

**BUIDHEANN TIGHEADAS LOCH AILLSE AGUS AN
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LOCHALSH AND SKYE HOUSING ASSOCIATION**

GENERAL INFORMATION

The Housing Association was set up in 1983 as an independent non-profit making housing organisation to develop, manage and maintain housing for rent. Since that time there has been a sustained and significant growth in the size and geographical spread of the Association's own housing stock within Skye and Lochalsh and we have considerably extended the range of housing solutions and other services that we provide to meet the needs of a wide range of clients.

As the Association has evolved and expanded, we have adopted new and innovative approaches to meeting our objectives and we are totally committed to working in partnership with individuals, groups and organisations for the benefit of all concerned. We are also committed to regularly reviewing our operations to ensure that we are delivering high quality services which are responsive to the needs of our customers and which provide value for money.

We recognise the important role that our organisation can play in contributing towards the regeneration of communities and we strive to participate in activities which enable social inclusion and make a positive contribution towards sustaining the social, economic and cultural well being of the whole community.

THE BOARD

The Association is controlled by a voluntary Board which meets monthly and is responsible for:-

- Setting the Association's Aims and Objectives
- Agreeing strategies to achieve the Aims and Objectives
- Considering and approving policies and procedures
- Ensuring compliance with all relevant regulatory requirements set out in the Regulatory Framework
- Taking legal responsibility for the Association and its actions.

STAFF

The Board employ staff to provide information and advice and to carry out the day to day administration of the Association's activities. It is a particular responsibility of the Board to ensure that suitably qualified and experienced staff are in post and that the Association's levels of staffing are appropriate to the levels of activity undertaken by the Association. The Association's staff structure is attached.

All staff members are engaged under Conditions of Service operated by "Employers in Voluntary Housing" (EVH) and have written Job Descriptions and Conditions of Service. Key features of this post include:-

- 35 hour week
- 40 days Annual and Public Holidays
- Pension Scheme
- Probationary period of six months from the date of appointment

- Some posts also require the successful candidate to undergo Disclosure Checks to ensure their suitability. Details of this requirement will be included in the Offer of Employment.

AIMS AND OBJECTIVES

The Association's aims are:-

- To work in partnership to provide access to high quality affordable housing solutions and related services and to contribute to the improvement of the social, economic and cultural wellbeing of the whole community.

Our Strategic Objectives which support these aims are:-

Strategic Themes	Objectives
1. New Homes	To build more affordable homes, in the right places, and improve tenure choice.
2. Communities	Understand the housing ambitions of our communities, engage with them in identifying critical issues, ie. retaining young people, and adapt our plans to deliver local needs.
3. Stronger, Digital Services	Become a more efficient, digitally mature landlord, with digital tenant access, developed with their input.
4. Fuel Poverty & Climate Change	Deliver affordable warmth, reduce fuel poverty, with EESSH2 compliance and our contribution to mitigating or adapting to climate change where possible.
5. People Development	Maximise staff and Board member potential and satisfaction through a people investment strategy, and the skills and capacity to deliver affordable warmth and housing quality.
6. Influencing & Collaborations	Engage with government, sector policy makers, and our partners to increase the understanding of Lochalsh and Skye's needs and support for solutions.

MAIN ACTIVITIES

We have invested significant resources in the provision of new housing in Skye and Lochalsh and our current rented housing stock of more than 800 properties currently generates an annual rental income in the region of £3.35 million. We directly employ 48 members of staff and our main activities include:-

- Purchasing land and buildings.
- The provision of rented, shared ownership and shared equity housing.
- Carrying out disable adaptations.
- Managing and maintaining our housing and other property assets.
- Providing property management and factoring services to external clients.
- Processing grant applications and arranging works for homeowners who properties require repair or improvement.
- Operating the Skye & Lochalsh Handyperson Services.
- Providing information and advice on housing options.
- Operating the Skye and Lochalsh Energy Advice Services.

Further Information

You can obtain further information about the Association and its activities on our web site at www.LSHA.co.uk.

June 2023
