



## Joint Board and Council Meeting Minutes

Minutes of the Joint Board and Council Meeting held at 10am on 25 June 2023, Stirling Court Hotel

### Present

Graeme Marchbank (GM)	Chair
Euan Lowe (EL)	Chief Executive
Kieran Watt (KW)	Board Director
Jackie Davidson (JD)	Board Director
Andy Figgins (AF)	Board Director
Caitlin McClatchey (CM)	Board Director
Andrew Dunlop (AD)	Board Director
Fiona Crawford (FC)	Vice President 1
Derek McGown (DMcG)	Vice President 2
Duncan McKinnell (DMcK)	East President
Susan Liddle (SL)	East Vice President
Stan Finlayson (SF)	Midland President
Derek Allan (DA)	North President
Phil Cartwright (PC)	North Secretary
Jamie Nelson (JN)	West President

### In Attendance

Deborah McGinniss (DM)	Finance Manager/Company Secretary
Elaine Mackenzie (EM)	Director of Services
Ally White (AW)	Director of Aquatics
Helen Frost (HF)	Head of Marketing
Sean Dawson (SD)	Safeguarding Manager
Gordon Hunter (GH)	Aquatics Partnerships Manager
Erin Cummins (EC)	Aquatics Development Manager - School Swimming
Blair Prentice (BP)	Chair Editorial Board
Deborah Rookes (DR)	Minute Taker

### **Item No.**

### **Action**

#### **1. Chair and President Address**

The Chair welcomed everyone to the meeting.

He opened by sending his good wishes to BH who was unable to attend the meeting due to ill-health. He thanked FC for stepping forward to provide support at this time.

The Chair noted that the Save Our Pools campaign has been continuing unabated and remarked that there has been lots of success, though unfortunately some local authorities have closed some of their pools. Work will continue in this area, but thanks and congratulated staff and Clubs for their support for the campaign.

Commonwealth Games Scotland have appointed Ian Reid as Chair. Ian has great experience in this area having been the chief financial officer of Glasgow 2014 and more recently was the CEO of Birmingham 2022. He has taken over from Paul Bush. Further on appointments, **sportscotland** have appointed new directors; Craig Burn and Rachel Barrington.

FC thanked the district delegates who are soon to be standing down.

#### **2. Declarations of Interest:**

None noted.

#### **3. Apologies for Absence:**

David Beattie, Board Director, Brian Hendry, President, Kerry Christie, North District and Hazel Hastings, West District

#### **4. Minutes of Previous meetings:**

The minutes of previous Board & Council Meetings:-  
Board meeting held on 19 April 2023

No amendments were required and the minutes were approved.

#### Council Meeting held 19 February 2023

DMcK noted that he was marked as in attendance, should have been listed as an apology. With this correction the minutes were approved.

### **5. Actions from previous meetings:**

#### Board meeting held on 19 April 2023

EL confirmed that the actions are either complete or ongoing and note that some Board reviews are still to be completed.

JD spoke to the Volunteer strategy and noted that the plan is to produce a front facing, concise document. Looking at strategic aims, focused on increasing the number of volunteers. There may be some tweaks to the specifics of the actions. There will be a push on marketing prior to the summer break.

On action 9.1.1 – EL confirm that he and AW met with KW to finalise the KPIs. This will be shared in due course. The Chair asked for an update at the August meeting and this was agreed.

On ARC – EL confirmed that Lindsey Thompson and Sean Dawson will attend the meetings in due course.

FC asked re the appointment of an additional board member (item 6) and asked if this had been progressed. EL confirmed that it has not being progressed as it needs to go through the AGM first.

#### Council Meeting held 19 February 2023

EL spoke to the action around district finance and noted that DM has completed a good piece of work in this area. DM confirmed that most of the funds are unrestricted, though some of this has been ring-fenced at district level. SL noted that DM confirmed that these funds are unrestricted but raised that often districts do have commitments which dictate where the money can be spent. This therefore has an impact on the finances and how the accounts look. It was accepted that this was largely a matter of language.

PC noted that from North District's point of view, this year is about data gathering. He noted that there has been a huge amount of uncertainty recently, particularly in relation to costs of pool hire to run competitions. Despite this, it has been agreed that North District fees will not be raised this year, in the way that some other districts have and it is accepted that the reserves will be affected accordingly, but this has been a conscious decision. PC confirming this will be kept under review and DM confirmed no difficulty with this, accounts must be submitted for governance purposes, nothing more.

### **6. Wellbeing & Protection Update**

EL sponsored the paper and noted that SD has made significant progress with compliance with the support of Francesca Carlo and the wider team. SD has passed the Lime Culture – Lead Safeguarding Officer Development Programme with a very impressive result. EL congratulated him for this.

SD confirmed that the paper could be taken as read but provided some updates.

On cases, SD confirmed that since the paper was drafted most of the cases have been closed. Noted though that one point which comes up regularly is the matter of mobile phones at events. It has been identified that there needs to be work done with the police as when their assistance has been required at recent events. their approach has been inconsistent.

It has been identified that a process needs to be created which works for the company and clubs in terms of reporting cases. There is need to be able to distinguish between work that needs support from the company, and cases which are raised purely for reporting and governance reasons. It is this piece of work which has delayed the roll out of the Globocol system to clubs.

In relation to the Whyte Review, work is continuing in progressing the priorities previously reported.

In relation to WPO training, SD confirmed that all areas, other than Highlands & Islands have met the 80% completion target for the first time since pre-Covid noting that volunteer turnover has been a factor. The clubs in general have been very supportive of the drive to ensure WPO training has been fulfilled.

