



# About this Report

This is our annual performance which we produce every year to report on our performance. This report focuses on the financial performance of the Association and its subsidiary The Tannahill Centre, along with highlighting achievements made during the financial year 1 April 2020 to 31 March 2021.

In addition, some of the results shown in the report are taken from our annual return on the charter (ARC). This is a report that we must provide to the Scottish Housing Regulator (SHR) every year and the Scottish Social Housing Charter sets out the outcomes and standards of services, that we, as your landlord should meet.

Our ARC return for the year 2020/21 is available on the SHR website <https://www.housingregulator.gov.scot/>

To find out more about the role of the SHR you can visit their website or:

Call: **0141 242 5642**

Email: [shr@shr.gov.scot](mailto:shr@shr.gov.scot)

Or write to them at:

Scottish Housing Regulator  
Buchanan House  
58 Port Dundas Road  
Glasgow  
G4 0HF

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### Ferguslie Park Housing Association

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Registered Housing Association  
No. HAL99.  
Registered Friendly Society  
No. 2282R (S)  
Ferguslie Park Housing  
Association is a Registered Charity.  
Charity No. SCO34893.

# Chairperson's Report

The past year has been very different to say the least and the Association's main priority throughout was to ensure that its tenants and staff remained as safe as possible from the COVID 19 pandemic.

Staff settled into the challenges of working from home to provide tenants with the best service it could and tenants were very understanding throughout the duration of lockdowns.

The highlights of the year were more person centred as you could imagine and some include the following:

- FPHA and NTC brought in over £300k worth of funding from the Scottish Government to help with relief efforts and make a difference to the community.
- The community with NTC and FPHA at the centre, came together to provide support and assistance to the community including amongst other things, the delivery of meals to those in need which included a door step chat twice a week.
- An Essentials fund was made available which gave tenants access to funding to help replace items such as washing machines for key workers and provided supplies to families struggling during lockdown.
- £11,000 of Energy vouchers was secured and distributed for those in need.
- Welfare Rights and Housing Services engaged with tenants to help and assist them which resulted in rent arrears not spiralling out of control.

Work has progressed well with the proposed purchase and development of the Blackstoun Road development and the Association continues to look at other opportunities for the area.

We continue to work through our business plan which ensures that the Association's tenants, community and people are at the heart of it.

The Association looks forward with confidence to building on its achievements of the year past and expects to:

- Continue the training and learning plans for Board and Staff
- Invest in home improvements by merging both 2020 and 2021 programmes together to catch up on last year.

Focus on strategic priorities:

- Looking closely at affordability to tackle poverty and financial health in the community
- Strategic asset management to ensure it manages, protects, improves and develops its homes
- Procurement and contract management ensuring it purchases quality services and achieves value for money
- Wider role – being much more than just a landlord
- Connectivity, building strong links within and out with the community
- Governance and business improvement by continuing to strengthen and develop the organisation and its people
- Tentative look at growth, identifying sites in the area for possible future developments.

Like all social landlords and the rest of the business world, Ferguslie Park Housing Association faces a number of challenges moving into the current year, especially as a result of COVID19 and the impact it has had on people's lives and the economy.

The Association will do all it can to ensure that homes remain affordable to tenants whilst remaining viable. The rent freeze agreed at the start of the new financial year took into account the pandemic and our tenant's ability to pay and still receive the service needed to maintain the stock today and in the future.

I firmly believe the future continues to be bright for Ferguslie Park Housing Association even at this unsettling time. The Association remains financially sound as reported by our auditors at our Annual General Meeting held on 8 September 2021.

I offer my grateful thanks to the Staff and the Board for all their help, support and enthusiasm over the last year particularly as they had to adapt quickly to a new way of working and supporting its tenants.

I have no qualms that FPHA will continue to rise to the challenges ahead and with teamwork and dedication, from both Staff and the Board alike we can, and we will, take the Association on to greater and better things.

**Ian Williams,  
Chairperson**



# Homes and rents

At 31 March 2021 Ferguslie Park Housing Association owned **802** homes.

The total rent due to us for the year was **£3,582,034**.

We increased the weekly rent on average by **0.0%** from the previous year.

