

Board Meeting Minutes

Minutes of the Board Meeting held at 10am on 27 February 2022, Room 1, University of Stirling Sport

Present

Graeme Marchbank (GM)	Chair
Euan Lowe (EL)	Chief Executive
David Beattie (DB)	Board Director
Kerry Christie (KC)	Board Director
Jackie Davidson (JD)	Board Director
Andy Figgins (AF)	Board Director
Caitlin McClatchey (CM)	Board Director
Colin Kennedy (CK)	President
Brian Hendry	Vice President – via link

In Attendance

Ally Whike	Director of Aquatics
Deborah McGinniss (DM)	Finance Manager/Company Secretary
Elaine Mackenzie (EM)	Director of Services – via link
Alan Lynn (AL)	National Coach – via link
Elaine Murdoch (EMu)	People Development Officer – via link
Deborah Rookes (DR)	Minute Taker

Apologies

Andrew Dunlop	Board Director
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Item No.

Action

1. Chair's Address

The Chair welcomed everyone to the meeting and explained the rationale for the date change was to allow for the SMT to take on board the **sportscotland** indication of funding and implement this into the development of the Corporate Plan, and therefore allow more informed papers and richer discussions. He thanked everyone for accommodating this. The Chair noted his excitement for how the Corporate Plan is developing and remarked that the recent government announcements around the reduction of Covid measures will hopefully bring an end to almost all Covid restrictions around swimming. The Chair encouraged the Board to get out and connect with the community again now this is possible.

The Chair also remarked that he was pleased with the audit report, which was as good as expected. He extended his thanks to EM, DM and the team for their work in this regard. He noted that ARC's comments were to see if the Audit could push the organisation forward and move towards best practice, however it was acknowledged the **sportscotland** would not give the level of funding received to an organisation who was not well run.

Finally, the Chair commented that it was great to see a Scottish team returning to competition.

2. Declarations of Interest

AF - Tutor on education program and lead coach for South Lanarkshire.
Chair – Board member of British Swimming.

3. Apologies for Absence

Received from Andrew Dunlop and Helen Plank.

4. Minutes of Previous meetings: Board Meeting, 21 November 2021

Accepted as a true record.

5. Actions from previous meeting: Board Meeting, 21 November 2021

EM confirmed that Board profiles are all now updated on the website.

EM confirmed that no additional feedback was received re: draft AGM minutes and therefore these can be moved on to website.

The final action which is outstanding is around CWPS training for Board and EL confirmed that they are looking to confirm a date but noted that this training is currently in high demand. It was agreed that there was a clear need to prioritise those in the field and clearly the Board cannot displace anyone who needs to undertake the training from an operational point of view.

6. Corporate Plan / Financial Plan and Presentation

EL explained that this is the second time the Corporate Plan has been brought to Board as part of its development, and feedback is sought on the additional detailed offered within the latest draft. EL explained that there have been additional discussions with Local Authorities in addition to Scottish Disability Sport and more recently from Council, all helping inform this latest version. EL apologised for circulating the document so late, however it was felt that it was vital that Board had the most up to date version, so this was unavoidable.

The purpose of bringing to Board today is to seek feedback on whether it sufficiently aligns with the boards strategic aim.

EL explained that the organisation is at a point of changing landscape – undoubtedly the value of aquatics is better understood. Many partners have commented that throughout the period of restrictions the interest and demand for swimming pool access has been high for public access.

Learn to Swim has restarted and there is more demand than current capacity, and there are increasing numbers of people taking to the water – whether members of Scottish Swimming or not. There is a greater understanding of the value of the sport at large – it is a life skill and brings with it health benefits and its role in Scotland is vital. This is becoming increasingly understood by politicians. There is a clear shift happening and the demand is strong.

The feedback from members in particular points to a changing landscape within Clubs as inclusion, equality and accessibility have been identified as key areas of focus. The recovery of membership has started, with in some cases clubs having more members than previously. The sport is evolving and changing and with this will come more opportunities to capture the enthusiasm, however, there needs to be continued focus on our role as the Governing Body and a balance in supporting and developing the membership and supporting our partners and the wider enthusiasm and support for aquatics in general.

The consistent feedback suggests the previous Strategic Plan was strong and the direction of travel is still relevant., The focus on performance sport important to our membership and partners, it is inspirational and needs to stay.

