

EAST AYRSHIRE LEISURE TRUST - BOARD OF TRUSTEES

MINUTES OF MEETING HELD ON TUESDAY 23 SEPTEMBER 2025 AT 1820 HOURS WITHIN AYRSHIRE ATHLETICS ARENA, KILMARNOCK

PRESENT: Councillors Clare Maitland; Iain Linton; and Linda Mabon, Trustees; Jim Roberts; Melanie Swan; and Andy Wilson, Independent Trustees; and Joe McLachlan, Director of Finance and Digital, East Ayrshire Council, ex officio Trustee

ATTENDING: Anneke Freel, Chief Officer; Jackie Biggart, Director: Centralised Activities; Paul Mathieson, Director: Commercial Activities; Suzanne Clark, Director: Community Activities; and Carleen Fitzgerald, Development Officer: Organisational Administration, all East Ayrshire Leisure Trust

CHAIR: Clare Maitland

APPOINTMENT OF OFFICE BEARERS AND TRUSTEES

- I. There was submitted a report dated 10 September 2025 (circulated) by the Chief Officer to seek confirmation of reappointment of existing Trustees to the Board, and remit the nominations committee to appoint an Independent Chair of the Board of Trustees.

The following was noted during discussions:

- Councillors Maitland and Linton would remain on the Board for a further year.
- Councillor Maitland would be appointed as Chair of the Board until the Nominations Committee is in a position to recommend an Independent Chair.
- J Roberts would be appointed as Vice Chair of the Board and Chair of the Performance & Audit Sub-Committee.
- An Independent Trustee to be appointed to sit on the Council's Community Planning Partnership Committee.
- The Chief Officer thanked Trustees for all their work and support and looked forward to working with them on the changes going forward.

It was agreed:

- (i) to remit the nominations committee to select an Independent Chair for recommendation to the Board in 2026/27;
- (ii) to elect Councillor Maitland and J Roberts to Chair and Vice Chair of East Ayrshire Leisure respectively; and
- (iii) otherwise note the content of the paper

APOLOGIES FOR ABSENCE

2. Councillors Graham Boyd; and James Adams, Trustees; David Ross and Rob Hannah, Independent Trustees; and Richard Grieveson, Depute Chief Executive, East Ayrshire Council, ex officio Trustee

DECLARATIONS OF INTEREST

3. No declarations of interest were intimated.

MINUTES OF PREVIOUS MEETING

- 4.1 There were submitted and approved the minutes of the previous Board meeting held on 27 May 2025 (circulated).

MINUTES OF PERFORMANCE AND AUDIT SUB-COMMITTEE OF 19 AUGUST 2025

- 4.2 There were submitted and noted the minutes of the Performance and Audit Sub-Committee meeting held on 19 August 2025 (circulated).

QUARTERLY UPDATE PRESENTATION

5. The Chief Officer took the meeting through a presentation for the period April – June 2025 which included highlights such as the transfer of Vibrant Communities and the Galleon Leisure Centre, the Osprey Cam and testimonials of customers from the Active Wellbeing Suite within the Rose Reilly Sports Centre. Trustees were also shown the promotional video for Palace Theatre, contactors are now onsite.

PERFORMANCE REPORT APRIL - JUNE 2025 (Q1)

6. There was submitted a report dated 10 September 2025 (circulated) by the Chief Officer which provided details of the Trust's performance for the period April - June, the first quarter of the 2025/26 financial year. With the transfer of additional services and extensive remodelling exercise, Trustees are asked to approve a revised reporting framework for the remainder of 2025/26. This will include a quarterly performance update, an Executive Management Priority Action Plan update, and a financial report.

The following was discussed:

- Attendance figures for April - June 2025 was 613,872, an increase of 14.62% compared to the same period in 2024/25.
- Performing Arts venues have performed well, especially Cumnock Town Hall and Darvel Town Hall. A review of the Baird will be carried out to improve attendance figures.
- Performance aspirations doing well. Children engaged in educational activities and opportunities for volunteers currently low, but still a while to go to work on until 2030.
- The outturn at 30 June 2025 is a breakeven position, a line by line review of budgets will be undertaken with managers in the next few weeks.
- Panto will take place within the Galleon this year within the main hall. Paul has met with groups affected and offered them alternative provision. Café menu changed, now similar to the Treehouse Café. Once established, can look to reintroduce hot foods again.
- Strategic Vision to be reviewed and updated to reflect what we are now doing as an organisation.
- Special Board meeting to be held Tuesday 11 November which will provide detailed information relating to the organisational Growth Remodelling (Phase 2) Staff consultations taking place thereafter.

- The Galleon swim programme will align to the current trust programme, and Gladstone bookings will be moved to Legend and will be available through the Trust app. There will be cost implications to build new site and staff will need to be trained.
- New bespoke membership package will be introduced in April 2026 where customer can pick and mix what they would like.
- Financial reporting format will be reviewed and modernised.
- Galston Town Hall will be handed over this month and open to the public in Oct/Nov. The venue will have a Skills and Learning Unit. The Library will schedule events for children so that parents can attend for education.

It was agreed:-

- (i) to note the East Ayrshire Leisure Performs report for the period April – June 2025.

STAFF SATISFACTION SURVEY 2024

7. There was submitted a report dated 1 May 2025 (circulated) by the Chief Officer, that provides Trustees with a summary of the key findings from our 2024 Staff Satisfaction Survey.

During discussion on the report, the following was noted:

- The Trust carried out a staff survey every 2 years. Analysis work done carried out and we are pleased with the number of staff who contributed.
- 52% of employees took part, these staff can't be identified, but we are able to identify their family groups to create training etc. for anything raised.
- H&S continues to be strong, along with good governance and a safe place to work. Comments re. work load etc. will be addressed within the remodelling work.
- Skills matrix addressed – development training needs will be looked at by Managers and the Training Officer who will create a training plan. Training Matrix will be created for every job role.
- It showed that staff were clear about the vision and direction of the organisation.
- Exchange programme was well received. The Trust issue a staff newsletter regularly, hold an annual wellbeing event and long service awards, they also receive a panto invite.
- Linda requested that more detail is given in relation to item 4.1 'My job' The majority of respondents either 'Strongly Agree' or 'Agree' with all statements about being respected by colleagues; they enjoy the work they do, they are treated with respect by their manager and their job is interesting. The Chief officer will issue a response
- Suzanne added that on behalf of staff who transferred within Vibrant Communities, they have felt really valued and that there is a strong culture within the Trust.

It was agreed:-

- (i) to note the contents of the report.

ANY OTHER COMPETENT BUSINESS

8. Clare stated the Workers Memorial Garden at the Dean Castle Country Park needs to be tidied with additional planting works carried out. Linda advised that she Chairs the Trade Union Council and will raise it at their next meeting. The Chief Officer will also speak to the team Estates to help with solution.

The Chief Officer thanked Trustees for all their support throughout year and thanks went to Joe and Richard who shares and supports Trust's vision and their ongoing support.

DATE OF NEXT MEETING

9. Performance & Audit Sub-Committee – 11 November 2025
Special Trust Board – 11 November 2025
East Ayrshire Leisure Board of Trustees – 11 December 2025

The meeting terminated at 19.45 hours.