a servitude to enable access to be achieved. There are also water and sewer infrastaructure issues which are being raised with Scottish Water.

- Two sites in North Uist have had a largely positive desktop feasibility study. Initial comments have been received from planning. They identify key issues for attention but are not opposed to potential development. However, further discussion will be required on these issues.

New Supply Shared Equity (NSSE)

12.1 Three properties have settled at Sgeir Ghlais, Breasclete. The final property has an applicant which is progressing and appears positive. A further applicant has also now expressed interest. If applications do not conclude we will seek to convert the property to rent or mid-market rent.

12.2 All 2 bed homes available for sale at Sinclair Avenue have now been sold.

12.3 There were 6 x 3 bed homes available for sale in the second phase at Sinclair Avenue of which 3 have sold. There are currently 2 properties due to settle imminently and 1 property without a buyer identified.

Scheme	Area	Type	Units
Gleann Mor, Barvas	Rural Lewis	Rent	8
Johnstone Court, Balivanich	South Uist	Rent	10
Total Handover to May 2022			**18**

Johnstone Court, Balivanich – Calmax

Gleann Mor – Official Opening

New Build Updates

APPENDIX 2

Table 1.1 Development Performance – 5 Year Development Plan 2021-2026 (Approved March 2022)

	RENT	NSSE	HWEC	TOTAL	% of Plan	Comments
Completed 21/22	64	14	0	**78**	22%	-
Completed 22/23	18	0	0	**18**	4%	Final 4 units completed at Balvanich
On Site	28	2	50	**80**	23%	-
Planned for 2022-26	183	0	0	**183**	51%	-
	293	**16**	**50**	**359**		

New Build Updates

APPENDIX 2

Table 2.1 Current Development Projects 2022/23

Scheme	Area	Units	Stage	Expected Handover	Comments by exception
Barvas	Rural Lewis	8	Completed	Apr-22	-
Low Flyer, Balivanich	Uist	10	Completed	May-22	Final 4 units handed over in May.
Goathill HWEC	Stornoway	50	On Site	Sep-22	-
Goathill	Stornoway	58	On Site	Sep-22	36 Rented Units completed to date.
Goathill NSSE	Stornoway	16	On Site	Sep-22	14 Shared equity units completed to date, 2 houses to be sold in June, 1 house to have buyer identified .
Barra – Cleit Road	Barra	6	On Site	Jan-23	-
Crowlista, Uig	Rural Lewis	5	Land Transaction	Mar-23	Awaiting imminent land transaction before concluding building contract in June. Contractor on site at risk.
Blackwater	Stornoway	72	Building Warrant	TBC	Land transaction concluded. Waiting for building warrant prior to commencement on site.
Lochmaddy	Uist	8	Planning/Land Transaction	May-22	Awaiting land transaction. Contractor completing preparatory work at risk.
South Harris - Leverburgh	Harris	6	Land Negotiation	TBC	Site has met with issues regarding the suitability of the site for development due to sewer issues and planning concerns.
South Uist	Uist	6	Land Identification	TBC	No potential sites currently identified in South Uist. 2 sites discounted at feasibility. Initial desktop feasibilities have been carried out for 2 sites in North Uist and the Comhairle's Housing Team are discussing with their planning colleagues before instructing full feasibility. This process has been changed to avoid unnecessary costs and save time.
Low Flyer, Balivanich Ph 2	Uist	4	Tender	TBC	Possible additional 4 units at Low Flyer site to be progressed to tender.

Future Plans

APPENDIX 3

YEAR	Scheme	Area	Units	Demand (Transfer/Waiting)	Comments by exception
2023/24	Scott Rd/Coastguard	Harris	12	8/20	Land transaction negotiation ongoing. Service connection requirements being investigated.
	Rural Lewis- South Lochs	Rural Lewis	4	2/7	Potential site at Lemreway awaiting initial planning feedback. Demand figures represent South Lochs area
2024/25	Scott Rd/Coastguard (Ph 2)	Harris	12	8/20	Land transaction negotiation ongoing. Service connection requirements being investigated.
	Benbecula - Dunganichy	Uist	4	12/14	Feasibility study concluded site was not suitable for development. Additional 4 units Low Flyer being progressed as a substitution and aimed to be brought forward to 2022/23 financial year. Further sites being reviewed.
	South Uist	Uist	6	3/12	Site to be identified.
	Stornoway Regeneration	Stornoway	14	92/215	Site to be identified.
	North Uist	Uist	4	4/22	2 potential sites awaiting planning feedback.
	Point	Stornoway Market Area	4	3/13	Site to be identified
	Rural Lewis- Bernera	Rural Lewis	4	0/3	A site at Bernera is at the initial stages of investigation. Community trust looking at demand.
	Cleat Road- Phase 2	Barra	6	6/27	Existing land available for a potential second stage of the current development.
2025/26	North Uist	Uist	6	4/22	Site to be identified but 2 sites held in grazings currently being reviewed.
	Barra HWEC	Barra HWEC	10	TBC	Board decision taken to support, and discussions are ongoing with various departments of Scottish Government.