

## DISCLOSURE AGAINST CRITERIA

Theme #		Criteria #	Type of Criteria
Integrity and Security	T1	C1	Core
		C2	Core

Aff		C3	Core
		C4	Core
		C5	Enhanced
Building Safety and Quality	T2	C6	Core
		C7	Core
		C8	Core
		C9	Core

Resident Voice	T3	C10	Core
		C11	Enhanced
Resident Support	T4	C12	Core
Placemaking	T5	C13	Enhanced
		C14	Core

Climate Change	T6	C15	Core
		C16	Enhanced
		C17	Enhanced
		C18	Enhanced
		C19	Enhanced

Ecology	T7	C20	Enhanced
		C21	Enhanced
Resource Management	T8	C22	Enhanced
		C23	Enhanced

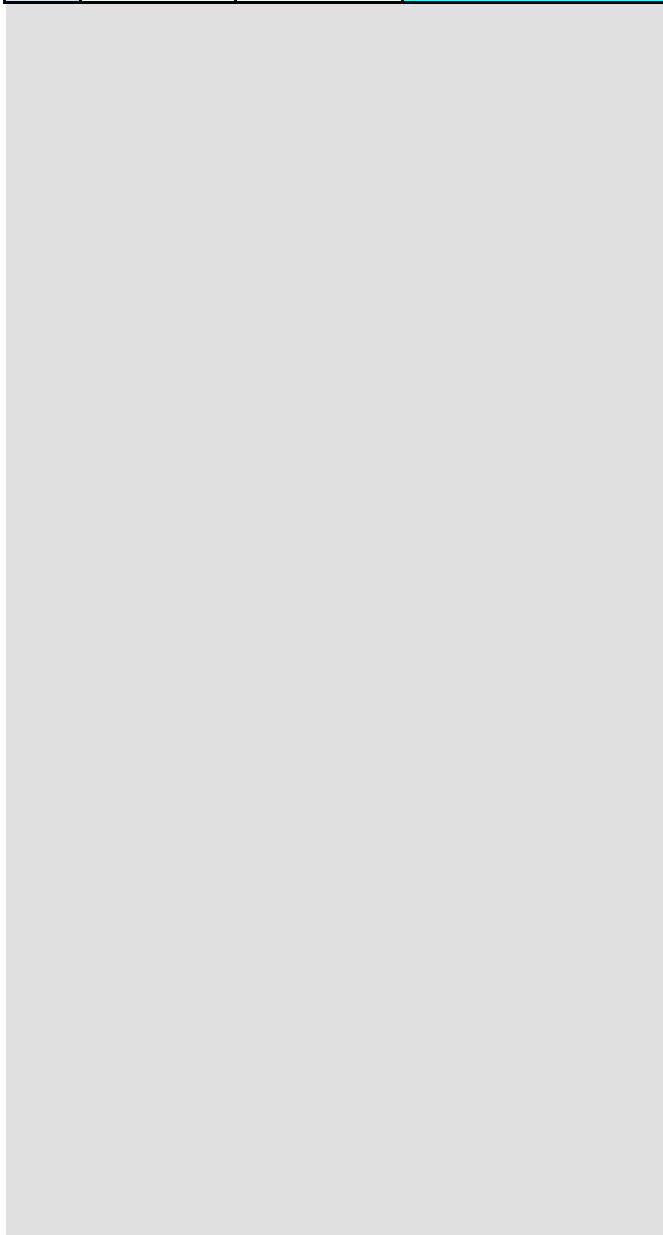
		C24	Enhanced
Structure and Governance	T9	C25	Core
		C26	Core
		C27	Core
		C28	Core
		C29	Core
		C30	Enhanced
		C31	Core

Board and Trustees	T10		
		C32	Core
		C33	Core
		C34	Core
		C35	Core
		C36	Core
		C37	Core

		C38	Core
		C39	Core
		C40	Core
		C41	Core
Staff Wellbeing	T11	C42	Core
		C43	Core
		C44	Enhanced
		C45	Enhanced
		C46	Enhanced



