

**Minutes of Meeting of Board of Trustees Held on December 10th 2025
Kirkintilloch Town Hall**

Present:

Alan Wright	(AW)	Independent Director (Chair)
Alix Mathieson	(AM)	Partner Director (via teams)
Greig Russell	(GR)	Independent Director (via teams)
Ian Gallagher	(IG)	Partner Director (via teams)
Karin Jackson	(KJ)	General Manager
Lu McNair	(LM)	Independent Director
Maeve Kilcoyne	(MK)	Company Secretary
Nicola Dawson	(ND)	Independent Director
Stewart MacDonald	(SMD)	Partner Director (via teams)

Apologies:

Ann Davie	(AD)	Chief Executive, EDC
Craig Bell	(CB)	Trade Union Director
Jim Gibbons	(JG)	Partner Director (Vice Chair)
Jimmy Watson	(JW)	Independent Director
Vaughan Moody	(VM)	Partner Director

In Attendance:

Jamie Robertson	(JR)	Chief Finance Officer, EDC
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Item	Subject	Action
1.	<p>Welcome AW welcomed everyone to the meeting. He also welcomed JR, the Chief Finance Officer from EDC.</p> <p>Apologies As Above</p> <p>Declaration of Director's Interests None</p>	
2.	<p>Minutes of Meeting of 8th October 2025 and Matters Arising</p> <p>IG proposed and ND seconded.</p> <p>Action Log Review KJ to close off agreed items and update.</p>	KJ
3.	<p>EDC Update</p> <p>JR advised that the Scottish Government have indicated that they are not going to set their budget till the 13th January. Early indications from the UK are a commitment to health, defence and military. Anticipation is funding to local governments will continue to decline. In October JR set out financial modelling to EDC on the medium term and £18.3 million is the shortfall to balance. One of the key aspects is wellbeing and promotion. 80% of EDC budget is ringfenced. An additional £800 million is being allocated to Scottish</p>	

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	<p>Government over 3 years and it will be a Scottish Government decision where that goes to. Worse case scenario for EDC is a £25 million gap.</p> <p>IG asked about how much debt is attached to the Allander and about the increased employer superannuation. JR said the Allander is included in the package of debt owed by EDC and generally double is paid back.</p> <p>JR said for the pension fund, the cost is just over £10 million pounds for EDC. JR said that this will increase SPF's pot to 193% funding. This is 3 year funding. He advised that we should plan for 15% in the medium term. EDC have a potential to underwrite but there are no available reserves.</p> <p>AM asked is there any other way for employee pensions for example looking for other suppliers? Could we go to other local authorities and work together? JR explained that the pension fund is wholly owned by employees and managed by the pension fund board which includes employees.</p> <p>AM asked if there was a particular reason that the 10.2% happened, JR said other councils weren't fully aware that was an offer. In terms of Scottish government these monies are owned by members and not Council so may not be helpful.</p> <p>AM asked if JR could send a technical note if the 10.2% was offered or not.</p> <p>GR asked if funding gets tight how does this affect what is funded by the council? JR said the capital will continue to be under review as part of capital planning.</p> <p>AW said to JR that he had eluded that all areas will be affected, JR said non statutory areas will be affected.</p>	
4.	<p>General Manager Update – on vacancies and staff welfare</p> <p>KJ informed the Board that there is still a problem getting absence figures.</p> <p>There has been a dismissal on capability, no appeal received.</p>	
5.	<p>Committees Updates – Finance/HR/Health & Safety</p> <p>None.</p>	
6.	<p>EDLCT CLS Strategy Delivery Plan</p> <p>No update.</p>	
7.	<p>Financial Briefing Note/Current and Next Year Forecast</p> <p>KJ highlighted the key point is around a £1million gap.</p> <p>KJ said that this will be discussed at the Finance and Audit Committee and brought to the board twice a year for discussion.</p>	

