

Minutes of Meeting

Hymans Robertson Foundation Trustee Board Meeting

MS Teams Wednesday 6 July 2022 at 2pm

Clive Fortes CF (Chair)

Sarah Gilmour SG (Secretary)

Marjory Logie ML (Minutes)

Marcella Boyle MB (CEO)

Rachel Nixseaman RN (Trustee)

1 Opening Remarks CF

The Chair welcomed everyone to the meeting.

2 Apologies CF

Gill Tait GT (Trustee); Graham Stevens GS (Treasurer)

3 Declarations of Interest CF

None.

4 Minutes of Board Meeting on 15 February 2022

All matters arising from the meeting have been actioned or were scheduled for future action. The Minutes were approved.

5 Matters Arising

None.

6 Actions Arising (Actions Log) CF

SG advised that Michael Fahy leaving has left a gap with managing the Matched Funding role. Meeting scheduled with GS to discuss internal support.

7 Resignation Letters CF

Michael Fahy and Katherine Hussein Letters of Resignation circulated. CF has spoken to Lucy Steers, our Marketing Partner, who is keen to get involved in Trustee role. MB noted contact has been made with Barnardo's and Prince's Trust for one of their young ambassadors to join, either as a co-optee to the Board or a member of one of the proposed sub-committees. Update will be given on 4 August Board Meeting. MB formal announcements to be made at the October Board Meeting.

8 Forward Board Plan MB

No Charity Partner invited to attend due to holidays.

9 CEO Update MB

MB attended The Gathering, the annual Scottish Third Sector event which attracts Government Ministers including the First Minister. Her focus was on Governance and Funding. On funding, it is worth highlighting the call from charities to look at multiyear funding and elements of unrestrictive funding. MB advised some other

funders are looking at individual bursaries i.e., Inspiring Scotland and The Robertson Trust and has indicated the Foundation is willing to work with them collaboratively on this.

RN also attended the Gathering and highlighted tensions and wellbeing concerns of charities present where there is no multiyear funding and/or allowance for unrestricted use, especially with rising cost of living, energy bills etc. For example, restricted funding impacts budgets/planning and might mean that e.g., by year 5 the organisation can't deliver services due to lack of funding. MB also highlighted the charities concern about a huge turnover in staff and inability to recruit. Agreed to ensure multiyear and unrestricted funding is addressed in the Foundation's MOUs given the potential impact on delivery.

CF asked if charities are seeing new opportunities and areas for young people to gain employment. MB noted that charities have growing concerns around younger people being further away and with more barriers to employment as a result of COVID, one of the drivers for engaging LifeLink to help Foundation partners with this. Barnardo's have highlighted the gap to fund support, following closure of European funding and lack of replacement funding. There was a guarantee from Westminster that the UK Prosperity Fund would match the lost funding, but this hasn't come through. Many local authorities have been delegated money from the Scottish Government but no guarantee it will be used in the same manner as in previous years.

10 Trustee Insight into Future Governance and Business Plan RN

RN updated the Board on her review of policies on impact measurement and the successes of the programmes the Foundation is supporting, along with the Bursary funding. The Gathering was a good source ideas and learning, notably with a real emphasis on funders to support working towards a wellbeing economy. RN advised there is a toolkit being developed by Foundation Scotland and the Wellbeing Alliance; pending its launch RN will share the link. RN has connected with Lisa Hough Stewart from Wellbeing Alliance Scotland and will arrange a meeting to discuss support for the Foundation in this area.

MB noted this is highlighted in the Foundation's Business Plan and proposed all the Foundation's charity partners sign up to this to allow measurement of this impact.

11 Business Plan 2022 Draft for discussion MB

MB requesting approval for two week extension to gather comments on the Business Plan plus a 30 min trustee meeting pre-August to discuss all comments. A meeting is scheduled with Lucy Steers (Hymans Marketing) for input on the communications strategy and more generally. MB and SG will prepare an Action Plan including priorities focus to share with the Board at the Board Workshop, and with charity partners at the next Charity Partner event.

12 Impact from 5th Anniversary Grants – for noting

Feedback received demonstrates the wide range of how funding was used by partners, including bolstering unrestricted funding, supporting Ukrainian families coming into Glasgow (FARE) and funding towards Health & Safety Training (Works+).

Impact from Partnerships 2019-22: This is the final year for measuring existing 3-year funding arrangements. Impact measurement had become quite complicated; this year partners have been asked only to feedback on key areas: number of young people were supported; areas of support; how many went on to positive destinations; number of volunteering opportunities offered and response to this.

Given the challenges of the year the Charity Partners are performing very well. There will be a review of the gap between numbers reported in the Annual Report for 2021 and annual returns for 2021/22, to identify reasons for this.

13 Risk Register – for discussion SG

SG highlighted risk register updates: new action for approval, to introduce an annual review for Trustees with individual objective settings as part of good governance and to support Trustees continuous personal development; Item 2 reduced score; Item 5 Governance now identifies risk relates to Office bearers i.e., Chair, Secretary and Treasurer. Approval requested to close risk 16 Mental Health & Wellbeing following engagement of LifeLink and risk 17 as Impact Reports have been received and reviewed. Risks 18, 19 and 20 all linked to requirement for additional resource, with recruitment to fill this role underway and sub-committee set up, with impact and insight set up underway and volunteering scheduled for later in the year. All noted risks highlighted in yellow for ease of reference. The Board agreed as a quorum to accept updates as discussed.

14 Summary of Actions/Priorities

- Business Plan
- New Trustees

15 Date of Next Meeting

Thursday 4 August at 3pm