

REGULATORY STANDARD 7:		The RSL ensures that any organisational changes or disposals it makes safeguard the interests of, and benefit, current and future tenants. Where an RSL is considering organisational or constitutional change, or acquisition or disposal of land or assets:	
No.	Guidance	Met?	Compliance Evidence – and what contributes to compliance
7.1	The governing body discusses and scrutinises any proposal for organisational change and ensures that the proposal will benefit current and future tenants.	Yes	Business Plan set business objectives. Committee decision on any organisational changes. Risk management assessment. Purchase specialist advice as required to allow effective decision making. Reports to CoM and Minutes of meetings showing discussion and decision. Register of Interest Example of Transfer of Engagements. 2019 -2021 Transfer of Engagements process.
7.2	The RSL ensures that its governance structures are as simple as possible, clear and allow it to meet the Standards of Governance and Financial Management, Constitutional Requirements, and Group Structures guidance.	Yes	Standing orders – committee structure, responsibilities and delegated authorities. Committee structure annual review. Purchase specialist advice as required – e.g. Linda Ewart, Allpark Consultants, HRC, Solicitors etc. Annual Governance Review process. Internal audits. Rules Committee member and office bearer role descriptions Code of Conduct Succession Plan Example of response to Covid to ensure business continuity and effective Committee governance arrangements. Ongoing review of reporting.
7.3	The RSL ensures adequate consultation with, and support from, key stakeholders including tenants, members, funders (who may need to give specific approval) and local authorities as well as other regulators.		Tenant Satisfaction Surveys. Customer and Resident Forum. Rent consultations. Tenants choice in planned works. Treasury management processes and covenant compliance. Networking to develop positive working relationships. AGM processes. Tenant events.

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			<p>Member of DRUMCOG to engage with the wider Drumchapel community.</p> <p>Positive working relationship with lenders and banks.</p> <p>Positive working relationship with local elected members GCC.</p> <p>Positive and proactive relationship with SHR regulation manager.</p> <p>Examples of ToE processes and engagement 2019- 2021; response to Covid and review of engagement methods and welfare calls.</p>
7.4	The governing body is satisfied that the new (or changed) organisation will be financially viable, efficient and will provide good outcomes for tenants.		<p>Expert advice purchased to allow initial decision.</p> <p>Due Diligence.</p> <p>Tenant Consultation.</p> <p>30 Year Long Term Projections.</p> <p>Audits of change.</p> <p>Expert advice as required.</p> <p>Financial modelling and scenario testing.</p> <p>Ongoing live business planning.</p> <p>Examples of ToE business planning and submission of viable business plan to SHR, lenders, TPT etc.; Covid 19 internal audit arranged to confirm organisation robust under current circumstances.</p>
7.5	The RSL establishes robust monitoring systems to ensure that delivery of the objective of the change and of commitments made to tenants are achieved (for example in relation to service standards, operating costs and investment levels).		<p>Policies & Procedures</p> <p>Configuration of Integrated Management System for Reporting</p> <p>Independent and in-house Tenant Satisfaction Surveys</p> <p>ToE examples with quarterly post-transfer monitoring of delivery of transfer ‘promises’ and publication of outcomes.</p> <p>Example of response to pandemic and Covid 19 audit.</p> <p>Follow up action plan to tenant satisfaction surveys.</p>

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7.6	Charitable RSLs seek consent/notify OSCR of changes to their constitution and other changes as appropriate.		Annual Return to OSCR Seek consent as required - 2021 Rule change using model pre-approved by OSCR. ToE process with OSCR and de-registration of KHA.
7.7	The governing body ensures that disposals, acquisitions and investments fit with the RSL's objectives and business plan, and that its strategy is sustainable. It considers these taking account of appropriate professional advice and value for money – whether as part of a broader strategy or on a case by case basis.		Business Plan Long Term Projections Financial Projections Strategy Review Purchase specialist advice Due Diligence Example of ToE engagement and due diligence 2019 -21.
7.8	The RSL complies with regulatory guidance on tenant consultation, ballots and authorisation.		Consultation Compliance with legislative consultation processes e.g. rent reviews process and decision making. Policy Change New Policies Example of ToE engagement process 2019 -21.

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7.9	The RSL notifies the Regulator of disposals in accordance with regulatory guidance.		<p>Notifiable Events Protocol Disposals Policy</p> <p>No disposals to report, although have notified of lease arrangements during Covid.</p>
7.10	The RSL only agrees fixed or floating charges where the assets are used to support core activities. This should exclude providing security in relation to staff pensions.		<p>Position confirmed through Management Accounts Loan agreements Quarterly Loan Analysis Summary Treasury Management Policy Treasury Management Report</p>