

**Minutes of the meeting of the Edinburgh Airport Noise Review Panel (EANRP) on 30<sup>th</sup> August 2021**

The meeting was held remotely via Microsoft Teams.

Attendees : **Robert Carr**, EACC Chair and Joint Convener of EANRP, **Cllr Kevin Lang** as EACC EANRP representative and Joint Convener of EANRP, **Janice Hogarth** as Secretary to the EACC (and minute taker for the EANRP), **Lindsay Cole**, the Chair of EANAB and member of EACC, and **Ray Godfree, Pippa Plevin & Bruce Finlayson** as EANAB EANRP representatives. **Gordon Robertson** as EAL Representative.

It had been agreed that Robert Carr would chair this meeting and Kevin Lang the following one.

**Draft Minutes of the meetings of 17<sup>th</sup> & 24<sup>th</sup> August and matters arising**

Robert Carr asked if the draft minutes were acceptable after comments made by Bruce Finlayson had made given that the panel now had time to review these comments and they were agreed. Bruce Finlayson asked for the minutes to be produced after 24 hours of a meeting but Robert Carr responded that this was not an option given everyone's workloads and the fact that everyone was a volunteer. Minutes would be sent out and could be approved by e mail if necessary.

Robert Carr revisited the question raised by Janie Hogarth in relation to the publishing of the minutes of the last two meetings on the website and it was generally felt that it would be better to publish a suite of the minutes at the end of the consultation and with the review document.

The question regarding the use of google docs was considered but not taken forward given the fact that Janice Hogarth commented that she had lost 2 full days of her work due to the system crashing with her trying to use google docs. Gordon Robertson offered to create a potential review document taken from the comments at the meetings which could then help form the basis of the final document which could then be further discussed.

Pippa Plevin had e mailed regarding an amendment to the draft minutes on a comment that she had made in the meeting of the 24<sup>th</sup> August regarding the number of community councils in the area and the minutes had been adjusted accordingly.

Robert Carr had forwarded the full email of suggestions which he had made and had been discussed and this had been incorporated into the minutes.

Ray Godfree had produced the flow diagram that he had promised at the previous meeting.

Ray Godfree commented that there was generally nothing brought forward from the community councils to EANAB and that few individuals come to the meetings.

Pippa Plevin talked about the way that the Gatwick noise management Board worked and suggested that the last paragraph cautioned and questioned what a board could expect to achieve.

Pippa Plevin suggested that a board with a higher level would seem to be the best way forward with a working participation at the lower level. She went on to say that a diagram to explain this would be a helpful addition if added to the report to help mould the potential new shape of the Board.

Lindsay Cole said that there was a need to propel things into the future. Edinburgh Airport has had a noise board in the form of EANAN, that board has evolved and is still evolving and the task of the EANRP was to provide its view on what shape will it might now become.

Gordon Robertson commented that the diagram Ray Godfree had produced might need a little tweaking but added that it was really good.

Kevin Lang felt that the panel should not be too hung up on the absolute detail but that it should be a flavour of what could be achieved by presenting the principles of the way forward. An Executive Board with groups underneath doing the more detailed work seemed to be the best idea but it would ultimately be EANAB that would decide on this.

Robert Carr added that there was a need for an element of control over the final document that was being produced with any amendments being clearly identified. An initial document can be produced and then can be reviewed and views can be identified.

## **Process**

Pippa Plevin felt that there needed to be a better way of communicating with community councils and getting them involved.

Lindsay Cole added that the role of EANAB was already changing and moulding itself with a workplan now under way and that an Annual Report does exist. Lindsay Cole felt that there should be an update at an EACC level but the questions was how does EANAB reform its communications and who does it communicate with to get its points raised at EANAB ? How does EANAB get to engage with the right people ?

Ray Godfree said that there were a number of good gifted individuals already involved with EANAB but there was a need for a greater spread of knowledge to enable them to pursue certain avenues. There was a need to open up and contact communities and expand their contact.

Robert Carr said that EANAB should be a transmitter but not merely a post-box as it had advisory and advocacy functions. There was a need to bring on new views and then take the issues forward.