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	<ul style="list-style-type: none"> • Annual price increase of circa 5% • Removal of over 65 concession rates • Remove concession rates for non EDC residents • Introducing charge for under 5s • Introduce an administration fee of £20 for new DD members • Introduce pilates reformer at one site • Investigate installation of padel court at KLC & LD <p>AM asked what the comparison for neighbouring authorities. KJ replied for swimming lessons we are £25.50 a month over 10 months, Glasgow Life £30 a month and West Dunbartonshire is £23. With increasing we are still below some other authorities. For DD KJ and AW agreed we were in the middle.</p> <p>IG said in terms of DD we are 5% across the board but there is hidden poverty. IG didn't agree with under 5 charging as it is an essential life skill. He believes there would be a large backlash for this. AM and ND agreed with this. AM said she would feel more comfortable with raising DD more as it is a luxury item and under 5 charges shouldn't be increased. If North Lanarkshire doesn't charge, we shouldn't.</p> <p>GR asked what the rationale for swimming lessons being charged over 10 months. GR said admin fee of £20 is a bit of a con and can become a barrier. Also what is the reasoning for residents and non residents? AW said rationale for non-residents is that other local authorities have been doing this for a number of years. Glasgow has done away with sauna service and people are moving from Glasgow to EDC so it is not unreasonable to charge higher. KJ explained that other areas offer up to 48/50 weeks swimming lessons for 12 monthly DD payments. EDLCT do not have enough teachers to deliver a year round programme and the teachers we do have take annual leave during the school holidays as we offer a 40 week programme along side additional holiday programmes, staff permitting.</p> <p>IG said removing concession rates for non EDC residents he agreed with. IG asked what is the current over 65 concession we offer? KJ said 35%. IG said maybe we could reduce the size of concession rather than remove it completely. He said the administration fee could be index linked.</p> <p>IG proposed that we slash the over 65 concession rate in half, we charge higher for non residents, we remove the charge for under 5 swimming, in terms of increasing DD he would be looking for 8 to 9 % percent increase. He said he was happy to go with £20 or a lower amount and index link it.</p> <p>LM said that from what JR said the management fee will reduce and we should take a pragmatic approach and say these are reasonable as we could be looking for more savings.</p> <p>ND agreed with DD increases. She asked for clarity on how you know if someone is an EDC resident or not. In relation to children i.e. under 5s she agrees with other board members that this shouldn't be included.</p> <p>AM asked what would percent increase of 8 to 9% be. KJ to review figures. IG asked about increasing the range from 8 to 13%. AW said he would be looking to increase DD charges. IG said he strongly supports the saving of £31,176 for non-residents. GR said if we are looking to build a padel court where would the funding come from. Also how do we identify resident versus non-resident? AW and KJ explained the funding for padel would come from reserves. For members, we would have address on file and for casual users, reception would ask or request ID?</p> <p>KJ asked if the community sport increase be approved.</p>	<p style="text-align: center;">KJ</p>

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	<p>AW said a F&A will need to take place next week . KJ was requested to find an hour next week for further discussion.</p> <p>ND asked if more swim galas could be held at Allander, is there potential for these to be held on Friday night rather than Saturday morning but helps generate income. KJ said that swim meets are normally held within club times as far as possible, otherwise largely depending on pool availability. KJ and ND to meet to discuss additional ideas.</p> <p>IG said final point on amendment to prices, retain learn to swim as is, sport increase should be 8% and similar applied to the 90 minutes as well. AM wanted clarity on learn to swim and AM said she couldn't get her children into EDLCT so uses Glasgow Life.</p> <p>SMD said a timetable is needed for this otherwise loss gets worse.</p> <p>AW said feedback will be taken and reviewed and vote will be at an earlier board meeting in January.</p>	<p>KJ</p> <p>KJ/ND</p>
8.	<p>Risk Register update</p> <p>No update.</p>	
9.	<p>Closing Comments and Date of Next Meeting</p> <p>Date of next meeting is Wednesday 11th February 2026 but will be sooner. LM asked if discounted points could be circulated for consideration.</p>	<p>KJ</p>



Alan Wright 18th March