CONFIDENTIAL DOCUMENT

SCOTTISH GYMNASTICS

MINUTES OF BOARD MEETING HELD ON SATURDAY 16 MAY 2026
NORTON HOUSE HOTEL

PRESENT	Brian Ewing (BE): David Johnson (DJ) Kerri McHale (KM): Ruth Hudson (RH): Louise Burns (LB): Fiona Paterson (FP)
APOLOGIES	Doc McKelvey (DM): Claire Bath (CB): Karen Rees (KR): James Hall (JH)
IN ATTENDANCE	Lara Gregson (LG), Lindsey Booth (LBO): Sam Hendrikson (SH): Lorna Callan (LC) **sport**scotland (until item 4)

ITEM	AGENDA ITEM/DISCUSSION
1	WELCOME AND APOLOGIES
	BE welcomed all to the meeting. BE also noted apologies. Materials were shared in advance and this is an opportunity to discuss and ask questions.
2	NOTIFICATION OF CONFLICTS OF INTEREST
	None
3	KEY UPDATES
	SH outlined the plan for the day and the timeline for key pieces of work. **Performance Insights Considerations** Kirsty Drawer, performance consultant been working with Scottish Gymnastics in partnership with SIS to support an insights review into performance looking back over the last 12 years. British Gymnastics also supported the process and a significant consultation process with the community was initiated. A separate executive summary was circulated in advance to support this. Feedback was shared with direct quotes from coaches, gymnasts and parents. Performance investment is Olympic focussed. We will look at opportunities to work with British Gymnastics more for greatest benefit in some of the non-Olympic disciplines. Look at targeted and individualised development of future performance coaches across all disciplines and supporting coach development should remain high priority and use Brillian Basics as the performance curriculum to guide development. The positive culture has been recognised over the last five years and should not be compromised and the acknowledgement of readiness to dial up on the level of challenge and shift towards higher performance. BE opened the floor for discussion by the board. BE has been following the progress of the review and delighted that it was undertaken.

SH mentioned four performance clubs and BE asked what does that look like. SH explained that not all clubs provide the same disciplines across their clubs. The team looked at where the athletes are coming from and how do we concentrate our resources to these clubs and how we do we work with our camps. Discussion has included looking at full time national coaches and move away from contractors as technical leads. The national coaches would attend the four key clubs on a regular basis and the others less often. Other coaches and gymnasts would be invited in too.

The board discussed the details that had been shared and the approach that SH had shared. A key part was how this is shared with members with a consideration of where there is no investment. Coach development is key to future progression of gymnasts.

SH talked through the financial approach if national coaches were secured and how the performance team would support the different disciplines. We need to be really clear on how we support specific athletes who can progress to the British system and how that works within clubs and how that is managed with them.

The board discussed if we should be more focussed on Olympic disciplines versus non-Olympic and agreed the communications approach needs to be planned out by discipline.

SH confirmed there is one more meeting with the consultant and that will bring the review to a conclusion.

Events Progress Report

SH shared an update on the work following Claire Thompson's report in 2023. Frequency and timing of events is still a significant challenge in particular the qualifications events and how we can support them along with delivering events for our wider population. Venues are more settled now but formal agreements need to be put in place. Equipment upgrades have been made with a new agreement with Gymnova for all disciplines with the exception of trampoline. Storage offsite is a challenge and the moving of equipment does add to time and costs. Investment in scoring has been significant and looking at solutions for all disciplines.

Volunteers remained a challenge but the addition of paid ticket and music contractors has helped. Lack of judges remains an issue. Scottish Gymnastics will provide free judge CPD to support the judges to support new judges and revalidating judges. The events team have been working with Nicky Youl to clarify roles and responsibilities within the team and how the team works with the technical committees and event officers.

The board discussed the lack of judges and what can be done to support this area more. It was highlighted the need for clubs to have judges within their clubs and the benefit to them.

KM shared the positive feedback when board members attend the events.

