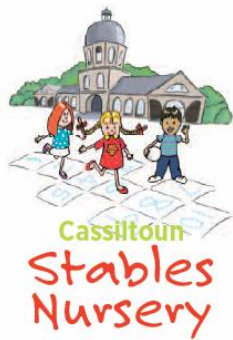


Cassiltoun Group

Regeneration Plan 2019 - 2020



The Cassiltoun Group has developed a Regeneration Plan for 2019/2020 that supports our five thematic groups of: Health, Employability, Early Intervention, Community Engagement, and Social Enterprise. This plan is designed to provide:

- an understanding of our commitment to a holistic and inter-thematic approach to sustaining communities
- a coordinated response to local aspirations
- an overview of our regeneration delivery focus across the Cassiltoun Group
- a framework for project delivery

This plan links to relevant national and regional policy priorities and is informed by Cassiltoun Housing Association's Strategic and Operational Objectives (and the priorities of the other members of the Group).

Each project illustrates which objectives it most corresponds to. All themes are supported by a number of community groups, tenant groups, partners, funders, volunteers, organisations locally and wider, all of whom are vital to the delivery of various projects and initiatives.

This Regeneration Plan will be reviewed annually with regular project monitoring, feedback, and community consultation's informing the content and focus.

Cassiltoun Housing Association - Strategic and Operational Objectives

Strategic Objectives - 2019 to 2021				
<p>1. Ensure that our rents remain affordable, maintain a stock base sufficient to achieve economies of scale and deliver effective services in a cost efficient way.</p>	<p>2. Maintain the high quality of our housing and service provision, ensuring the comfort of tenants and the protection of investment.</p>	<p>3. Contribute to the wellbeing of the local community by working with tenants, residents, partners and funders to develop initiatives that promote regeneration and increased levels of inclusion.</p>	<p>4. Ensure that the work of the Cassiltoun Group is supported by good governance, effective financial, management and regulatory compliance and robust administrative and HR systems.</p>	<p>5. Ensure we attract and retain highly skilled and knowledgeable staff and Board members. Develop our staff and Board members through education, training and coaching</p>
Operational Objectives - 2019 to 2020				
<p>1. Governance</p> <ul style="list-style-type: none"> A. To continue to recruit new board members to assist with the strategic leadership and direction of the Association. B. To support our Board of Management’s agreed training and learning plan. C. Continue to support our subsidiary companies with effective management and Governance support D. To continue to meet Regulatory Standards and prepare for the introduction of new Assurance Statement <p>2. Operational Performance</p> <ul style="list-style-type: none"> A. To maintain performance across the KPI’s and SMART plans set out in the Internal Management Plan, B. To ensure that we deliver the objectives set in the Asset Management Plan and deliver our 2019/20 major repair improvement plans. C. Continue to maintain the effectiveness of our Reactive, Cyclical and Environmental contracts. D. Ensure that the Associations preparations for Universal Credit continues to be effective E. Complete necessary energy efficiency works to comply with EESSH before 2020 deadline F. Complete necessary work to ensure that we are compliant with new fire and smoke detector regulations by 2021 <p>3. Progress with our Development Plans</p> <ul style="list-style-type: none"> A. Achieve a completion for Barlia 3 by Q3 B. Achieve a site start for Castlemilk Drive by end of Q3/early Q4 C. Progress with plans for the Nursery Site <p>4. To meet existing funders expectations and continue to seek other opportunities to continue with non-housing regeneration plans.</p> <p>5. To deliver the Castlemilk Park Events programme in 2019/20 and to progress with the ongoing regeneration of the park</p> <p>6. In 2019/20 continue with compliance of the Investors in People review of platinum standard.</p> <p>7. Progress with the plans to create Cassiltoun Environmental Services (new social enterprise) to achieve a start date by Q2.</p> <p>8. Prepare for the extension of Freedom of Information Act to Social landlords</p> <p>9. Introduce a 3 year internal audit programme</p> <p>10. Complete a Tenant Satisfaction Survey by beginning of Q3</p>				