## Average weekly rents

Size of home	Number Owned	Ferguslie Park HA	Scottish Average
1 Apartment	0	–	£73.61
2 Apartment	178	£76.30	£79.48
3 Apartment	305	£84.60	£82.60
4 Apartment	231	£91.29	£89.81
5 Apartment	88	£101.41	£99.97

## Tenant Satisfaction

Of the tenants who responded to this landlord's most recent satisfaction survey:



## Value for Money







## Quality and Maintenance of Homes



**100%**

of our homes met the  
Scottish Housing Quality  
Standard

Scottish average **91.0%**



**2.0 hours**

is the average time we  
took to complete  
emergency repairs

Scottish average **4.2 hours**



**2.9 days**

is the average time we  
took to complete  
non-emergency repairs

Scottish average **6.7 days**



**92.8%**

of reactive repairs  
completed  
'right first time'

Scottish average **91.5%**



**90.2%**

of tenants who had repairs  
or maintenance carried  
out were satisfied with the  
service

Scottish average **90.1%**

## Neighbourhood



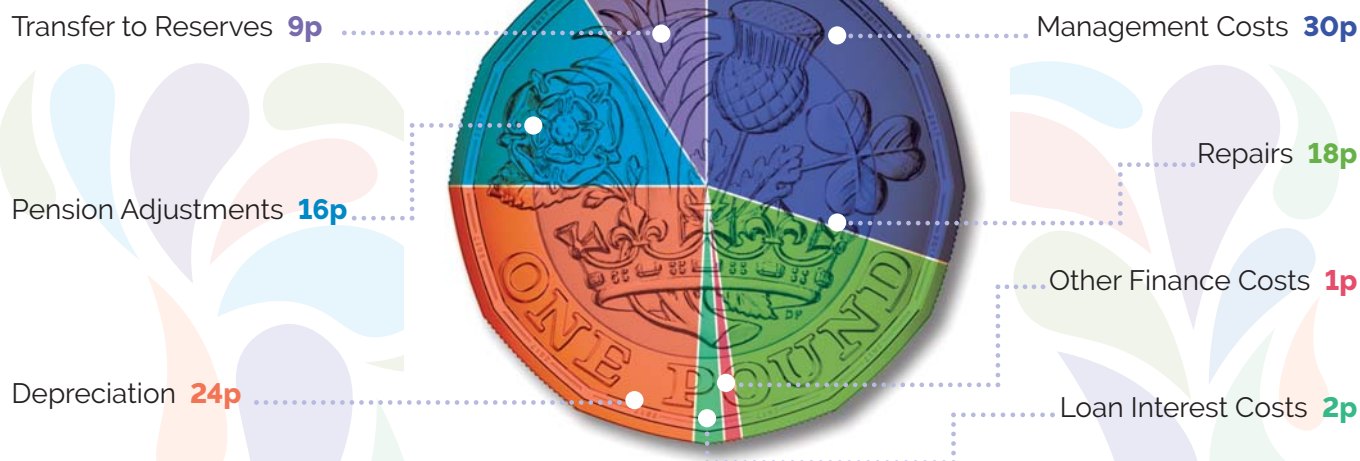
**96.9%**

of anti-social behaviour  
cases were resolved  
within local targets

Scottish average **94.4%**

# Finance

## Where every £1 goes:



## Statement of Financial Position

as at 31st March 2021

	2021	2020
<b>Non-Current Assets</b>		
Housing Properties – Depreciated Costs	27,884,362	28,884,615
Other Tangible Assets	40,016	43,411
Investments	100	100
	<b>27,924,478</b>	<b>28,928,126</b>
<b>Current Assets</b>		
Receivables	120,519	139,523
Investments	390,295	640,350
Cash and cash equivalents	2,635,592	1,174,278
	<b>3,146,406</b>	<b>1,954,151</b>
<b>Creditors: Due within one year</b>	(545,914)	(510,880)
<b>Net Current Assets</b>	<b>2,600,492</b>	<b>1,443,271</b>
<b>Total Assets less Current Liabilities</b>	<b>30,524,970</b>	<b>30,371,397</b>
<b>Creditors: Due in more than one year</b>	(1,984,413)	(2,149,997)
<b>Pensions and other provisions for Liabilities and Charges:</b>		
Scottish Housing Association Pension Scheme	(585,000)	–
<b>Deferred Income</b>		
<b>Social Housing Grants</b>	(13,715,660)	(14,388,220)
<b>NET ASSETS</b>	<b>14,239,897</b>	<b>13,833,180</b>
<b>Equity</b>		
Share Capital	84	85
Revenue Reserves	14,824,813	13,833,095
Pension Reserves	(585,000)	–
	<b>14,239,897</b>	<b>13,833,180</b>

# Housing Services

We notified all of our tenants early in 2021 that the Association decided to keep rents at the same level for the financial year that runs from 15th March 2021 until 13th March 2022.

