



Meeting Minutes

Board/Committee:	The Riverside Group	Ltd Board	d (the "Board")
Date and time:	9am 14 March 2024		
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Location:	Arlington Office Tokyo	o, 220 Arl	lington Road, Camden NW1 7HE
Present:	Terrie Alafat	(TA)	Chair
	Caroline Corby	(CC)	Vice Chair
	Olwen Lintott	(OL)	Board Member
	Sandy Murray	(SM)	Board Member
	Ingrid Fife	(IF)	Board Member
	 Fenella Edge 	(FE)	Board Observer
	 Sam Scott 	(SS)	Board Member
	 Mona Shah 	(MS)	Board Member
	 Kei-Retta Farrell 	(KRF)	Board Member
	 Carol Matthews 	(CMM)	Co-opted Board Member
In attendance:	Richard Williams	(RW)	Board Observer
	Tony Blows	(TB)	Chief Information Officer
	John Glenton	(JG)	Executive Director Care and Support Services
	 Ian Gregg 	(IG)	Executive Director Asset Services
	Cris McGuinness	(CAM)	Chief Financial Officer
	 Patrick New 	(PN)	Executive Director Customer Service
	 Jehan 	(JW)	Managing Director for OHG
	Weerasinghe		
	Sara Shanab	(SSh)	Group Director of Governance and General Counsel
	Russell Hall	(RJH)	Head of Governance (TRGL)
	Paul Dolan	(PD)	Observing
Apologies:	Erfana Mahmood	(EM)	Board Member
	Nigel Holland	(NH)	Board Member
	 Keith Harkness 	(KH)	Board Observer

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048/24	Apologies for Absence (Item 1.1) VERBAL	
	There were apologies received from Erfana Mahmood, Keith Harkness and Nigel Holland.	
049/24	Declarations of Interest (Item 1.2) VERBAL	
	There was a general declaration of interest made on behalf of the Riverside staff in the meeting in relation to the pay award paper.	
050/24	Chair's Matters (Item 1.3) VERBAL	
	The Chair welcomed PD to the meeting and formally recorded thanks to both CC and IF who were approaching the end of their terms with Riverside. The Chair also formally recorded thanks to CMM who was also coming to the end of her term as Riverside CEO.	
	TA informed the Board of her recent visits to two Riverside schemes, noting that she had been impressed with the staff and their enthusiasm. TA also noted the good discussion that had taken place the evening before the meeting on risk which would feed into the Board meeting. TA also thanked CAM and Emma Turner for their work in providing a weekly Board update on financial matters. The Board also noted the update on the IDA and the plans for the Feedback session with the Regulator later in March.	
	The Board NOTED the Chair's update.	
051/24	Customer Story (Item 1.4) PRESENTATION	
	The Board received the Customer story, in relation to a customer called Alan, who had been homeless and had suffered with addiction issues and poor mental health. He had come to Riverside and been helped into temporary housing and then provided with support to access the support and services he needed. Over a period of time the customer had been supported into permanent accommodation and was now living an independent life. The Board noted that the support and services from Riverside had been provided over a 10-year period and the story demonstrated the commitment and difference the Riverside Care and Support team can make to people's lives.	
	The Board NOTED the customer story.	
052/24	Chief Executive Officer's Report (Item 2.1) CONF.	
	CMM updated the Board on a number of matters including an update on the following:	
	 Staff pay award, where negotiations had settled at 3% plus a one-off additional payment of £525, which for some of Riversides lower paid colleagues would amount to a 6% increase. 	