Safe Sport

LBO shared an update following the sector wide report – Safe Sport Report which identified opportunities to strengthen safeguarding practice. Four core

	sports (gymnastics, swimming, cycling and athletics) work together on this and progress the recommendations. Scottish Gymnastics working with British Gymnastics to align on the draft safeguarding regulations. The wellbeing committee reviewed the draft safeguarding regulations around the ethos and approach Scottish Gymnastics want to take and where we want to differ in some of the language being used. The updated regulations will be reviewed again by the wellbeing committee, along with the governance committee for review, and will come to board in June. The disciplinary procedure will continue to be in place alongside the managing of safeguarding issues using the safeguarding regulations. Governance Looking at how we can improve the performance gymnast connection in to the governance structure. JH leading this and linking in performance gymnasts Youth forum has 17 members and a year's plan of activity in place. My voice matters quarterly feedback – more feedback to be shared from the club visit feedback that's gathered, using feedback to inform next year's work. There is also a review of the sub committees and articles review underway.
	ACTION:
4	LEAP WITHOUT LIMITS 2.0
	Priority Projects Draft Presentation had been shared in advance. SLT chatted through the priority projects. SH shared the background on the input from staff on how we got to this point. Overall direction has more focus on people development, place-based working and project prioritisation and rationalisation. The strategy remains as is with the addition of an impact statement. Talked through the priority projects and business as usual activity and the board discussed the pieces of work that are omitted or deprioritised. BE asked the board if they were happy with the direction of the travel. LB asked a question around the strategy having a clear business line within it. FP asked about the performance part and the sport highlighted within the strategy. LBO shared the approach on how My Voice Matters is structured around the three different stages with work at different phases. The next four years and the proposed priorities feels good and stepping off from the foundation and the reset from four years ago. The board asked if there was enough resource to deliver was asked. There was discussions around local authorities and how best to progress this. It was suggested to work with three local authorities and then use them to present to others and sell it that way.

LC concerned about ignoring the local authorities and leisure trusts and the lack of progression for gymnasts to clubs. SH explained the upcoming meeting with local authorities and leisure trusts will be an opportunity to explore this more.

Plan feels more realistic going forward.

BE said it was well thought out and reflects where we are and the journey we are on.

New Monies Proposals and Progress

SH talked through the new monies available from the government vis **sport**scotland. There are three areas we are accessing – club support, pathways and growth and innovation.

Club support fund aims to strengthen sports clubs and community organisations by funding paid roles which will improve coaching, governance, sustainability, safety and inclusion. Business cases have been prepared and will be uploaded to the portal next week for review

Pathway investment is to strengthen the effectiveness of sporting pathways.

Growth and innovation strands still to be discussed further with some initial ideas being discussed.

Budget Considerations 26/27

DJ talked through the budget considerations for 2026/27. This year we have seen membership numbers increase consistently across this year and this has contributed to a predicted surplus and SLT have been discussing how this will be spent. The new charity would be an option to donate any surplus in to that. The plan is to break even and that's the plan for 2026/27.

SLT have prepared their draft budgets top down based on a predicted membership figure. Membership fees to remain the same for 2026/27, aim to hold spectator ticket fees at the same rate and event fees due to increase by 5% from January 2027 but this could be held based on the predicted membership numbers. Performance camp contributions will increase slightly. Education course fees will be less with the new foundation course and safe sport courses are being held as is.

Thanks to **sport**scotland for the additional income to support staffing increases. The structure has been reviewed to look at the activity planned and how the new monies will impact the teams going forward.

SH highlighted the risk of the staff moving to active schools or development roles in local authorities that are paying significantly higher salaries and will impact governing bodies if staff were to move. Not clear on their remits and how it will link in with governing body staff if there are 40 of them.

BE thanked the board for their contribution and the good discussions. Thanks to the team for their preparation and taking the board through the presentation.

ACTION:

5	FINANCE TRAINING PART 2
	DJ delivered finance training to the board.
	ACTION
6	AOB
	British Gymnastics joint board is on 8 and 9 December at Birmingham, looking for good attendance there. Awards on 14 November in Edinburgh with equality training during the day.
	ACTION:
	DATE OF NEXT MEETING
	24 June 2026 – online meeting