The Board of Ferguslie Park Housing Association recognises that 2020 was a tough year for many and the negative impact of Coronavirus was still being felt as we entered 2021.

The decision was in keeping with our aim to ensure that our rents remain fair and give value for money.

## Home and rents

	Ferguslie Park Housing Association	Bridgewater Housing Association	Linstone Housing Association	Paisley Housing Association	Williamsburgh Housing Association	Scottish Average
Total number of homes 2020/2021	802	846	1570	1239	1621	1324
Percentage average weekly rent increase to be applied 2020/2021	0%	0%	1%	0%	0%	0.3%
Total number of 1 apartments 2020/2021	0	2	41	13	7	
Average weekly rent for 1 apartments 2020/2021	N/A	£51.16	£57.30	£66.09	£58.60	£58.16
Total number of 2 apartments 2020/2021	178	242	382	409	789	
Average weekly rent for 2 apartments 2020/2021	£76.30	£90.88	£73.98	£85.95	£70.32	£77.08
Total number of 3 apartments 2020/2021	305	356	624	557	562	
Average weekly rent for 3 apartments 2020/2021	£84.60	£95.21	£83.72	£91.08	£79.39	£86.44
Total number of 4 apartments 2020/2021	231	151	479	238	249	
Average weekly rent for 4 apartments 2020/2021	£91.29	£99.00	£89.94	£98.66	£88.76	£92.75
Total number of 5 apartments 2020/2021	88	95	44	22	32	
Average weekly rent for 5 apartments 2020/2021	£101.41	£109.15	£106.73	£110.49	£101.03	£107.40





# Planned Maintenance

**The impact of the pandemic in the past year meant that many planned works for houses were unable to take place. However, in short periods in between lockdown restrictions there was some planned works undertaken to the houses.**

The types of work that were able to be completed was upgrading the smoke detection in our homes to meet legislation set down by the Scottish Government and we have over 80% of all the houses completed. In addition, we also started a large programme of completing electrical safety checks in over 500 homes. Whilst it was difficult to manage getting access due to issues around people having to self-isolate we are happy that many of you allowed works to be completed. We also were able to complete a large number of planned cleaning of gutters with 680 houses cleaned during the year.

In order to try to ensure that we make up for lost time during the

pandemic our staff carried out an exercise to appoint a contractor for the next few years of planned works to our houses. Appointing contractors has to be done on a fair basis and there is a lot of legislation involved which the Association has to follow.

Therefore, appointing contractors can take several months especially when there is a large amount of money potentially involved. We are pleased that L&D Services were appointed to help install programmes of 255 new kitchens, 65 new bathrooms and 50 new boilers planned for the next three years. As part of this contract we have included conditions which place a duty on the contractor to undertake activities which have a Community Benefit. We are currently talking with the contractor about this and exploring options including offering an apprentice trade to a young person.

We also started a survey of tenants about the outside of people's



houses and the information we got back from tenants will help us draft plans for possible works to improve gardens, bin areas and fencing. Look out for more information on this towards the end of 2021.

## Repairs

**The past year has had a major impact in how we are able to respond to repairs requests made by tenants. For a large part of the year we were only able to offer emergency repairs in order to minimise the risk to tenants and trades people through close contact.**

We understand that for many of you who had repairs outstanding that this was very frustrating and we are sorry for this. Since restrictions have lifted, we have been working hard to try to get through the backlog of

outstanding repairs that have built up during lockdown.

In addition to the impact of Covid we also had our contractor that completed repairs unexpectedly close their business which also had a knock-on effect on how we were able to deal with repairs. Our staff have had to put in place new contractors, many of whom are small local companies, to carry out our day to day repairs.

However, with these problems our normal performance for repairs has been negatively impacted. We are not alone in this and most housing providers have had similar problems to face.

However, our staff have worked on other items and took the time to procure our gas contractor for the next few years. We are pleased that Gas Sure have been reappointed for up to the next five years of work to service and maintain the central heating systems in our homes. Again, we have included in this contract an obligation on the contractor to carry out Community Benefit initiatives over the contract. We are working with Gas Sure on the first initiative which is to be able to offer an apprenticeship with the contractor. We are tying up some final details on this and will be looking to advertise this post locally in the near future.



