

WHEATLEY HOUSING GROUP LIMITED**SC426094****MEETING OF THE BOARD OF DIRECTORS****Wheatley House, Glasgow
on Thursday 12 November 2025**

Directors Present: Jo Armstrong (Chair), Maureen Dowden, Caroline Gardner, Alison McLaughlin, Bryan Duncan, Iain Macaulay, Jo Boaden, Pamela Paton, Rhina Conteh and Manish Joshi.

In Attendance: Steven Henderson (Group Chief Executive), Anthony Allison (Group Director of Governance and Business Solutions) and Pauline Turnock (Group Director of Finance).

1. Apologies for absence

Apologies were received from Ken Barclay.

2. Declarations of interest

The Board noted the standing declarations of interest.

3. Minutes of meeting held on 24 September 2025 and matters arising.

Decided: The Board approved the minutes of the meeting held on 24 September 2025.

4. Group CEO update

The Board were provided with an update on a range of matters, including: a package of measures agreed with the Scottish Government and Glasgow City Council for acquisitions; the outcome of the initial phase of our structural engineering consultants review of our 12 large Panel System blocks in Glasgow, which did not reveal any immediate structural concerns, and plans for the next phase; [REDACTED]

[REDACTED] and the Scottish Government verbal confirmation of their intention to provide funding for the remediation of the cladding at Marine Drive as part of its Single Building Assessment Pathfinder programme.

The Board discussed the plans for ongoing oversight of the work on our Large Panel Systems, and it was confirmed that this would be through the Wheatley Homes Glasgow Board, which has already considered an update. The Board reiterated the importance of appropriate engagement and communication with tenants during the process.

The Board sought and received confirmation that Marine Drive remains safe for tenants.

The Board were updated on planned changes within the Group Executive Team, which will include a requirement to notify the Scottish Housing Regulator upon completion.

5. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

6. **2026/27 rent setting**

The proposed rent increase options for 2026/27 and the associated affordability and comparability assessment were set out in detail. It was confirmed that the proposals would remain subject to agreement by each individual Registered Social Landlord subsidiary Board.

The Board discussed the comparability analysis for rents in the East, which are higher relative to the wider Group and the potential for specific stock to have different affordability levels. It was confirmed that we considered whether differential rent increases could improve affordability, but that the complexity involved significantly outweighed the expected impact.

It was explained that our Helping Hand Fund is designed to support tenants with specific affordability challenges and will remain funded in our business plan. The Board discussed how we identify individuals who may have affordability challenges to direct our Helping Hand Fund and the challenges in doing so. It was confirmed that our Annual Tenant Visits do seek to discuss issues such as affordability to allow us to target support accordingly.

It was noted that the proposed rent brochure does include encouragement to support we can provide and signposts tenants on how to access it.

The Board discussed the draft brochure and agreed that it should be clear that the new build is not funded through existing tenant rental income.

The Board considered any potential UK Government budget decisions which could impact our tenants, in particular, financial assistance and tax changes. It was confirmed that we have prudent assumptions in our business plan for unplanned events and if necessary would make adjustments ahead of any final decision on our rent options in December.

The Board discussed the importance of communication to tenants on the rationale for the proposed options being clear and relatable, whilst recognising that feedback from previous years is that the brochure should be succinct.

The Board discussed the underlying costs driving the proposed rent levels, in particular those which relate to key priorities for tenants, repairs and investment, and those which are driven by external factors. It was agreed that, on balance, the proposed options allowed us to reflect tenant priorities, particularly in relation to improvement and investment work, and maintain financial resilience.

Decided: The Board:

- 1) Agreed that we undertake an initial consultation with rent focus groups on a 6.9% increase with an additional option of 7.4% for the 2026/27 rent and service charge increase;**
- 2) Noted that the proposal above will be presented to RSL subsidiary Boards at their next meeting for approval;**
- 3) Noted that the final approval of the rent increase for consultation with all tenants will be presented for approval at the December 2025 meeting; and**
- 4) Agreed that subsidiary RSL Boards be delegated the authority to agree the 2026/27 rent and service charge increase where it is within the agreed range.**

7. Housing Bill update

The Board were provided with an update on the implications of the Housing (Scotland) Bill 2025 and the steps we are taking, or already have in place, to comply with statutory duties and compliance requirements for Registered Social Landlords.

The Board discussed the 'Ask and Act' approach in relation to preventing homelessness and the need for our approach to continue to be focused on supporting tenants whilst recognising a need to document how we have done so in a different way.

The Board considered how our arrangements with statutory agencies may need to evolve as they seek to discharge their own responsibilities in relation to homelessness prevention. It was confirmed that we will engage early with statutory agencies, particularly those who have new responsibilities.

Decided: The Board noted the contents of the report.

8.

[REDACTED]

9. Performance report

The Board were provided with an update on performance to the end of quarter two and sector comparisons for Annual Return on the Charter. It was confirmed that we have delivered improvement in the priority area of days to let performance in Glasgow.

The Board were provided with a detailed update on our ongoing work to continually refine our approach to damp, mould, and leaks, in particular, how customer feedback and data are supporting us in better targeting refinements to our process. It was explained that work is also well underway to prepare for the introduction based on what we expect to be included in the Scottish equivalent of Awaab’s Law, but that the sector is still awaiting formal confirmation from the Scottish Government on the specific requirements.

The Board discussed how we can further refine our approach, particularly in cases of condensation where remedial work alone may not prevent recurrence and we need to ensure tenants have the appropriate advice and assistance. It was confirmed that we are continuing to review how we engage with tenants and provide them with the necessary information and practical support alongside the remedial work.

It was confirmed that we will be updating our current damp and mould policy and that this will be presented to the Board, alongside how we will implement any changes, early in 2026.

The Board discussed our compliance activity, in particular, where we have had access issues. It was confirmed that we have clear escalation processes up to and including forced access where necessary, and that these are applied.

It was confirmed that we have not, to date, had to force access for fire safety doors under the criteria previously agreed by the Board.

Decided: The Board

- 1) Noted the contents of this report;**
- 2) Agreed the timescale for the completion of the Asset Compliance and Data Strategy Programme be extended to 31 March 2026; and**
- 3) Agreed that we continue our existing approach to forcing access for fire safety door checks as part of the regular six-monthly programme.**

10. Finance report

The board were provided with a summary of the financial results for the period to 30 September and the forecast full-year outturn.

The Board discussed the key variances over the first six months of the year, particularly in relation to repairs and maintenance, investment and new build grant timing.

The Board considered the forecast outturn and the key drivers for the changes related to the budget. It was recognised that none of the changes presented any concerns.

Decided: The Board

- 1) Noted the Group management accounts for the period ended 30 September 2025;**
- 2) Noted the forecast full-year out-turn for 2025/26 at Appendix 1; and**
- 3) Approved the RSL Borrower Group accounts at Appendix 2 for submission to the Group's lenders.**

11. Governance update

The Board were updated on progress with the strategic governance review and was updated on Campbell Tickell's initial feedback to the Group RAAG Committee.

The proposed committee appointments for the year, recommended by the RAAG Committee, were also set out for Board approval.

Decided: The Board:

- 1) Noted the updated timing for the presentation of the findings of the strategic governance review; and**
- 2) Approved the Committee memberships and Committee Chair appointments.**

12. AOCB

There was no other competent business raised.

Signed: (Chair)

Date: