CONFIDENTIAL DOCUMENT

SCOTTISH GYMNASTICS

MINUTES OF BOARD MEETING HELD ON WEDNESDAY 11 MARCH 2026
VIA TEAMS

PRESENT	Brian Ewing (BE): Doc McKelvey (DM): David Johnson (DJ): Karen Rees (KR): Claire Bath (CB): Fiona Paterson (FP): Ruth Hudson (RH)
APOLOGIES	Louise Burns (LB): Kerri McHale (KM): James Hall (JH)
IN ATTENDANCE	Lara Gregson (LG): Sam Hendrikson (SH): Lindsey Booth (LBO): Lorna Callan (LC) sportscotland: Jay Runga (JR) for item 5 only

ITEM	AGENDA ITEM/DISCUSSION
1	WELCOME AND APOLOGIES
	BE welcomed all to the meeting noted apologies. Papers had been previously circulated for review. BE encouraged discussion by the board. Thanks to the staff for delivering the board papers, really good content.
2	NOTIFICATION OF CONFLICTS OF INTEREST
	None
3	PREVIOUS MINUTES & MATTERS ARISING
	The Minutes dated 3 December 2025 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.
5	STRATEGY REVIEW – PEOPLE AND EXPERIENCE
	SH provided an overview of the two presentations focussing on people and experience that Sarah Logan and Jay Runga had prepared and previously shared. JR had prepared a video and slides and asked the question around where do we invest more resources for learning and development and what will be more impactful in the next few years. The board discussed this in more detail. There was discussion around coach numbers and JR shared details on a piece of work that is analysing more on this and will help shape plans for the future and understand more on our workforce and the barriers associated to becoming a coach. SH spoke about the need for coach development beyond coach qualification achievement. RH agreed that it is beyond getting the qualification and can see the benefit of the new foundation coach qualification. LBO highlighted

	the challenges safe sport have with coaches being unable to receive feedback and this leads to a move to more formal outcomes as a result of their reaction. JR highlighted the work that is being done in conjunction with the national technical leads at performance camps with coaches coming along and widening the development opportunities. BE commended JR in the change in coach education and the work he and his team have done. The board discussed the balance of online and face to face delivery of coach education. FP was pleased to see the learning experience approach and how it will impact the entire gymnastics community. RH asked about how coaches will be supported in clubs who may not understand the experience. JR felt the mentoring within clubs is very important here and clubs will need to attend this course to be able to support the coaches as part of this new assessment approach. The financial model has been agreed with British Gymnastics in line with our working partnership agreement and any additional costs for Scottish Gymnastics to pay. JR to review risks associated and this can be reviewed in line with our risk appetite. BE thanked JR for all his work on this and was pleased to see the financial element has been resolved. The presentation prepared by Sarah Logan had been shared previously, SH shared questions to the board around how Scottish Gymnastics works better with local authorities/ local trusts. DM shared some previous experience on working with local authorities and our previous offering. FP agreed that the focus on clubs is the right thing to do. The financial model is crucial and how it links with coach education and the cost per person impact. BE asked LC what **sport**scotland are doing in the space when other independent agencies are delivering coach education in local authorities. DM will be following up on this with **sport**scotland to understand more. SH highlighted the lack of links from local authorities to clubs and FP agreed how this can worked in to agreements. BE thanked SH and JR for their contribution and to Sarah and her team for their work on this.
	ACTION: JR to look at the risks associated with the new foundation course
6	WELLBEING AND PROTECTION COMMITTEE
	The annual report for 'My Voice Matters' safe sport strategy had been previously shared with the board. LBO highlighted some key points from the data gathered including work to raise the profile of safeguarding officers in clubs and seeing an improvement in young people knowing their safeguarding officer and also the reporting of incidences to them. LBO shared the stats on people attending courses. LBO highlighted the support programme with clubs and the improved link with the development and experience team, along with the work the communication team have done with posters, images and pop ups. We have maintained compliance with the child wellbeing standards along with

	processing a significantly higher than normal PVG applications due to the change in legislation. The case stats were also shared, highlighting the different levels of cases and seeing the same kind of themes across clubs and at Scottish Gymnastics level. The club portal has helped support this data gathering. The report also included conduct in sport details and how that data compared at a national level. The performance team have led on the pathway activity and supported bedding in safe sport work across other teams. There is a new pop-up banner at events that highlights the safe sport summary on what can be expected in a safe environment in child friendly language. BE thanked LBO for an excellent report and the leadership that Scottish Gymnastics are doing in this facet. BE congratulated LBO and her team for all the work they are doing. KR confirmed that the committee was pleased with the progress and want to see this becoming usual practice and embedded in all teams. FP asked if there has been any changes in safeguarding officer inductions. LBO confirmed there have been people leaving the role due to not understanding the role. The club survey results highlighted the value that the clubs place on the safe sport support. LBO asked the board of any areas they would like more depth required moving forward. BE praised the style of the annual review and LBO acknowledged Iona Scott and her work around this. LBO highlighted that the team are currently working on all priorities at the moment which is the first time in several years. There is still a vacancy on the wellbeing and protection committee for a Scottish Gymnastics member. BE asked KR to pass her thanks on to the wellbeing and protection committee for all their work and support.
	ACTION: Board to consider any areas for the future that they would like more depth on
7	AUDIT AND RISK COMMITTEE
	DJ had previously shared the January finance report. DJ highlighted the actuals are showing a favourable variance and explained the reasons why including positive membership numbers currently sitting at over 32,000, 9.77% ahead of last year. The board approved the finance report. BE thanked DJ. DM had previously shared the risk management framework, which included risk management statements. The risk policy will need updated to reflect some changes and a session with the sports operations group will be done on an annual basis on risk to increase their knowledge. The risk management statements were discussed at SLT and audit and risk and debated the level

	of risk we are comfortable with in the different areas. The framework was approved by the board.
	ACTION: Risk policy and board handbook to be updated
8	GOVERNANCE COMMITTEE
	Dual registration – The board had the paper on the named club including the investigation report. LG talked through the key points. The board asked questions on the case and discussed the report in detail. The board decided to accept the RCAT decision with the named club to revoke the registration with the right to appeal to an independent panel. Schedule of delegated authority – DM had worked on this further following gap analysis work on the sports code and made it clearer for matters reserved for board. Board approved the schedule of delegated authority. Charity formation – DM shared an update on where development of the charity was at and confirmed that there was a draft constitution in place. First draft of OSCR application prepared too. Need to agree on the charity name and looking at the charity objectives and agreed trustee details who would retire on an annual basis and then re-elect each year. Agreed initial three trustees as a starting point, BE, DM and CB. Board agreed the governance committee can progress the OSCR application.
	ACTION:
9	REMUNERATION AND NOMINATION COMMITTEE
	Chair recruitment pack was previously shared with the board. Planning for June interviews to allow for a handover with the appointment confirmed at February 2027 AGM. Board agreed to progress with this process. Board to consider any possible candidates for this role.
	ACTION: Board to consider any individuals who would be suitable for this role
10	SLT REPORT
	SLT report had been shared previously. DM highlighted the additional core investment coming from **sport**scotland which is great. More details to come on other financial opportunities that will benefit our clubs directly and how governing bodies can make applications to access the additional funding. The CEO forum continues to work on what will come next after the election in May. BE commended the work of the CEO forum and driving the work going forward. **sport**scotland submission is in and the panel meeting is next week. CWG artistic gymnastics has been added back in as a core sport and rhythmic is an optional sport. LG shared the outcome of the dual registration appeal and thanks to the independent panel who heard the appeal.

	LG highlighted the work with SAMH on mental health sessions for our members. The next cohort of the youth forum have been recruited and are all amazing young people. Our communications team had great traction of the social media coverage of the para gymnasts. The transition to our new IT company is underway now. SH highlighted the success of the artistic championships at the Emirates venue with the highest number of spectators and the national coach from British Gymnastics also attended. Shetland gymnastics clubs have secured a new facility which is great for the community. SH highlighted the increased visibility of the development and experience team with clubs which has supported relationships and a better understanding within clubs as well as improvements on seeing unregistered members at clubs. Commonwealth Games preparation is underway and going well. We have more athletes supported in the institute and confirmation of medical support too for unsupported athletes which is great. BE asked about how the athletes are getting on. SH confirmed that there is British Championships next week and then a home nations in April before final selections are made. SH shared an update on the performance insight review. The wellbeing committee had a more detailed update already. The review has completed interviews with 22 one to one meetings, with some more to come. Acro gymnasts have not replied at all so they will be followed up to get their input. Wider survey went out with returns from 14% of coaches and 23% parents and gymnasts. Workshops happened for the 12-year review and British Gymnastics also attended. There will also be a para meeting. Project board meets every week with JH there too. Report to come with recommendations. LBO was positive about the process and safe sport involvement has been worthwhile. BE drew the board's attention to the ops plan update.
	ACTION:
11	JOINT TECHNICAL COMMITTEE
	SH shared that meetings have been held with chairs/judging officers from various technical committees (TC) with additional information collected through individual TC feedback looking at the development requirements for judging in both the short and medium term. Feedback has been obtained from six disciplines which will help shape request for resource to provide new CPD delivery for judges to act as a precursor to online direct assessment but also to upskill the judging workforce and give them live practical experiences out with the competition environment. Feedback from the last TC has been requested and awaiting a response. Proposal being finalised where it will be discussed at SLT for additional resource and once agreed final proposal will be shared with the joint technical committee.

	British Gymnastics joint technical committee are reviewing their JTC approach going forward.
	ACTION:
12	EQUALITY, DIVERSITY AND INCLUSION ADVISORY COMMITTEE
	LG shared that there has been no progress on the clothing policy or transgender policy with British Gymnastics. The current equality policy has been reviewed. Our moving to inclusion mentor led a training session with all staff on an introduction to the framework, what is EDI and understanding and using equality impact assessments beyond policies. Board training is booked for 14 November 2026.
	ACTION:
13	AOB
	BE thanked everyone for their contribution tonight. Lots of good discussion and thanks to the staff for their contribution. LG confirmed the accommodation plans for 16 May and the Friday night dinner.
	DATE OF NEXT MEETING
	16 May 2026 – strategic board day (face to face)