# Welfare Rights

As we all know the pandemic has had a significant impact on all our lives and has been a difficult time for all of us. However, our Welfare Rights team (Robert & Ian) have continued to work extremely hard to maintain services whilst prioritizing health and safety for you, our staff and partners. They have continued to provide advice, support and representation for tenants and their families despite our offices being closed since March 2020.

I'm sure you understand and appreciate Robert and Ian have been unable to offer face to face advice or appointments however throughout the last year telephone consultations and appointments have successfully been carried out as an alternative.

Looking back over the last year, and despite all of the

disadvantages caused by the pandemic, I'm pleased to report on some of the Welfare Rights team's achievements, some of which I have detailed below;

**57** benefit health checks  
(52 of those led to a new claim)

**94** total new claims  
(89 successful)

**48** reviews/mandatory reconsiderations  
(41 successful)

**18** appeals (15 successful)

**449** new cases/enquiries

**£104,823.98**

was paid to tenants/families by way of weekly entitlements and any lump sums.

Further to the above, additional payments amounting to **£682,008.98** are expected to be paid by on-going benefit entitlement in the following year.

We recognise the changing nature of the benefit system and that more and more people are transferring to Universal Credit from old style benefits such as ESA, JSA, Income Support, Housing Benefit etc. and that Social Security Scotland are playing a much more active role in the delivery of devolved benefits, so if you need any help or advice please contact our Welfare Rights Team on **0141 887 4053** or by emailing Robert at [r.findlay@fpha.org.uk](mailto:r.findlay@fpha.org.uk)

## The Group's Strategic Framework

**Our Purpose** To be an exemplar, innovative, dynamic organisation and to make Ferguslie Park the best community in Scotland

**Our Vision** To be at the heart of a vibrant, healthy flourishing community

**Our Mission** To improve lives by providing high quality homes and services

**Our Values** Community, People, Relationships and Success

### Our Strategic Objectives

1. To provide excellent homes, services within a vibrant community
2. To create opportunities for local people
3. To improve the profile and raise the reputation of Ferguslie Park
4. To inspire our Board and staff to be the best
5. To develop, grow and manage the business responsibly

# The New Tannahill Centre

Whilst closed to the public during most of lockdown, this hasn't stopped the Tannahill Centre meeting the needs of local people – it's just had to do things a bit differently!

As well as being a big part of Ferguslie's COVID-19 emergency response, the Tannahill Centre has also been carrying out a wide range of other activities over the past 12 months.

## Tannahill Centre 25th Anniversary

### Ferguslie's Big House Party

Like many, the Tannahill Centre celebrated a big birthday during lockdown. The Tannahill Centre was due to celebrate its 25th anniversary with a range of celebrations including a 90's themed birthday party for the whole community, but had to cancel due to lockdown. Instead staff from the centre distributed 200 party packs, encouraging families to have a party at home. Activities included: designing a poster, decorating a birthday card, making decorative bunting and baking a birthday cake. Those taking part could also download a playlist selected by the local community for their birthday party.

### Anniversary Participatory Budgeting

Following a consultation with the local community, our participatory budgeting programme for the year focused on providing funding for anniversary celebration events. Due to the COVID-19 pandemic we were unable to hold a decision-making event, therefore each organisation who applied were awarded £1,000.

The groups who applied were:

- **The Big T** who will hold an extra special country and western night
- **The Community Meal** who will purchase catering from the Tannahill Centre so their volunteers can enjoy a meal and entertainment with those who usually attend
- **Darkwood Crew** will hold a '*Walk About A Bit*' event on the completion of their path improvement plan
- **Glencoats Primary School** will hold an extra special birthday party
- **Own Yer Bike** will provide cycle safety equipment to children and young people
- **Pals of the Privies** will hold their second ever foam party in Glencoats Park
- **RAMH** will use the funds to contribute towards the running costs of the *No Substitute for Life* Event
- **YoMo** will hold an event designed, developed and delivered by young people

Due to the pandemic, many of these events were delayed, we can provide an update on these events in next year's Annual Report.



# Volunteering at the Tannahill Centre

Volunteer numbers swelled during lockdown as we created new and exciting ways people could volunteer from home to benefit their community during lockdown. As well as delivering food parcels & activity packs.

