



MINUTES OF BOARD MEETING HELD ON WEDNESDAY 24 SEPTEMBER 2025  
VIA TEAMS

**PRESENT** Brian Ewing (BE): Doc McKelvey (DM): David Johnson (DJ):  
Karen Rees (KR): Claire Bath (CB): James Hall (JH): Fiona  
Paterson (FP): Louise Burns (LB): Ruth Hudson (RH): Lorna  
Callan (LC) **sportscotland**

**APOLOGIES** Kerri Mchale (KM): Claire Bath (CB) from item 8

**IN ATTENDANCE** Lara Gregson (LG): Sam Hendrikson (SH): Lindsey Booth (LB)

ITEM	AGENDA ITEM/DISCUSSION
1	<b>WELCOME AND APOLOGIES</b>
	BE welcomed all to the meeting noted apologies. He hoped everyone had a super summer. Papers had been previously circulated for review
2	<b>NOTIFICATION OF CONFLICTS OF INTEREST</b>
	None
3	<b>PREVIOUS MINUTES &amp; MATTERS ARISING</b>
	The Minutes dated 25 June, and 3 September 2025 had previously been circulated via email and were formally approved.  There were no matters arising.
4	<b>ACTION LIST</b>
	The Action List was revised, including actions carried forward.
5	<b>SLT Report</b>
	The SLT report was previously shared with the board.  DM highlighted the working partnership agreement review meeting British Gymnastics in July. It was a good meeting with Sarah Powell, but British Gymnastics do want to look at the principles around how the fee is established. This links into the work with British Gymnastics and Welsh Gymnastics. More details to come from British Gymnastics and will be shared with the board in due course.  Political engagement around the CEO forum is going well and we will continue this approach with the government. The forum has been getting support from <b>sportscotland</b> to progress this. There is a tiered approach for National Governing Bodies to contribute for phase two based on the size of the governing body. There were 29 sports on the call who were all very positive about that.

Commonwealth Games 2026 - looking to demo para gymnastics at Commonwealth Games. There is a meeting with them next week and they seem quite positive about it. BE asked about the overall opportunity for Glasgow. DM highlighted two key areas; para and gymnast ambassador work linked to commercial and how we can use them in clubs more and raise the profile of them and gymnastics. These will be role model type gymnasts to our members in the run up to Glasgow to increase impact at our clubs.

BE asked SH about doing something before the games with gymnasts. SH confirmed they will look at opportunities and looking at doing something after the games like the experience day last time. JH suggested a send off type event for members, and it also benefits the gymnasts too.

LG shared an update on the new digital and systems manager role and the process improvements that all staff have contributed to. Live scores are now available on the website and baby gym characters have been created to support this new product.

BE asked about the staff survey and general morale. LG confirmed it was much more positive and the staff meetings have helped to work together more and get to know each other more.

SH highlighted the Playsport space image that was included in the report to highlight how good it looked for the summer extravaganza. The team are working on approach to the event rationalisation.

SH also confirmed there has been a slight decrease in dedicated facilities for clubs. Membership figures are at 24,000 which is ahead of last year's year to date. Auto renew process had some issues but it has got people through the process. The development team engagement with clubs shows interactions with a third of all clubs in a six-month period.

The new performance team have settled in really well. There are some ex-gymnasts keen to provide support to link Glasgow 2014 to next year's team.

Athlete personal awards had seven gymnasts awarded to support them in their preparation for Commonwealth Games which is great. Thank you to **sportscotland** and the Scottish Institute of Sport.

Education team are working hard on cancellations and understanding why that is the case. The more forward-facing approach with the development team and linking in with the clubs is helping. Subsidy is still available and having to push that too for young people to take it up.

Coach development work has concluded with three workshops three on ethical coaching; coaching in the field, neurodiversity and playful learning to bring it to life more and will sit in Brilliant Basics resources.

BE asked about the shortage of judges at the summer event. SH said there was an issue around voluntary work and the appetite for judges to be there and club event permits are also clashing with Scottish Gymnastics events and that is impacting judge attendance. Clubs are also paying them to judge as the event organiser.

