



Information for Job Applicants

September 2021

Shettleston is a community based housing association and a Scottish Charity, formed in 1976 by local people who were concerned at the deterioration of their community and who wanted to save the traditional sandstone tenements that embodied that community.

Shettleston in the mid-70s was losing people, losing jobs and in danger of losing its sense of community. Tenements were being demolished or were falling into disrepair and the future looked bleak.

But events were to prove that whilst this was Shettleston's low point, it was also its turning point.

Changes in government policy and greater emphasis on the rehabilitation of housing rather than its demolition coincided with community activists and local people calling for a way forward for Shettleston. The result was the Association and a new partnership between Government at all levels and the local community.

While the early focus was on tenement improvement the Association gradually developed, first through building new houses and then through a series of housing stock transfers, starting in the 1990's and culminating in second stage transfer of former City Council housing from GHA in 2009.

The Association has continued to develop new homes to meet a range of housing needs in the area. Recent projects have included the award winning Cunningham House church conversion for elderly people – the first *passivhaus* development by a housing association in Glasgow. We will shortly start on-site with 44 new homes for rent at our St Marks development. We are also increasingly focussed on major repair and component replacement in our existing homes to ensure that they continue to meet the highest possible housing and energy efficiency standards.

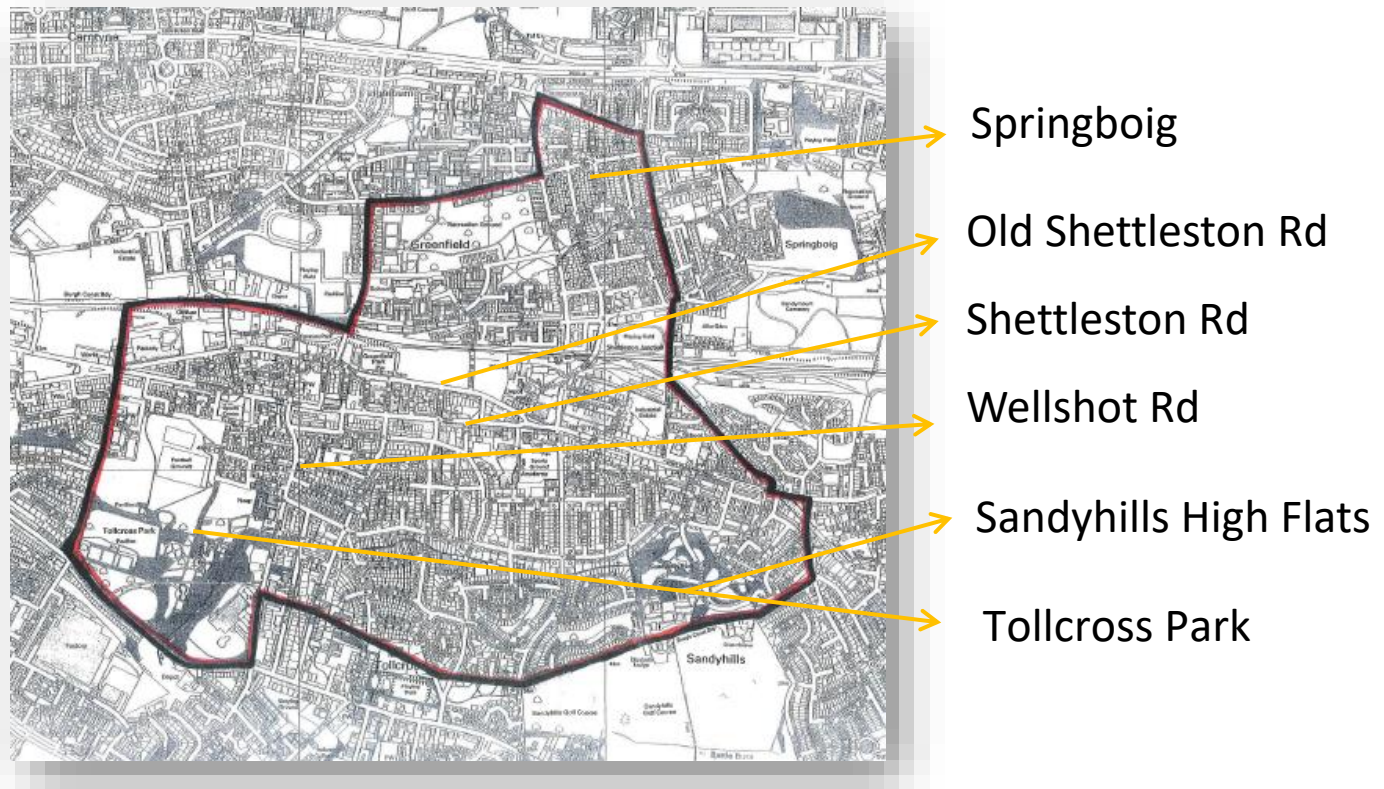
We currently have a total of 2,398 homes for social rent, mid-market rent and shared ownership in management and also provide regular factoring services to nearly 800 owner occupiers and commercial properties in the area.

