

ANGUSalive

NOTE of MEETING of the Board of Directors of ANGUSalive held at Forfar Community Campus at 10:00 on Friday 26 September 2025.

| Name | | Title | Initial |
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| Present: | | | |
| Kenny | Fraser | Independent Director - Chairperson | KF |
| Derek | Waugh | Independent Director - Vice Chairperson | DW |
| Lynne | Devine | Council Director | LD |
| Serena | Cowdy | Council Director | SC |
| Tam | Ferry | Independent Director | TF |
| Kenny | Christie | Independent Director | KC |
| Robbie | Francis | Company Secretary | RF |
| Kirsty | Hunter | Chief Executive | KH |
| Colin | Knight | Senior Manager Sport & Leisure | CK |
| Iain | Stevens | Senior Manager Business Management & Development | IS |
| Alison | Watson | Angus Council Legal & Democratic Service Leader | AW |
| Alison | Gallacher | Angus Council Procurement & Commissioning Manager (Possibly late) | AG |
| Jessica | Curran | Angus Council Finance Team Leader | JC |
| Gary | Munroe | Angus Council Legal Team 2 Manager | GM |
| Graham | Thom | Business Performance Coordinator | GT |
| Shona | Martin | Business & Systems Supervisor | SM |
| Sally | Cheaney | Director - Azets Audit & Assurance | SC |
| Dawn | Hutchison | Finance Service Support Manager | DH |
| Apologies: | | | |
| Ronnie | Proctor | Council Director | RP |
| Campbell | Archibald | Independent Director | CA |
| Jack | Cruickshanks | Council Director | JCr |

| Item No | Note |
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| 1. | <p>Welcome & Apologies</p> <p>KF welcomed everyone to the meeting. Apologies were noted from RP, CA, JCr</p> |
| 2. | <p>Declarations of Interest</p> <p>Directors were asked to consider whether they had any declarations of interest in relation to any item on the agenda for the meeting.</p> <p>No declarations were made.</p> |
| 3. | <p>26_25 Angus Council - Legal Reviews Information Report</p> <p>AW provided an update on Angus Council Legal Review Timeline considered by the Board on 27 June 2025 and provided information on progress with the review of the various legal agreements between Angus Council and ANGUSalive. The timeline also provided information on possible Communities Committee dates for a report to be presented on a review of ANGUSalive's Articles of Association and proposals to add an additional independent Director to the Board. The report also provided an update on submitted Change Requests.</p> <p>The Dual Use Agreement was returned to ANGUSalive on 09 September 2025, with a meeting between both parties to agree a negotiated position to be arranged.</p> <p>AW advised the review of the Services Agreement is focussed on updating the main Terms & Conditions section. She stated the revised change request process has been worked through and is now being reviewed by Council officers before being passed over to ANGUSalive colleagues for suggestions and comments.</p> <p>AW also advised work continues to progress the individual workstreams on specific services. The Strategic Commissioning team has proposed an internal workshop to help Council services understand the importance of updating the agreement to make it measurable and meaningful to reflect actions being taken or required to be undertaken.</p> <p>In addition, a Strategic Leadership meeting was hosted by ANGUSalive with the new Angus Council Leader on 01 September 2025, attended by both Council and ANGUSalive representatives. This was to strengthen strategic alignment and ensure shared visibility on key priorities. ANGUSalive should receive feedback on options and</p> |

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proposals from the Council, and an early indication on what would be acceptable to Elected Members in terms of how future savings are delivered. This would then feed into the SLA in terms of any changes required/agreed by the Council on the Services specification.

With regards to Licence to Occupy, further changes are now required for Monifieth Library's re-location to the new Monifieth Activity Centre, and the Collection Store re-location from The Yard, Forfar to Brechin Business Park. Work on relation to Brechin Business Park is progressing but, as yet, no instruction has been received from Estates to include within the licence to occupy.

Timescales for submission of change are either at the next Council committees on 11 November 2025 or 27 January 2026 with it more likely to be January date. AW advised Angus Council CEO had suggested this wait until after the budget meeting.

Discussions have been ongoing with CK about Glen Doll Ranger services and change requests are being worked on by CK. This will be discussed later in the meeting.