As positioned within the diagram the ‘people, partnerships, programs and places’ are the enablers and in order to achieve the ambitions of the Corporate Plan and its focused outcomes and all of these elements need to come together as we look to continue to develop. Clearly there is a change in landscape, but the feedback has been received has been positive, but looking for further critical feedback today.

AW explained that the object is to increase the number of people of all ages learning to swim and in order to deliver against the areas set out in the paper, it is essential to support and work with partners. Currently have 27 Local Authorities signed up, but the ambition is to get all 32.

At the same time, there needs to be a focus on continuing to maintain and improve quality levels and working on a teaching framework will be key in this regard, as well as the continued momentum around Learn to Swim. Learn to Swim at school level is vital to ensuring water safety for all and is about making kids safe and confident in the water. There is a need to push for greater time to be invested to allow this to happen.

For stronger clubs, the aim is to shift the mindset from survival to sustainability. Those Clubs that have good stable finances and Governance had the best chance of getting through tough times and it is those Clubs who have done so. Cannot have inclusivity in clubs if you don't have inclusively at Learn to Swim.

On sustainability, is not just about the finances, but also the people running the Clubs and the membership numbers. It is a balancing act, whilst we want more people involved, we need to ensure safety around wellbeing and protection etc.

Another aim is to look towards more full time/paid coaches. This is required to ensure we attract high quality, professional coaches and to work towards increased and more effective Learn to Swim links. Looking to drive forward greater involvement around the disciplines and benefiting from the more connective staff and management teams.

On supporting athletes, well known that we have athletes who do well at high levels and who are an inspiration to others. In order to reach the level we are at, years of investment is required which can be dismantled really quickly. No intention to do this, however seeking to have a greater focus on not only the performance athlete's journey, but every members' journey. To achieve this, looking at encouraging purposeful interaction with Clubs and by 2025 having a new competition framework fully implemented.

The workforce is another area of focus, to create a workforce capable of delivering quality provisions across all domains. Our people are strong, but there is a critical bit of work around coaching children – this is absolutely fundamental. It does not matter if looking at performance athletes or children, it is all about having fun, good coach and ongoing engagement. The principals of a quality environment are exactly the same.

Active communities is another area of focus and the approach here crosses quite comfortably with discussions with partners, in that it aligns with partners' priorities. It needs to be understood and remembered that there are advocates for the sport and the organisation's role is to harness that enthusiasm for the sport and using that to benefit the membership. From that, benefits will flow – greater spaces, greater investment etc.

To achieve this the focus will be on developing a 'case for swimming' and a narrative and evidence that demonstrates the value of aquatics in a local community to help support and influence both locally and nationally decisions and discussions over why spaces for swimming are essential for both clubs and for the general public.

Sustainability – the focus here will be using the opportunity to try to redress how pools are built, run and more efficient in the future.

Critical factors outside of plan that we need to be mindful of include – access; developing and recognising volunteers and their contribution; engagement; and Governance covering wellbeing, financial stability, good planning and generally ensuring good Governance.

EL opened to the Board and noted that he would welcome comments on the layout, the position of Governance, the length of the plan with a view of then taking this out to partners.

BC provided an update on **sportscotland's** view of the plan, and explained that when it was presented, it was received really positively, it is clear to see the change coming through in relation to equality and inclusion, that is a key focus area for **sportscotland**. School swimming piece also well received. Possibly need work in terms of the KPIs, but in general they are good – just need further detail.

DB – suggested a potential change from 'strong Governance' to 'strong transparent Governance'. Generally positive of the plan but considered there is a need to be sure that the resources are lined up behind the scenes to deliver this. For example, on diversity and inclusion, need to be sure we have the resources to deliver this. EL confirmed there have been a conversation around this already and it has gone through scrutiny. Believe there is enough to deliver the early parts of the plan.

JD – agreed that the value proposition very important for sports going forward. On equality and diversity, belief that there is a need to think of the image which is being presented, are people likely to look at swimming and think that it is a sport they want to participate in. Need to be conscious around how the organisation presents itself.

JD noted the importance of serving all clubs but recognised that there are some clubs with the attitude, competency and energy, and there could be a benefit in inviting those Clubs to work closely to help serve the whole community, and it could be worth investing some extra time and money.

She also raised a program run by Durham University which can put in place internships that are fully paid for. Might be an opportunity for a Case for Swimming or around the EDI point.

KC believes that the plan should be a long term plan, not a quick fix. She does have some concerns around resources and perhaps work could be done to address these concerns.

AF noted that he has witnessed the delivery of school swimming year on year and reading through the papers he noted that there is a big reliance around the school swimming component. AF's considered whether this is a safe approach to take given the reliance on Government providing significant funding. EL confirmed that if investment does not come, activities will need to be prioritized.

BC confirmed that discussions with Government have been positive and school swimming is crucial, a key part of their business plan, so goes wider than just Scottish Swimming.

The Chair commented that there was a lot riding on a specific area and that the funding is received, there is a lot of pressure on school swimming to reach key objectives, and so may be worth reassessing this. The Chair also noted that it is essential to ensure that the plan does not downplay the high level performance aspect. Need to make sure that the language is all even. The plan may also benefit from being more specific around the KPIs. The Chair also commented that around active communities, as it stands right now, potentially hard to assess success. Finally there needs to be a focus on environmental concerns.

EL

EL confirmed that there is no desire to omit performance athletes from the plan but will look at this if that is how it is coming across. On environmental impact, EL fully understands the importance, however he is not clear yet on what influence we can have. It is not an easy area to change so concerned about making it achievable.

6.1 Financial Plan

DM Spoke to the paper – explained there was an expected a deficit of around £300,000 for the year, but it has transpired to be much less (circa £140,000). Whilst there are reserves and contingency funds, this will continue

to be ring-fenced to support year 1 and year 2 of the plan. Given the landscape and future uncertainties it is early to provide detail for year 3, however this comfort that this will be manageable. The **sportscotland** funding is expected, as well as an extra 2% for staffing which will go into the resource pool.

Membership, this year has been better than expected, with around £40,000 more than forecast. We will adopt the learning from last year, and will not release the budgets until the end of the first quarter. Fortunate that we get a lot of funding upfront, which allows a review at the end of June and prioritise investment. We are being cautious even though it is a three year plan, and will monitor and revalue throughout.

The board should be aware that there have been delays in finalising the joint home nation kit supplier agreement and as yet the agreement has not been signed. If this does not come through, we will need to fund this. This is still under discussion and have budgeted for the worst case scenario, but keeping this under review.

It is a juggling exercise, but management team have worked really hard this year to make things positive and whilst there is still a deficit, it is much lower than anticipated.

AD had questions before the meeting, around where the £49k balance came from, and asked about where that balance has come from and how this will be funded. DM explained that there are funds which can be used. DM confident that the membership numbers are cautious and at end of first quarter, this will be reassessed. DM assured the Board that the management team are very much aware of this.

JD noted in the paper the main factor around membership prediction is influenced by facilities. JD queried if there was an up to date view on facilities stock. AW confirmed just about to embark on another piece of work to understand the stock around the country and would report back to Board in due course.

The Chair commented that section 3 of the executive summary notes that we have reinvested into our sport and need to communicate this back to the membership and Clubs.

7. Coach Framework / Coach Education and Presentation

AL thanked AF for his work in producing the paper and noted that it has been approximately 9 months since last update to the Board and it is important to recognise that delivering on the coaching framework is key to the success of the organisation. It is a long term project and this should be remembered when assessing the progress.

In so far as the first stage is concerned, the capacity to support athletes on deck has increased, and the organisation is already delivering on second stage. It is clear that if the organisation continues on this path to the end of the decade, we will certainly will have delivered our aims.

AL reiterated that the aim to create and develop better coaches is not only about being more qualified, it is about strategically planning and improving the ability to support the coaching workforce but offering CPD which is meaningful and ongoing. It is vital to assist Clubs to meet their own objectives and this can be assisted by appropriate training and support to coaches.

EMu explained that the organisation has engaged a team of consultants in 2021 and she provided an overview of the 5 recommendations which came out of this review. She explained that the educational structure was updated following the recommendations and has now gone through consultation with members and has been endorsed by consultants. This has been influenced by the coaching domains.

There has been a Qualification Design Team (QDT) appointed to create a package of material at each level and agree the approach to delivery and, will also support with consultation at appropriate stages with key stakeholders (educator workforce, discipline representatives etc.).

On the Poolside Assistant, the QDT have developed a syllabus and handbook and are currently developing an award on Bright Space. It was noted that whilst we are aligning with SCQF level 5, it will not be formally accredited with the SQA for a couple of reasons. This has been a cost saving decision, but also in the hope that it will encourage poolside assistants to progress and gain additional qualifications.