The Association has never been "just a landlord" though. We have developed an important wider role in the community over the years by establishing and supporting many new community projects and services to help with the regeneration of the area, combat poverty and enhance the well-being of local residents. This will continue to be a key focus for the Association in the years to come.

Area of Operation

The Association's area of operations is set out in its Rules. In broad terms it takes in the area from the Westmuir St/Shettleston Rd junction in the west to the Baillieston Rd/Sandyhills Rd junction in the east. It includes Tollcross Park and the Sandyhills area to the south and the South Greenfield and Springboig areas to the north.

The traditional centre of the area is bounded by Shettleston Rd and Old Shettleston Rd.



Association Structure

The Association is the “parent” of a Group structure with two wholly-owned subsidiary organisations. They are independent bodies with their own Boards, which are appointed by SHA.

Upkeep Shettleston Community Enterprises:

“Upkeep was established in 2005 as a company limited by shares. It is a commercial trading company with a turnover of £2.4 million and employs 50 full and part-time staff.

It provides SHA and some other RSLs with a range of services including: reactive and cyclical maintenance and major repairs; stair cleaning and back court maintenance and landscape gardening.

Upkeep was established as a ‘social firm’ and one of its main objectives is the provision of employment and training opportunities for local people.

East End Housing Development Company:

'East End Housing' is also a commercial trading company set up in 2007 to engage in both the private rented market and home ownership. It manages the Association's 32 mid-market rent properties through a lease agreement and has also acquired 13 tenement flats which are let at market rents. Staffing services are provided by SHA.

The Board

The Board is the governing body of the Association. It consists of up to 18 volunteer Board Members, 15 of whom are elected by, and from, the Association's members. The Association's current Chairperson is Lesley Scoffield.

Membership of SHA costs £1 and is open to Association tenants and others who live within the Association's area and support our objectives. Our Board mainly comprises a mix of Association tenants and other local residents. Three places on the Board are reserved for co-optees who do not require to be share- holding members or resident within the area. This provides an opportunity to recruit those with particular skills and expertise, as the Board feels is appropriate.

The Association operates with three sub-committees: the Housing & Community Services, Property Services and Corporate Services Committees.

Our staff team

The staff team is led by our Chief Executive (Tony Teasdale) and the other members of the Executive team who include: Director of Customer & Community Services (Anne McAlpine), Director of Finance & Corporate Services (Fiona Nicholl) and Director of Property Services (Colette McKenna). The Association has recently completed a review of the staff structure. The chart below shows the new structure that is now in place.

Other Information

For more information about the Association - including newsletters, Annual Reports and other statistical information – see <https://www.shettleston.co.uk/documents/reports-and-documents>.

Staff Structure