Supply Chain	T12	C47	Enhanced
		C48	Enhanced



































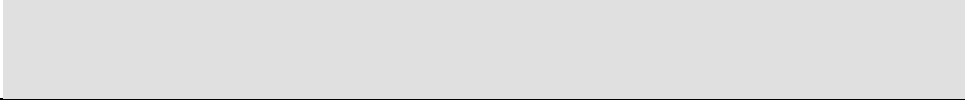












**Housing Association details**

**Criteria**

For properties that are subject to the **rent regulation regime**, report against one or more Affordability Metric:

- 1) Rent compared to Median private rental sector (PRS) rent across the Local Authority
- 2) Rent compared to Local Housing Allowance (LHA)

Share, and number, of existing homes (owned and managed) completed before the last financial year, allocated to:

- General needs (social rent)
- Intermediate rent
- Affordable rent
- Supported Housing
- Housing for older people
- Low-cost home ownership
- Care homes
- Private Rented Sector
- Other

Share, and number, of new homes (owned and managed) that were completed in the last financial year, allocated to:

- General needs (social rent),
- Intermediate rent
- Affordable rent
- Supported Housing
- Housing for older people
- Low-cost home ownership
- Care homes
- Private Rented Sector
- Other

How is the housing provider trying to reduce the effect of fuel poverty on its residents?

What % of rental homes have at least a 3 year fixed tenancy agreement?

What % of homes with a gas appliance have an in-date, accredited gas safety check?

What % of buildings have an in-date and compliant Fire Risk Assessment?

What % of homes meet the national housing quality standard?

What arrangements are in place to enable the residents to hold management to account for provision of services?

How does the housing provider measure Resident Satisfaction and how has Resident Satisfaction changed over the last three years?

In the last 12 months, how many complaints have been upheld by the Ombudsman.

How have these complaints (or others) resulted in change of practice within the housing provider?

What support services does the housing provider offer to its residents. How successful are these services in improving outcomes?

Provide examples or case studies of where the housing provider has been engaged in placemaking or placeshaping activities.

Distribution of EPC ratings of existing homes (those completed before the last financial year).

Distribution of EPC ratings of new homes (those completed in the last financial year).

Scope 1, Scope 2 and Scope 3 green house gas emissions.

What energy efficiency actions has the housing provider undertaken in the last 12 months?

How is the housing provider mitigating the following climate risks:

- Increased flood risk
- Increased risk of homes overheating

Does the housing provider give residents information about correct ventilation, heating, recycling etc? Please describe how this is done.



How is the housing provider increasing Green Space and promoting Biodiversity on or near homes?

Does the housing provider have a strategy to actively manage and reduce all pollutants?

If so, how does the housing provider target and measure performance?

Does the housing provider have a strategy to use or increase the use of responsibly sourced materials for all building works?

If so, how does the housing provider target and measure performance?

Does the housing provider have a strategy for waste management incorporating building materials?

If so, how does the housing provider target and measure performance?

Does the housing provider have a strategy for good water management?

If so, how does the housing provider target and measure performance?

Is the housing provider registered with the national regulator of social housing?

What is the most recent regulatory grading/status?

Which Code of Governance does the housing provider follow, if any?

Is the housing provider Not-For-Profit?

If not, who is the largest shareholder, what is their % of economic ownership and what % of voting rights do they control?

Explain how the housing provider's board manages organisational risks.

Has the housing provider been subject to any adverse regulatory findings in the last 12 months (data protection breaches, bribery, money laundering, HSE breaches etc) - that resulted in enforcement or other equivalent action?

What are the demographics of the board? And how does this compare to the demographics of the housing provider's residents?

Add commentary if useful.

What % of the board AND management team have turned over in the last two years?

Add commentary if useful.

Is there a maximum tenure for a board member? If so, what is it?

What % of the board are non-executive directors?