KF highlighted negotiation of the Dual Use Agreement has been problematic due to increased usage requests and proposed changes to the terms by the schools' teams. He specifically noted these could cause a negative impact on ANGUSalive in terms of revenue streams and reputation due to the impact of reduced and uncertain hours of operation for customers at some sites. This is not something the ANGUSalive Board would support being implemented in the current form.

KF asked about the process should an agreement not be reached between the two parties. AW advised the likelihood is an agreement will be reached but from a decision-making point of view, this would be done by Members at a council meeting. Anything the ANGUSalive Board considered detrimental would be detailed as such and taken into consideration.

DW asked if the council had produced a business case to understand the financial impact of altering the Dual Use Agreement. CK confirmed there is ongoing discussion with the Council on this and feedback is awaited. CK noted the November date would be challenging, and January submission would be more realistic. KH noted her concerns around the proposed increased and exclusive school use of facilities. This could have a detrimental effect on public users, and she highlighted the importance of maintaining community use alongside school use.

There was further discussion around the possible impact on membership and income and it was agreed more information is required on the finer details of proposals, alongside a revision of the fee which has not been since 2015. AG agreed there would need to be a discussion around some kind of compensatory feature for short term requests.

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| | <p>KF asked about the timeline and process of documenting financial changes affecting service delivery in relation to the Service Specification. AW advised SLA would be delayed until after the Council budget meeting.</p> <p>AW left the meeting. GM joined the meeting.</p> |
| 4. | <p>19_25 Annual Accounts 2024/25</p> <p>JC advised there was no change to the accounts since the Finance and Audit Sub-committee meeting on 12 September 2025.</p> <p><i>Statement of Financial Activities (SOFA)</i> The Charity's Statement of Financial Activities (SOFA) reflects a favourable position, recording net incoming resources of £369,094. At the Group level, the SOFA similarly reports a favourable outcome, with net incoming resources of £391,657. Following the completion of transfers between reserve funds, the Group's net income of £819,341 has been allocated to designated unrestricted reserves, thereby increasing the balance of these reserves to £4.124million.</p> <p>JC advised income included the one-off Loss of Income payment of £265,000 transferred from Angus Council. In addition, income from bACTIVE membership increased by approximately £350,000 along with income from other activities in Theatre & Venues and Countryside Adventure contributed to the 2024/25 performance.</p> <p>In line with OSCR recommendations to hold three-months operating costs in reserve, the restricted fund has been increased from £1.6m to £1.8m to reflect the 2025/26 pay award.</p> <p><i>Going Concern</i> The accounts have been prepared on a going concern basis, and this has been subject to review by external audit.</p> <p><i>Letter of Comfort</i> JC confirmed provision of the Letter of Comfort from Angus Council had supported the Going Concern assessment.</p> <p><i>External Audit</i> The External Auditors' opinion is the financial statements of ANGUSalive give a true and fair view of the financial position of the company as well as the consolidated group position. The auditor's opinion in this regard is unqualified, with the main recommendations relating to improvements required in the recording of income in the correct financial year.</p> |

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| | <p>KH thanked JC and the Finance team for their efforts in ensuring the positive external audit opinion has been maintained for the 2024/25 assessment period for ANGUSalive. KF seconded this and thanked JC for the continued support.</p> <p>Directors were asked to note the content of this report, the audited accounts statements were reviewed and scrutinised by the Finance & Audit Subcommittee at its meeting of 12 September 2025, the Going Concern assessment in section 4 of the audit findings report, and the provision of the Letter of Comfort from Angus Council. They were also asked to review and approve the Letter of Representation and approve the accounts for signature and thereafter submission to Companies House and the Office of the Scottish Charity Regulator.</p> <p>Directors noted the content of this report, the audited accounts statements were reviewed and scrutinised by the Finance & Audit Subcommittee at its meeting of 12 September 2025, the Going Concern assessment in section 4 of the audit findings report, and the provision of the Letter of Comfort from Angus Council.</p> <p>Directors reviewed and approved the Letter of Representation and approved the accounts for signature and thereafter submission to Companies House and the Office of the Scottish Charity Regulator.</p> |
| 5. | <p>20_25 External Audit Report 2024/25</p> <p>SC noted the full report is available for Directors to scrutinise and her focus will be on the significant audit findings.</p> <p><i>Management Override of Controls</i> From the testing performed, no errors were identified from the sample testing and reasonable assurance was gained that no error exists. From the testing performed no evidence of management override was identified.</p> <p><i>Going Concern</i> From the testing performed, sufficient evidence was obtained to be reasonably assured the Group can continue as a Going Concern. She highlighted the period assessed is for 12 months from the date the accounts are signed and ANGUSalive will need to continue their own long-term forecasting beyond this period.</p> <p>SC advised although ANGUSalive are currently in a strong financial position, Going Concern was deemed a medium risk this year mainly due to budget reductions across local government services and a changing environment nationally. There was discussion about the circumstances which would lead to Going Concern becoming a high risk. SC advised there were several factors which may lead to this, including a negative balance sheet in reserves or the</p> |

