



MINUTES OF BOARD MEETING HELD ON WEDNESDAY 3 DECEMBER 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): Kerri
McHale (KM) Lorna Callan (LC) **sportscotland**

APOLOGIES N/A

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

ITEM	AGENDA ITEM/DISCUSSION
1	WELCOME AND APOLOGIES
	BE welcomed all to the meeting noted apologies. Papers had been previously circulated for review. The agenda has been restructured to reflect the feedback from the board development day with discussion items now first, followed by any decisions and approvals required and then finally subcommittee updates.
2	NOTIFICATION OF CONFLICTS OF INTEREST
	None
3	PREVIOUS MINUTES & MATTERS ARISING
	The Minutes dated 24 September 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	LEAP WITHOUT LIMITS 2.0
	DM had previously shared slides around what comes next around our strategy review and in preparation for our sportscotland submission next year. DM shared an update on some specific work that supports this including the club survey that is currently open, the independent review of the performance programme, the safe sport transition plans and implementation of Clare Thomson’s events report. The board discussed the questions around the impact of the activities rather than what is being done. FP agreed and highlighted the story telling of the impact and how important that is and how that translates. Hearts pockets and minds. DM talked about humanising how you tell the stories and listening to the members more. FP using young people to tell the story on your behalf.

	<p>KR suggested gathering stories from all groups like love to move, baby gym, youth forum and open this wider to all members.</p> <p>CB highlighted it's important to measure social return on investment and go beyond the stories and start to really measure the impact and see what difference is. Would like to know how we measure this and communicate that to the users. DM mentioned the BGF love to move report and the impact that's happened on elderly people and includes the cost impact and not just the softer impacts.</p> <p>LB asked about growing gymnastics as a purpose. DM shared his thoughts around not just chasing the membership number but having it as enjoyable, safe and open to everyone and providing the experience for everyone. Clubs have waiting lists and working with clubs to increase their capacity but getting it right through the culture.</p> <p>DM asked about the focus areas and compared to BG plans. The wording is very similar to our strategy. Making progress on the current strategy and many commented on liking the current areas within leap without limits.</p> <p>DM shared the short-, medium- and long-term outcomes from the BG plan and how we are influencing at a national, UK and global level. FP suggested health outcomes as part of the long-term outcomes. Grow the evidence and impact based feedback. Central one is building the trust with our members. BE felt the flow was good between the outcomes.</p> <p>JH asked if performance outcome is more of a long-term outcome and not medium. The performance review will also support this. LC asked does the sport part come through enough and is gymnastics as the vehicle clear within this.</p> <p>BE thanked everyone for their contributions and depth of discussion.</p>
	<p>ACTION: DM to share the love to move evaluation report with board</p>
<p>6</p>	<p>PROJECT UPDATE</p>
	<p>JH had circulated a report in advance. As part of UK anti-doping compliance, it's important that we discuss this. 24 points of compliance are checked off, and Scottish Gymnastics are covering off all points to varying degrees. Ten most prevalent topics in the sporting landscape. SH, JH and Kenny more have discussed this all at length and highlighted four key areas for future focus.</p> <p>Supplements – lots of advancement in this area. Recovery is the main thing, and people are using things like protein, creatine etc but this comes with dangers. Not all tested to the appropriate levels to be acceptable and often cheaper versions which gymnasts may fall foul of. We need to continue education around this with gymnasts and coaches and focus on food first approach for recovery. DJ asked about discounted products as an option. SH mentioned the average age of our memberships is young so could be an issue. CB highlighted some schools ban supplements for under 18s. LBO also agreed that there is a risk to young people impacting the body.</p> <p>Drug use – societal issue, with cannabis as a widely used drug and a huge temptation for top level athletes. KR asked about zero tolerance of drugs and</p>

	<p>what support we offer and if there is a much greater risk than being set out here. JH confirmed that under mitigations we can focus on education on this and use the opportunities to promote what's expected and what's expected on substance use.</p> <p>Pressure to succeed – source of pressure in gymnastics is the calendar which is extremely busy and competing all year round and the build-up is intense, bearing in mind the Commonwealth Games next year. There is also the pressure on not progressing as quickly and temptations on what aids recovery. Continue with key messaging around this. Age and ability also impacts with gymnasts turned senior at 18, older athletes and pressure against them and they need to trust the process and monitor this. Athletes to focus on themselves, especially for next year and know it's ok to take a step back.</p> <p>Return from injury – can link in with that feeling of being left behind and tempting to look for options to expedite the recovery. We can mitigate this with regular check ins for support staff.</p> <p>Scottish Gymnastics have submitted the survey, mandatory workshops have been completed, and documentation is all up to date, continuing to chase gymnasts to attend workshops.</p> <p>RH asked about athletes who are not in active programmes and if they are counted in the figures. SH confirmed they are not bound by this programme, but all members are bound by the overall anti doing rules.</p> <p>JH expects the testing numbers to go up with the gymnasts in the Commonwealth Games. 2026 prohibited list has been provided and shared with all members.</p> <p>Scottish Gymnastics are compliant and we will continue to stay on top of the main risks highlighted in the report.</p> <p>The board endorsed JH's recommendations from the paper.</p> <p>BE confirmed it's so important that Scottish Gymnastics complies with the framework and thanked JH, SH and Kenny More for all their work and support for the athletes in the programmes.</p>
	<p>ACTION:</p>
<p>7</p>	<p>AUDIT AND RISK COMMITTEE</p>
	<p>DJ had previously shared the statutory accounts for 2024/25. Thank you to Thomson Cooper for their timely completion, this enabled the audit and risk committee to integrate the details.</p> <p>There is a surplus of £15k which is 0.55% of our turnover. Interest rates were slightly higher which contributed to this figure. We are on the cusp of paying tax, but hopeful we won't be paying tax going forward. Salaries are 40.7% of turnover.</p>

