

ABERTAY HOUSING ASSOCIATION LIMITED

Minutes of the Board Meeting

Wednesday 21 January 2026 17:00

Present: Ron Neave (Chair), Kath Mands (Vice-Chair), Paul Crichton, Alan Fraser, Graeme Watson and Ian Byers.

The following joined via Video Conferencing: Callum Main, Jennifer McAughtrie.

In Attendance: Barry Moore (CE), Marjorie Sloan (CSD and Secretary) and Clare Talbot (CSO) via Video Conferencing.

26/01/01 Apologies

There were apologies from Kevin Braidwood.

In accordance with Rule 44.3 of the Association's Rules Darren Keddie had been granted special leave of absence.

The Chair welcomed everybody to the meeting.

26/01/02 Declarations of Conflicting Interests

No Member declared a conflicting interest.

26/01/03 Minute of Board Meeting 26 November 2025 and Tracker

The Chair talked through the minutes of the meeting held on 26 November 2025 and asked for comments.

Approved. Proposed Kath Mands. **Seconded** Graeme Watson.

The CE provided an update on the tracker, noting that the Asset Management Strategy remains outstanding and is scheduled to be presented to the Board at the February 2026 meeting. The Equality and Diversity Strategy will be covered later in the agenda and the Staff Organisational Structure will be discussed at a Board Away Day to be arranged in 2026/27.

26/01/04 Matters Arising

There were no matters arising from the previous meeting.

26/01/05 Chair's Actions / Decisions between meetings

The CE presented the report and confirmed there had been no Chair's Actions since the previous Board Meeting on 26 November 2025; the Chair confirmed this to be the case.

Board **noted** the report.

26/01/06 Annual Rent Review – for approval

The CE presented the report and took Members through the results of the Rent Consultation Survey and the statistics on the returns.

Due to the significance of the decision the CE gave an explanation on each of the pertinent paragraphs within the report and emphasised that his recommendation and the Board's decision must ensure that the Association's short-term and long-term financial stability and security is maintained.

The CE recommended an increase of 8.0%.

The Board comprehensively discussed and considered the content of the report. The Board considered the Association's Business Plan and the Association's Strategic and Operational Objectives within the

Business Plan. The Board also considered the Association's 30 Year Financial Plan and 30 Year Planned Maintenance Plan.

The Board unanimously agreed an 8% rent increase, and when doing so emphasised that the Board is duty bound to ensure that the Association's short-term and long-term financial stability and security is certain and resilient, which in turn will ensure that the Association delivers its primary obligations to its tenants, in terms of maintaining their homes, health and safety obligations and general operational service delivery.

Board **approved** an Annual Rent increase of 8.0% effective from 1 April 2026.

26/01/07 Confidential Annual Staff Salary Review – for approval

The CSD and CSO left the meeting.

The CE commented that in making a decision which complies with Regulatory Standard 3, and in particular Regulation Guidance 3.6, it is an exercise for the Board to take based on the facts and circumstances pertinent to the Association; as it is for other Associations to make a decision based on the particular facts and circumstances to their Associations.

The CE informed Members that any decision has to be both affordable and justifiable and that both affordability and justification is within the content of the report.

Due to the importance of this decision Members referred to and discussed each of the paragraphs in the report at length and had an extensive debate on all the facts and circumstances pertinent to the Association.

There was an extensive constructive discussion which led to a unanimous decision between Members.

The CSD and CSO returned to the meeting.

The Chair confirmed that the Board **approved** the Annual Staff Salary increase 5.1% which will take effect from 1 April 2026.

26/01/08 CGPR: Business Continuity Emergency Guidance Policy

The CE presented the report, outlining the current position of the Association and providing a detailed overview of the report and the procedures set out within the report.

Board **noted** the Business Continuity Emergency Guidance Policy and agreed that it would be brought to the January Board Meeting each year.

26/01/09 Equality, Diversity and Inclusion Strategy: Service Delivery

The CE presented the policy, advising that human resources and service delivery policies will be separated. The human resources policy will be presented to the Board in February.

It was noted that the Policy goes a significant way to addressing the outstanding Internal Audit recommendations on this subject.

A Member thanked the CE for the comprehensive Strategy.

The Board **approved** the Equality, Diversity and Inclusion Strategy: Service Delivery.

26/01/10 Share Membership Register: Update Report

The CSD presented the report stating there were no members either wishing to join or to be removed from the Share Membership Register.

The Board **noted** that there were no proposed changes to the Share Membership Register as set out at s2.3 and 2.4

26/01/11 Board Training Report

The CSD presented the report and requested that any Members wishing to attend any of the events let her know.

Board **noted** the Board Training update.

26/01/11 AOCB

Oak Gardens

The CE updated Members on the current situation in respect of Oak Gardens.

The CE reminded Members that the ten much needed affordable housing properties had been let since September/October 2025 and since then all ten tenants have had the obligatory two new tenant visits, all reporting 100% satisfaction.

The CE also reminded Members that notwithstanding the historical context of the development, the Association and the Developer had ensured that the final account resulted in the average cost per property being significantly lower than any other comparable affordable housing development.

The CE further advised that a full report will be presented to the Board at the Board Meeting on 25 February 2026

Meeting concluded at 18.20 hrs.