

Minutes of Board Meeting held on 27th April 2023

Present –

Ashley Pringle (Chairperson), Lorraine Tulloch, Anne Todd and Helen Campbell.

In attendance –

Malcolm McPhail (C.E.O), Laura Barrie (Head of Active Communities), Terry Stirton (HR Manager), Susan Kelly (Assistant Head of Operations and Customer Service), Lee Gillan (Senior Finance and Support Officer), Fiona Comrie (Health and Wellbeing Manager), Scott Morrison (Community Sport Manager), Lisa Little (Health, Safety and Risk Manager) and Stephanie Napier (PA to CEO).

In attendance from North Ayrshire Council –

Audrey Sutton (Executive Director/Chief Officer)

The meeting started at 10.00am.

1. Apologies

Apologies were received from Rhonda Leith, Colin Glencorse, Councillor John Sweeney, Councillor Jim Montgomerie and Councillor Jean McClung.

2. Minutes of the meeting held on the 24th February 2023.

The minutes of the meeting held on the 24th February 2023 were approved.

On behalf of the Board, the Chairperson congratulated Malcolm on his appointment as permanent Chief Executive Officer.

3. Matters arising

There were no matters arising.

4. Interim CEO Strategic Objectives Update

Malcolm summarised the CEO Strategic Objectives Update paper and gave thanks to the following people:

- Mark Pilkington – For the excellent job he has done in the transitional period since the Sales Consultant; Jim Semple left the business.
- Lee Gillan/Colin Glencorse – For the excellent work completed on the additional energy costs and NAC for agreeing to the Energy deal which has been hugely important and effective. Malcolm then explained that this is now an extremely critical point for the business with the requirement to find £780,000.

A discussion was then held on the review of Governance and the targeted recruitment campaign that should follow, good practice on recruitment and using the Boards own skill sets for the process. Audrey Sutton added that it would be worthwhile to explore the role of young people on the Board. The Chairperson requested that Terry Stirton should bring a paper to the HR Committee to look at options and begin to action the recruitment process. As an HR Committee meeting is due, this should be held before the next Board meeting in June.

Malcolm reported that the first future discussions meeting for the Health and Wellbeing Alliance (HWBA) was strong and positive with the TOR being agreed. The plan is to improve communications with a series of workshops being held to give further explanation of the Alliance and what will come next.

In response to Lorraine Tulloch's query around governance of the Alliance and the additional burden on KA Leisure's resources/delivery, Audrey Sutton explained that as the TOR has been agreed, it's now time to work on the delivery mechanism. KA Leisure will have the leadership with Malcolm as Chairperson possibly reporting to the Board for guidance. Audrey added that as there will be CPP administrative support within the alliance the burden will not sit solely with KA Leisure. In terms of the financial dimension to KA Leisure, Audrey is hopeful that the conference will attract funding to start the delivery and also show that this is not a money-making venture for KA. Laura Barrie added that a map/diagram will be created to show the intended reporting structure. Laura has also been meeting with partners and the third sector to help form relationships, with 3 key threads being followed, involvement, input and influence. It was suggested that for future Board Meetings, HWBA meeting minutes should be included.

5. Health, Safety and Wellbeing Report

Lisa Little summarised the Health, Safety and Wellbeing Report. Ashley Pringle commented on the content of the report and how it made for a detailed and enjoyable read. Ashley added that it's good to see that the staff follow through on incidents, supporting the community where required, showing both compassion and empathy. The Board

- Noted Health and Safety performance across the company.

A lengthy discussion was held on recent anti-social behaviour reported in the Kilbirnie/Garnock localities and the targeted multi-agency support/intervention that may be required. It was agreed that KA and other partners should meet in a constructive manner and set a plan going forward.

6. Business Report

Lee Gillan summarised the Business Report. The board

- Agreed the banking facility renewal terms.

7. Leisure Report

Susan Kelly presented the Leisure Report. The Chairperson asked if year-by-year comparisons can be made on the figures and Susan explained that going forward the figures will be more accurate than previous years.

Susan also reported that a statutory notice for emergency replacement works of the sewage mains running through Auchenhavie Golf Course was received. The works will have a direct impact on operation of some of the holes and could continue for several months therefore compensation is currently being negotiated with Scottish water, which will in turn be passed on to affected members. Susan agreed to update the Board when more information on the duration of the project is available, and compensation is agreed.

Following discussion on the content of the report, the Board:

- Noted performance across the business area.
- Agreed that other avenues should be explored before reducing the rent for Ravenspark Clubhouse.



- Agreed that other avenues should be investigated before the introduction of a golf open competition fee.

8. Active Lifestyles Report

Fiona Comrie summarised the Active Lifestyles Report. Following discussion, the Board noted performance across the business area.

Fiona reported that the referral rate has increased therefore new staff have been recruited with a stringent training plan in place as finding staff with relevant training/experience is a difficulty nationwide at this time.

Fiona reported that the team have been exploring funding opportunities but have not yet been successful due to KA's high turnover, which has closed some doors. A meeting was held with the Big Lottery and more discussions will follow but the gap in statutory services is proving to be a stumbling block. No funding has yet been sourced for the Doorstep programme, with referrals still coming in.

Fiona also discussed an upcoming meeting at Irvine Royal Secondary School to discuss social isolation in young people and a pilot scheme intended to build a person-centered programme which would include community link workers seeing these young people at home with a view to building their confidence and get them back out meeting people and forming friendships. The forward plan for KA would be the development of the Doorstep programme to include visits to isolated young people providing funding is sourced.

9. Community Sport Report

Scott Morrison summarised the paper and provided an update on key events and various projects being delivered. Following discussion, the Board noted performance across the business area. The Chairperson commended the work carried out by the Sports Development team, noting how the scope has changed over the years.

The Chairperson also noted that with recent new initiatives such as the Football memories group and the pilot group at Vennell Gardens that the direction of the Alliance is happening already as a natural progression. Audrey Sutton requested that moving forward, Arts, Culture and Physical Activity is reported to the Board for the 6 monthly Cabinet Report.

10. Staff Representative Verbal Report

Helen Campbell reported there were no issues to raise on this occasion.

11. Any Other Business

There was no other business to report.

12. KA Leisure Strategic Viability Financial Response for the next 5 years

Malcolm and Terry summarised the paper and a closed discussion was held with a plan to hold further discussions at the next HR Committee meeting.

13. Date of next meeting

The date of the next meeting is 30th June 2023.