	<p>KR asked about the bank charges. DJ explained how the accountants add certain categories together and include merchant fees.</p> <p>BE asked about the tax threshold. DJ said we haven't paid tax in the last few years as we had taxable losses, but we are getting close to taxable profits. There should be no tax this year, but we will see following the corporation tax advice.</p> <p>The board approved the statutory accounts for 2024/25 and will now go forward to the AGM in February. BE thanked DJ for his work on this.</p> <p>DJ gave an update on the current financial situation and the improvements based on the long-term insurance agreements that are now in place. We are not predicting such a large deficit as before.</p> <p>The membership fee paper had been shared. DM explained that we need to make a decision on any resolutions for the AGM in February around membership fee increases. The paper was updated following audit and risk committee discussion and includes some additional options now based on the little and often approach on fee increases.</p> <p>The board were invited to discuss the options and shared their thoughts. They explored the pros and cons of increasing fees and providing more financial stability versus the increased costs on members who also pay event and performance programme costs and the impact on accessing gymnastics. DM highlighted the work going on for the next cycle and will be able to articulate clearly what our key projects will be. We will also know what the Scottish budget will look like and the work that the governing bodies are doing with government. We will have a really good narrative of where we are going and what we would be directing the additional spend towards. The UK government budget statement was also shared last week which has given some national context.</p> <p>DM shared an update on the work of the governing body forum with the budget discussions with the government on the back of the recent campaign and the work with all government parties.</p> <p>The board approved no increase to the membership fee. This is on the caveat that if the Scottish government announcement in January is less favourable, the board will meet to review and discuss any alternatives.</p> <p>Value proposition of the membership needs to be looked at in some detail.</p>
	<p>ACTION:</p>
<p>8</p>	<p>GOVERNANCE COMMITTEE</p>
	<p>BE gave an update on the correspondence with the named club. DM provided an overview on the dual registration process to date and reminded the board on the details of our membership rules and our articles around registering all members. DM shared the current update on clubs in the process. 1232 members has been the increase so far from the work with clubs who are now registering their members. DM reminded the board on the dual registration process and the link with British Gymnastics to ensure UK wide consistency.</p>

	<p>The board had the paper on the named club including the investigation report. DM confirmed that the board has several options that they can decide on. The club also has the option to appeal the board decision using an independent panel to hear the case.</p> <p>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.</p>
	<p>ACTION: Named club to receive the outcome</p>
9	SLT REPORT
	<p>SLT report had been shared previously.</p> <p>CIMPSA report had been shared with the board and SH highlighted the recommendation moving towards CIMPSA accreditation going forward in line with British Gymnastics. The board discussed the approach. The recommendation was approved by the board.</p>
	<p>ACTION:</p>
10	WELLBEING AND PROTECTION COMMITTEE
	<p>Full report was contained within the SLT report.</p> <p>The social media policy was approved by the wellbeing and committee and there were no questions by the board. The social media policy will be added to the website in January and shared wider as part of safer internet week in February.</p>
	<p>ACTION:</p>
11	REMUNERATION AND NOMINATION COMMITTEE
	<p>BE will leave his chair role in February 2027 after serving the maximum term. The committee will start now to consider what the chair role will look like going forward, if anything has changed from the last recruitment process and consider who could be worth speaking to along with an open recruitment process.</p>
	<p>ACTION:</p>
12	JOINT TECHNICAL COMMITTEE
	<p>Post meeting emailed update; SH confirmed that at the recent joint technical committee, a number of changes were tabled for discussion which have risen out of recent issues faced by the internal team when applying procedures that already exist, namely late entry processes, and music entries. The discussion was healthy with input from all disciplines and whilst there was not unanimous support for a status quo, it was weighted to keeping the current process in place.</p>

	<p>Scottish Gymnastics will help clubs in their understanding of what exceptional circumstances would be in the event of a late entry beyond the advertised extension of 48hrs but also look for scheduled reminders to clubs two weeks out from the deadline for all events to give clubs the best chance to meet all deadlines. We will also remove the late music fine and move the deadline to be more suitable for the disciplines.</p>
	ACTION:
13	EQUALITY, DIVERSITY AND INCLUSION ADVISORY COMMITTEE
	<p>Post meeting emailed update; LG provided an update on the transgender policy and confirmed that no further progress had been made on this joint policy work with British Gymnastics. Scottish Gymnastics are awaiting sight of the guidance that will receive ministerial approval to understand what has changed from the draft code consulted on. The board will be updated as the policy progresses. Feedback from the board and the committee had been shared with British Gymnastics.</p>
	ACTION:
14	AOB
	<p>BE thanked everyone for their contribution tonight and wished everyone a lovely Christmas.</p>
	DATE OF NEXT MEETING
	<p>15 February 2026 - AGM 11 March 2026</p>