

ENSA Board of Directors Meeting Minutes

23 September 2025

Hybrid - C83a Merchiston Campus

Directors in Attendance: Lang Banks (Chair), Austen Brunton (AB), Ailsa Crum (AC), Evans Eghan (EE), Antonio Garcia (AG), Lucy Husband (LH), Chika Marvis (CM),

Apologies: Debs Chapman, Deepa Bheeman

In Attendance: Tony Foster (ENSA CEO)

Minutes Prepared by: Susan Finn

Key Points Discussed:

1. Welcome and Apologies

The Chair welcomed everyone to the meeting and apologies were noted from Debs Chapman and Deepa Bheeman.

2. Approval of Previous Minutes

The minutes from the last meeting in June were introduced and approved as accurate.

3. Action Log Review

Reviewed action log items; no outstanding issues raised.

Action: Tony to follow up on Finance & Risk and HR committee memberships.

Salary and Pension Discussions

Tony attended a salary review meeting with Pamela Smith (university HR) to compare ENSA and university staff benefits.

Pension discussions are ongoing with Andy McGoff; update expected in early 2026.

Action: Tony to share one-page summary with the Board once finalised.

4. Declarations of Interest

The Chair asked about any declarations of interest from attendees; none were declared.

5. Sabbatical and CEO Report including Welcome Week Report

Student Support Case

The Advice Team Lead, Marianne Hogg, and Evans liaised with Nazira Karodia (Deputy Vice Chancellor) to resolve a case involving a student blocked from progressing due to unpaid fees.

- University agreed to unblock student and allow completion of third year and progression to fourth year.
- Marianne can now assist the student with Discretionary Fund application.

Housing and Cost of Living Initiatives

Updates on food pantry, Aldi vouchers, clothing bank, and cooking workshops.

Partnerships with Too Good To Go, Fair Share, and Church of Scotland are progressing.

EE is working on a joint campaign with other sabbatical officers towards the passing of the 2nd phase of the housing bill and has made good progress with the Guarantor scheme.

Partnerships and Sponsorships

- Discussions on developing long-term partnerships with external organisations.
- Explore sponsorship opportunities with university careers team and external companies.

Action: TF to set up Funding Group to coordinate efforts.

Kit and Branding Strategy

- Discussions on streamlining kit suppliers and enhancing brand visibility.

Action: Evans and Austen to consult clubs and societies on preferred suppliers and branding needs.

Welcome Week Review

- Attendance slightly lower than previous year; attributed to weather and Welcome Fest time scheduling changes.
- Merchandise sales exceeded expectations.
- Feedback and survey data to be analysed for future improvements.

6. New Directors Update

TF reported there have been seven applications for the Student Lay Director role and interviews will take place w/c 13th October.

There have been two applications for the External Director role.

Action: TF to send external Director applications to the interview panel -LB/AC/AG

7. Finance and Risk Committee Updates

- Committee to meet twice annually; next meeting scheduled for 21st October.
- Review of budget performance and planning for next year's university grant.

8. Governance and Policy Review

- Proposal to rename HR Committee to People and Culture Committee.
- Short-term working group to review Articles of Association and policy gaps.
- Ailsa volunteered to support the Governance & Policy committee.

Actions: Rename HR committee and set up Governance & Policy committee.

AC complemented the report.

AG noticed there was a confident, calm buzz in the ENSA office.

LH noted she has various contacts that could be beneficial for supporting ENSA's initiatives and offered to discuss further at a separate meeting.

LB acknowledged it was great to have KPI's included in the report and thought the format was good and more useful.

9. Any Other Business

LB encouraged Directors to use their expertise and networks to support ENSA initiatives.

Sabbatical officers invited to bring strategic challenges to future meetings for brainstorming

Next Meeting 26th November C83a Merchiston 5.30pm