



MINUTES OF BOARD MEETING HELD ON SATURDAY 15 MAY 2021
 VIA VIDEO CONFERENCE (TEAMS CALL)

PRESENT Brian Ewing (BW): Doc McKelvey (DM): Ian Chambers (IC): Zoe Frost (ZF): Ally White (AW): Patricia Swan (PS): Keir Stewart (KS): Sandy Hodge (SH) **sportscotland**

APOLOGIES Wendy Lucas (WL): Claire Bath (CB)

IN ATTENDANCE Lara Gregson (LG): From item number 5 – Patricia McGill (PM): Steve Paige (SP)

ITEM	AGENDA ITEM/DISCUSSION
1	WELCOME AND APOLOGIES
	BE welcomed all to the meeting and noted apologies.
2	NOTIFICATION OF CONFLICTS OF INTEREST
	None
3	PREVIOUS MINUTES & MATTERS ARISING
	The Minutes dated 20 February 2021 had previously been circulated via email and were formally approved. There were no matters arising.
4	SAFEGUARDING
	<ol style="list-style-type: none"> 1. Current Cases DM provided an update on the current cases. 2. Independent Performance Review DM provided an update on the action plan following the independent review report and the progress being made in the areas highlighted.
5	ACTION LIST
	The Action List was revised, including actions carried forward.
	ACTION:
6	AUDIT & RISK COMMITTEE
	<ol style="list-style-type: none"> 1. 20-21 Year End ZF provided an update on the year-end figures with the final deficit of £23,000 compared to 2019-20 of £118k deficit. This improvement reflects the work the teams have done. PM provided further details behind the yearend figures. The yearend report has been sent to Henderson Loggie to be audited, with minimum questions received so far. BE thanked the team for their work in this area and to sportscotland for their financial support throughout this last year.

	<p>2. 21-22 Budget Update ZF shared the budget plans for this year which includes the new Head of Wellbeing and Protection role. DM provided an update in the additional projects and how they impact the budget. The board approved to extend the project spend as per the paper to support the new Head of Wellbeing and Protection.</p> <p>DM updated the board on the discounted membership rate that was approved at Audit and Risk Committee effective from 26 April 2021.</p> <p>BE thanked ZF, PM, DM and of course to Simon Taaffe for his work in this last year.</p> <p>PM took the board through April's management accounts. Current membership numbers are 21,380. Planning for education courses is underway and expected to restart from the end of May.</p>
	<p>ACTION: Progress the appointment of the Head of Wellbeing and Protection.</p>
7	<p>SLT REPORT</p>
	<p>DM gave an overview of the SLT report. Doc has now received our investment agreement from sportscotland.</p> <p>SH provided an update on the panel process that sportscotland went through. The panel focussed on what did happen in the last year and the progress that was made during the last year rather than such a focus on what did not happen. There is a condition to the investment in the coming year with sportscotland that will include the reporting on the progress of the safeguarding review.</p> <p>LG highlighted that the safeguarding team have progressed other areas of work in the last year and it has not just been case investigations. The new Technical Committees are working well and hoping to see the first events back from September. The communication messaging has captured positive details and the newsletters have been highlighting this.</p> <p>SP highlighted key points from the SLT report. SP thanked our partners at French Duncan, Morton Fraser and BDO. 112 member clubs were directly supported in the last year around governance and finance. Over a thousand members have registered since 26 April, and there is confidence to return, also with our leisure partners with more reopening this time. We had five new facilities in the last year and some new clubs too. The development team have been working with local authorities and leisure trusts and work with them to access any that are not reopening their dedicated gymnastics facilities. SP working with SH on this area to connect the local and national opportunities.</p> <p>DM highlighted the work to get some of our performance gymnasts back into the gym. The virtual engagement has been well received, especially the physical prep work with Paul Coyle.</p> <p>Following the recent work with the institute, support days have been confirmed and the investment has increased with double the provision from the institute, now up to 90 days and now also includes sport psychology as well as the increase in the number of athletes supported. This is great news.</p> <p>The first camp is going ahead this weekend at Inverclyde for women's and men's and Scott Hann is leading on this with Becki Campbell there as Women's lead.</p>

	<p>Returning the education programme has been a challenge to restart this with many clubs feeling the pressure on their work force. The return will start with Level 1, Level 2 and preschool with face-to-face sessions starting at the end of the month. The Education team are working with sportscotland on the pricing approach to help people get back. There are assessment days planned too.</p> <p>DM highlighted that we have used furlough heavily and it has impacted on staff and on pay. The team have been absolutely fantastic in how they have dealt with this and hopefully you can see from the SLT report how they have responded.</p> <p>BE thanked all the staff and appreciates the work that everyone has done, and the board formally thanked all staff.</p> <p>SH thanked DM for the papers that have been provided to sportscotland and shared that the quality of the papers has been great. They have been used as a blueprint for others and other sports have benefitted from this work too.</p>
	ACTION:
8	<p>REMUNERATION & NOMINATION COMMITTEE</p> <p>IC updated on the new head of wellbeing and protection role, and this was approved at RemNom. The new wellbeing and protection committee has space for another board member as does the equality advisory committee. KS will continue as board champion for equality and will chair the advisory committee. AW will be the board champion for UK Anti-doping.</p> <p>There will be the addition of two new benefits for all staff. DM updated on the proposed staffing changes and referred to the paper submitted and will be progressed in the coming weeks.</p>
	<p>ACTION:</p> <p>Directors interested in joining the new wellbeing and protection and equality committees should let IC know.</p>
9	<p>GOVERNANCE COMMITTEE</p> <p>Two meetings have been held to date and the terms of reference were agreed along with the scope of the work going forward. This is a commitment to the highest standard of governance and is the right time to review the governance and fit for purpose.</p> <p>The main focus this year will be reviewing the Articles and develop a series of rules and by laws. Policies will be reviewed and updated, and the committee will have oversight of the KPMG audit. AW will have oversight and compliance to anti-doping framework. The committee will also look at the structure of the director roles, including reviewing them.</p>
	ACTION:
10	AOB
	None
	ACTION:
10	DATE OF NEXT MEETING
	21 August 2021

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