inability to meet all financial liabilities. KH highlighted the purpose of the Letter of Comfort from Angus Council is to support this assessment and noted; if the management fee reduces to the point the organisation cannot maintain reserves; the letter will become more important in sustaining a going concern position.

Fraud in Income Recognition

From the income testing in both the Charity and Trading Company, some cut-off errors were identified however, these were immaterial. From the testing performed, sufficient evidence was obtained to be reasonably assured that there were no material errors and revenue has been recognised in line with the relevant accounting standards.

Pension Deficit Liability

SC confirmed from the testing performed the Audit team have ensured the pension asset has been correctly reduced to £nil and all costs have been accurately included in the SOFA. The team also ensured all related disclosures are accurate and free from material misstatement.

Restricted Funds

From the sample testing performed the auditors have ensured restricted funds have been accurately accounted for in the year. The team also ensured all related disclosures are accurate and free from material misstatement.

KF thanked SC and her team for their efforts in the audit process.

KH advised the Letter of Representation from Directors was also in place to provide the necessary assurances to the auditors that we have fulfilled our responsibilities in the preparation of the accounts..

The final accounts being sent to Angus Council following this meeting for inclusion in their Group Accounts in October 2025.

Directors were asked to note the content of this report, the audited accounts statements were reviewed and scrutinised by the Finance & Audit Subcommittee at its meeting of 12 September 2025, covered by the Letter of Representation. They were also asked to approve the accounts for signature and thereafter submission to Companies House.

Directors noted the content of this report, the audited accounts statements had been reviewed and scrutinised by the Finance & Audit Subcommittee at its meeting of 12 September 2025 covered by the Letter of Representation. Directors approved the accounts for signature and thereafter submission to Companies House.

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| | AW left the meeting and was replaced by GM at this point. |
| 6. | <p>Minutes of Full Board Meeting on Friday 27 June 2025</p> <p>Directors were asked to consider whether the minute of the previous Board meeting provided an accurate representation of the meeting. LD proposed the minute was accurate and SC seconded.</p> <p>Matters arising</p> <p><i>Communications with Councillor Greig</i> KH confirmed a letter has been drafted to formally close communications with the Board and this will be issued once approved by the Chair and Vice Chair. Cllr Greig, as a member of Angus Council Communities Committee, has now received an open invitation to meet with the Chief Executive to find out more about ANGUSalive and discuss any specific areas of interest.</p> <p><i>Forfar Loch Play Area</i> CK noted Angus Council Team Leader, Landscape Services had attended the Strategic Development Session on Friday 15 August 2025 and is now awaiting results of the survey undertaken. This should be received very soon.</p> <p><i>Performance Report Feedback</i> KH confirmed Directors had been given the opportunity to leave feedback on the 2024/25 ANGUSalive Performance Report, tabled at the Board meeting on 27 June 2025, and subsequently presented to the council's Scrutiny & Audit meeting on 16 September 2025. She noted the meeting provided a good opportunity to talk about the excellent services provided by ANGUSalive and confirmed the report had been well received by Elected Members.</p> <p><i>Consultancy Road Map</i> This will be brought to the next Strategic Development Day on 24 October 2025. KH advised the Tay Cities Deal: Tay Adventures funding allocated to Signal Tower Museum needs to be spent and project works concluded by 31 March 2027. The deadline is expected to be October 2026 for stage 2 applications (e.g. Montrose Museum Reimagined) and requires to be at Green Book standard.</p> <p>KH met with the Council Leader and Deputy Leader noting they were very supportive of the proposed Montrose Museum Reimagined application and have agreed to investigate how the Council can secure additional funding to support this project. KF queried capacity to meet the deadline for this application. KH advised the team has subject knowledge and expertise to provide the information required for this project within deadlines required.</p> |

