

TRUST HOUSING ASSOCIATION LIMITED

Minutes of the Special Board Meeting held on Thursday 13 November 2025 at 2pm via Teams

PRESENT:

Board Members

Dr Norval Bryson
Steve McGowan
Ian Mitchelmore
James Black
Katherine Wainwright
Laura Cameron

David Knight
Mary Niven
Paul McFarlane
Graham Curran
Sharron Elsdon

Officers in Attendance

Rhona McLeod, Chief Executive
Jackie McIntosh, Director of Assets & Sustainability
Zoe Purdie, Director of Finance & People
Neil Ferguson, Director of Business Development & Digital
Jenny Wallace, Director of Customer Experience
Annette Brown, Governance & Business Support Manager (Company Secretary)

DR NORVAL BRYSON IN THE CHAIR

Agenda Item	Detail
1.	Chair's Opening Remarks
1.1	Dr Norval Bryson, Chair, welcomed Board Members and the Executive Team to the Special Board Meeting. He advised that there were 3 items for consideration.
1.2	Before moving on to the main business of the meeting Norval provided Board Members with an update on the CEO recruitment process. He highlighted the number of applications received and assured the Board that the quality of the applicants was excellent. The process is on track with final interviews scheduled to take place on the 2 nd December. The Board will then be asked to approve the appointment at the board meeting on the 4 December.
2.	Chief Executive's Opening Remarks
2.1	Rhona McLeod, Chief Executive, advised that there were no matters to raise.
3.	Apologies
3.1	Apologies were received from Ali Ross & Kyle Ruparelia.
4.	Declarations of Interest
4.1	Mary Niven declared an interest in item 5 due to the proposed rent increase and the outcome of the rent consultation. The Executive Team and Annette Brown declared interests in item 5 as the draft budget refers to proposed pay increases. All declarations were noted.
5.	26/27 Budget and Rent Consultation - <i>please see private minutes*</i>

6.	Whistleblowing Update - <i>please see private minutes*</i>
7.	Severance Payments & Settlement Agreements Policy
7.1	Annette Brown, Governance and Business Support Manager, presented the report and proposed the Severance Payments & Settlements Agreements Policy to the Board. She explained that following a recent Notifiable Event and discussions with the Scottish Housing Regulator it was apparent that Trust did not have a suitable policy in place to cover the unlikely event of a severance payment/settlement agreement.
7.2	Decision: The Board approved the Severance Payments & Settlements Agreements Policy and confirmed that they were content for the policy to be shared with the Scottish Housing Regulator.
8.	Date of next meeting
8.1	Thursday 4 December 2025 (in the Edinburgh office).

**Items marked private have been excluded from these minutes due to at least one of the following reasons:*

- *Confidentially sensitive information*
- *Discussion on commercial interests*
- *Person specific information*