

Hillhead Housing Association 2000
 Appraisal of Management Committee 2019
 Learning and Development Plan

Report Item	Regulatory Standard	Learning & development area	Key outcomes	How learning & development to be met (examples)	Date to be achieved
1	<p>The RSL is open about and accountable for what it does. It understands and takes account of the needs and priorities of its tenants, service users and stakeholders. And its primary focus is the sustainable achievement of these priorities.</p>	<p>What more committee could do to stay up to date with the profile, needs and priorities of tenants and other customers</p>	<p>Committee members should be informed on the demographic of the population in their area, including information on age and household size.</p> <p>This information should form the basis of discussion on current issues facing the housing sector and bring the discussion round to the ways that particular issues and challenges will affect YHA's particular demographic.</p> <p>The knowledge should also be a key consideration when the committee discusses future planning and direction for the association.</p>	<p>Session on Area Demographic Overview (delivered by HHA staff) and followed by discussion relating demographics to current housing issues eg Brexit/Universal Credit.</p> <p>Association carries out more in depth survey of tenants and other customers</p> <p>In-house training course for all Committee members</p> <p>Signposting to relevant reading</p>	

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2	The RSL is open about and accountable for what it does. It understands and takes account of the needs and priorities of its tenants, service users and stakeholders. And its primary focus is the sustainable achievement of these priorities.	Committee discusses and agrees how the priorities, needs and aspirations of tenants and others influence the plans, strategies and decisions of the Association.	<p>Committee decide and implement a strategy for gathering information from tenants on their needs and aspirations.</p> <p>Once this information is gathered, it should be a key consideration for any plans, strategies and decisions of the organisation.</p>	<p>In-house training on tenant participation</p> <p>Network with other housing associations on how they are gathering/using such info</p>	
3	The governing body bases its decisions on good quality information and advice and mitigates risks to the organisation's purpose	Committee discussion and agreement on a succession planning process for the governing body, including how to further involve tenants.	<p>Committee plan and implement and succession planning strategy.</p> <p>Committee considers ways to involve tenants in the future of the governing body.</p>	<p>Succession planning training</p> <p>Regular reviews of intentions and aspirations of committee regarding office bearers roles</p> <p>Training offered to those interested in becoming an office bearer</p> <p>Campaign to highlight the work of committee in the area</p>	

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4	The governing body and senior staff have the skills and knowledge they need to be effective	Committee discusses undertaking study visits and networking with other Associations' governing body members as part of their learning and development programme for the coming year.	Committee work on ways to build networks and peer support with their counterparts in the sector.	Attend conferences and events aimed at committee members. Work with local associations to build peer support by shadowing meetings and offering feedback.	
5	The governing body and senior staff have the skills and knowledge they need to be effective.	The Committee and Association agree a plan of training and development, based on discussion with Committee members and taking account of the results of the appraisal exercise.	Committee are satisfied with a year-long training plan and programme that meets collective and individual training needs, and this is implemented, training attended and learning reflected upon.	Full analysis of committee appraisal report Points identified should be actioned Formation of programme of training that reflects individual and collective needs and allows for further reflection on these and additional topics to be added if required Awareness of current or new topics in the sector and suitable arrangements made for committee to receive training on these issues as they arise.	

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