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	 There was a project commencing to try and bring all colleague employment terms and conditions together. This would take some time but would be beneficial for the Group in the long term. An update was provided on Awaabs Law, with the Board noting that it extended far beyond damp and mould issues and that Riverside had been involved in lobbying, along with the G15, on the extent and remit of the legislation. The Housing Ombudsman's proposal to increase their registration fees. Updated the Board on the forthcoming fundamental changes to Consumer Standards and the TSM publication in June. In addition to the updates provided by CMM, the Board members noted the salesforce update and the work being done to improve matters in this regard, particularly around training and culture. The Board also reflected on political issues with the run up to a general election. The Board NOTED the Chief Executive Officer's Report. 	
053/24	Integration and Transformation Update (Item 2.2) CONF.	
053/24	Integration and Transformation Update (Item 2.2) CONF. The Board received a report that provided an update of the Riverside Transformation Portfolio as at the end of February 2024. TB informed the Board that there were 37 active projects and that since the last report 4 had been closed and another 4 new ones added to the portfolio. TB provided the Board with an update on the red and amber reported projects and their routes back to a green RAG rating. The Board noted that the Integration Masterclass was also now available on Convene. IF made reference to the huge amount that had been achieved and in response to a query on some of the amber reporting on Care and Support matters, TB provided further clarity around the specific procurement challenges but that good progress was being made towards moving from the amber reporting referred to in the report. TB also referred to some of the particular challenges in this integration and transformation work, in particular around data quality, with TA commenting that it would be good to see how the Board would get further assurance on these challenges. In response TB confirmed that issues around information governance, mitigations and assurance etc. were reported into GAC regularly. KRF raised a concern around the amount of transformation activity and the risk of "change fatigue" with colleagues, TB confirmed that that was a risk but was being mitigated by staggering the individual projects and was something that was being closely monitored. The Board NOTED the report and progress in terms of merger integration and wider business transformation, now combined within an overall	

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Ref:	portfolio of change management, and overseen by a single governance model.	
Min Ref:	portfolio of change management, and overseen by a single governance model. Business Plan Update (Item 2.3) CONF. CAM introduced the Business Plan Update Slides. CAM confirmed that the purpose of reporting and discussing the slides presented was not about dealing with the numbers but more about the stress testing and mitigations, and followed on from some of the discussions which had taken place the evening before at the Risk session. CAM confirmed there had been a lot of progress and whilst the inputs had settled the previous day to allow the discussion today, they showed a significant gap in years 3-5 linked to the fire safety costs but without any carve outs. CAM took the Board through some of the work done so far, including assuming a second tranche of carve outs to match fire safety spend, looking at a phasing of Zero Carbon, reviewing developer receipts on cladding, reviewing interest rates in line with new Centrus assumptions and reviewing regeneration project cashflows. The Board noted the update and the important role they had in scrutinising the plan at the Board meeting on 26 March. CAM referred the Board to the spend tracker slides and highlighted some of the key movements before moving onto stress testing and mitigations. CAM explained the work that had been done on stress testing, setting out what had been tested, including single variable sensitivities and multi variate scenarios as well as the "perfect storm" scenario. The Board noted that the Business Plan remained very sensitive in the early years. Following a review of the stress testing work the Board considered the changes and the approach taken to mitigations presented in the paper. The Board recognised the extensive work that had been done and presented to them and noted there was a balance to be had around stress testing scenarios and queried whether there was scope for consolidation on the number, (highlighting Baycroft by way of example where there were 3 separate multi-variant scenarios). CAM agreed to take away the comments of th	
	The Board also discussed the promises which had been made at the time of the merger around investing £3.4m, to be inflation linked and whether, given the squeeze on income they should be reviewed. In response CAM confirmed that the work with the Foundation remained important and critical and there was currently no intention to review that. The Board then moved on to discuss the appetite towards risk generally in making decisions on investment priorities noting the zero appetite for risk in areas such as gas safety for example, but that there might be some appetite to risk in other areas, including zero carbon or regeneration plans for example, where, depending on circumstances there might have to be some phasing and prioritisation differently.	

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	The Board spent some time discussing and reviewing the tiers of mitigations set out in the report, when they might be needed, the speed at which they may need to be implemented along with the triggers for their implementation, noting in particular the time taken for implementation generally increased as the tiers progressed. The Board considered the consequences of implementing a number of the more significant mitigations including reducing discretionary and planned repairs and maintenance spend and withdrawing from all Care and Support activity noting there were many other mitigations which could be implemented before having to consider the more significant higher tiers. CAM agreed that the comments and discussions around mitigations and stress testing would be considered further before the revised Business Plan was presented at the meeting on 26 March. The Board DISCUSSED the Business Plan Update and fed back to Executive.	CAM
055/24	Geoffrey Close second staircase costs (Item 2.4) The Board considered the Geoffrey Close second staircase costs paper. CAM explained that the scheme had planning permission and that it was a JV with Bellway in Lambeth. The Board noted that whilst the scheme had planning permission and therefore technically didn't need to have a second staircase it was felt that adding this was the right thing to do in the circumstances. CAM confirmed Riverside was trying to amend the planning permission, which was supported by the planning officers. The Board also noted that there was additional grant of £9.5m from the GLA for this scheme. RW confirmed to the Board that the paper had also been considered at GDC and had been recommended for approval by Board. The Board NOTED the successful additional grant claim of £9.5m and APPROVED	
056/24	Riverside Group Policy framework update (Item 2.5) The Board received an update on the Riverside Group Policy Framework. Information was provided on how effectively the Framework was operating, the status of current policies, (which numbered circa 120), and changes to the current list of policies. The Board noted updates against progress on the Policy Framework, the Policy Management System, the integration of Riverside and One Housing Group policies and the impacts that changes to Consumer Regulation were likely to have. The Board NOTED the paper and the general status of the Policy Framework.	