Number of board members on the Audit Committee with recent and relevant financial experience.

Are there any current executives on the Remuneration Committee?

Has a succession plan been provided to the board in the last 12 months?

For how many years has the housing provider's current external audit partner been responsible for auditing the accounts?

When was the last independently-run, board-effectiveness review?

Are the roles of the chair of the board and CEO held by two different people?

How does the housing provider handle conflicts of interest at the board?

Does the housing provider pay the Real Living Wage?

What is the median gender pay gap?

What is the CEO:median-worker pay ratio?

How does the housing provider support the physical and mental health of their staff?

What is the average number of sick days (both long and short term) taken per employee?

How is Social Value creation considered when procuring goods and services?

How is Environmental impact considered when procuring goods and services?













































	RESPONSE
Name	Leeds and Yorkshire Housing Association
Location (if more than one region select National)	Yorkshire and The Humber
Date of SRS disclosure	31/03/2022
Reporting period (month/year - month/year)	04/2021 - 03/2022
Measurement Unit	RESPONSE
% of PRS rent (e.g. 80%)	63.0%
% of LHA rent (e.g. 90%)	
Number of General Needs units	1095
Number of Intermediate Rent units	84
Number of Affordable Rent units	259
Number of Supported Housing units	0
Number of Housing for Older People units	76
Number of Low-cost Home Ownership units	54
Number of Care Home units	0
Number of Private Rented Sector units	13
Number of Other units	0
Number of General Needs units	16
Number of Intermediate Rent units	0

Number of Affordable Rent units	14
Number of Supported Housing units	0
Number of Housing for Older People units	0
Number of Low-cost Home Ownership units	3
Number of Care Home units	0
Number of Private Rented Sector units	0
Number of Other units	0
Qualitative response	Our Income Officers provide one-to one support for customers needing help with bills, budgeting, debt advice and negotiating with utilities. We work with referral service, Energy Angels, to support customers in using the market to switch suppliers for
% of homes	94.2%
% of homes	100.0%
% of buildings	100.0%
% of homes	99.6%
Qualitative response	What arrangements are in place to enable the residents to hold management to account for provision of services? LYHA is fully committed to engagement with our customers. Our current corporate plan is called

Qualitative response	In April 2020 we introduced a quarterly “tracker” satisfaction survey, replacing our formerly annual survey. Overall satisfaction, as measured through the STAR methodology, has now risen for four successive years to 74% in 2021-2022. In addition to the tracker perception
Number of complaints upheld	1
Qualitative response	The Housing Ombudsman found a service failure and maladministration in one case during the year. Since receiving this judgement we have undertaken a comprehensive review of the case. An increase in ASB case oversight has been implemented to mitigate the risk of future
Qualitative response	LYHA has an objective to help our customers and communities to live well. We have ambitious plans but recognise that we can’t achieve all we want to achieve on our own. Where LYHA does not have the skills or resources, we will seek to work with
Qualitative response	LYHA works in partnership with the charity ‘Positive Footprints’ to provide primary school children with inspiration to help them think about their futures and the many possibilities of exciting work. Positive Footprints have worked with LYHA
% of homes rated A	0.5%
% of homes rated B	26.5%
% of homes rated C	29.8%
% of homes rated D	13.7%
% of homes rated E or worse	12.0%
% of homes without EPC rating (unknown)	17.5%

% of homes rated A	0.0%
% of homes rated B	100.0%
% of homes rated C	0.0%
% of homes rated D	0.0%
% of homes rated E or worse	0.0%
% of homes without EPC rating (unknown)	0.0%
Scope 1: Kg CO2 equivalent	32.5
Scope 2: Kg CO2 equivalent	12
Scope 3: Kg CO2 equivalent	4137.5
Scope 1, 2 & 3: Total Kg CO2 equivalent	4182
Qualitative response	At one of our sheltered housing locations, St Cyprian's Gardens in Leeds we replaced the roof, including an upgrade to the existing roof insulation. A block of 8 apartments at Rotary Drive, Morley, from the new-build acquisitions in the year, benefit
Qualitative response	LYHA has not focussed on flood risk or over-heating in the year.
Qualitative response	LYHA provides a range of information, leaflets and flyers for customers about the safe and effective use of their home and building. These leaflets are provided to new customers and are also available on our website for any

