

Equalities In Lister

We mentioned in a previous newsletter that we were planning to collect equalities information from our tenants: We are now pleased to be able to progress this, with your support and assistance.

With this Newsletter you will find 2 forms. The first form is designed to be **completely anonymous**. By completing this form you will be helping Lister obtain 'big picture' equalities information about our community, to support planning and decision making in the future.

We would be very grateful if all of our tenants (including joint tenants) could take a couple of minutes to complete this form.

If there is more than one tenant in your household you will find an extra copy or copies of the form, to support all tenants to complete.

Once this form has been completed please return it to us by simply posting the completed form through the office letter box, using the envelope provided.

Whilst this anonymous data collection will be helpful to us, we recognize that you may also have specific equalities related issues which you want to flag to us, to support us to provide an effective service to you. Therefore we have enclosed a second form with this Newsletter.

Please note that completion of this form is entirely voluntary- it should only be used if there are specific equalities related issues which you wish to make us aware of. Please only use this form if this is the case.

We have enclosed only 1 copy of this form, but if you would like a further copy or copies please let us know. Of course if you have any questions in relation to completing and returning the forms, please let a member of the team know, we are happy to help.

INSIDE

What's Covered The Benefits

We are all covered by equalities legislation, which sets out the 'protected characteristics'. These are the grounds on which it is unlawful to discriminate:

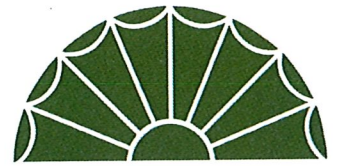
- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

There are many benefits to collecting equalities information, and these include:

- Promoting positive customer care
- Enhancing tenant participation opportunities
- Effectively Meeting business objectives.



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Annual General Meeting



This year's AGM, which all Lister tenants and members are invited to, will take place at 7.30pm on **WEDNESDAY 21 SEPTEMBER 2022.**

We have once again this year hired the Lauriston Hall at 28 Lauriston Street for the AGM. This is the community hall of the adjacent Jesuit church and has been used for years for ceilidhs, weddings and other such events.

There will also be a brief Special General Meeting held immediately before the AGM. This will be to consider an update of the Lister Rules - our constitutional document. Although a new version of the Rules was considered last year, unfortunately the regulator flagged an

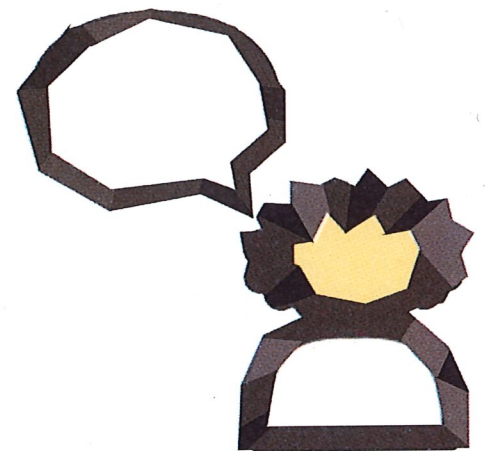
omission from that version which means that we require to repeat the process this year in order to comply with regulatory expectations.

Apart from this and other minor updates, the Rules which we will be sending out for approval will be very similar to the version considered and approved last year. They will give the Co-op better flexibility in the future by allowing us to have virtual meetings, for example in the event of another Covid-type pandemic.

All tenants are encouraged to attend the AGM, or send a Proxy if you cannot attend in person on the evening. This is a useful option as it

gives your vote to someone else and also allows for your name to be counted in the attendance and quorum requirements.

More details on the updated Rules, the SGM and the AGM will follow.



Management Committee Update

As you're likely aware, Lister is a tenant-led Co-operative, which is overseen by our Management Committee, made up entirely of Lister tenants, all of whom volunteer to give up their time to attend meetings, training etc.

Committee membership is a responsible role, and each Management Committee Member has agreed to uphold Lister's Code of Conduct for Management Committee members, which all Committee members sign annually.

The Management Committee has also recently agreed new Role

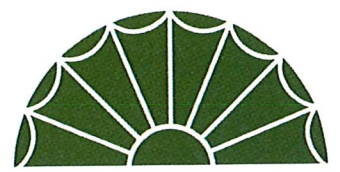
descriptions for Management Committee members, and these (as well as the Code of Conduct) are published in the 'downloads' section of our website.

Each year there are vacancies on the Management Committee, and any member of the Co-operative can stand for the Management Committee or nominate another member who wishes to stand.

Every tenant of Lister whose name is on their tenancy agreement is a member of the Co-operative. You cannot nominate yourself, another Lister tenant must do this.

Further details will follow in relation to standing for election to the Committee at this year's AGM, but in the meantime, if you are interested in standing for election, or you wish to know more about being on the Committee, and the role of Committee Members, please contact the Lister office.