	<p>BE asked about the potential Commonwealth Games gymnasts and how are they feeling. SH confirmed that some gymnasts are hitting the standards already. Jamie Bowie is the team manager again and will start to attend camps soon.</p> <p>DM talked through the operations plan report with the final membership figure sitting at 32,343. More investigations to be carried out around the membership figures and look at the details more, including around dual registration and continue the existing work with clubs who are breaching the dual registration policy.</p> <p>Operating plan captured the end of year update with projects completed for the year as blue with some showing as amber for specific reasons.</p> <p>BE thanked the teams for all their work in this.</p>
	<p><b>ACTION:</b> Look at the club approach to judges and payment for that activity and any implications. SH to add to the events impact paper.</p>
6	<p><b>WELLBEING AND PROTECTION COMMITTEE</b></p>
	<p>KR confirmed that they had their second meeting with their new member there. LB talked through the report that had been shared.</p> <p>Review recommendation on the social media policy had some feedback from the committee, with some changes to be done and a one pager child friendly page to be included.</p> <p>Standards for wellbeing protection in sport is now audited quarterly and doing two quarters in one meeting on 31 October and the last one in January 2026. The link to the feedback is in the report.</p> <p>Team has settled now and also have some freelancers working too and now getting work done across all four priorities,</p> <p>Safe sport visit reporting is now presented in an easier to understand way and includes any clubs not engaging or withdrawing from the programme and the reasons why.</p> <p>Judge courses has been delivered with more available to the end of the year and is free.</p> <p>1343 PVGs have been processed, with the majority in a small window. Only slightly higher than last year but at double the rate. This is now bedding it in going forward.</p> <p>Case management information is there and includes ongoing cases and new ones and the breakdown is included and where they came from. The club portal is cases managed at club level and there has been good engagement from clubs who are using it.</p> <p>CB asked about the new cases or ongoing cases that may reach the press. LB confirmed that there are not any that are significantly high risk for the</p>

	<p>media. Iona Scott in our communications team is linked into cases, and we monitor any that could be a concern.</p> <p>BE asked about the learnings from the club programme and have the clubs provided feedback on the experience for them. LB confirmed it was done as part of the pilot cohorts and they will look at any further feedback at the end of the programme.</p> <p>BE asked what the feel was across Scottish sport for dealing with PVGs. LB confirmed that other sports are also feeling the high workload including the reapplication of people, high volume and the time to process. We are high volume users,</p> <p>FP asked about the impact on other areas of work and if Disclosure Scotland are doing anything to support. Disclosure Scotland have acknowledged that not sharing results by the person in a timely manner and that's causing additional work for us and Disclosure Scotland. This is an area that Disclosure Scotland may look at to make it better for everyone. It also has a financial implication for the individual too.</p>
	<b>ACTION:</b>
<b>7</b>	<b>REMUNERATION AND NOMINATION COMMITTEE</b>
	LG confirmed the annual skills audit would be shared for completion by the board.
	<b>ACTION:</b>
<b>8</b>	<b>AUDIT AND RISK COMMITTEE</b>
	<p>DJ had shared the finance report up to July 2025 which included the year-to-date figures and the end of year forecast. <b>sportscotland</b> has been reduced due to underspend that we did not achieve in the <b>sportscotland</b> funding year. They have agreed to fund the CEO forum from this underspend.</p> <p>BE confirmed that the audit and risk committee had securitised the details and thanked the teams and DJ for their management of the accounts.</p> <p>RH asked about the savings accounts and details coming to her personal address. DJ confirmed the approach to savings and the bank processes that we need to abide by. DJ explained where money has been placed to generate higher interest rates.</p> <p>BE explained that there is work underway to have financial training session, date TBC.</p> <p>Annual risk review – DM talked through the role of the board around risk. The board are responsible for overseeing the culture of risk management and come to board with any major decisions. The annual risk register was sent out in full. SLT review it quarterly and it then gets reviewed by audit and risk committee. The full register comes to board on an annual basis. 47 risks identified, 8 are red. DM talked through the risk register and highlighted the</p>

