

CONFIDENTIAL DOCUMENT
SCOTTISH GYMNASTICS
**MINUTES OF BOARD MEETING HELD ON TUESDAY 9 AUGUST 2022
VIA VIDEO CONFERENCE (TEAMS CALL)**

PRESENT	Brian Ewing (BW): Doc McKelvey (DM): Ally Whike (AW) Ian Chambers (IC): David Johnson (DJ): Keir Stewart (KS): Claire Bath (CB) Kerri McHale (KM): Ruth Wilson (RW)
APOLOGIES	Sandy Hodge (SH) Sportscotland (SH): Sam Hendrikson (SLH)
IN ATTENDANCE	Lara Gregson (LG), Lindsey Booth (LB): Patricia McGill (PM): Steve Paige (SP)

ITEM	AGENDA ITEM/DISCUSSION
1	WELCOME AND APOLOGIES
	<p>BE welcomed all to the meeting. BE also noted apologies.</p> <p>BE congratulated all the athletes, support staff and everyone involved in Commonwealth Games 2022. It was a fantastic occasion, with amazing success if Shannon Archer and Louise Christie. Congratulations to all Team Scotland gymnasts who conducted themselves exceptionally well and carried out an ambassadorial role while in Birmingham with positive feedback from others. Plenty of teamwork, working together and a great credit to our coaches and their clubs and personal coaches. Jacob Brydon's updates were well put together during the games and were enjoyed plus Ewan Bootman's stunning photos. AW said it was a job well done, with the way gymnasts conducted themselves and the social media coverage great.</p> <p>Congratulations also to Ruth Wilson who judged in the rhythmic competition and the Scottish judges in the artistic competition.</p> <p>We also note the success of Ally Whike and Scottish Swimming and the whole of the Scottish team. Great opportunity to build on this platform.</p>
2	NOTIFICATION OF CONFLICTS OF INTEREST
	None
3	PREVIOUS MINUTES & MATTERS ARISING
	<p>The Minutes dated 25 June 2022 had previously been circulated via email and were formally approved.</p> <p>There were no matters arising.</p>
4	ACTION LIST
	The Action List was revised, including actions carried forward.
	ACTION:
5	AUDIT & RISK COMMITTEE
	1. Management Accounts to 30 June 2022

	<p>PM shared the high-level details of the management accounts which show a positive result for Q5 with YTD surplus of £121.6k and the expectation the surplus position to reduce through July/August 22. Currently forecasting a surplus of £4.1k for 17-month period ended 31 August 22.</p> <p>BE thanked PM for her detailed paper and commentary. Thanks to the staff for managing the budgets responsibly.</p> <p>2. Budget 2022/2023 for approval</p> <p>PM provided some background details including assumptions on the level of membership income in relation to the budget for 2022/2023. DM highlighted some key areas across all departments including changes to education delivery, increased costs, reduction in the international trip subsidy and the impact on performance programme activity along with a review of spectator and gymnast entry fees, along with no schools programme this year.</p> <p>The board discussed the proposed budget and challenged and questioned the detail. DM explained that the sportscotland funding meeting for the next four years will be at the start of November and we will know more following this and the budget will be reviewed in line with this.</p> <p>Capital spend based on the technical committee requests for sports equipment is going ahead and also getting quotes for potential website development as a starting point. Scottish Gymnastics' headcount is not increasing back to pre-covid levels.</p> <p>AW asked about the predicted membership figures for 2022-23 and is it too cautious. SP confirmed that based on club analysis of the larger clubs and looking at the development of satellite clubs to generate more opportunities, this is a prudent end of year figure which comes from forensic analysis by the development team. SP also provided an update on the work with local authorities and leisure trusts.</p> <p>KS asked about the risk around the sportscotland funding. DM confirmed that the feedback so far has been positive about Scottish Gymnastics going into the discussion and now considering the right level to pitch it at however there is an element of risk until figures are confirmed.</p> <p>Discussions will resume with British Gymnastics on the working partnership agreement and commercial activity continues with a new sponsor announcement pending.</p> <p>Audit and risk committee previously scrutinised the detail in advance of this submission to the board. In depth scrutiny and discussion with many questions asked at that meeting was carried out.</p> <p>The board formally approved the 2022/23 budget submission.</p> <p>BE commended the staff as he knows it's a challenge and a frustration and the professional response they have shown and the understanding moving forward. Thank you to all staff for your hard work on this.</p>
	<p>ACTION: RW to follow up on online scoring options.</p>
6	<p>REMUNERATION & NOMINATION COMMITTEE</p>
	<p>IC provided an update following the last meeting. Committee proposed the approval of a one-off cost of living payment to all eligible staff along with some cost neutral staff changes.</p>

	<p>IC updated on the recruitment for the board director role with a focus on wellbeing and protection experience. This role is also being considered to broaden to include equality. Further work will be done on this. IC is currently following up on some potential candidates and it will be readvertised. KS is due to finish his term of office in February 2023.</p> <p>The board approved the cost of living payment and the staff changes.</p>
	<p>ACTION: Look at the current wellbeing director job description and the inclusion of equality work.</p>
7	<p>PROJECTS UPDATE</p>
	<p>Shape our future SP provided an update on the strategy development work. Agency who are developing the strategy and working on this, with a draft version presented by Dark Horses. SP shared the initial ideas with the board. More of a focus on reclaiming the spirit of gymnastics and the vision has more of a focus on gymnastics being available for all with images to support the shift in focus including the language that is typically associated with gymnastics. The strategy work has five key areas to support this and also includes a manifesto which needs further work on this. Next draft version is due this week and will be tested again with staff and partners, including the board members.</p> <p>CB shared her thoughts on the draft details and highlighted some concerns and was supportive of the language shift which SP will include in the process. CB shared some further observations around the brand, gymnastics purpose and how these build on the success of the commonwealth games.</p> <p>IC shared his thoughts and liked the change of words, ability to influence the final outcome, with it being clear it's still sport and still need the element of aspiration as part of this.</p> <p>RW felt it had a bland approach as we have built up the Scottish brand over the last year and will lose people on this. We don't want to lose the whole message of the pathway as it does attract gymnasts and parents to the sport.</p> <p>KS was keen to have some flexibility on the imagery that we can use to keep that identity and link.</p> <p>DM explained that words from the last board meeting are within the draft version but there are areas to reviewed and brought back slightly. SP confirmed the source of research that was used to shape the content, which was far reaching, including previous research gathered and the feedback gathered over the last few months in the direct consultation too. DM confirmed we will deliver in Scotland how we want to deliver here, and not dictated by the same as the other home nations. BE confirmed the sport is at the centre of this strategy.</p> <p>LG provided an update on the values work. Draft values have been worked on following the shape our future sessions with members, staff, and board along with British and Welsh Gymnastics. A draft version including positive and negative behaviours will be shared shortly for review and feedback. The values will also link in with the strategy document and not sit in isolation.</p>
	<p>ACTION: SP to include the feedback from the board with the strategy work. Send any more feedback to SP that you think of after the meeting.</p>

	Feedback on the values document once it's circulated.
12	AOB
	<p>Independent review – Racism in Scottish Cricket. DM shared an update on the review.</p> <p>LG provided an update on the new equality framework which includes a self-diagnostic tool. We are working with British Gymnastics on the transgender policy. KS happy to support any meetings.</p> <p>BE thanked the board for the positive and understanding responses to his email. The support is welcomed, and the meetings are out for this coming year.</p> <p>BE also thanked the directors for the support for the upcoming club visits. Board training will be arranged throughout the year.</p>
	ACTION:
	DATE OF NEXT MEETING
	28 September 2022