Kevin Lang recommended the following :

- It's essential that the Board agree an annual work plan but this to be focused on a small number of specific projects and rooted in clear, intended outcomes.
- Provisions in the terms of reference should be considered as 'rules' to be followed and not optional.
- Processes like the annual elections must be followed and could be run/overseen by EACC.
- Resourcing of Board is essential but annual budget needs to be realistic and set in agreement with EAL.
- Given the history, it may be best for complaints relating to breaches of code of conduct to be made to and considered by people outside of the Board, perhaps the EACC.
- The Board chair should continue to be a member of EACC.
- Board members should be appointed for defined term, with option of reappointment. However, it may be best to keep fresh perspectives by way of term limits.
- There should be a quarterly report from EANAB to be reviewed at the EACC quarterly meetings.

Bruce Finlayson suggested that there should be a job description for people to have the right qualifications to manage the Board

Gordon Robertson talked about the workplan coming from the NAP and the delivery of that plan should be the basis with a yearly workplan and also a 5-year plan.

There should be consistency coming from meetings and he suggested that ICCAN were very good at this and were possibly a good role model.

Gordon Robertson further commented that EANAB should not be just using community councils as an audience but that they should be speaking to everyone but the question is how best to communicate.

Robert Carr had submitted the following comments for consideration by e mail

EANAB should simplify its stated "Purpose."

EANAB and EAL should agree a workplan.

EANAB should produce an annual report.

EANAB should have office bearer elections in terms of its MoU. (See MoU Appendix A Para D. 2 pg 28)

EANAB should report quarterly to the EACC.

In relation to its role as a conduit EANAB should have an agreed consistent process whereby its community council and other representatives communicate information and views to and from EAL and to and from communities and the general public.

EANAB should be adequately resourced – chair, secretary, meeting space, annual fund to be spent at the discretion of and as approved by the executive operating board

EAL should commit to proper and effective consultation and engagement with EANAB in relation to (a) how airspace change will impact on noise, (b) how ongoing operations impact on noise, and (c) the Noise Action Plan for Edinburgh Airport, incorporating a number of stages:

- EAL formulating a draft evidence-based proposal
- EAL communicating the draft evidence-based proposal to EANAB with adequate information to enable EANAB to assess the draft evidence-based proposal so it can engage meaningfully
- EANAB asking questions of EAL, making its own enquiries and gathering its own evidence, including from independent experts, and receiving any additional information
- EANAB providing its comments to EAL
- EAL investigating the issues raised in EANAB's comments
- EAL providing EANAB with its responses to EANAB's comments, with adequate reasons as to what it accepts and what it doesn't

EAL having an open and constructive dialogue with EANAB relative to any issues which remain controversial

EAL should commit to providing EANAB on an agreed frequency with information about the factors that influence noise impacts including:

- routes and destination choice;
- aircraft type;
- airline procedures (for landing standard rules apply and for departures there are Noise Abatement Departure Procedures); and
- meteorological factors such as wind, jet stream, wind and weather.

EAL should commit to providing EANAB on an agreed frequency with information about the following:

- contact information for airlines operating from Edinburgh Airport;

- route networks by airline;
- historic comparisons of route networks flown;
- regular depiction of how accurately aircraft are flying on the flightpaths;
- league tables of airline operational performance;
- runway utilisation;
- data on operations outside of normal operating hours and penalties;
- relevant changes made to airline Standard Operational Procedures;
- existing constraints on airline operations; and
- other operational changes

EANAB members should undergo an induction and be offered training on matters relevant to being an effective Executive Operating Board member or Sub-group member including living the EANAB values and Code of Conduct compliance.

EANAB and EAL should jointly hold outreach Charrettes, Workshops and “Citizens Assemblies” and use other forms of social media and communication (as the specialists recommend) to draw public attention to the importance of airport noise, its impacts and possible mitigation.

EANAB should have a documented process for the fair, efficient, effective and timely resolution, (including by mediation or by an independent and impartial decision-maker, as is appropriate in the particular circumstances) of:

- Grievances
- Complaints
- Performance issues

## **Culture**

Robert Carr commented at the beginning of this discussion that the objective was to create the living of the values not just having them written down and crucially not being disrespectful to others.