Capital Projects Manager

Nothing further was reported on this matter.

Montrose Basin Change Request

CK noted the wildfowling Change Request has now been signed off by Angus Council under delegated authority and wildfowling is now being run by the Council. The outstanding section for the Ranger Service provision has been overtaken by the Glen Doll Ranger Base changes.

Health & Safety – Swimming Pool Arrangements

KH noted this matter was discussed in the recent Finance and Audit Sub-committee meeting and confirmed ANGUSalive have now been advised there is no capacity within the current workplan of the Council Health & Safety team to take on any proactive work. An external company has therefore been contacted by ANGUSalive for a quote to conduct the Health & Safety inspections of our swimming pool arrangements. ANGUSalive consider this should be paid for by the Council since the Health & Safety team does not have capacity to complete the inspection.

KH advised CK and the Sport & Leisure Team Leader have since been engaging with QLM due to Angus Council not having any reactive capacity to undertake the pool inspection work for ANGUSalive. Changes from within the Angus Council Health & Safety team have led to some confusion over roles and responsibilities with a belief ANGUSalive had already sourced an outside contractor to provide Health & Safety services.

KH advised a meeting is to be arranged with Angus Council Procurement team along with Health & Safety team colleagues to discuss how this arrangement will work going forward and whether Angus Council can provide this service. Finance and Audit Sub-committee had agreed that QLM was to be booked in. CK advised that QLM will confirm when this work can be undertaken as the initial dates have fallen through.

RF asked what the cost was for the inspections being undertaken by QLM and CK advised a cost of approximately £8,000. There was discussion about the process for actioning issues raised by the inspections. AG confirmed issues relating to the fabric of the building would be actioned appropriately by the Council. AG advised other Local Authorities are providing Health & Safety support for their ALEOs and work continues to ascertain the Council's final position on this matter. KH has raised a concern with Council colleagues regarding the capacity to undertake this work going forward and highlighted it needs to be addressed urgently.

KH queried if ANGUSalive should be employing someone at this stage to oversee Health & Safety within ANGUSalive. All options will be considered as discussions progress.

ANGUSalive 10th Anniversary

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| | This is to be brought into the next Strategic Development Session on 24 October 2025. |
| 7. | <p>21_25 Executive Team Update</p> <p>IS provided a high-level overview of the report with highlights including:</p> <p><i>Angus Aqua Splash</i> There have now been over 10,000 participants using the aqua park launched in May this year. IS thanked the team at Monikie and confirmed the kit will close for the winter after the October holidays. He confirmed the project is on track with the business case and a report will be provided to Board at a future meeting.</p> <p><i>Museums Funding</i> £79,800 was awarded by Museums Galleries Scotland from their Repair and Adaptation Fund for the replacement of rotten harbour-facing windows at Arbroath Signal Tower Museum</p> <p><i>National Fitness Day</i> An MP visit had been planned at Arbroath Sports Centre on 24 September 2025 for National Fitness Day however, this did not go ahead as MP Stephen Gethins cancelled the visit.</p> <p><i>Monikie Country Park – Changing Places Fund</i> Work continues with Property colleagues and PAMIS on the funding application to be submitted by 20 October 2025. This is an extension to the current public toilet block at Monikie Park to include a changing places facility. CK advised this will be of benefit to all areas of Monikie Park. The bid will be for around £100,000. LD queried ongoing costs for cleaning and maintenance and CK advised cleaning would be done in house. Costs will be incurred for six-monthly inspections.</p> <p><i>Quality Leisure Management (QLM)</i> A proposal has been agreed with Quality Leisure Management for the operational assessments of all swimming pools operated by ANGUSalive with dates to be confirmed. Swimming pool investment has been agreed for Webster's Sports Centre and Arbroath Sports Centre. Webster's Sports Centre gym refurbishment is also part of the investment received. The gym refurbishment is due to be completed by Christmas 2025.</p> <p><i>Angus Council Museums, Galleries and Archives Collection</i> It has been agreed to move the Museums, Galleries and Archive Collections from The Yard and various other spaces to Brechin Business Park. The lease has been authorised and back with Economic Development to set up the internal charging and formal paperwork through legal. Start date was 01 September 2025 and lasts for 12 years. Racking / Shelving is now being procured.</p> <p><i>Webster's Sports Centre (WSC) - Facility Developments</i> The fitness suite will be re-furbished as approved by Directors on Friday 27 June 2025. Plans are progressing well with Angus Council Property and external suppliers. The work will begin on Monday 20 October, with the fitness suite</p> |

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| | <p>set to reopen on Monday 15 December. The small gymnasium at Webster's Sports Centre is also to be refurbished, with Angus Council Property carrying out these works from Monday 29 September to Sunday 19 October.</p> <p><i>Angus Council Elected Members</i> All Elected Members on Communities and Scrutiny & Audit Committee were extended an invitation to meet with the Chief Executive, to date only Cllr Whiteside and Cllr Melville had been in touch however, another two have since been in touch. KH will meet with these people and will mention at Scrutiny and Audit meeting about lack of uptake by Councillors.</p> <p>KH highlighted all Councillors and Board members had been invited to the Winter Show at the Meffan. The Winter Show exhibition will be held at the Meffan Museum & Art Gallery in Forfar from Saturday 25 October 2025 through to Monday 12 January 2026.</p> |
| 8. | <p>22_25 Finance & Audit Information Report</p> <p>DW provided a high-level overview of the Finance & Audit Sub Committee meeting held on Friday 12 September 2025.</p> <p>Members of the Finance and Audit Sub-Committee in attendance were asked to approve the minute of the meeting held on Friday 12 September 2025. The minute was proposed as accurate by TF and seconded by LD after agreement to note CA had highlighted the Health & Safety Review in Swimming Pools is being undertaken as part of good practice, not because there is a particular risk or concern at this point in time.</p> <p><i>Finance Update</i> DW advised the early projections indicate the £85,000 deficit will be turned around.</p> <p><i>Internal Audit</i> The 2024/25 Internal Audit is now complete and the annual report was presented to the sub-committee. DW noted good progress had been made progressing outstanding audit actions and confirmed a supplier had been identified to take forward Business Continuity training with the Senior Management team.</p> <p><i>Risk Register</i> DW advised a new Risk Register template is to be bought to the next Finance and Audit Sub-committee meeting. The new format provides a high-level overview of the risk register for Directors, but a link will still be provided to the full register should Directors require more information. Risk deep-dives will continue to be a standing agenda item at Finance and Audit.</p> <p><i>Letter of Assurance</i></p> |

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| | <p>KH advised a signed Letter of Assurance has been sent to the Council following the Finance and Audit Sub-committee meeting and a Letter of Representation would be shared with Final Account statements at the Angus Council Scrutiny and Audit meeting in October 2025.</p> <p><i>Authorisation Levels</i> DW highlighted changes to authorisation levels have been approved by the sub-committee and now align ANGUSalive with Angus Council financial policy. This will be useful with the introduction of P2P.</p> <p>KF queried Theatre & Venues income. CK confirmed the team are confident targets will be met. IS added he met with AG team to move on pilot scheme of Angus Spirit Trail. The hope is to have this in place for busier Q3 period. Discussion around this took place focusing on the introduction of local producers for Gin and Craft Ale's at Theatre & Venues. LD also noted non-alcoholic options should also be considered.</p> <p>ACTION: CK to bring updated Theatre & Venue profit and loss report brought to Board in December.</p> <p>ACTION: IS to table Risk Register at next Finance and Audit Sub Committee Meeting</p> <p>ACTION: SM to amend Finance & Audit Sub-committee minute to reflect the Health & Safety Review in Swimming Pools is being undertaken as part of good practice, not because there is a particular risk or concern at this point in time.</p> |
| 9. | <p>23_25 Project 2030 Update</p> <p><i>Business Plan</i> KH noted this regular update report will be the last of the current format and a new style report will be brought to Board in future. Following the workshops in May 2025, Team Leaders identified 32 priority areas which will form the basis of the next iteration of the ANGUSalive Business Plan and these will be shared with Angus Council colleagues.</p> <p>KH advised significant investment was being put into the swimming pools and work was progressing for synthetic pitches.</p> <p>She highlighted a meeting had taken place with Council Leadership to discuss political priorities for services being delivered by ANGUSalive moving forward.</p> <p>KH advised of a start date of 10 November 2025 for the refurbishment of Arbroath Library which should be concluded before the end of this year. Arbroath will continue to be a library to provide a great service to their community.</p> <p>KF queried Business Plan and enquired if Angus Council have ANGUSalive 26/27 Business plan. KH advised that this was still to be shared. The Business plan will be higher level to highlight directional travel.</p> |
| 10. | <p>24_25 Investment Fund Proposals</p> |

IS provided a high-level over-view of the proposed investments totalling £180,776. He provided details of the seven investment asks which are:

- replacement of end-of-life desk PC across various sites to allow use of new Windows operating system,
- replacement of mannequins, PXB boards, and training AEDs in Sport & Leisure,
- installation of a new Pool Pod at Forfar Community Campus to increase accessibility,
- replacement of tablets for Learn to Swim and Junior Coaching Programme in Sport & Leisure,
- procurement of an artificial intelligence (AI) solution in Sport & Leisure to help support membership retention,
- replacement buoyancy aids for water sports in Countryside Adventure,
- repair or replacement of chair lift at the Reid Hall in Forfar – two options tabled for discussion

SC asked if an options appraisal had been conducted for the AI solution and whether there was a prediction available for ROI. IS confirmed suppliers have been assessed in the market but have not undergone the procurement process as the preferred supplier is already in use, compliance with Council process and regulations will be followed. He noted discussion are also in process with the Council who use AI chat bots within some of their own services.

CK provided an overview of the two possible solutions for the Reid Hall chair lift which are to repair the existing dated system or replace it with a modern solution to provide more assurance for future longevity. He noted the current situation is no longer tenable and poses a health and safety risk for the staff working in the venue. The Council's Health & Safety team confirmed the two solutions would make the environment compliant with regulations but also confirmed the Council will not be funding the works. CK highlighted the preference would be to replace the system to help maximise income generating opportunities in this venue. AG noted the Council Property team have been clear the existing lift is not worth fixing but have concerns about installing a new solution due to the risk of flooding in the building's lower level. KH noted there is no solution being provided by the Council which addresses the Health & Safety risk currently being faced. She noted there is a risk of flooding but, there has been no flooding since flood prevention works were undertaken recently.

DW raised concerns on whether the AI solution had been investigated fully and the potential ROI. LD also noted she would like more information of costs/benefits before deciding on this.

Directors were asked to note the content of the report and confirm their approval of the proposed next steps.

Directors noted the content of this report and approved five of the seven proposals with a total investment value of £98,939. Approved proposals included:

- replacement of end-of-life desk PC across various sites to allow use of new Windows operating system,
- replacement of mannequins, PXB boards, and training AEDs in Sport & Leisure,
- replacement of tablets for Learn to Swim and Junior Coaching Programme in Sport & Leisure,
- replacement buoyancy aids for water sports in Countryside Adventure,
- replacement of chair lift at the Reid Hall in Forfar with caveat of additional flood protection measure for the new equipment.