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057/24	Rent Setting Policy (Item 2.6)	
	The Board considered the paper that presented a revised Rent Setting Policy following review and integration with One Housing Group. CMM explained to the Board the significant consultation there had been with stakeholders and Customers and how the policy set out the principles on which Riverside would set and vary rents to achieve a range of balanced outcomes including affordability, viability and regulatory compliance. The Board noted this review of the policy had been brought forward slightly given the integration and that there were some changes, including in relation to higher value 4 bed properties in London.	
	 The Board also commented positively on the visibility of routes to advice on tenancy sustainability and help and support for customers within the documentation. The Board also noted it was good to see: some of the references to regeneration within the documentation, which was good for customer trust. Detail on ED&I assessment issues and socio-economic references in the Framework document. 	
	The Board APPROVED the Rent Setting Policy.	
058/24	4C Executive Dashboards - FY24/25 Metrics (Item 2.7)	
	The Board received the paper that set out changes to the 4C executive dashboards metrics for FY24/25. IG confirmed in the next iteration of the report for May Board, there would be further improvements around quality assessments for greater Board assurance along with a refresh of targets and dashboards.	
	IG then took the Board through some of the changes that had been made to the reporting of 4C's at the request of the Board, particularly in relation to the reporting of metrics such as high-risk overdue actions.	
	The Board discussed the metrics on complaints as a % of households and whilst there was a possibility of weaving further detail into the 6 monthly update, SS confirmed that complaints was a topic which was discussed regularly in the CEC meetings and any issues would feedback from CEC to Board. The Board also recognised the continuing historic issues around onboarding in care and support and within OHG and the impact that could have on some of the metrics.	
	The Board NOTED the 4C Executive Dashboards - FY24/25 Metrics.	
059/24	Committee and Subsidiary Board Update (Item 3.1)	
	The Chairs of the Committees where meetings had taken place since the last Board meeting and who were present in the meeting confirmed the report presented an accurate summary of activity. In addition, the following comments were made:	

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Min Ref:	 It was confirmed that in relation to Riverside Foundation they had discussed the fact that a new charity had been set up with the same name and colleagues from the Governance Team were making enquiries with the Charity Commission on how best to deal with that. RW provided an update in relation to the recent GDC meeting confirming that the Committee had spent some time discussing risk areas and had looked in detail at the recent CMA findings. The Committee had also considered a report on strategic disposals, customer satisfaction on defects and year end work on completions. CC provided an update on OHG Board, with the Riverside Board recognising there were still areas of challenge and that key elements of reporting would transfer to them once OHG had its last meeting. The Board also received an update in relation to the handling of maladministration's, recognising there had been 4 reported recently. PN provided an update on the recent meeting of Riverside Scotland, who had approved the rent increase of 6.7% and who had also received an update on the challenges with their repairs contractor and who were commencing discussions on how to address the issues with a longer-term solution. SS provided an update on CEC activity, noting the recent resignation of Steve Begley and plans for strengthening the Committee with further recruitment. PN also updated the Board on RCVE matters drawing Boards attention to their scrutiny work on ASB and damp and mould. An update was provided on Prospect, with the Board noting there had been some staffing issues with the Head of Commercial leaving the organisation along with another colleague and the new MD was dealing with operational issues as a result of those departures. IF provided an update to Board following the joint operational committee event, with the Board noting it had been very well received, focusing on the future alignment of committees, discussion on financial and integration matters. IF confirmed	Action
060/24	Subsidiary Board Activity for the period January 2024 to date. Operational Performance Report (Item 3.2)	

