



Council Meeting Minutes

Minutes of the Council Meeting held 12noon, 29 September 2018
Arches Suite, Radisson Hotel, Glasgow

Present

Alison Low (AL)
Moraig Macdonald (MM)
Ian Fleming (IF)
Ritchie Metcalfe (RM)
Les Rodger (LR)
Fiona Crawford (FC)
John Rough (JR)
Durno Jessiman (DJ)
Janice Morgan
Derek McGown (DM)
Graeme Marchbank (GM)
Forbes Dunlop (FD)

President
Vice President 1
Vice President 2
East District President
East District Vice President
Midland District President
Midland District
North District President
West District President
West District Vice President
Chair
Chief Executive

In Attendance

Sharon MacDonald (SM)
Ally Whike (AW)
Margaret Somerville (MS)

Director of Development
Director of Performance
Past President

Item No.

Action

1. President's Address

The President welcomed everyone to the meeting, recognising it has been a busy period since the March meeting. The President listed a range of Scottish and British events, meetings and receptions which she has attended across disciplines.

The President recognised performances at the Commonwealth Games, a range of Scottish and British events and most recently at the Europeans in Glasgow, Edinburgh and Dublin. The President congratulated all athletes, coaches and support teams.

The President acknowledged all those nominated and those who would win awards; it was also recognised that an enhanced process had now been adopted for the Club of the Year award. It was also noted that a club Chairs / Presidents session had been held during the Europeans and another was planned during the Short Course in December.

The President congratulated Graeme on his appointment as Chair of the Board and Caitlin, Jackie, Andrew on their appointments. Thanks was also offered to Margaret Somerville for her continued work on District Modernisation.

The Presidents final comments in her address were to encourage Council members to continue to consider how Council can be most effective.

2. Declarations of Interest

MM – Item 6, Performance Update Presentation
LR – Item 7.2, as a member of Swim West Lothian
GM – Item 8, Board Honorarium

3. Apologies for Absence

Matt Huntington – North District

4. Minutes of Previous Joint Council Meeting held 18 March 2018

On a point of accuracy, Item 4 – change McGowan to McGown

There was a discussion on succession planning for STO / National Events volunteers. Council asked that the STO Committee work with Marg Riach to identify where greatest concerns / risks lie. Council asked that a report is brought to the March meeting which outlines the position.

FD

5. **Actions from Previous Joint Council meeting held 18 March 2018**

Progress and updates were provided against all actions.

6. **Performance Update Presentation**

This item was moved to the end of the agenda and then due to time constraints it was agreed that it should be presented at the joint Board and Council meeting.

7. **District Modernisation**

MS introduced the paper, recognising that the Districts were now taking responsibility and progressing themes from this work at a District level. MS emphasised the importance of not losing momentum and asked Council to consider how this would be maintained and progressed.

MS discussed the recommendations with Council.

LR asked how the other disciplines are being included. MS accepted that the relationship between disciplines and districts needed more consideration but that a lot of the recommendations were generic and should cross all disciplines. FD agreed to include a discussion on District Modernisation at the next Discipline Chairs meeting.

FD

FD supported the recommendations and suggested that these are turned into an action plan which could then be monitored by Council. In addition he asked that any and all plans that are being produced take account of and link to the Scottish Swimming Corporate Plan, finally he suggested that District plans are short and simple.

SM

MM suggested that consideration should be given to additional meetings/ groups being set up to continue the sharing of good practice and to develop the thinking and direction for Council and Districts. FD asked that before any additional groups are established consideration is given to their purpose and focus.

It was agreed that a final meeting will take place before the end of 2018.

SM

Council thanked MS for her work and leadership around this work.

7.1 **New Club Affiliation process**

Council discussed and agreed that the change made at the AGM was adequate and that no further steps were required in the process.

7.2 **Composite Teams & Appendix**

Council discussed and agreed that paid positions should be able to hold positions on Mgt Committees, however they are mindful of the implications and asked that further work is undertaken to better understand the legal advice around honoree positions and honorarium payments. Council asked that once this advice is received Editorial Board consider the implications of this for both the Composite and Club model constitution.

EM

8. **Board Honoraria**

Council agreed to releasing the budget for Board payments.

