



**MEETING OF THE OSPREY HOUSING BOARD**  
**26 March 2025 14:00 – WESTHILL OFFICE AND TEAMS**

Present: Brian Watson, Director OH Board, Chair, (BW)  
Les Allan, Director OH Board: Vice Chair (LA)  
Douglas Bodie, Director OH Board (DB)  
Brian Topping, Director OH Board (BT)  
Rab Hepburn, Director OH Board (RH)  
Jonathan Young, Director OH Board (JY)  
Stuart Robertson, Director OH Board (SR) (Via Teams)  
Simpson Buglass, Director OH Board (SB)  
Colin Hawkins, Director OH Board (CH)  
Mike Scott, Director OH Board, (MS)  
Raymond Edgar, Director OH Board (RE)

Apologies: Claire Gibson, Director OH Board (CC)  
Kay Diack, Director OH Board (KD)  
Alison Mitchell, Director OH Board (AM)  
John Connelly, Director OH Board (JC)  
Lauren Allan, OH Board Apprentice (LaA)  
Niamh Johnstone, OH Board Apprentice (NJ) (Teams)

Attending: Stacy Angus, Chief Executive Officer, Osprey (CEO)  
Gary Walker, Director of Finance, Osprey (DOF)  
Clare Ruxton, Director of Corporate Services (DCS)  
Dan Thompson, Director of Housing Services, Osprey (DHS)  
Ryan Swan, Director of Assets, Osprey (DOA)  
Sofia Redford, Corporate Services Officer, Osprey (CSO) (Minute)

Minute No	Subject	Action
1.	<b>Welcome and Apologies</b>  Apologies as noted above.	<b>Chair</b>
2.	<b>Declarations of Interest</b>  There were no changes to the standard declarations.	<b>Chair</b>
3.	<b>Items for Decision/Approval/Endorsement</b>	
3.1	<b>Strategic Plan Review</b>  The CEO presented the Board with draft Strategic Business Plan 2025-28 for comment.  The Board was reminded that the four key strategic aims had been reviewed by the Board at their strategy event in October 2024 and found to still reflect where we are now, where we want to be and how we will get there.  The Board noted the key elements: <ul style="list-style-type: none"> <li>• The addition of a new section detailing what has been achieved in the duration of the previous plan.</li> <li>• How each of the individual strategic aims will be delivered and measured had been fully reviewed and updated by the SLT.</li> <li>• The plan will be sent to strategic partners on its completion.</li> <li>• The SHR guidance for preparing Business Plans relates specifically to the Financial Business Plan however the two must be aligned in their purpose.</li> <li>• In relevance to growth, it was noted that at a recent CIH event all political parties had supported the building of social housing. Therefore some comfort regarding the future commitment of the Scottish Government to providing sustained levels of HAG.</li> <li>• In relevance to growth and current opportunities it was discussed the ambition to deliver new homes beyond 60 new houses per annum – it was understood that this would directly affect borrowing and would have to be considered on a case-by-case basis. However it was unanimously supported that if opportunities arose that was to exceed our targets we should remain flexible in our approach and be open to exploring these.</li> <li>• Locations of developments and key stock data are outlined in detail within the Asset Management Strategy. The Board recommended that a hyperlink to this information should be added to the Business Plan.</li> <li>• SWOT analysis will continue to be reviewed annually.</li> <li>• Significant Net Zero grants may become available due to the increased grant fund committed to by the Scottish Government</li> </ul>	<b>CEO</b>

	<p>from April 2025. It was recognised that the change in covenants allowed us to be more flexible to take advantage of any available grants.</p> <ul style="list-style-type: none"> <li>• It was agreed unanimously that Osprey is coming from a position of strength, growing at a sustainable level and this should be continued into the future.</li> <li>• Osprey understands the demand within the local housing market and uses this knowledge when determining where to develop ensuring our growth strategy is .</li> <li>• Staff team consultation will be undertaken before final version of the strategic plan is taken forward for approval at the May board.</li> </ul>	
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	<p><b>The Board:</b></p> <ul style="list-style-type: none"><li>Recommended that the updated Strategic Business Plan should be submitted for review and approval by each Committee during the April/May governance cycle with a view to recommend final approval by the Board at their meeting in May.</li></ul>									
3.2	<p><b>Redacted</b></p> <p>[REDACTED]</p> <p><b>The Board:</b></p> <ul style="list-style-type: none"><li>Noted the position.</li></ul>	CEO								
3.3	<p><b>Governance – Review of Meeting Arrangements</b></p> <p>The DCS presented a report outlining proposed changes to the governance sub-committee structure.</p> <p>The Board noted that the SLT felt that there was level of duplication and imbalance of responsibility between the Corporate Services Committee and the R&amp;G Committee. As a result, the SLT were proposing a refreshed governance structure:</p> <table><tr><th colspan="4">Osprey Board</th></tr><tr><td>Remuneration Committee</td><td>Finance and Audit Committee</td><td>Housing Committee</td><td>People and Organisation Committee</td></tr></table> <p>While responsibilities for the other Committees would remain largely the same it was proposed that oversight of governance be moved to the People and Organisation Committee which will allow the Finance and Audit Committee to concentrate on financial, risk and audit matters. It was felt that the proposed change would allow for better discussions at the relevant Committees.</p> <p>The Board noted that:</p> <ul style="list-style-type: none"><li>The proposed changes made sense and would enhance the current governance setup</li><li>Assurance given that all finance related issues would always be required to be discussed at the Finance and Audit Committee.</li><li>If approved the change should take place from the July/August governance cycle with membership reviewed at the September Board meeting.</li></ul>	Osprey Board				Remuneration Committee	Finance and Audit Committee	Housing Committee	People and Organisation Committee	CEO / DCS
Osprey Board										
Remuneration Committee	Finance and Audit Committee	Housing Committee	People and Organisation Committee							

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	<p>The Board further discussed the details around the meeting arrangements and in particular the timings of the governance meetings and whether 10:00 am starts are excluding working people from joining the Board. The option of a 16:00 start was proposed as a trial during a 2026 summer meeting however it was agreed that the approach to meetings be discussed at the upcoming board member appraisals before any commitment to change was made.</p> <p><b>The Board:</b></p> <ul style="list-style-type: none"> <li>• <b>Considered and discussed the contents of the report.</b></li> <li>• <b>Reviewed and approved the proposed changes to the governance sub-committee structure to be included in the upcoming SoDA review.</b></li> <li>• <b>Agreed to discuss the meeting arrangements during the upcoming appraisal meetings.</b></li> </ul>	
<b>4.</b>	<p><b>Items for Discussion / Consideration</b></p> <p>There were no items for discussion / consideration.</p>	
<b>5.</b>	<p><b>Any Other Business</b></p> <p>The Board noted the resignation of Claire Gibson with effect from the May Board meeting.</p>	<b>CEO</b>
<b>6.</b>	<p><b>Date of next meeting</b>  <b>Wednesday 26 May at 10:00, hybrid Westhill Office / Teams</b></p>	

The meeting closed at 15:00

Signed:

Date: