

SCOTTISH GYMNASTICS

MINUTES OF BOARD MEETING HELD ON SUNDAY 12 MAY 2024
 CALEDONIA HOUSE

PRESENT Brian Ewing (BE): Doc McKelvey (DM): Ian Chambers (IC): Karen Rees (KR): Ally White (AW): David Johnson (DJ) Kerri McHale (KM):

APOLOGIES Ruth Hudson (RH): Claire Bath (CB);

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

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	24-25 PLANNING
	DM confirmed that this was a board meeting to share the draft operational plan for 2024-2025 and it is a progression of this year. When we tie this in with the budget there are some challenges on what we want to do in relation to the operational plan. We did our budget top down this year for the first time and the teams highlighted anything that has been left out to meet the budget. We are currently sitting at a £16k deficit. The team have taken some budget actions which will be shared along with some risks that have been identified, some assumptions around cost increases and some omissions to meet the budget.
	DM shared some slides and talked through the highlighted the budget actions that have been taken to meet the budget. DM shared details of the omissions from the budget and talked through the risks associated.
	ACTION:
4	DEPARTMENTAL UPDATES
	Central LG shared an update on the approach to supporting mental health and wellbeing which included the work with SAMH and clubs around the club charter, working towards the completion of the silver award and looking at a mental health ambassadors programme. The equality, diversity and inclusion work will continue as we progress with the moving to inclusion framework. Member voice activity will include the annual my voice matters survey along with the youth forum involvement in design and development of different areas of work. As part of the fair work first criteria, the staff forum has been established along with an online suggestion scheme. There will be an annual survey developed along with quarterly pulse surveys. Membership system implementation continues to progress with the soft launch due on 1 July. We continue to work with British Gymnastics as well as our own commercial activity to look at the value proposition. Our new insurance relationship with Aon will

offer more benefits for all members. Meetings with clubs around dual registration will continue in the coming year.

Safe sport

LB shared the update which is based on the new strategic framework. She highlighted key areas of work under the different areas;

People – online network events for the coming year

Experience – working with a larger percentage of clubs for club safe sport visits and moving towards minimum operation requirements and how that will work with clubs who didn't sign up to be part of the process.

Wellbeing – updating the conduct in sport code recruitment and training for panel members.

Pathway – working with the performance team to embed a process to monitor culture and individual experiences.

Leadership – ensuring there are opportunities to feedback and gather input from young people.

LB shared the video, featuring the youth forum, that is being used to launch the 'my voice matters' safe sport strategy at the start of June.

Sport

SH shared an update for her teams and confirmed that athlete wellbeing and performance curriculum runs through all the performance and pathway activity.

Brilliant Basics, the gymnast development blueprint, is progressing well. Coach development progressing with a focus on facing the grey approach and more groups of coaches coming together.

Culture continues to be focus and having a positive experience and taking that back to the club and also how we measure culture. We are also expanding the medical support at all camps.

International competition support from **sportscotland** will provide more opportunity for gymnasts to attend more internal events with a targeted approach.

Development and experience team will progress with the love to move initiative delivered in partnership with British Gymnastics Foundation. Further work with delivery partners like sporting memories will continue.

Widening the participation offer, in particular around the offering for bronze members, and will include new competition offering in to 2025 around mass participation. Participation team will focus on in club delivery to coaches and gymnasts with a key theme around play, positive experience for gymnasts and brilliant basics. Gymnastics experience days will be happening around the country.

Club satellite opportunity for five more clubs and aiming to offer further grant for changing lives themed work.

Club development will include a focus on new leadership programme supporting 15 targeted club leaders/ head coaches through a six-month programme. There will be further Scotland wide networking development opportunities and learning support. Learning and development team will continue to focus on the delivery of the calendar of courses. Local authorities and leisure trust partner agreements are continuing with some accessing Rise.

Workforce development will include a comprehensive CPD programme delivered to our members in line with the coach development framework. CPD for judges being developed in line with the new code of points. The volunteer development programme with five strands is underway.

	<p>Events will have a new streamlined calendar delivering in new spaces. Recruiting and embedding a new events crew who will support the event set up and delivery. Scoring across all disciplines is being reviewed. There will be the delivery of international events. Facilities discussions are under way to create a plan for a national facility and progressing with sportscotland.</p> <p>There still feels like there is a need for a gymnast advisory committee, a group with gymnasts from the performance pathway, representation from across all disciplines, with a direct link to the board. This will be considered in the coming year.</p>
	ACTION:
5	24-25 PLANNING PRIORITISATION
	<p>DM invited the board to discuss the details shared in the operating plan, consider the budget challenges and the risks shared earlier. The board was asked to prioritise their top three projects in the coming year and any that could be removed from 2024-25 plan or added to an opportunities list.</p> <p>Balancing the financial and people resource was also discussed. Events redesign is important with the rationale there to support the progression of Claire Thomson's report.</p> <p>Facility project was also seen as an important project along with the commercial activity to engage with commercial partners and generate income to invest back in. Focus on people and a great experience for everyone was a priority, culture and developing people, great coaching and the support for clubs to run properly.</p> <p>Club satellite fund was also an important opportunity. Support for clubs to grow to enable further members in from the waiting lists and workforce development to support the increase in coaches to enable the additional classes within clubs. Articulating the member value proposition, in particular for our bronze membership, was also highlighted by the board as important.</p> <p>DM and BE thanked everyone for attending and contributing to the discussion.</p>
6	GOVERNANCE SCHEDULE 2024-25
	LG shared the schedule for 2024-25.
	ACTION:
7	AOB
	N/A
	ACTION:
	DATE OF NEXT MEETING
	26 June 2024