Lister Gardens Update



Sam our Gardener has been busy with pruning and planting during the spring and early summer months. Here's an update on some of the areas that Sam has been focussing on:

- Planting Native hedgerow species
- Ensuring a constant supply of flowering shrubs/fruiting shrubs for birdlife.
- Finding the balance between colourful ornamental plants and wildlife shrubs
- Finding the balance between fruiting for birds, pollen for insects and also removing spikes and thorns for safety of tenants and children.
- Focussing on annual bedding for summer pollen.
- Planting wildflower mixes.
- Adding new better Pollinator shrubs and perennials.
- Planting spring bulbs for spring pollinators.

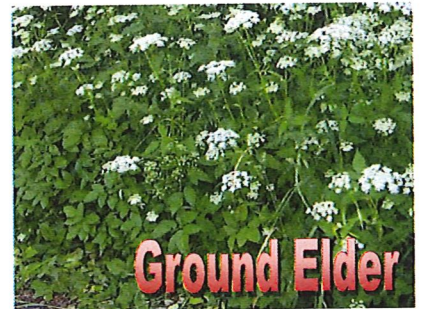
Look Out For..

Sam been focussing on the removal of fast growing, invasive plant species which, if left to their own devices will suffocate other species.

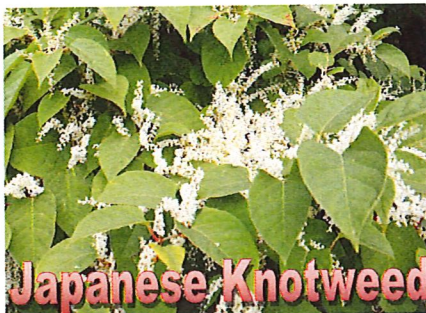
Please be on the lookout for these species, and if you see any of them please let Sam or a member of the team know: Bindweed, Ground Elder, Himalayan balsam, and Japanese Knotweed.



Bindweed



Ground Elder



Japanese Knotweed



Himalayan Balsam

Sustainable & Ecological

We want to ensure that our gardens are managed in the most sustainable and environmentally friendly way. Sam is:

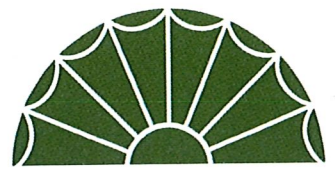
- Re-using dropped leaves and grass clippings to turn into leaf mould/ compost to improve the nutrient drained soil
- Re-using weed growth such as nettles to make efficient liquid fertiliser

Sam has also made links with local gardens / events, such as the Book Festival, so that he can re-use annual plants which would otherwise be thrown away.

Remember

Whilst of course Sam is happy to help where he can, if there are any specific requests or suggestions in relation to how we manage the gardens, please direct these to the office in the first instance.





Health & Safety Reviews

We will be conducting H&S reviews in common stairs in the near future to make sure that they are safe and free from obstacles which could be a trip or fire hazards.

In the meantime, just a reminder that we always want to hear from you if you spot any potential health and safety hazards, whether in relation to fire safety, potential slips, trips and falls, or any other health and safety issue.

Remember, we can all contribute to a positive health and safety culture.

See it, Say it, Sort it!

Lister Works- Programme Update



The Main Site kitchen programme is progressing well, with kitchen

installations continuing, primarily in Keir Street properties at present, and surveys commencing in Lauriston Place. The work continues to be done in batches.

If you have any questions in relation to the kitchen programme please remember that we have published information, which has recently been updated, on the

'For Tenants' section of our website. Of course if you can't find the answer that you're looking for there, please contact the office.

This year we are also planning window replacements in the flats at 16-18 Heriot Place, which we are able to do due to their non-listed status.

We are currently working to procure a suitable contractor for these works and further updates will be provided in due course.

Lister Response to the War in Ukraine

The Lister Management Committee has been considering what practical help Lister can provide for those directly affected by the war in Ukraine. The Committee has decided that Lister should make a donation of

£1,000 towards the Refugee Crisis Appeal set up by the Refugee Council. This sum will be doubled by the charitable trust which has partnered with the Refugee Council in relation to this

appeal, and the Committee is sure that these sums will make a difference to some of those people displaced by this conflict.



Use of the Gardens

Please remember that, to ensure that the gardens can be enjoyed by all, the following are not permitted:

- Football
- Dog walking
- Barbecues (without prior agreement)

Welfare and Debt Advice

Lister continues to offer referrals to free, independent welfare and debt advice services.

If you are interested in either of these confidential services please contact Fiona Dodds, our Housing Assistant for more information.

Christina Roberts

We were very sorry to hear of the death of Christina Roberts, of Lauriston Place, who was a longstanding Lister tenant. We send our condolences to Christina's family and friends at this time.