

CONFIDENTIAL DOCUMENT

SCOTTISH GYMNASTICS

MINUTES OF BOARD MEETING HELD ON SATURDAY 25 JUNE 2022
VIA VIDEO CONFERENCE (TEAMS CALL)

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

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

IN ATTENDANCE Lara Gregson (LG), Lindsey Booth (LB): Patricia McGill (PM): Steve Paige (SP) Sam Hendrikson (SLH)

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 5 March 2022, 19 May 2022 and 13 June 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: Transgender paper to be brought to the September meeting for discussion
5	WELLBEING & PROTECTION
	LB had previously shared the update report and explained the tracking approach for progress against the action plan. The tracking highlighted positive progress in many areas. Work continues to progress the vacancies on the wellbeing and protection committee. Child wellbeing and protection policy has been updated and is on website.
	All cases are being managed via Globocol and LB provided an update on the current case status. LB will look at providing data and trend analysis on the kind of cases that Scottish Gymnastics are supporting for future board reports.
	LB confirmed nine new safeguarding tutors have been recruited and have been through the induction programme. The roll out of the new wellbeing and protection courses are now underway as we transition to the new content and courses continue via zoom.
	BE thanked the team for the progress in the review action plan.
6	SLT REPORT

The SLT report had been previously circulated. DM highlighted the positive work with **sportscotland** including the provision of expanding the safeguarding service to governing bodies which is a great move forward for the sector. DM and SP attended the **sportscotland** board to discuss work around facility support with our clubs. The most recent mission meeting was really positive.

General meeting approved the membership fee increase of £2 across all categories. This will be communicated next week. BE thanked the team for the work that went on behind the scenes to ensure the meeting was quorate.

LG highlighted the work the events team had done to deliver national championships over three consecutive weekends along with the other domestic events. Thanks to team, the technical committees, and volunteers on the day for all their work. The social media statistics report was shared with the board. LG mentioned the leadership course that **sportscotland** have been delivering and the benefit for our staff and hoping this will continue.

SP shared the details of the current membership figures and highlighted the increase in 5-7 years age categories. We also have the highest ever male members and looking at how we can retain these members. Also been the greatest number of retained members which is great to see. Average club size is 196 members. Legal status work has continued with 50% of clubs now have legal status, back in 2014 was 30%. This is due to the hard work of Jacqui Stone and our partner Morton Fraser

Sport Aberdeen signed a three-year partnership agreement, which is great, with two more draft agreements with other leisure trusts in the pipeline. SP explained to the board how the agreement was working and the level of financial income that Scottish Gymnastics will receive.

There was a successful Gymfest held in Aberdeen, and thanks to Sarah Logan and Lindsay Thomson who ran with it, with special thanks to Steven Maloney and Jacob Brydon who went above and beyond to support the team on the delivery of this. November Gymfest will be in Meadowbank, Edinburgh.

BE thanked the work of SP's team and was particularly pleased around the governance side.

SP thanked **sportscotland** for the increased subsidy for education. Technical symposiums ran at the start of the June, which was delivered by Jay Runga, and had some fantastic feedback, with a wide range of speakers across many areas.

The judge CPD work is expanding. Work was completed for the SQA approval to transfer on to the matrix which was a great piece of work to get this signed off. Thanks to Lindsay Mckie for her work on this.

BE thanks to the team some outstanding work going on there.

SLH shared the Commonwealth Games update and recognised that we are in the strong position following the work that has done in the last eight years, and we now have evidence to see gymnasts develop in our sport. Most athletes hit the standards for Commonwealth Games but unfortunately, we have not got full teams, with six assured places. We nominated the full team size but have not got any more spaces. Louise Christie did get nominated for rhythmic which is brilliant. Scottish Gymnastics appealed the decision, but it was turned down. We still believe it should have been upheld. Formal sit down needed after this to review this whole process and the experience for the governing body, athletes and coaches.