## Volunteer Friendly Award

During the year the Tannahill Centre received the Volunteer Friendly award from fellow local organisation, Engage Renfrewshire. The accolade is a quality standard that ensures we have an inclusive approach to volunteering within Ferguslie.

*“We're delighted that the Tannahill Centre has achieved its Volunteer Friendly award, and with flying colours. It's crucial that volunteers are supported and acknowledge in the right way. Bobbie and the Tannahill team provide this in bucketloads.”* Karen McIntyre, Engage Renfrewshire

## Pumpkin Trail

There was a lot of disappointment when it was announced that children and young people could not participate in a traditional trick or treat activities.

To ensure Halloween still went off with a scare, volunteers created a pumpkin trail around Ferguslie, decorating their windows with all sorts of scary and magical scenes.



## Community Advent Calendar

The Community Advent Calendar returned to Ferguslie for the



second year, with a greater number of local people participating and even more spectacular window displays on show for the whole of December.



## Light Up Ferguslie

Due to us being unable to hold our annual St. Andrew's Night and Christmas Lights Switch On event, we invited the whole community to 'Light Up Ferguslie' by switching on their Christmas Tree lights at 6:00 pm on Monday, 30th November 2020 in a massive act of unity.

## Reverse Trick or Treat

To compliment the pumpkin trail, staff and volunteers from the Tannahill Centre and the Darkwood Crew carried out a reverse trick or treat around Ferguslie, delivering over 500 goodie bags to children and young people across the scheme.



## Thank you from Ferguslie

Was asked the local community to nominate those who had helped them and the rest of their community during lockdown for a Thank You from Ferguslie. 65 individuals and groups were nominated, and we distributed thank you certificates throughout the months of November and December 2020.

## Young Volunteers

We have continued to work with YoMo – Glasgow's Youth Empowerment Charity to involve young people in the development and delivery of activities in Ferguslie Park. As a result of the pandemic and related lockdown, YoMo has been providing more mental health and wellbeing support to young people on top of its traditional activities.





# The New Tannahill Centre

## Community Development

### SURF Award

We are delighted to share with you that we won the Scottish Urban Regeneration Forum award for Community Regeneration at their 2020 online award ceremony. The prestigious gong celebrates good practice in community-led regeneration and recognises the work undertaken by the Tannahill Centre over the past three years to become more responsive to the community and the support provided to Ferguslie during the COVID-19 pandemic.

### Ferguslie Good Ideas Fund

Local people's ideas to help Ferguslie recover from the COVID-19 pandemic received over £25,000 from the Tannahill Centre via the Good Ideas Fund. Managed by a steering group made up of local people who set the criteria and priorities for the fund, they shortlisted 13 projects that supported the local community come together, reduce isolation, tackle boredom and promote better mental health.



Project Name	Project Description	Amount granted
Blackstoun Rd Cul de sac	A number of socially distanced family activities throughout the year including regular street bingo and three one-off events.	£1,000
Dalskieth Road	Weekly socially distanced prize bingo during the summer holiday period and a one-off talent show.	£1,000
Darkwood Crew	Relaunch of the Bingo Bus from May - September.	£2,500
Events Team	New group looking to establish quarterly events for adults, and a free event for children.	£1,250
Fitness for Ferguslie	Purchase some new weights and repair a treadmill and cross trainer.	£1,150
Forever Young	To run an afternoon tea for residents of Darkwood Court.	£500
Glencoats Park	To bring play and outdoor gym equipment to the local park that focuses on young people.	£5,000
Glenvale FC	Establish a free weekly football activity for under 18s and the purchase of 36 footballs for each child that attends.	£2,030
Men's Group	Purchase equipment to organise fortnightly darts and pool nights for men, also organise fishing and hillwalking trips.	£3,000
Own Yer Bike	To run the second 'Cycle Roon the Scheme' event in Ferguslie.	£1,000
Westwood Gardens	A number of socially distanced family activities throughout the year including regular street bingo and series of one-off events.	£1,000
YoMo	Ferguslie wellbeing festival. Led by young people this would include interactive workshops with mental health charities, local artists, writers and various health organisations.	£3,300
Barochan Green Team	Transform the Barochan green space back to life, by working with the community to create a space that can be practical and educational.	£3,000

## Renfrewshire Community Transport

The Tannahill Centre is working with Community Transport Glasgow and other local third sector organisations to establish a community transport scheme in Renfrewshire. Piloting a group transport model, non-profit making organisations, such as those who use the Tannahill Centre can access low-cost transport whilst providing training and personal development opportunities to volunteers.

