

The board approved the Organisational Strategy.

7.2 Gender Pay Report

The Board approved the Gender Pay gap analysis for submission and publishing on our website.

KP asked why we have a pay gap. GH explained that our staff makeup is roughly 2:1 female to male and the small pay gap is reflective of a largely female frontline workforce, which is broadly the case in social care as a whole.

7.3 Volunteering Policy

The Board approved the Volunteering Policy for adoption in order to allow work on the volunteering programme to commence. It was agreed that as a nascent policy, it would be reviewed again in 6 months time.

KI/AB

8. For Discussion

8.1 Strategic Context and Big Decisions

IM introduced MG (Interim Business Development Support) to take any questions on her paper. Discussion centred around the following points/statements:

1. The ideal position is one in which Blue Triangle can use assets to fulfil its mission whilst generating income for service delivery and the acquisition of more assets resulting in financial stability and sustainability for the organisation.
2. An appropriate portfolio model which meets current thinking on accommodation, spreads risk, and has potential to generate unrestricted income is a varied one which includes the systematic planning of
 - the retention of valuable shared properties where the value lies in the ability to generate rental income / in offering desirable long term shared settled accommodation/in being able to be utilised by BT for another purpose e.g. rehab facility.
 - the acquisition of co-located supported flats with cluster flats (the core/cluster model).
 - planned conversion of supported flats to general needs tenancies.
 - developing a supply of properties for general needs rental but targeting specific client groups or for sublet to other agencies

which are acting as tenant guarantor or similar.

NB: A process of stakeholder consultation in the current local authority operating areas will be a vital component of the process of assessing the potential of existing properties for either retention or disposal. This must be part of a Service Strategy, Property Strategy, and People/Workforce Strategy per local authority area.

3. The desired position is a strategic approach to acquiring an appropriately mixed portfolio, which is designed to maximise income and spread risk whilst allowing Blue Triangle to offer a flexible and pathways approach to accommodation service provision.

The starting point is valuation and viability assessments of the current portfolio, followed by setting of strategic objectives, and subsequent discussions with funders and lenders. The operational planning can then follow on with the phasing of the acquisition of a portfolio of suitable properties over a 5-year period, aligned with the disposal of existing high-risk properties where both value and contract/income potential is limited. The financial aim will be to repay borrowings over as short a term as possible.

General needs rental proposition could be delivered, possibly via a wholly owned subsidiary social enterprise (or similar vehicle), which invests the surpluses into service provision in the support accommodation.

9. For Information

9.1 Transformation Programme Update

Amendment to P4 to be made to “Donald Stewart”, where incorrectly noted as Donald Simpson). The board accepted the update.

KI

9.2 CEO Update

IM highlighted increased staffing pressures owing to the convergence of track and trace, annual leave and vacancies. The board accepted the update.

9.3 Tenders, Contracts and Live Opportunities

IM noted that a funding and opportunity pipeline spreadsheet is being created to track not only tenders, but also ideas, potential opportunities, current contracts as well as funding streams to link into each of these.

IM highlighted that due to Covid, we have been granted extensions on current contracts that gives us some time to reposition strategically. The board accepted the update.

IM/KI

10. Operations Update

KMcG provided the Operations Update, focusing on the transition from Covid to the “new normal”. The board accepted the update.

11. Finance Update

GH noted that the pay demand had not yet been received from Unison, GH to seek update. The board accepted the update.

GH

12. Property Update

DS advised that the costed feasibility study had been received for Chalmers Court and the first drawings for Port Seton and Hamilton Clydesdale had also been received. He noted that these will go to the PWG for consideration. The board accepted the update.

DS/PWG

13. Subcommittee Reports

13.1 Quality and Performance (3rd June 2021)

As the convener had tendered her apologies this update was not provided.

13.2 Audit, Risk, Finance and Resources (10th June 2021)

As the convener had tendered his apologies this update was not provided.

14. Policies for Approval

14.1 Policies recommended for Board Approval

Q&P

- 14.1.1 DM 010 Rev 2 - Gas Safety Policy
- 14.1.2 HM 003 Rev 2 - Floating Support Policy
- 14.1.3 HM 015 Rev 2 - Supporting Service Users in Motor Vehicles Policy
- 14.1.4 HM 021 Rev 2 - Closure of Service Policy
- 14.1.5 HR 010 REV 2 - Smoke Free (Staff) Policy

ARFR

- 14.1.7 FIN 004 Rev 3 - Financial Regulations Policy
- 14.1.8 FIN 008 Rev 2 - Costing of Activities Policy
- 14.1.9 FIN 009 Rev 2 - Expenses Policy

All policies above approved by the board subject to minor spelling corrections.

KI

14.1.6 -HR 021 REV 2 - Harassment and Bullying Policy will be returned to the Quality and Performance committee for further consideration and possible amendments.

14.2 Policies for Board Approval

GOV 009 REV 3 – Complaints Policy

Policy approved by the board subject to clarification of section numbering.

KI

15. **AOCB**

AD noted that a venue for the AGM would need to be booked as this is required to be held in person as specified in our Governing Document.

KI/AD

AD also advised she would shortly be commencing with individual reviews with each board member.

AD

16. **Date of Next Meeting**

30th September 2021 with AGM to follow directly after

Next Committee Meetings:

Q&P Committee – 2nd September 2021

ARFR Committee – 19th August 2021

Laser COM – 26th August 2021

Signed: Anna Davis

Dated: 30 September 2021

The COM minutes may be required to be posted on our external website to comply with Scottish Housing Regulator guidance and Freedom of Information legislation. Should we be asked for information in relation to this meeting. Text will be redacted and the reason for redaction noted below.

Page	Section	Reason