Scottish Swimming Coaching Qualification syllabus has been agreed and trials are being undertaken on a pilot basis. The practical sessions of the course are taking place in parallel to swim meets, which exposes coaches to competition coaches and provide them with an opportunity to engage with experienced coaches who will also be on poolside. The syllabus will be ready to launch fully in April/May. The delivery of existing level 1 or 2 qualifications has not been paused whilst this is ongoing, as there is still industry demand.

Senior coach qualifications will split in to two sections, one for child development and age groups, and another qualification for performance development coaching. Whilst the exiting level 3 content is still fit for purpose, the program will be extended to incorporate a number of bolt-ons which have been added over the years.

There will also been a new, more senior step in our coaching education system - coaching mastery. Rather than

this being a qualification to work through, it is instead something which is bestowed upon coaches when they can evidence their experience and high success in areas. Once this has been evidenced, the individual will be interviewed by a panel of peers and be required to give a presentation to achieve coaching mastery. Only available to the very best coaches, to recognise the best of the coaching workforce.

In addition to the 4 levels of the coaching framework, there is a key role of the aquatic educator which needs to be developed. Important to create a workforce with the technical knowledge, but who are up to speed on modern learning and delivery and the aquatic educator role will take this forward. The educator team need to take ownership of the approach and be challenged in their delivery skills and approach to learning.

A re-validation of workforce will take place and will ask educators to carry out a self-assessment and discuss how they meet the criteria, or how we can support to meet the criteria for their level. External validators will be used, and will not be a one off review, but rather an annual process.

Developing CPD which meets needs to the domains will be essential. The team are keen to introduce CPD which links to land training and head coach skills. This need has come through via consultation, as had training around open water.

On finance, it was noted that the organisation is in one of the strongest positions yet in terms of understanding costs. There is a desire to align the costs of the coaching qualifications to that of the teaching qualifications. Looking also to increase the subsidy to £200. Need also to increase and adjust split.

In order to match current level of incomes (pre-Covid levels) we need to put through 107 SSEQ candidates per year. Traditionally put through 131 level 1 candidates and 62 level 2 candidates per year, so 107 candidates through the one qualification appears to be achievable. Candidate cost will be reduced per head.

Feels as though we are on the cusp of an exciting move towards enhanced involvement and achievement across all domains.

EMu opened to the Board for questions.

AF noted that it was a comprehensive and collaborative piece of work, and the plan ticks a lot of boxes in terms of a core education structure which people can connect with, which also provides good individual opportunities. A lot happening to support the core strand and it is for the benefit of individual coaches and the organisation alike.

AD queried prior to the meeting around the impact of AL leaving the organisation, particularly around ability to continue to progress this plan after AL leaves. AW noted that he was confident that EMu can be supported to ensure the organisation remains in a good position to carry this forward, notwithstanding AL's departure, particularly with the ongoing recruitment.

The Chair concluded by thanking AL for his support over the years and wished him the best of luck the future.

8. Items for Decision

8.1 Staff Salary Paper – Board only in attendance, paper circulated separately

Staff members left the meeting, and a discussion took place amongst all directors who unanimously agreed to Option 1 being approved.

8.2 KPMG Final Audit Report – attached

Paper was taken as read and the Chair opened to the Board for questions.

EM shared her view that whilst she was pleased with the positive result, the report does not reflect the work which was put into this, particularly in terms of the amount of evidence that was gathered etc. EM noted that there was some disappointment that there was no challenge to the way things were done, which may have helped to enhance the policies already in place.

DM considered that the remote audit was difficult and believes that the auditors should be on site, at least for 1 or 2 days.

BC confirmed that the audit role was out for tender and those comments would be taken into account. Higher scrutiny is welcomed and agreed that the fact that the highest award is 'satisfactory'. Pleased to hear that the organisation wants to be tested and learn lessons but reiterated that Scottish Swimming are used as examples of best practice.

8.3 Membership

AW spoke to the paper and noted that this paper is a starting point, and the organisation is looking for a better understanding on what approaches are having an impact on membership. The previous approach has been

essentially looking to identify a membership level and working towards reaching that target, but now want to have greater awareness of what Clubs have to do to progress and increase membership.

JD enquired about whether there was anything which could be done in order to get clubs to complete the survey and interact. AW noted that 52 clubs responded, which was reasonably high and gave enough of an idea of what is going on.

