

**EAST AYRSHIRE LEISURE TRUST - BOARD OF TRUSTEES
SPECIAL MEETING**

**MINUTES OF MEETING HELD ON TUESDAY 11 NOVEMBER 2025
AT 1800 HOURS WITHIN WALLACE CHAMBERS, JOHN DICKIE STREET,
KILMARNOCK**

PRESENT: Councillors Clare Maitland; Iain Linton; Linda Mabon; and Graham Boyd, Trustees; Jim Roberts; David Ross; Rob Hannah; 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 Services; Paul Mathieson, Director: Commercial Activities; and Suzanne Clark, Director: Community Activities; all East Ayrshire Leisure Trust

CHAIR: Clare Maitland

APOLOGIES FOR ABSENCE

1. Melanie Swan, Independent Trustee; Councillor James Adams, Trustee; and Richard Grieveson, Depute Chief Executive, East Ayrshire Council, ex officio Trustee

DECLARATIONS OF INTEREST

2. No declarations of interest were intimated.

ORGANISTIONAL GROWTH (PHASE 2)

3. The Chief Officer took the meeting through a presentation in relation to the new operating model proposed for implementation from April 2026.

The following was noted:

- The Chief Officer met with Trade Union representatives on 30 October 2025 where the organisational growth proposals were discussed.
- Performance monitoring framework is currently being developed and will be presented to the Board on 11 December.
- A discussion took place in relation to youth work within the Community Pathways structure. It was acknowledged that there is input from other partners, therefore the importance of clear objectives is beneficial.
- The structure creates an opportunity for clubs to obtain funding opportunities and support from the Sports Council.
- A staff communication and consultation plan is being developed and will be implemented in December 2025.

The Board of Trustees approved the Organisational Growth Phase 2 proposals.

ANY OTHER COMPETENT BUSINESS

4. N/A

DATE OF NEXT MEETING

- 5.** East Ayrshire Leisure Board of Trustees – 11 December 2025
Performance & Audit Sub-Committee – 10 February 2026

The meeting terminated at 2010 hours.