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Ttoi.	IG provided the Board with an update on operational performance since the last meeting. IG highlighted some of the key metrics with Board in relation to customers, building safety compliance, cash leakage and performance around colleagues.	
	The Board discussed the information contained in the dashboards, noting the reasons that two of the metrics on the OHG Customer dashboard had not been reported on. The Board also recognised that their previous feedback on the format and ease-of-use of the dashboards had been picked up and actioned. IG highlighted the improvements in compliance and the work in progress in relation to high-risk overdue actions. RW commented on the progress around building safety compliance but also commented on the low levels of digital participation, in response PN provided some detail of why that was and the work ongoing to improve this score and that expectations were that next year the score would be significantly higher.	
	The Board welcomed the changes to operational performance reporting which also highlighted the scale of challenge within the legacy OHG business and JW explained some of the process changes taking place which it was hoped would positively impact on these scores.	
	The Board finished their discussions on the high-risk overdue actions and fire safety generally noting that although they received narrative around the figures, they were keen to understand when and how the figures reported would start to come down and IG agreed to consider this and how best to address this in future reporting.	IG
	The Board NOTED the contents of the report and the November 2023 month-end Exec dashboards.	
061/24	Financial Performance Update (Item 3.3) CONF.	
	CAM presented the financial performance report to the Board as at Period Ten of the 2023/24 Financial Year. CAM highlighted the following:	
	 YTD Group Operating Margin at 8.9% was 0.3% favourable to Q3F and YTD Group Net margin at (5.4% was 0.4% favourable to Q3F. Income was up £0.5m in period 10 as was expenditure (£1.00m) 	
	 Operating Surplus was showing a variance to YTD of £1.5m for period 10 and Net surplus a variance to YTD of £1.91m 	
	CAM provided a further update on the four early warning signs and updated the Board on the position regarding carve outs with only 2 remaining, and CAM confirming that would be enough despite colleagues continuing to work on the remaining two. The Board also noted a positive update on disposals with 3 left to dispose of in OHG and 45 in TRGL, of those remaining, 28 were sitting in the low-risk category and 11 in the medium risk and the ones in the high-risk category amounting to circa £400k.	

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	SM recognised the work the team was engaged in running up to the financial year end and queried whether there were any concerns around capacity or other challenges. In response CAM confirmed that team was working well but there were challenges, so it was important colleagues involved in the disposals continued to work hard to get those completed, there continued to be some challenges regarding integration within development finance along with some roles to fill to increase capacity within the team and some specific issues to work through in relation to RCGF.	
	The Board also discussed the service charge accrual issues at OHG which had been identified in the report and some of the impairments being reported in the paper.	
	The Board NOTED the report; in particular, the four red Early Warning Signs in Section One and Appendix 2.	
062/24	Quarterly Treasury report (Item 3.4)	
	The Board received the report that provided an update via the Group Treasury Committee, as to key treasury matters arising in the quarter ended 31 December 2023. This report also incorporated information regarding key treasury developments that had arisen or been resolved since the previous report to the Board.	
	The Board noted the key highlights reported in the Executive Summary and received an update from CAM in relation to the work with both Lloyds and Barclays in completing the Conditions Subsequent which was all now fully credit approved, with the legal documentation being finalised.	
	FE also referenced the Written Resolutions which had been considered and approved by the Group Treasury Committee recently, noting the intention now for GTC was to increase the number of scheduled meetings they had in the year, to tie in with a review of the Quarterly Treasury Report before it was presented to the Board.	
	The Board NOTED the contents of this report.	
063/24	Group Risk Register (Item 4.1) CONF.	
	CMM presented the paper on the Group Risk Register, who confirmed that the most recent version of the Risk Register presented with the paper had incorporated all the changes between Group Audit Committee on 1 December and Group Board on 14 December along with a number of subsequent changes. The Board noted the significant updates since 25 January which were set out in the report.	
	CMM made reference to the excellent discussions that had taken place in the meeting of the Board the evening before the meeting and which had been captured and would be incorporated into the next iteration of the risk register, including the comments on framing the risks in the right	