AF asked if there was any guidance around how to complete and project membership numbers and AW confirmed that the RSDMs worked with Clubs on this, but it was a challenge. The hope is that as this is done time and time again, the data will be more and more accurate.

The Chair noted that when publishing data lead decisions, we should continue to develop data that can be easily digested. The Chair is comfortable that the figures are all correct, it is about being careful to ensure that the data can be easily interpreted.

8.4 2022–23 Annual Targets

EL spoke to the paper and noted that there is ongoing discussion around the sharpness of the KPIs. Confirmed that the KPIs are under development targets and there is a need to complete this with **sportscotland**. The paper is not the finished article and simply looking for feedback on the general areas of focus. Respectful and mindful of the fact **sportscotland** are moving away from quantitative data to a more qualitative approach and we want to align with this.

BC confirmed that whilst numbers will still play a part, they are very much only part of a bigger process. Still want to ensure high membership levels, but it needs to be more about what sits behind the figures, what improvements are being made and progress more generally.

AF echoed BC comments around effort and progress over numbers, for example whilst a KPI may be to sign up all Local Authorities which would be a really tough ask to sign them all up, and it would be a shame to be deemed to have failed a KPI in this regard if work to capture some of the tough Local Authorities is not recognised, just because they have not got them all.

The Chair noted that when look at specific KPIs, there needs to be a narrative provided against some of these.

8.5 Disciplines Planning and Investment for 2022-23

AW spoke to the paper and noted that it is key to recognise the great job which has been done over the last 12 months but looking for a longer-term view to be developed over the next 12 months.

This is being worked on with the RSDMs, but for now keeping the status quo. There may need to be a resource discussion at a later date, but not essential for the time being.

It was discussed that there was a need for a dynamic plan to ensure a collaborative approach with the disciplines. Do not want to be seen as a swimming organisation which helps out the disciplines, need to work towards a more joined up approach.

8.6 Board & ARC Content Planning

EL spoke to the paper, and thanked DM for her work on the paper. It was noted that the plan has been adjusted and changed over the last 2 years and there has been period of transition.

The Chair commented that there is some inconsistencies between the presentation and discussion titles which leap from being strategically focused to being really specific. The Chair noted that there may be a benefit in challenging these alongside the Corporate Plan to encourage discussion more around the broader objectives.

JD suggested that in order to allow greater presentation opportunities, she has seen presentations taking place in the afternoon or the evening before, which can then be commented on at the meeting to save meeting time that way.

The Chair requested a paper for the April meeting around time commitments and if there is an opportunity to spend a little more time looking at something more in depth.

EL

9. Items for Decision/Information

9.1 Management Accounts (Qtr 3)

DM spoke to the paper and noted it can be taken as read. She opened to the Board for questions.

The Chair commented that if the deficit is reduced a lot this year, need to look at how the money in reserves is used going forward. There is probably a piece around investment into reserves to be considered. DM noted that there is a communication piece to members to go out around this point.

9.2 Staff Structure Update

EL confirmed that this paper is being kept under review and asked EM to update on progress.

EM advised that Sean Dawson has been appointed as Safeguarding Manager, Gordon Hunter has secured the post of Aquatics Partnership Manager and interviews are taking place next week for the Club Development Manager role. National Coach and Performance Programme Manager vacancies are live. Looking to appoint National Coach first and have them involved for the recruitment of the Performance Programme Manager post.

Once vacancies have been filled, need to look at backfilling RSDMs roles. Whilst it is not urgent, it is something we want to address as soon as possible. Understand the need for Sean to be full-time on wellbeing and protection and we are working towards this.

There has undoubtedly been a lot of movement, but the SMT have communicated to staff at every possibility and allowing to ask questions and having conversation with people directly impacted.

There was a discussion about the need to ensure that performance thrust is not compromised by the increase of AW's responsibility and AW reassured the Board that this is subject to ongoing monitoring. AW is confident that whoever comes in as national coach will be able to do this without losing too much focus around what we are expecting.

The Chair commented that it may be worth reviewing in August to consider turnover rates. There was a discussion about the desire not to reduce turnover to zero, as this risks stifling creativity and innovation. EL does not consider turnover or succession planning to be a concern.

EL

9.3 Commonwealth Games Preparation

AW thanked CM for her work on the paper and noted that there was a big difference this time around, largely due to Covid. As a result, it has been really difficult to do any sort of planning.