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| | <p>Investment proposals not approved at this time are;</p> <ul style="list-style-type: none"> • installation of a new Pool Pod at Forfar Community Campus to increase accessibility, • procurement of an artificial intelligence (AI) solution in Sport & Leisure to help support membership retention. <p>There was further discussion around the Pool Pod including funding options and alternative solutions. It was agreed to postpone this investment pending the results of the pool inspection audit and reassess it at a later date.</p> <p>Board Members asked for further information/demonstration to be provided on the evaluation and benefits of the AI solution.</p> <p>ACTION: IS to bring <i>more detailed information explaining the Artificial intelligence Solution to the Strategic Development Session on 24 October 2025.</i></p> <p>ACTION: IS to table Roadmap and timeline for chairlift replacement at the Reid Hall</p> |
| <p>11.</p> | <p>25_25 Glen Doll Ranger Base</p> <p>CK advised partnerships in Cairngorm National Park were reviewed as part of the business plan and, given the recently proposed change in grant aid payments relating to the provision of the Countryside Ranger Service at Glen Doll, it is no longer viable for ANGUSalive to operate this service.</p> <p>Cairngorm National Park are looking to fund a team and support in this area. ANGUSalive have an agreement until end of current financial year with £21,000 support for minimal service plus another £30,000.</p> <p>There are two proposed Change Requests in the report including CR9 cessation of ANGUSalive Countryside Ranger Service and CR10 Return of Glen Doll Ranger Base to Angus Council.</p> <p>The Countryside Ranger service will then be delivered by Cairngorm National Park who propose having one full-time ranger and one seasonal ranger as detailed in the Change Request.</p> <p>There was discussion round this proposed change to ANGUSalive service delivery. SC expressed her view for the need to ensure a robust ranger service and physical building remain in place and for this to be staffed at all times. KH advised the building is not currently always open, and a ranger service would still be provided through the Cairngorm National Park team. CK highlighted the withdrawal of funding means ANGUSalive no longer have the resource to operate in this location.</p> |

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| | <p>Directors were asked to note the content of the report and to agree Change Request documents, as attached to the report, be submitted to Angus Council.</p> <p>Directors noted the content of the report, and the majority agreed the change request documents be submitted to Angus Council to move this forward.</p> <p>AG reminded Board formal approval is required before ANGUSalve can cease services in Glen Doll.</p> |
| 12. | <p>27_25_Draft Board Meeting Schedule 2026</p> <p>IS advised the schedule covers meetings for all 2026 Board meetings and continues with in-person meetings for CLT Trading, Full Board, Strategic Development Sessions, with online meetings for Finance & Audit Sub-committee.</p> <p>TF queried whether the Board Meeting in September could be moved forward or back. KH explained this is not possible as the audit process timeline prevents the meeting being earlier and the requirement for ANGUSalve signed accounts to be included in the council's group statements in October prevent it being held at a later date.</p> <p>Directors noted the content of this report, and all agreed the schedule of dates for 2026.</p> |
| 13. | <p>28_25 ANGUSalve Policy</p> <p>IS advised Board members this related to HR policies and procedures which were put in place back in 2015. At that time, they were rebranded for ANGUSalve, removing reference to Angus Council. Over time, issues have been encountered with HR policies being out of sync with Angus Council and there are gaps and inconsistencies in HR policies and instances of ANGUSalve staff often not being given correct advice/information by our HR colleagues.</p> <p>The proposal is to readopt Angus Council HR policies to allow staff to access the AskHR facility Angus Council staff currently have in place. HR staff are also confused about what ANGUSalve policies are in place.</p> <p>ANGUSalve would transition back into the use of Angus Council HR policies which would be reworked to cover both organisations.</p> <p>KF noted there is a risk of losing the ANGUSalve identity if Angus Council policies were adopted. RF highlighted this would not be advisable from a legal perspective as it would create ambiguity for ANGUSalve staff using Angus Council policies. IS noted Angus Council has revised a number of procedures and policies without consultation with ANGUSalve which has created issues and out of date policies. IS will go back to ask Angus Council to discuss why chat bots have been developed for Angus Council with no provision for ANGUSalve staff.</p> <p>The Board discussed this and agreed not to adopt Angus Council policies at this time.</p> |

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| | ACTION: <i>IS to discuss with Angus Council HR colleagues chat bot provision and communication about policy change and updates</i> |
| 14. | AOCB LD raised the issue about the hot water at the Reid Hall, KH advised that this had been passed to property to investigate. |
| 15. | Date of next meeting 12 December 2025, Forfar Community Campus |