Qualitative response	In 2021 we have, in partnership with our repairs contractor GTD, completed a project to replace a green space in one of our largest estates, previously laid to lawn, with a community orchard. Indigenous British fruit trees have been planted
Yes / No / No, but planning to develop one	No
Qualitative response	LYHA does not currently have a strategy to manage and reduce pollutants. It is our intention to develop a sustainability strategy. For our new build activity, however, we do require that all insulation materials and blowing agents used
Yes / No / No, but planning to develop one	No, but planning to develop one
Qualitative response	LYHA does not currently have a strategy to increase the use of responsibly sourced materials. It is our intention to develop a sustainability strategy. For our new build activity however, we do require that all timber will be
Yes / No / No, but planning to develop one	No, but planning to develop one
Qualitative response	LYHA does not currently have a strategy for waste management. It is our intention to develop a sustainability strategy.
Yes / No / No, but planning to develop one	No, but planning to develop one

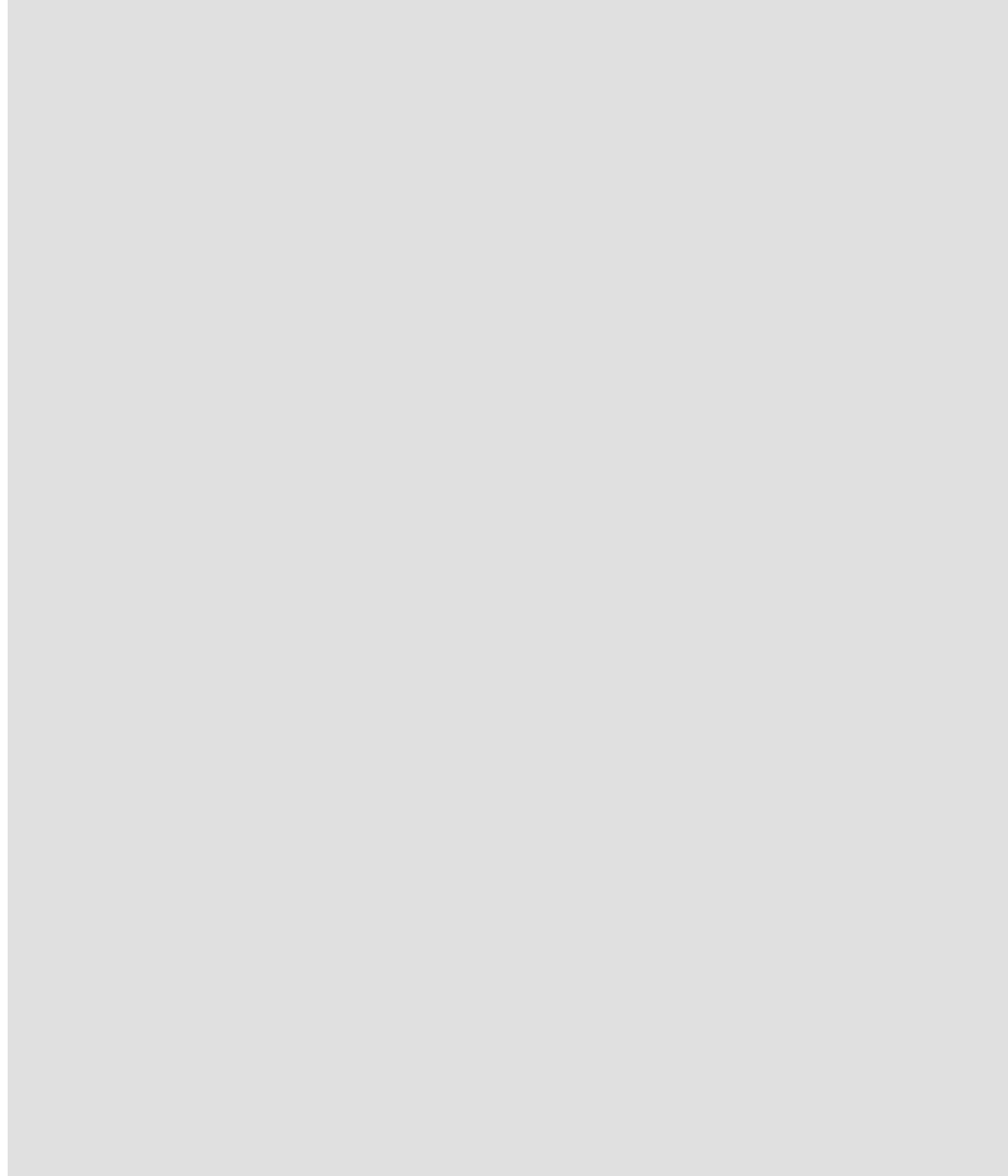
Qualitative response	LYHA does not currently have a strategy for waste management. It is our intention to develop a sustainability strategy.
Yes / No	Yes
Varies by nation	G1/V1
Name of code	NHF Code 2020
Yes / No	Yes
If no, name, %, %	
Qualitative response	LYHA's Risk Management Policy, approved by the Board, includes a combined assurance approach adopting the principles of Three Lines. The strategic risk map and register have been thoroughly reviewed by the Board, and an assurance map has been
Yes / No	No
% of board that are women	33.3%
% of board that are BAME	33.3%
% of board that have a disability	8.3%
% of board that are LGBTQ+	0.0%