## Community Market

We have been supporting the inspiring work of the Darkwood Crew during lockdown, including the establishment of a Community Market here in the Tannahill Centre.

The community market diverts surplus food away from landfill, whilst also providing local people with the opportunity to purchase a bag of shopping for £2.50.

The market operates from 11:00 am every Thursday morning, with those unable to make it out the house able to order a home delivery for an additional cost via the Darkwood Crew's website: [www.darkwoodcrew.co.uk](http://www.darkwoodcrew.co.uk)

## Welcome to the Team

During the year we got to say a very warm welcome to Gordon Larkin who joined us as our new Community Development Officer and Chris Johnstone who joined us as a Facility Officer.

# Our Finance

### The New Tannahill Centre

Statement of Financial Activities including Income & Expenditure Account

For the year ended 31 March 2021

Current financial year	Unrestricted funds 2021	Restricted funds 2021	Total 2021	Total 2020
<b>Income and endowments from:</b>				
Donations	-	-	-	19,094
Income from charitable activities	334,410	434,711	769,121	545,985
Investment income	34	-	34	129
Miscellaneous income	480	-	480	1,500
<b>Total Income</b>	<b>334,924</b>	<b>434,711</b>	<b>769,635</b>	<b>566,708</b>
<b>Expenditure on:</b>				
Charitable activities	<b>282,614</b>	<b>304,494</b>	587,108	606,524
<b>Net Incoming/outgoing resources</b>	52,310	130,217	182,527	(39,816)
Gross transfers between funds	(3,060)	3,060	-	-
<b>Net income/(expenditure) for the year/ Net movement in funds</b>	49,250	133,277	182,527	(39,816)
Fund balances at 1 April 2020	254,744	60,379	£315,123	354,939
<b>Fund balances at 31 March 2021</b>	<b>303,994</b>	<b>193,656</b>	<b>497,650</b>	<b>315,123</b>

All income and expenditure derive from continuing activities.

The financial statements have been audited by Alexander Sloan Accountants and Business Advisers and the Auditor has found the financial statements to be free from material misstatement.

# Ferguslie's Community Respons

The COVID-19 pandemic has meant that the past year has been a really difficult one for everyone, however we are extremely proud of how staff, volunteers and partners have worked together and risen to the challenge in order to support the community of Ferguslie Park.

With notice that the whole country would go into lockdown, the local community held a public meeting to discuss how best to work together and support the local people during the initial lockdown.

## Regular Call Service

At the start of lockdown FPHA contacted all of its tenants, and others in the community who requested it, ensuring everyone who needed it had access to information, support and advice, with referrals made to FPHA teams and other partners depending on the needs of those who were contacted. For some, this regular contact continued throughout lockdown.



## Third Sector Food hub

Whilst the Tannahill Centre was closed to the public during lockdown, the centre remained open, acting as a third sector food hub for Renfrewshire and Ferguslie Park. As well as receiving and distributing food donations to community groups across Renfrewshire, the Tannahill Centre worked closely with others including Darkwood Crew and the Star Project to deliver 21,374 food parcels, carry out 72 'big shops' and collected 433 prescriptions on behalf of those who were shielding or stuck at home for other reasons.



## Community Meals

FPHA staff teamed up with staff and trainees from the Tannahill Centre café to provide a regular meal service to those who were shielding or stuck at home. As well as delivering 18,511 home cooked meals, seven days a week, it was also an opportunity for tenants and other community members to catch up and have a chat with a friendly face, with many accessing other forms of support as a result. All surplus meals were donated to the community market.





# e to the COVID-19 Pandemic

## Ferguslie Essentials Fund

During the pandemic, FPHA established the Ferguslie Essentials Fund, supporting households from across the community who need some help in managing with day-to-day essential household items and support. A total of 33 people were supported by the fund, with items purchased on behalf of households ranging from white goods, to digital devices and items required for college and university.

## Home Schooling Support

Working closely with Glencoats Primary School and St. Fergus Primary, FPHA and the Tannahill Centre distributed digital devices and internet data packages to 72 families, 100 home schooling packs, 40 Wi-Fi devices, online learning apps and resources to enable children to participate in outdoor learning.

