

## DUNBLANE DEVELOPMENT TRUST

### Approved Minute of the DDT Board meeting held on Monday 25<sup>th</sup> November 2024 at 7.30pm at the Braeport Centre

<b>1. Present/Apologies/in Attendance</b>  <i>Present:</i> Sandy Fleming, Anita Smiley, Ian Gill, Scott Williamson, Barry Makin, Paul Nelson, Malcolm Dougall, Stewart Corbett, David Storrie <i>Apologies:</i> Sue Hunter, Bob Stainton	
This Board meeting was called at short notice to discuss two items – the recent staff and Board resignations and the negative publicity the DDT is receiving over the planned changes at the Braeport.	
<b>2. Braeport Centre</b> Sandy advised that a lot of emails, letters and phone calls had been received from a number of Braeport user groups about the Board's decision to rent out the Ramoyle room at the Centre to Base Fitness and the resulting impact on existing users. The Board revisited the financial and commercial reasons for the Base Fitness proposal and Stewart explained which groups had been directly affected by the proposed changes and the actions taken to minimise the impact to existing users. It was noted that the DDT now had sight of Lee Anne's report and survey about the Braeport Centre which underlined the need for a facility such as Base Fitness in Dunblane. Provision of a gym at the Centre also aligns with the health and wellbeing pillar of our strategy. Another vote was taken and it was unanimously agreed to continue with the proposal to sub-let Ramoyle room to Base Fitness and for Sandy and Stewart to finalise the agreement previously circulated to the Board. It was noted that there were likely to be significant legal implications for the DDT if we decided to step away at this late stage. There was a further discussion on how to deal with the current negative publicity and how we might manage the AGM on 2 <sup>nd</sup> December.	Sandy/Stewart
<b>3. Board and staff resignations</b> Concerns had been raised about why two staff and four trustees were all stepping down at this time. Sandy explained the reasons given by the two staff and the trustees. Sandy went on to advise that both Meg Wright and Jack McInnes had indicated they would be reporting to OSCR about alleged bullying and intimidation at the DDT. DTAS have also been in touch advising that the Board must take any allegations seriously and instigate an independent investigation. If staff have resigned as a result of this they may have a case for constructive dismissal which poses a significant risk to the organisation, both reputationally and financially. DTAS recommends offering departing staff and trustees an exit interview to ensure their experiences are acknowledged. These interviews should be carried out by someone independent. DTAS recommends we use their HR partners, STEP HR, to undertake the exit interviews and carry out an independent investigation into bullying and harassment. There followed an extensive discussion about bullying and the difference between aggressive or argumentative behaviour. It was understood that different people are affected in different ways. Paul read out emails he had received which exemplified his interaction with Jack McInnes. Anita indicated that Kirsty was stepping down from her post as a result of her belief	

<p>that she could not get support from DFD – she had found it difficult in the past to get the correct information. From April 2025 no volunteer will be able to work with DFD unless the new PVG system has been used to ascertain their fitness for volunteering.</p> <p>It was noted that Deirdre had stated her wish to retire from employment at year end but she has also indicated that she would be prepared to carry on as bookkeeper only for a few hours a week in a self-employed consultancy basis.</p> <p>It was agreed that it was right and proper that the Board should fully investigate the allegations and take up the STEP HR offer.</p> <p>It was agreed that Scott should liaise with STEP HR on behalf of the new Board.</p> <p>Barry suggested that it might be helpful if the Board had some training about acceptable behaviour at Board meetings and when dealing with staff/volunteers so that no-one would be in any doubt going forward.</p>	<p>All</p> <p>Scott</p> <p>All</p>
<p><b>4. Extravaganza</b></p> <p>Stewart advised the Board that fundraising had gone really well for this year's event and that everything was coming together for Friday night. A number of Trustees offered to help on the night.</p>	
<p><b>5. AOB</b></p>	
<p>Meeting Dates - 2<sup>nd</sup> December (AGM)</p> <p>- 16<sup>th</sup> December (board Meeting)</p>	