Pippa Plevin talked of the hostile culture that had evolved and that with that sort of atmosphere it was really difficult to recruit anyone.

In her opinion virtual meetings had made things much worse. The sub groups had been good and had made progress especially with the governance group who were in the process of reforming and putting forward a full complaints procedure and she added that they will use this to look at outstanding complaints.

Pippa Plevin felt that there was a need to find people outside of EANAB to help resolve complaints and grievances and added that it must be sorted out.

Ray Godfree agreed with Pippa Plevin and asked how they had got to that position ? There had been no particular event but he felt that it was down to a conflict of personalities and that some of the behaviour was unacceptable. He also asked if it was due to some people working on their own Agenda ?

He felt that EANAB needed to sit down and ask why. but without any blame. There was a need to avoid this happening again.

Bruce Finlayson went on to agree that the hostility had become a real problem. He had created a meeting to try and resolve things by bringing in a mediator to deal with the outstanding complaint and this was now concluded.

Bruce Finlayson had meet with Adam Cumming to discuss recommendations for change for the review panel but this had not yet gone to the board.

Janice Hogarth directed comments to the EANAB members present as to whether they felt their engagement with community councils could be hampered by anyone looking at the EANAB website and looking at the minutes.

This would maybe be their first view on considering becoming involved and looking at the minutes would surely be enough to put them off. The content of the minutes showed the problems that there were within EANAB. The minutes should be simple and easy to read if they are to be published and available to all.

Janice Hogarth added that each member of EANAB should represent the community and engage with the community and truly represent them rather than using EANAB as a vehicle for a personal crusade.

Janice Hogarth finally commented on how people conduct themselves in meetings and felt that the behaviour and comments gleaned from the interviews had been very distressing to hear.

Having said this EANAB must now stop looking backwards and move forwards.

Lindsay Cole thought that remote meetings had not worked and that it had become a really hard job to move away from the infighting. He added that there needed to be a way found to address how people spoke to each other and that had to be with civility.

The new complaints procedure should help and Lindsay Cole suggested that there should be a **New** EANAB as a **new** venture with **new** culture and friendliness.

Kevin Lang asked what the root causes of the bad behaviour could be and suggested that there was a lack of collective agreement which meant different things to different people. He talked about the need for passion and determination but this appeared to have created an atmosphere of ridicule and aggression.

He suggested that everyone in EANAB should reflect on their own behaviour and how they might have appeared to other people and whether their behaviour had been acceptable. There was now a need to work on the purpose to agree a set of goals moving forwards.

Gordon Robertson said that he felt that with a new structure this would be a good way to continue. He recognised that noise is an emotive issue but people must behave properly as the airport was not an enemy. It was true that old grudges had festered but now was a time for reconciliation and for everyone to start talking about the future and there was a need for a collective push to manage this which he hoped would be achieved by the recommendation from the review panel.

Robert Carr commented that EAL would maybe need to revisit their duty of care for employees given the content of the interviews. There had been many changes of EAL staff and all had gone except June but it had been evident that the conduct at EANAB meetings had not been acceptable

Robert Carr had previously added his thought via e mail as per below:

There is an existing Code of Conduct at Appendix B of the MoU, which is adequate.

Conscious and unconscious behaviours and bias that leave EANAB members and attendees feeling unwelcome, undermined and undervalued are not acceptable, including from a H, S&W perspective, and should be addressed. A "values gatekeeper" who can hear concerns on a confidential basis, and act on these, might be worthy of consideration.

EAL attendees should not be excluded from any part of any EANAB meeting

A hostile culture and behaviours which leave members and attendees upset and frustrated, including delays in information provision, will operate as a disincentive to the recruitment of new members and the retention of others.

The members of EANAB and attendees should know who in the “host” body they can raise concerns and complaints with when the Code is breached by a representative from that body.

Some of these issues could be addressed by meaningful training.

Robert Carr wound up the meeting by talking of the need to create a document with the recommendation that had evolved from the meetings covering the pillars discussed over the past few weeks and Gordon Robertson volunteered to create this and distribute it.

## **AOCB**

The next meeting will take place on Tuesday 28<sup>th</sup> September 2021 at 1800 and will be chaired by Kevin Lang.