Cassiltoun Group Regeneration Model



Thematic Group	Project	Funder	Planned Activities	Anticipated outputs/ Outcomes	Partners	Key dates
Community Engagement	1. Community Events SO – 2, 3, 5 OO – 1A, 4, 5	CHA Other funders to be identified	<ul style="list-style-type: none"> ▶ Community fun day ▶ Outing for over 40's ▶ Outing for children under 12 	<ul style="list-style-type: none"> ▶ Increased numbers of tenants engaging with the Association ▶ Increased numbers of children and adults accessing recreational opportunities that would otherwise (due to financial or other reasons) be unable to attend 		<ul style="list-style-type: none"> ▶ April – July 2019 for planning and delivery
	2. Communities Team SO – 2, 3, 5 OO – 2A, 1A, 4, 5	CHA Community Lottery Glasgow HSCP Wellbeing For Longer Glasgow City Council Food Programme The Nineveh Trust Awards For All Digital Participation Charter Other funders for specific projects	<ul style="list-style-type: none"> ▶ Enhanced Community Garden programme ▶ Regeneration of Community Garden ▶ Youth Meet Ups ▶ Continue to develop volunteer activity ▶ Creative writing classes ▶ Revive Group ▶ Deliver Wellbeing For Longer: 'A Connected Castlemilk' - quarterly Connected Castlemilk Forum ▶ - Creative Castlemilk: 2 x 12 week Theatre Nemo projects ▶ - Cook, Grow, Learn: continued employment of Community Food Worker, additional sessional post, drop-in gardening sessions, and Taster Sessions ▶ Co-ordination and delivery of GCC Food Programme (subject to funding) ▶ Continued development of social prescribing model 	<ul style="list-style-type: none"> ▶ Full anticipated outcomes/outputs subject to funding <p>COMMUNITY LOTTERY</p> <ul style="list-style-type: none"> ▶ Continue to support existing young people and develop their skills ▶ 2 new young people to join the group ▶ Support the young people to fundraise for an event/training ▶ Deliver 2 courses with Clyde College ▶ Tenant Participation Event ▶ Teen Event ▶ Increase membership of estate action group/focus group/Board <p>GLASGOW HSCP</p> <ul style="list-style-type: none"> ▶ Continue to provide health and wellbeing opportunities <p>WELLBEING FOR LONGER: 'A CONNECTED CASTLEMILK'</p> <ul style="list-style-type: none"> ▶ Address health inequalities and improve health ▶ Improve social inclusion, enabling residents who are isolated to be more connected <p>GLASGOW CITY COUNCIL FOOD PROGRAMME</p> <ul style="list-style-type: none"> ▶ Lead organisation for Castlemilk Together's year long delivery of GCC Food Programme across 4 	<p>Ardenglen Housing Association</p> <p>Castlemilk High School (Developing the Young Workforce)</p> <p>Health and Social Care Partnership</p> <p>Health Improvement Team</p> <p>Castlemilk Together: Community Food Action</p> <p>Castlemilk Youth Complex</p> <p>Local primary schools and Parent Councils</p> <p>Community Development in Housing Group</p> <p>Castlemilk Together: Community Food Action</p>	<ul style="list-style-type: none"> ▶ April 2019 Food Programme begins, February 2020 ends ▶ April 2019 – regeneration of community garden commences ▶ April 2019 – Creative Castlemilk Theatre Nemo programme begins, ends March 2021 ▶ Funding returns as required

				<p>Castlemilk venues</p> <p>NINEVEH TRUST & AWARDS FOR ALL</p> <ul style="list-style-type: none"> ▶ regenerated community garden ▶ delivery of weekly drop-ins ▶ delivery of 6 Taster Sessions ▶ volunteer development ▶ increased access to food growing, health and wellbeing workshops, cooking, and signposting to other projects ▶ increased community ownership over the space <p>DIGITAL CHARTER</p> <ul style="list-style-type: none"> ▶ create a welcoming and inclusive drop-in space for people to access digital learning every Friday ▶ have an outreach element for example, in homes, at events, across community spaces ▶ provide a de-stigmatised approach with provision of food and refreshments ▶ procure a freelance Digital Worker to deliver the project, with supervision from the Communities Co-Ordinator and support from the Finance Assistant ▶ provide a platform for signposting to further projects, advice agencies, learning opportunities, etc. 		
Social Enterprise	3. Cassiltoun Trust/ Castle milk Stables	CHA/CT	▶ Doors Open Days	<ul style="list-style-type: none"> ▶ Allow access to the building ▶ Inform the public of the history of the building 	<ul style="list-style-type: none"> ▶ Cassiltoun Trust ▶ Cassiltoun Housing 	<ul style="list-style-type: none"> ▶ April 2019 Apply for DOD ▶ Deliver DOD September 2019
			▶ Community Bursary Scheme	▶ Bursary award promoted and granted	Cassiltoun Trust	<ul style="list-style-type: none"> ▶ April 2019 (promotion) ▶ June 2019 (award will be made)
			▶ New Museum case	▶ Identify and support/facilitate a group to deliver new museum case display	▶ Glasgow Museums	<ul style="list-style-type: none"> ▶ Identify group May 2019 ▶ Deliver new case before January 2020
	SO – 2, 3, 5 OO – 1A, 4, 5					