It is expected that a priority for UK Sport will likely go back to the World Championships, but the Commonwealth Games will still be vital given investment opportunities. Key aim is for there to be a greater spread across the disciplines in terms of medals, the target is for 6.

CM noted that this will still be a 'Covid games' (although this is subject to change), and it will be important to consider what mitigations will be in place to avoid any disruption as we seen with the Olympics, with protocols in place.

CK enquired as to the appetite as part of preparations to network with athletes from the same country prior to the games. It was discussed the in the lead up to the commonwealth games everyone is focused on their own preparations, and the actual bonding and networking happens at the games themselves.

A good ticket allocation has been received and SMT will meet to discuss and take forward.

SMT

9.4 Audit & Risk Committee Minutes

DB advised minutes can be taken as read and there were no comments on these.

9.5 Wellbeing & Protection update

EL spoke to the paper and began by noting that Sean's appointment in a full time capacity is positive and represents an opportunity to make a cultural shift in applying wellbeing and protection practices which is welcomed by all and the paper details out the progress being made so far.

It was agreed that this was an area of concern for such a long time and it is heartening to see the progress being made.

EM noted that on the points for consideration and there will be an update in April regarding the deadline for coaches going through the training. Whilst Sean has provided a detailed assessment, there is a need to make a decision at some point soon. The Chair noted that this was discussed at Council and there may need to be consideration to a change in approach at some point soon.

The Chair congratulated Sean on his appointment and reiterated that the paper is under development. As part of this, it would be good to include an indication as to how long live cases have been opened. The Chair also noted a slight concern around the lack of response from diving, but EL confirmed this is in hand, just not in time for the paper.

EL confirmed that only one of the cases are historical, however this is not something we can directly influence.

The Chair also requested some further insight as to the reason for non-compliance in certain clubs. Asked that Sean carry out some analysis in this regard.

SD

10. Management Team Report

EM highlighted that in terms of Board recruitment, currently looking to get an advert out for KC's replacement to reappoint. There are three other Board members and the Chairs due for reappointment and want to look to stagger this, to avoid everyone leaving at the same time.

EM

EM had nothing to add on marketing and communication, however the Chair asked for a calendar of events to be circulated to members.

11. Director' Report – verbal

None

12. British Swimming Update – verbal

The Chair provided an update on the British Swimming Chair recruitment and noted that a shortlist of 6 candidates had been created – 3 men and 3 women, however there was a discussion around the lack of representation from ethnic minorities. The recruitment agency used approached a number of potential candidates from ethnic minorities who did not feel that the role was something they want to take forward so this is something which consideration should be given to going forward. Aim is to have someone in place for the end of April.

Once the Chair is in place, recruitment will begin for the SID role. There are some candidates who could not commit to the Chair's role who may be interested in this, so that should be a shorter process.

At the last meeting, there was an interesting discussion around how through working together as the 3 Home Countries and British Swimming, more could potentially be achieved. The general view around the room was that the collaborative approach has improved significantly over last 18 months. Whilst the discussion was very positive looking at ways in which this could be furthered – Boards working more closely, the Chairs working together and ARCs starting to connect more.

The BS restructure is complete, and recruitment is concluding, there is a recognition from Chris Spice that whilst the restructure is radical, they are open to restructuring again in the future if it does not work out.

The Chair concluded by reiterating AW's point, Jack and British Swimming continue to give reassurances that the complications around international events, the impact won't be on Scottish team going to the Commonwealth Games.

13. AOCB

CK raised that Council meeting took place last week and there was a discussion that the Editorial Board prepared a paper on member voting and remuneration rights, which is being supported by Council and published on website. Also voted on nomination rights and the response was disappointing. CK raised again at meeting, but nothing forthcoming. Subsequently he had an email communication with Blair and the Editorial Board reviewed the remaining member rights and the paper was presented at the Council Meeting, a decision was taken not to proceed, and the Editorial Board will take no further action.

CK was asked if the date for Joint Board and Council meeting in June could be looked at, as it clashes with Masters event in Aberdeen. CK asked if Council members would be involved, and it is expected that 2 or 3 would be. CK noting that there is a congested diary, approaching school holidays and questions can be submitted in advance – no real reason to change the meeting. The Board agreed that the meeting date should be retained.

Date of Next Meeting(s):

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Board Meeting, Wednesday 20th April, 6.30-9.00pm, via zoom

cc	Board & Council	Editorial Board	Harper Macleod
	Barry Cook, sportscotland	National Chairs	Kevin Reynard