	<p>DM highlighted how well SLH, and Jamie Bowie have managed this whole process and this has been recognised by coaches, athletes and parents. Scottish Gymnastics will continue to push this and hope more spaces become available.</p> <p>SLH highlighted the statistics table and where we are against the key performance indicators. This is the first time ever we have had gymnasts on every British Gymnastics programme across all disciplines. This is amazing with lots of brilliant international success. Louise Christie has been having a great experience.</p> <p>BE recognised the number of gymnasts ready to be put forward and is a credit to SLH and her team for all their work. It's fantastic for Scottish Gymnastics to have this success and for it be recognised with sportscotland and it will be key with the submission for future funding.</p> <p>We wish everyone attending the Commonwealth Games at Birmingham all the very best and hope it goes well.</p>
	<p>ACTION:</p>
<p>7</p>	<p>AUDIT & RISK COMMITTEE</p>
	<p>1. Management Accounts to 31 May 2022</p> <p>PM shared the high-level details of the management accounts. Scottish Gymnastics are reporting a year to date (YTD) surplus of £123.8k compared to a revised YTD budget surplus of £7.1k, a YTD favourable variance of £116.7k.</p> <p>Couple of main drivers of the YTD variance being:</p> <ol style="list-style-type: none"> 1. membership income £32k favourable variance. Due to membership numbers being higher than expected at 29,998 which is 107.1% of MY21/22 target. 2. Programme costs also has a favourable YTD variance of £79k, primarily driven by savings on various events. <p>Membership surplus £306k, representing 16% of total income.</p> <p>Scottish Gymnastics benefited from grant income in respect of Job retention scheme of £33.4k. Sportscotland grant received in the period to date was £988.9k, including course fee subsidy £115.2k.</p> <p>Gymfest was held at P&J Live which was an important event for the sport. Originally budgeted at a surplus of c£13k, actually achieved a surplus £3k, adverse variance of £10k which was mainly driven by higher costs for event contractors and the venue hire.</p> <p>For the full period, we are forecasting a deficit of £12.6k for period ended 31 August. Cash position is £1.012m and reserves are sitting at £347.7k.</p> <p>2. Budget 2022/2023 Update</p> <p>DM provided an update on the budget for 2022/2023. There is more work to be completed for the coming year before it's shared with the board. Audit and Risk have asked for a review of the strategic priorities and for the budget to reflect the work there before it is resubmitted to the committee for approval. There will be an additional board meeting in August to support this.</p> <p>BE thanked PM and all of SLT for their work on this.</p>

	ACTION:
8	REMUNERATION & NOMINATION COMMITTEE
	IC provided an update on recruitment for the board director role with a focus on wellbeing and protection experience. IC is currently following up on some potential candidates.
	ACTION:
9	GOVERNANCE COMMITTEE
	BE confirmed that the work updating the minimum operating requirements and membership rules is progressing and will come for approval shortly.
	ACTION:
10	JOINT TECHNICAL COMMITTEE
	DM confirmed it was a good meeting, with technical committee chairs involved with SLH on the sport plan so they are aware of the budget discussions. Technical committees provided updates on their disciplines, with good international success and positive events feedback but lack of volunteers is putting pressure on delivery of events. This will an area that needs focussed on going forward. It seems to be a useful meeting for technical committees. SLH attended the British Gymnastics joint technical committee where the chairs of their technical committees attend. The areas discussed included the Whyte review, British Gymnastics budgets and their impact and a discussion on better linked up events with Scottish Gymnastics and British Gymnastics as well as education moving all their level 1 courses online and not having them face to face at the moment.
	ACTION:
11	PROJECTS UPDATE
	<ol style="list-style-type: none"> Whyte Review LB circulate a paper with her team’s initial observations of the report, which highlighted the links to the Scottish Gymnastics review recommendations and work already underway to support the Whyte review recommendations. Chris Smart, chair of our independent review is also reviewing the report and will provide feedback. BE thanked LB for working through the Whyte Review in conjunction with Scottish Gymnastics review. Shape our future DM shared that SP, SLH, LG, Iona Scott, and himself attended a meeting in Birmingham on 21 June with British Gymnastics where the working partnership agreement was discussed in the morning and the afternoon focussed on strategic work. There is a drive from Sarah Powell (British Gymnastics CEO) on working together more across the home nations. All want to get to the position we are using our resources in a more coordinated way. Hopefully some positive work we can build on. SP provided an update on shape our future since the board meeting on 13 June. Scottish Gymnastics draft wording was preferred by British

	<p>Gymnastics and the creative agency has been appointed called Dark Horses. SP has been interviewed by them, and they will now take the work created so far and progress the design and content.</p> <p>The strategic session in Birmingham had Welsh, English, Scottish and British Gymnastics there along with other stakeholders including UK Sport. Creative agency ran a session which was future looking around what actions need to be in place to get us there.</p> <p>They will work on a strategy on a page, our manifesto, the messaging framework around it and the toolkit to make the strategy live.</p> <p>Five strategic shifts to move as a sport is being used as the mechanism to frame the new strategy. Final outputs coming shortly for review by board and staff and then our wider networks.</p> <p>BE praised the good work and for keeping us informed. Thanks to SP and DM for the work on this.</p>
	ACTION:
12	AOB
	<p>British Gymnastics are arranging club visits for their board directors to meet clubs, and there is a request for Gary Tolometti to attend as part of this. It was agreed to have a Scottish director involved too and will be arranged for over a number of months.</p> <p>Eilidh McCall-Lawrie is leaving the safeguarding team for a senior role in Scottish Curling. Recruiting a replacement now. On behalf of the board BE thanked Eilidh for all her work and support during her time here.</p> <p>BE thanked the board for the useful discussion today and the SLT and their teams for all their work to date.</p>
	<p>ACTION: BE to follow up on club visits with directors Schedule of meeting dates to be issued to all involved</p>
	DATE OF NEXT MEETING
	Expect to hold a meeting in August for budget sign off, to be confirmed shortly.