	<p>4. Support Cassiltoun Group's Social Enterprises</p> <p>SO – 2, 3, 4, 5</p> <p>OO – 1A, 2A, 2C, 4, 7</p>		<ul style="list-style-type: none"> ▶ Assist with funding ▶ Assist with consultation 	<ul style="list-style-type: none"> ▶ Support through highlighting funding streams, providing assistance when necessary 		<ul style="list-style-type: none"> ▶ Ongoing
<p>Early Intervention</p>	<p>5. Stables Studio</p> <p>SO – 2, 3, 5</p> <p>OO – 1A, 4</p>	<p>CHA</p> <p>Glasgow HSCP</p>	<ul style="list-style-type: none"> ▶ Run dedicated Arts classes supported by an Arts tutor 3 days each week. ▶ Produce Arts and Crafts for exhibition. ▶ Take part in craft fairs and other local community events. ▶ Introduce young people as volunteers/work experience to help assist older people. ▶ Take participants on a minimum of 2 'inspiration visits'. ▶ Deliver 'Stables Studio Sees Scotland' ▶ Seek funding for additional delivery 	<ul style="list-style-type: none"> ▶ Stables Studio increase the numbers of over 55's in the Castlemilk Community who are taking an active part in activities and therefore decreasing the risk of social isolation. ▶ 50 participants are referred and take part in the Stables Studio Programme ▶ Increase levels of confidence and empowerment among the participants as they take control and design and deliver a programme of activities <p><u>GLASGOW HSCP AWARD</u></p> <ul style="list-style-type: none"> ▶ Reduce isolation and depression through participation in social activities ▶ Increase confidence and social connections ▶ Signpost to local community organisation ▶ Support older adults to engage with their local community ▶ Provide opportunities for older adults to learn more about activities which can improve their health both physically and mentally. ▶ Promote involvement in healthy lifestyle programmes i.e. smoking cessation, nutrition, alcohol awareness 	<ul style="list-style-type: none"> ▶ CLAASH Collective ▶ Local Health providers 	<ul style="list-style-type: none"> ▶ New programme commences April 2019 ▶ Review project January 2020 ▶ 'Stables Studio Sees Scotland' completed by March 2020 ▶ Monitoring returns as required
<p>Employability</p>	<p>6. Volunteer Development Project</p> <p>SO – 2, 3, 5</p> <p>OO – 1A, 4, 5</p>	<p>CHA</p> <p>GCC Development and Regeneration Services (DRS)</p> <p><u>Below Application s Pending</u></p>	<ul style="list-style-type: none"> ▶ Full project to be confirmed – subject to funding 	<p><u>GCC DRS Award</u></p> <ul style="list-style-type: none"> ▶ Increased numbers of local people accessing outdoor volunteer opportunities ▶ Increased feelings of local ownership of, and responsibility for, this greenspace ▶ Continued use of the Castlemilk Park path network by local people ▶ Increased numbers of people engaging with the range of community greenspace projects delivered from 	<ul style="list-style-type: none"> ▶ Castlemilk Park Steering Group 	<ul style="list-style-type: none"> ▶ Project start Spring 2019 ▶ Funding decisions April 2019 ▶ Complete monitoring returns as required.

		GHA Greenspace Scotland & Youth Scotland Area Partnership Others to be identified		Castlemilk Stables ▶ Ongoing path maintenance ▶ Ongoing woodland management ▶ 30 volunteers equipped with PPE (personal, protective equipment) and tools		
	7. Job placements SO – 3 OO – 4	CJS CHA Glasgow Guarantee Jobcentre	▶ Support the securing of funding/voluntary placements	▶ Three local people provided with work experience ▶ Benefit to organisation of additional resource	▶ SCVO ▶ GCC ▶ JCP	▶ April/May 2019 CJS opens ▶ Ongoing
Health	8. Castlemilk Community Woodlands SO – 2, 3, 5 OO – 1A, 2A, 4, 5	CHA GHA FC Others to be identified	▶ Apply for funding to continue with park events ▶ Investigate (and apply) for further funding for park redevelopment ▶ Continue with signage development of the park ▶ Deliver Volunteer Development Project	▶ Continued employment of Community Woodland Officer ▶ Increased numbers of people accessing the woodlands for education and recreation ▶ Increased awareness of local green space ▶ Increased community involvement in the development project ▶ Improvement in biodiversity ▶ Improved perception of the woodlands ▶ Improved maintenance and management of the woodlands ▶ Improvement in physical aspects of the woodlands (lighting, pathways, pond, signage) ▶ Increased awareness of the historical value of the woodland. ▶ Continue to develop local and wider partnerships ▶ Continued development of volunteers ▶ Continue to support the Friends of Castlemilk Park group ▶ Deliver 2019/2020 events calendar and events programme	▶ Jeely Piece ▶ GCC (LES) ▶ GHA ▶ FC ▶ Friends of Castlemilk Park ▶ Community Woodland Association ▶ Scottish Wildlife Trust ▶ Scottish Ranger Association	▶ April 2019 – New programme ▶ April 2019 – Funding decision FCS ▶ April 2019 – Funding decision GHA ▶ March 2020 – new events calendar ▶ Monitoring returns as required