## Advice, Information and Emergency Support

Many people's situation changed as a result of the pandemic, including going on furlough, being made unemployed or having to self-isolate or care for family members. As a result, FPHA's Welfare Rights team supported an additional 69 people during the first lockdown. In addition to this the Tannahill Centre and other partners distributed 334 emergency energy vouchers and 50 one-off grants to families with young children.

## Community Activities

Whilst lockdown meant that activities couldn't take place within the Tannahill Centre, that didn't stop neighbours coming together to organise activities that got everyone mixing and interacting at a street level. As part of this we were able to support Darkwood Crew to establish the now infamous Bingo Bus that would drive into a different street in the scheme every night. As well as bingo, activities also included a street slosh and karaoke, amongst other things. In total, we worked with our partners to deliver a total of 187 socially distanced community activities during the pandemic.

## Active Travel

During lockdown we were able to support Own Yer Bike to provide 523 bikes and safety equipment at free or low cost to local people so they could participate in active travel (i.e. walking and cycling) rather than take a bus as advised by the government at the time. Support also extended to 250 free and low-cost bike repairs for local people too!

## Telephone Counselling Service

We teamed up with national counselling charity Lifelink to provide a telephone counselling service to local people whose mental health and wellbeing was being impacted by the pandemic. 22 free counselling sessions were provided to local people.



## Activity Packs

The Tannahill Centre teamed up with YoMo – a young people's volunteering charity – to involve young people in the design and distribution of activity packs for children and young people, with 3,334 activity packs being distributed across Ferguslie Park during lockdown.



# Our People as at 8 September 2021

## FPHA Management Board

Ian Williams, *Chairperson*

Howard Dales, *Vice Chair*

Siphosami Bazaya

Helen Glassford

Louise McNicol

Gary Russell

James Strang

Ian Williams

Andrew Wilson

During the last year, 2 tenant members of our Board stepped down, Andrea McLaughlin & Lucia Mumbure. We would like to thank them both for their commitment and time given to the Association.

## The Tannahill Centre Executive Committee

Foster Evans

Helen Glassford

Magi McCulloch

Jim Strang

## Ferguslie Park Housing Association

The Tannahill Centre

76 Blackstoun Road

Paisley PA3 1NT

Tel: **0141 887 4053**

Email: **admin@fpha.org.uk**

Registered Scottish Charity No. SC034893

Registered Housing Association No. HAL99.

Registered Friendly Society No. 2282R (S)

## FPHA Staff Team

### Senior Management Team

Catrina Miller, *Group Chief Executive*

Ivor McCauley, *Head of Operations*

Cindy McNeill, *Finance & Corporate Services Manager*

Greg Richardson, *Housing Services Manager*

Catherine Aiton, *Property Services Manager*

Gavin Johnston, *Property Asset Manager*

### Housing Services Team

Katy Girling, *Housing Services Officer*

Vikki Phelps, *Housing Services Officer*

Margaret Ronaldson, *Assistant Housing Services Officer*

Alastair Burke, *Housing Services Assistant*

### Welfare Rights Team

Robert Findlay, *Welfare Rights Officer*

Ian Davidson, *Welfare Rights Assistant*

### Property Services Team

Suzanne Davidson, *Property Services Officer*

Gavin McFarlane, *Property Services Officer*

Christine Hay, *Home Improvements Assistant*

Robert Murray, *Home Improvements Assistant*

Alison Smith, *Customer Services Assistant*

### Finance & Corporate Services Team

Sandra Campbell, *Finance Officer*

Kirsty Greig, *Finance Assistant*

Teresa Gallagher, *Governance & Corporate Services Coordinator*

Laura Gorman, *Governance & Corporate Services Assistant*

## Tannahill Staff Team

Jamie Mallan, *Business Transformation Manager*

Paul Irwin, *Development Officer*

William Clark, *Senior Cook*

Rose Hanson, *Cook*

Chanelle Harkins, *Trainee Kitchen Assistant*

Christopher Johnston, *Facilities Officer*

Simran Kaur, *Trainee Kitchen Assistant*

Gordon Larkin, *Community Development Officer*

Shannon Livingston, *Kitchen Assistant*

Bobbie McCabe, *Volunteer Coordinator*

Ryan McGregor, *Facilities Officer*

John McGregor, *Facilities Officer*

Adrian McKechnie, *Youth Development Worker*

Terry McTernan, *Covid 19 Recovery Worker*

Lewis Nesbitt, *Student Placement*

Elliot Pugh, *Trainee Facilities Officer*