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	way, looking closely at the assurance provided and the need for nuancing in certain key areas which might lead to some grouping of risks.	
	The Board REVIEWED the Risk Register and provided feedback, which along with the discussions from the previous evening would be reflected in the next iteration of the Risk Register.	
064/24	Request to open a new bank account (Item 4.2)	
	The Board received a to request to open a new bank account in relation to certain leasehold transactions. The Board noted the need for the account and approved the request.	
	The Board APPROVED the opening a new bank account with NatWest for the purpose of creating a leaseholders ringfenced deposit account.	
065/24	Baycroft Governance (Item 4.3)	
	The Board received a paper that set out the future governance arrangements for the Baycroft Care Home portfolio. JG opened the discussion with a recap on the Baycroft portfolio background and why Riverside was seeking to sell the 6 care homes.	
	The Board noted that the homes were being transferred by way of an underlease arrangement, that structure retained elements which needed to be managed around the lease provisions, business partner arrangements and superior landlord obligations. To assure these were carefully managed a robust performance monitoring and reporting framework had been developed and was presented to the Board. JG explained that a deep dive for Board was proposed in May and that it was a focus also for CSC at their next meeting.	
	Board raised the change in the proposed date of completion for the final homes and CAM explained it was linked to CQC and lender issues and what that would mean for the accounting treatment.	
	The Board recognised the need for strong reporting mechanisms and IF confirmed it was a focus for CSC who would share any concerns with Board. Whilst the Board were comfortable with the proposal for monthly reporting to the C&S Exec Team, and quarterly reporting to Exec, and to the CSC, they requested that reporting to Board should be every 6 months and not annually.	JG /RJH
	The Board NOTED the proposed governance approach for the Baycroft portfolio.	
066/24	Annual Safeguarding Report (Item 4.4)	
	The Board received a paper that set out Safeguarding information for Riverside and One Housing Group (OHG) for a 12-month period between 1 January 2023 to 31st December 2023.	

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No.	JG highlighted the work that had been done over three separate systems to bring the annual safeguarding report to Board and how his team was working to deliver even more consistent reporting through the use of Salesforce. Among the key highlights JG brought to the Board were the following:	
	 Riverside had seen a 48% increase in the number of concerns reported on Salesforce which seemed to indicate there was good training and awareness in place. There had been 22 cases relating to employees, all of the cases reported involved Care and Support services. JG drew the Boards attention to the work of the Safeguarding Working Group which met on a quarterly basis and highlighted some of the key themes they had covered during the year. 	
	OL raised the risk around safeguarding concerns not being accepted by the local authority (within section 11 of the report) and what pressure that might put on safeguarding issues for Riverside. JG replied that some of the definitions were open to interpretation, and it was very important Riverside continued to keep clear and accurate records so that there was a clear audit trail on Riverside activity. TA also reminded Board of the need for members to keep appraised of safeguarding issues, which was not just an issue within Care and Support. TA reminded Board about the recent powerful Masterclass on safeguarding which was available on Convene and it was agreed to add another safeguarding session to the Masterclass forward plan.	RJH
	The Board NOTED the Annual Safeguarding Report.	
067/24	Homes England Compliance Audit Report Findings - Falcon (Item 4.5)	
	This Board received a report that informed of the result of the audit carried out by Homes England into compliance at Riverside's Bowness Road (Falcon) development scheme. The Board were pleased to note it was green rated, indicating that no breaches were identified that required reporting. It was a requirement of Homes England that the Board were notified, and that evidence was subsequently provided to Homes England of that notification.	
	The Board NOTED the Homes England Compliance Audit Report.	
068/24	Board and Committee Succession Update (Item 4.6)	
	The Board considered the report that dealt with a number of important appointments and extensions across the Governance Community. SSh confirmed that whilst GRC could deal with many of the extensions and appointments, some decisions were reserved for the Board.	
	The Board members commented on the scale of the Governance Community and the growing pace of change linked largely to the reduction in maximum member term of office from 9 years to 6 years. Whilst discussion took place around considering the potential for	