Average age of board members (years)	55.0
Average board tenure (years)	3.3
Additional commentary	
% of board	25.0%
% of management team	0.0%
Additional commentary	
Yes / No	Yes
Length of maximum tenure (years)	6
% of the Board	100.0%
Number	3
Description of experience	Three members of the Audit and Risk Committee have recent and relevant financial experience. The Chair of the committee is a commercial group financial controller who has chaired an RP audit committee in the recent past. One member was recently Chief
Yes/ No	No
Yes/ No	Yes

Number of whole years	1
Date (month/year)	October 2018
Yes/ No	Yes
Qualitative response	Board members are required to complete an annual declaration of interests and inform LYHA of any changes to their interests during the year in line with the Code of Conduct. At Board meetings members raise any potential conflicts of interest for the
Yes/ No	Yes
% gap (median)	25.0%
Total annual CEO remuneration divided by annual median working remuneration	3.9
Qualitative response	LYHA is committed to providing an environment where all our colleagues can thrive. We have appointed a wellbeing champion who leads on colleague wellbeing matters. We operate a dedicated intranet focussing on the five pillars of wellbeing:
Number of days	15.4



Qualitative response	The LYHA Procurement Policy sets out: ‘Social value relates to skills and employment, promoting inclusion, encouraging safer and more diverse supply chains and protecting the environment.
Qualitative response	The LYHA Procurement Policy sets out: ‘LYHA is committed to the development of a sustainable environment, and all staff within the association can actively support this policy. The principal aims of environmental













































% of General Needs units	69.3%
% of Intermediate Rent units	5.3%
% of Affordable Rent units	16.4%
% of Supported Housing units	0.0%
% of Housing for Older People units	4.8%
% of Low-cost Home Ownership units	3.4%
% of Care Home units	0.0%
% of Private Rented Sector units	0.8%
% of Other units	0.0%
% of General Needs units	1.0%
% of Intermediate Rent units	0.0%

% of Affordable Rent units	0.9%
% of Supported Housing units	0.0%
% of Housing for Older People units	0.0%
% of Low-cost Home Ownership units	0.2%
% of Care Home units	0.0%
% of Private Rented Sector units	0.0%
% of Other units	0.0%











































