DM

Council asked for clarification on the terminology around Honoraria.

9. **Young Volunteers**

SM introduced the paper which has been considered by Board, discussed at District Delegate meetings and is now before Council to consider. SM discussed the five strands of the programme before opening up the discussion.

JM offered support from the West, recognising some of the pilot work had taken place in the the West and she had attended some of the young leaders workshops. JM did ask that consideration is given not to disengage adult volunteers, especially through the STO strand where young volunteers would receive enhanced mentoring that adults also required. DM explained that the West had been investing in the Young Leaders programme for 3 years

and the feedback they had was that clubs were now happy to pay for this strand.

RM asked about running discipline specific strands at a national level. It was agreed this could happen and that if it was co-ordinated by the National Committees, Districts could still support the costs of those individuals from their District.

IF asked that clarify is given and that we are explicit about the need for experienced people to do the mentoring.

Discussion took place on the size, scale and roll out of the programme, It was acknowledged that when fully up and running each District could see around 100 young members as part of the programme but it would take time to grow and develop to this point.

DJ expressed his support for the programme and asked that a specific proposal was developed which could be taken to delegate meetings for a decision.

SM

All Districts agreed in principle to the programme and the next steps.

10. Membership Update

SM presented the paper, recognising everyone in the room has heard the full presentation through the District Delegate meetings. As such, SM gave a quick update from each of the District meetings, this was summarised as:

Support to maintain the simple structure of swimmer / non swimmer.

Support for fees to be either maintained or maintained plus inflation.

Support that we should align fees to the Corporate Plan and therefore a two year proposal should be taken to the AGM.

This position will be captured in a proposal which will be brought to the November Board and Council meeting for a final decision before being put to the AGM.

SM/EM

SM updated that other ideas and points of discussion that came through the various meetings included; non competitive swim category; LTS category; discounting various points of the pathway; racing licences; competition opportunities.

11. Management Team Report from the Company

Council members acknowledged the content of the report. FD was asked to give an update on the Swimwear Policy and the progress towards the Advanced Equality Standard.

FD updated that further revisions had been made to the Swimwear Policy, that he had met with representatives from the East to discuss the policy now that it had been in place for six months and that there was an acceptance that it was still not an ideal situation but one which we would continue to work with.

Equality

FD updated that the commitment to achieving the Advanced Equality Standard remained but that an 'artificial' timeline should not be developed to achieve the Standard, rather it was important that there was confidence that our sport was fully inclusive and when that confidence was in place we should then progress with the Advanced Standards. Council agreed with this approach.

12. Chair's Report

GM updated on the Board recruitment which had followed a skills matrix based approach, with appointments being made on this basis. He updated that the first meeting had gone well and that there were a number of procedural papers which were important to set the scene.

GM reported on his attendance at his first Chairs meeting, attended by the Chairs of the Home Countries and British Swimming. He explained the different approach that had been taken by England and Wales who have both now decided to appoint their respective CEOs to the British Swimming Board; GM explained that he, Maureen Campbell previously and FD

all agreed that our approach was correct and would be maintained.

GM updated on positive feedback that he had received about our governance structure more generally and in particular the connection between our Board, Council, Staff and Members. This is a point that GM feels strongly about and one which he wants to continue to develop and build on.

13. Business in Accordance with Paragraph C.7.1.3 of the Constitution

Completed in Agenda item 8.

14. AOCB

DM referenced the recent announcements from British Swimming on who was and was not supported and asked if and how we support athletes coming off or not picked up by British Swimming. AW explained that we do have our own mechanisms in place to support athletes and while the financial assistance is not at the same level we do provide support through a range of means.

AL asked that advice is given around personal v's generic email addresses for National Committees, Districts and Council. FD acknowledged the problem and the need for guidance.

FD

AL updated on recent discussions around the Awards Group, the roles and responsibilities and asked Council for their view on the way forward. The consensus was that the Awards Group should be in place but that recommendations should still be sent to Board and Council for approval.

15. Date of Next Meeting:

Joint Board and Council Meeting – 25 November – Stirling Court Hotel

cc	Board and Council National Chairs	Editorial Board District Secretaries	Ewen Cameron – sport Scotland Kevin Reynard
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