

## Minutes of Board Meeting held on 29<sup>th</sup> February 2024

**Present** – Ashley Pringle (Chairperson), Councillor John Sweeney (Vice Chairperson), Councillor Ian Murdoch, Councillor Jim Montgomerie, Councillor Jean McClung, Anne Todd, and Helen Campbell.

**In attendance** – Malcolm McPhail (C.E.O), Laura Barrie (Head of Active Communities), Lee Gillan (Senior Finance and Support Officer), Scott Morrison (Community Sport Manager), John McMillan (General Manager Portal) and Stephanie Napier (PA to CEO).

**In attendance from North Ayrshire Council** – Audrey Sutton, (Executive Director/Chief Officer), Rhonda Leith (Head of Service – Connected Communities) and David Hammond (Head of Sustainability, Transport and Corporate Property).

**In attendance from Citrus Energy** – Paul Clark

The meeting started at 10am.

### 1. Apologies

Apologies were received from Lorraine Tulloch.

### 2. Minutes of the meeting held on the 14 December 2023.

The minutes of the meeting held on the 14 December 2023 were approved.

### 3. Matters arising

The Board were provided with a breakdown in Consultancy costs for the company, as requested at the previous Board meeting. Malcolm McPhail confirmed that the support from the hugely talented consultants had a massive impact on Sales and Fitness within the company, and that the fees are low in comparison to other Leisure trusts. Malcolm advised that the Finance consultant has been providing the Senior Finance Officer with support, working towards providing high quality reporting data for the Board. Brian will also be providing support in terms of policy revision within KA.

### 4. Key Business Data and Performance

Malcolm presented the Key Business Data and Performance Report. A discussion was held regarding the new Ardrossan campus and the expectation for it to be a centre of excellence, innovation, and a vision for young people in the three towns. Malcolm reported that 43,000 square feet of the campus would be utilised for Leisure, have its own entrance, and look like a leisure facility.

Malcolm confirmed that North Ayrshire Council have set aside £1 million for the adaption of Auchendarvie Leisure Centre, to create the first Health and Wellbeing Hub in North Ayrshire. The Chairperson reported after a recent visit to Auchendarvie that the site was looking good, with Ice Clubs regarding it as the best quality ice in the UK, highlighting the importance of it remaining a key part of the KA's portfolio.

Audrey Sutton reported ongoing work within North Ayrshire Council on a pilot scheme for Community transport, advising that future opportunities may be available for KA to connect with including the possibility of providing a "KA package" which could involve minibus transport between venues.

Councillor Murdoch discussed talented youths in North Ayrshire that are training and competing. A discussion was held around supporting such individuals with the commitment, drive and challenges they face. Accessible facilities with extended opening hours and possible promotional days to advertise were suggested. Malcolm agreed that there was no current framework in place to support success and excellence and this should be investigated to ensure these high performing youths overcome potential barriers for their success.

The Board;

- Noted the content of the Key Business Data and Performance Report.

## 5. Impact Report

Laura Barrie advised that the Performance and Impact Report had been distributed to external groups within North Ayrshire Council to gain more feedback ahead of the Cabinet on 19<sup>th</sup> March. The Impact video was shared with the Board and the Chairperson commented that individual journey focus is the key. Rhonda Leith described her excitement at taking the report/video to cabinet as it is well written and presented, encompassing what KA is all about. Audrey Sutton agreed, stating that there was a fresh vitality about the report, adding that KA's journey had been remarkable.

## 6. Departmental Reports

Lee Gillan provided an update on the financial performance of the Company to date and advised that the format had changed as the first step in amending the style of reporting.

Scott Morrison provided an update on the work within Garnock Valley and Kilwinning to tackle anti-social behaviour. Positive outcomes included an improvement in the youth's school attendance, 2 youths enrolled at college and 1 now volunteering 3 times per week. John McMillan added that there had been no reoccurrence in the vandalism and safety concerns at Walker Hall since for around 6 months since the youths had engaged and joined the gym. The Chairperson noted the positive outcomes and agreed that going forward, the work should continue and be developed. Audrey Sutton thanked the team for the work carried out in this area, which has had a notable success within North Ayrshire Council and has helped to form positive relationships between the organisations.

John McMillan gave an overview of the General Manager Reports, stating that they were put in place to highlight key areas at the centres and provide operational and individual site figures. John reported that the transition to his new post had been good, and he has been impressed with staff who have embraced the change.

As the other related managers were not present at the meeting, the Board agreed to forward any questions/queries via email.

The Chairperson stated that although the individual General Manager reports were useful, they were more operational, and requested that more of a general overview of Leisure should be reported with the re-introduction of a shorter version of the Leisure Report for future meetings. Malcolm agreed to take note of the Chairpersons comments and include membership numbers and retention information going forward. Laura Barrie added that the intended KPI discussions with Directors would help to dictate the data provided to Board.

The Board noted:

- The current financial position.
- The current expected outturn position to 31<sup>st</sup> March 2024.
- The content of the Departmental Reports.

## 7. KPI Feedback

Laura Barrie reported that a workshop would be arranged dedicated to the KPI framework. This would include consideration of the data requested by Directors and the wide range of qualitative and quantitative data captured across the organisation. Laura also advised that the framework will not sit in isolation and will be used to shape the new board report format. The intention will be to present the framework at the next meeting for Board discussion and approval.

## 8. Pricing Review

Malcolm summarised the Pricing Review and explained it had been created with the philosophy of minimum price increases.

The Board:

- Approved the proposed pricing review to be implemented from 1<sup>st</sup> April 2024.
- Agreed that regular reviews of Access Plus eligibility and pricing should be implemented.
- The Company Gender Pay Gap Report for 2023 which will be available on the Company website and submitted to the Government Equalities Office in line with regulation.

## 9. Gender Pay Gap Report 2023

Lee Gillan presented the Gender Pay Gap Report 2023.

The Board:

- Noted the Company Gender Pay Gap Report for 2023 which will be available on the Company website and submitted to the Government Equalities Office in line with regulation.

## 10. Any Other Business

Paul Clark discussed the upcoming gas renewal options. The Board agreed to renew with the current price offered but only to commit for 12 months to allow a better deal to be secured next year.

On behalf of the Board Ashley thanked Audrey for the support she has provided to KA Leisure and wished her well in her retirement. Audrey also thanked the Board and staff at KA Leisure for their support and noted the progress made in aligning ambitions.

## 11. Date of next meeting

The date of the next meeting is Thursday 25<sup>th</sup> April 2024.