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	reducing the size of the Governance Community, the Board members recognised that there would be some reduction when the OHG Board fell away in April and that there was still a project ongoing to rationalise the Group structure which would improve matters. The Board recognised that succession planning continued to be within the remit of GRC.	
	The Board:	
	NOTED the update on committee member recruitment.	
	 NOTED the appointments approved by GRC via written resolution on 14 February 2024: 	
	 Nigel Holland as Chair of the Subsidiary Group with effect from 1 April 2024. Richard Williams as a member of the Group Development Committee with effect from 14 February 2024 Nathan Gravesande as Riverside Representative member of New Ladderswood LLP and New Granville LLP Boards with effect from 1 April 2024. David Robinson as Group nominee Director of The Whitehaven Foyer Board with effect from a date to be confirmed once the Whitehaven Foyer Board has approved the appointment. Andrew Chapman as a Director of Citystyle Living (Kidwells THA) Limited, Citystyle Living (Victoria Quarter) Limited and Citystyle Living (Wenlock Road) Limited with effect from 1 April 2024. NOTED the extension to Keith Harkness' term of office as Group 	
	Board Observer until 13 July 2024.	
	 APPROVED the following: The appointment of Sandy Murray as Vice Chair of Group Board and Chair of GRC with effect from 1 April 2024. The extension of Sandy Murray's term of office on Group Board, GRC and Riverside Foundation until 30 April 2025. The appointment of Richard Williams as a Group Board member with effect from 1 April 2024. The appointment of Paul Dolan as Group Board Co-optee with effect from 1 May 2024. The extension of Sam Scott's term of office on Group Board and Customer Experience Committee until 30 September 2025. The appointment of Pauline Ford as Chair of the Care and Support Committee and a Group Board member with effect from 1 May 2024. 	
	 NOTED that in relation to One Housing Foundation, two Trustees are leaving Riverside and will stand down from the OHF Board; Sandra Fawcett (Chair) will step down on 30 April 2024 and Chris Hageman on 31 March 2024, a single Trustee (Kate Henderson) will remain in place. The minimum number of trustees is three and 	

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	trustees have traditionally been drawn from senior staff. Appointments from colleagues with suitable links to OHF's activity will be sought. The candidates will come back to GRC for approval at the March meeting.	
069/24	Proposed Dates for Group Board, Committee and Subsidiary Meetings 2025/26 (Item 4.7)	
	The Board considered the paper that set out the proposed Group Board and Committees meeting date for 2025/26. Noting that the dates in red were in person and the dates in black were via Teams.	
	The Board REVIEWED the proposed meeting schedule at Appendix 1, and subsequently APPROVED the proposed meeting schedule.	
070/24	Minutes of Previous Meetings (Item 4.6)	
	The minutes of the meetings held on 17 January, 25 January and 15 February 2024 were APPROVED as an accurate record.	
071/24	Matters Arising from Previous Meeting (Item 4.7)	
	The Matters Arising from previous meetings were reviewed.	
	The Board NOTED the updates provided.	
072/24	Written Resolutions and Chair's Actions (Item 4.8)	
	The Board NOTED the following decision taken in the period since the last scheduled Board meeting on 25 January 2024, the decision was made via Chairs Action for operational reasons. The Board noted that when Riverside completed the ToE bringing OHG into the Group, there were a number of "Conditions Subsequent" agreed with lenders. One was to restate the legacy OHG and TRGL facilities into a more streamlined set of documents. The Board recognised this was all approved via GTC but as part of the process it was established an additional 35 properties would need to go into charge with Barclays, as these were new charges this was noted as being a matter reserved to Board and it was felt this could be dealt with via Chairs Action.	
	The Board NOTED the decision taken by Chairs Action.	
073/24	Board Training Plan (Item 4.9)	
	SSh presented the Board Training Plan with a request that where possible Board members should try to attend the Masterclasses or review the recordings on Convene if unable to join the actual sessions via Teams.	
	The Board were also reminded that the CiH membership had been renewed for all members and there were some good training and learning facilities provided by them which would be of interest to members.	

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	The Board NOTED the Board Training Plan.	
074/24	Any Other Business (Item 5)	
	There were no matters of AOB	
075/24	Chair's Summary (Item 6)	
	The Chair thanked the Board for attending and for their input into this meeting. The Chair also thanked Executive and other colleagues for the reports that had been presented and the incoming CEO for his attendance at the meeting. In particular TA noted the focus on residents and customers throughout the papers and the good progress being made on Governance Community recruitment. The Chair also raised a special thank you to SSh for her work on that recruitment piece and on leading Riverside through the IDA	
076/24	Date of Next Meeting (Item 7)	
	15/16 May 2024 (In Person - Rochdale)	
	The date of the next scheduled meeting was NOTED .	

Signed:	
Terrie Alafat, TRGL Board (Chair)	Date