

CONFIDENTIAL DOCUMENT

SCOTTISH GYMNASTICS

**MINUTES OF BOARD MEETING HELD ON WEDNESDAY 28 SEPTEMBER 2022
VIA VIDEO CONFERENCE (TEAMS CALL)**

PRESENT Brian Ewing (BW): Doc McKelvey (DM): Ally White (AW) Ian Chambers (IC): (CB) Kerri McHale (KM): Sandy Hodge (SH) **Sportscotland** (SH):

APOLOGIES Keir Stewart (KS): Claire Bath: Ruth Wilson (RW): David Johnson (DJ):

IN ATTENDANCE Lara Gregson (LG), Lindsey Booth (LB): Patricia McGill (PM): Steve Paige (SP): Sam Hendrikson (SLH) Iona Scott (IS) from item 8.

ITEM	AGENDA ITEM/DISCUSSION
1	WELCOME AND APOLOGIES
	BE welcomed all to the meeting. BE also noted apologies.
2	NOTIFICATION OF CONFLICTS OF INTEREST
	None
3	PREVIOUS MINUTES & MATTERS ARISING
	The Minutes dated 9 August 2022 had previously been circulated via email and were formally approved.
	There were no matters arising.
4	ACTION LIST
	The Action List was revised, including actions carried forward.
	ACTION:
5	SLT REPORT
	The SLT report was circulated in advance to the board. DM confirmed that the sportscotland investment date has been moved to the end of November to enable the strategy work to be concluded which will shape the submission.
	SP confirmed that membership figures year to date is currently 19,168, which is up on last year's figure at this point, including an increase of 1,800 retained members. We are consistently above last year's data. BE confirmed this is a positive picture so far and hopefully it will continue to grow as we go forward.
	SLH commented on the great success at the CWG with seven of the ten gymnasts achieving their benchmark standards at the games. There were outstanding performances from all the gymnasts with great outcomes, including the success of two home grown gymnasts, Shannon Archer, and Louise Christie. There was great team spirit and well-prepared gymnasts which was recognised by others. They were true ambassadors for the sport. Key area going forward is more international opportunities to compete and will form part of the funding request to sportscotland .

	<p>The feedback survey has been sent to all participants and an independent representative was available if anyone wanted to have a 1-2-1 follow up conversation with them. The data gathered will be reviewed and shared with board.</p> <p>The Commonwealth Games experience day had 110 young people along who got to train and be coached by nine of the Commonwealth Games athletes. It was immense, with lots of happy gymnasts. Further experiences like this will be looked at for the future.</p> <p>LG highlighted the events programme returned in September with higher numbers than before at the WAG events, along with a successful trampoline and DMT championships. Work will continue to look at options to bring MAG and WAG together at joint events and along with looking at how many days the events run over weekends. Multi discipline options are still being looked at for the future.</p> <p>SP confirmed the number of clubs signing up to Rise has increased. Sarah Logan has a roll out plan to support this along with success stories on how it's going in clubs.</p> <p>AW commented on the commercial activity and the sponsors for the awards which is good to see. DM confirmed that further conversations are under way around wider sponsorship.</p> <p>BE thanked the SLT for their report.</p>
	<p>ACTION:</p>
<p>6</p>	<p>WELLBEING & PROTECTION COMMITTEE</p>
	<p>Progress continues to be made against the independent review recommendations.</p> <p>Expelled member process was shared with the board and the board agreed that the wellbeing and protection committee would review the case and this committee would make a recommendation to the board.</p> <p>Globocol report provided which confirms the current case activity, including progress made. BE confirmed that it's good we have the systems in place and can see the case management process. LB is encouraged that people are coming forward, asking for help and raising concerns and asking questions which is helping clubs support their members.</p> <p>There is more proactive safeguarding underway, and all training courses have been reviewed with positive feedback received in particular our new level three training looks at culture and bystander training.</p> <p>The current action plan will be redeveloped to include the recommendations from the Whyte review, our review and sportscotland child wellbeing and protection standards, with one source of details all aligned.</p>
	<p>ACTION:</p>
<p>7</p>	<p>AUDIT & RISK COMMITTEE</p>
	<p>1. Draft Management Accounts to 31 August 2022</p> <p>PM shared the high-level details of the draft management accounts to 31 August 2022 which shows a draft surplus position compared to the revised budget deficit of £37.4k</p> <p>This surplus has been driven by higher than forecast membership income, which represented 19% of total income. Education course fees were lower than anticipated</p>

	<p>across the period and programme costs were favourable mainly due to event savings from cancelled events earlier in the year as a result of covid.</p> <p>Since the previous board review of management accounts further adjustments have been made which have had a positive impact on the budget, these include holiday pay accrual, insurance low claims rebate.</p> <p>Management accounts are currently still draft as stock provision figure for bespoke merchandise held by Kukri is outstanding.</p> <p>Cash held at 31 Aug £742k Reserves at 31 Aug £396.5k</p> <p>FY21/22 challenging with still a degree of uncertainty in UK economy. We start the new financial year at an uncertain time, with interim budget deficit of £47k. We will continue to monitor progress against budget during FY22/23.</p> <p>BE confirmed the accounts were scrutinised at audit and risk committee. BE thanked PM for her work preparing the management accounts.</p>
	<p>ACTION:</p>
<p>8</p>	<p>PROJECTS UPDATE</p>
	<p>Shape our future strategy and values DM reminded the board on the membership stats breakdown, feedback from exit and culture surveys and the consultation sessions which included prioritising the areas for action for Scottish Gymnastics.</p> <p>DM shared the draft strategy. It was right to work across the UK for this new strategy, so we have been working with all home nations, building on the strong foundations we already have and recognising the sport is more than the sport.</p> <p>Strategy is for our sport and want to be talking to our membership and user group. DM shared draft vision and mission options for the board to review and discuss, wanting something simple and easy to remember. The board discussed the statements and provided feedback. DM also shared the draft values for comment.</p> <p>SP shared the details around our objectives on how we will get there based on four leaps and DM explained the strategies and the five key areas. The complete strategy and values were presented within a wheel diagram. This will be the basis of the sportscotland investment presentation along with the tactics to deliver. SH can see that this is reflective of feedback from surveys and member consultation and Scottish Gymnastics have listened to the sport which is good to see.</p> <p>BE highlighted the good discussion at the UK level with Scottish Gymnastics driving this forward. The final version will be circulated to board for final approval.</p> <p>Equality, diversity, and inclusion LG shared an update on the new equality inclusion framework which is led by the Sports Council Equality Group and explained that Scottish Gymnastics were part of the pilot programme to test the new self-reflection diagnostic tool. The new framework is based on a continuous improvement approach to maintain momentum and embed equality, diversity, and inclusion action planning into an organisation's "every day". Using the continuous improvement plan, we will confirm the priorities for this coming year and agree the timeline for future activity.</p>

	The Cricket Scotland report was also reviewed in line with the new framework and highlighted some initial focus areas to be included in the action plan as part of the new steps.
	ACTION: Slides to be sent out
12	AOB
	Awards night - board looking forward to that
	ACTION:
	DATE OF NEXT MEETING
	28 January 2023