	<p>red risks in more detail and any changes in risk scores from the previous quarter.</p> <p>DM has started a more in-depth risk review with audit and risk committee and are looking at some of the categories and the risk appetite with SLT providing feedback.</p> <p>Insurance update – annual policy was renewed in August. There is a long-term agreement for the public liability policy over three years at the same rate and offered an increased low claims rebate if we take the three-year agreement. Audit and risk committee recommended the three-year agreement. Personal accident offered under a three-year agreement with a small reduction in an annual premium and opportunity for low claims rebate too</p> <p>The board approved the finance report and the insurance three-year agreements for both policies.</p> <p>BE thanked DJ and his team for all that they are doing in financial management.</p>
	<p><b>ACTION:</b></p>
<p><b>9</b></p>	<p><b>GOVERNANCE COMMITTEE</b></p>
	<p>BE confirmed that the committee met and reviewed the charity option paper. DM will scope out a plan to progress this area of work.</p> <p>The Scottish Gymnastics RCAT had referred a club to board following the review of the investigation report based on dual registration. The board had been provided with the investigation report and the referral report in advance. Following questions and discussions, the board agreed to revoke their membership and refuse entry unless the club changed their structure and approach.</p> <p>DM had previously shared a paper on Leap Without Limits Phase 2. British Gymnastics are also working on this, and DM is keen to continue with that alignment and they are looking at April for their phase two, we will take slightly longer. DM had shared the theory of change work that is underway and we are looking at a version for us. More details will be shared at the December board.</p> <p>We will also look at the performance review based on 12-year journey that ends in 2026, as I's time to look at that now and how we deliver our performance programmes. Numbers were shared in SH's slides. We will use an external consultant to do that. Video will launch in January to March, and we will involve the staff at the away day in March for input as well as the My Voice Matters report too.</p> <p>The strategic board in May will include the safe spot report, update on performance review and what phase 2, leaping forward in Scotland, looks like going forward. Board will have input in then and present to sportscotland in September/October for the next cycle of investment.</p>

	The board were happy with the approach and the timeline. May board will be key for board scrutiny and check and challenge.
	<b>ACTION:</b>
<b>10</b>	<b>EQUALITY, DIVERSITY AND INCLUSION ADVISORY COMMITTEE</b>
	Transgender policy - LG shared an update from the discussions with British Gymnastics and the potential approach. The board discussed the papers and shared their feedback. This feedback will be shared with British Gymnastics. This will also be discussed the next EDI committee meeting. The EHRC code has had lots of feedback and still awaiting ministerial approval, with no timescale as yet.
	<b>ACTION:</b>
<b>11</b>	<b>PROJECT UPDATE</b>
	<p><b>Pathway</b> SH had previously shared slides with an update of the pathway activity from the strategy. SH shared an overview slide to the board. SH and Kenny More (lead manager for performance) have been at British Gymnastics to discuss the Commonwealth Games selection process timeline and how that impacts other international selection events, with more information to follow.</p> <p>Reviewing performance programme approach across all disciplines and is it best suited for each discipline and the how the institute support athletes. £80k satellite funding has supported many projects with a rural focus, disability and women and girls work.</p> <p>Brilliant Basics is live, and the next drop is happening in October. More work is needed around seeing the value in it for coaches and the approach to the cost for members.</p> <p>Power BI should support the reporting processes better. There has been a decline in competition entries for Scottish Gymnastics events with some events no longer there or clubs choosing to attend other events and more club competitions underway. We have seen a growth in ticket sales which the new ticket system has driven on.</p> <p>BE asked about the performance review of the disciplines and how brave and bold will it be. SH by asking an external to lead we are getting that independent view and asking our membership for their feedback and working with British Gymnastics for them to support and be part of the solution. JH suggested getting enough perspectives and not just from one demographic. RH is fully supportive of this approach, and the Scottish Gymnastics programme is a feeder process. FP asked about which other sports in Scotland are having success with this approach. SH confirmed she has been looking at other sports and their approach. FP highlighted the inclusion of the para work too which is good.</p> <p>DM commented that it's imperative that British Gymnastics are involved as they also want to build a para pathway and how we feed into the British system. The scope of the review will not be restricted to maximise the process and the outputs.</p>

	<p>JH shared his thoughts on the approach from a strategic perspective. SH confirmed JH and potentially FP would be involved in this process. It's exciting to be reviewing what we have done and where we want to go.</p> <p>BE thanked SH for her update and commented on the platform you have built over the last 12 years is a great stage to build from and we will continue to build on that.</p> <p>BE asked about the events drop off and if more investigations will be done. SH confirmed some of it is around clubs going to local events to save travelling, errors in some venue bookings had an impact, costs is mentioned but Scottish Gymnastics is much lower than other home nations.</p>
	<b>ACTION:</b>
<b>12</b>	<b>AOB</b>
	<p>Face to face event – date is needed for the board development day and looking at one into the new year with a session on financial responsibilities.</p> <p>With two lifetime achievements being presented at the annual awards in November, the board approved the honorary life membership for both Ruth Hudson and Felicity Thow.</p> <p>BE thanked everyone for attending and their input.</p>
	<b>ACTION:</b>
	<b>DATE OF NEXT MEETING</b>
	3 December 2025