In terms of CWPS, compliance continues to improve and there are sufficient courses to cover current demand. Online renewals are becoming more and more effective at reducing the numbers which is great. SD accepts that it is difficult in some cases to pull data for reporting purposes and work is being carried out to understand how this can be better managed.

SD touched on PVG enforcement and confirmed that 6 members have been removed from their role due to having no PVG in place. In those cases, the individual had not actually started work yet, but had been designated in the role. Continuing dialogue with Clubs around this to ensure that this does not cause difficulties.

From 1 July, CWPS will be a requirement for an event pass. There were 6 individuals who had an annual pass which were not compliant, due to not also having a CWPS. SD confirmed that following completion of required training everyone attending the Nationals next week is compliant.

The Chair opened for questions.

DMcG asked for an update about the Clubs detailed as having no WPOs in place. SD confirmed that both Clubs have now rectified that.

CM raised questions around safeguarding strategy and noted that this will be presented later in the year but queried on the progress of this. SD noted that transgender policy is taking priority, but the intention is to have a draft of the safeguarding policy to bring to the August board meeting for approval in November.

KW asked if there has been a drop in the number of WPO's or if this has been a reporting issue. SD noted that it is a mix of both, the reporting processes have changed but there has been a number of WPO's also leaving.

The Chair summarised that following the AGM and having another Director appointed to the Board, it will be interesting to understand best practice in terms of handling cases, but he appreciated the work that has taken place so far.

## **7. LTS and School Swimming**

GH introduced the paper and EC.

GH and EC presented an updated-on school swimming.

School swimming is not a mandatory part of the curriculum, which causes difficulties in assessing what is happening at a local level. Whilst there are some very good examples, there are equally areas where more can be done.

A School Swimming Programme Group has been set up and is chaired by EL. The group have been meeting regularly since January 2022 and this has allowed Phase 1 of the plan to commence. As part of Phase 1, an Aquatics Development Manager has been appointed and different delivery models/ways of implementing the programme have been carried out and reviewed.

The vision remains that Everyone Can Swim and we see school swimming as a good opportunity to work towards this. It is really the only way to ensure that everyone gets the opportunity to learn to swim, and the aim is that there is a link to the community Learn2Swim programme thereafter. The purpose of the School Swimming program is to give everyone the opportunity to learn to swim and remove some of the barriers and inconsistencies which exist across the country.

EC spoke to the 4 delivery models which were trialled: the universal approach, the targeted approach, the holistic approach and a rural approach. EC spoke to each of the approaches and explained how these were implemented, as well as the successes/challenges which were evident with each approach.

EC advised that in reviewing the various approaches, it was clear that there are huge variations across the country. Class sizes, ratios, pool sizes and available resources (costumes/goggles) all vary massively across the country.

**sportscotland** did put survey out at the beginning of last year and found that all 32 local authorities did want a school swimming framework.

A consultation group has been set up which has been really useful. Comprised of a number of different providers who have offered school swimming in the past. The clear target of the programme is to target those who need it most, that being those in areas of deprivation. The aim is to create a safer society around water, it is absolutely not about strengthening Clubs.

School Swimming is not mandatory, and it is not an aim to campaign for it to become mandatory. Instead, it is about wanting to work with schools and local authorities so that they see the importance of this and want to have it on their curriculum.

### Primary School Swimming Framework

EC spoke to the framework itself. It is an inclusive, flexible and 4 stage framework. The aim is to help teachers to identify key milestones. It is not a pathway but will create a recommended minimum hours of school swimming. In doing this, EC is mindful of the communication in avoiding a 'race to the bottom' if schools are already delivering more hours than the minimum. There is no intention to be prescriptive about the delivery methods and how it is taught, but the methods are there to be considered by schools. It is about looking at water safety and basic aquatic skills – simply not time to try to create strong swimmers in a short block. Promoting water safety is key.

EC explained the framework and advised that the draft would be circulated to the Board.

The support and resources which are intended to be made available were discussed, three different CPDs are available. The different accreditation processes were discussed, and it was explained that guidance and templates have been created to assist school to deliver swimming education. Additionally, we are working with Scottish Water to enhance school swimming with Scottish Water to offer things like family swim passes and there may be scope to work with Speedo in providing resources (costumes/goggles etc) to those who need it.

In terms of challenges, the group have identified that getting access to the education sector has been difficult and there has also been a delay to the monitoring and evaluation tender process, however we do have baselines to work from.

It is hoped that an evaluation of all of the delivery models will be completed by the end of the summer, and it is hoped that the outcomes will influence the approaches going forward.

In terms of branding, a specific logo has been created, which links to the community Learn To Swim, but which ensures that School Swimming retains its own identity.

## **Phase 2**

GH explained that the aim is to use a targeted approach and seek to understand and utilise opportunities for additional resources. Areas to target will be identified by assessing 3 clear priorities: impact, equality and readiness. He spoke to the rationale behind these priorities' areas, which centres on the need and resources to get the programme up and running with the schools who can facilitate it. This will allow to build momentum and expand from there.

There will be non-negotiables for schools to meet, including the need to implement the framework; create a delivery plan and work with Scottish Swimming on the annual monitoring, which is essential for funding and buy-in.

The Chair opened to the Board for questions.

AD noted that it was clear that provision was patchy and inadequate and sought to understand what, if any, single intervention would have the biggest impact – if there could be an ask of Government. EC confirmed that transport is a big area of challenge and the cost of a bus is a huge barrier. There are other barriers, in terms of teacher resources/availability and shifting mind sets which are potentially more focused on ensuring fairness. Transport however is the one constant barrier.

AF sought further information about the SSTQ at Baldragon and asked how it functioned. EC confirmed that the trial was really positive. A tutor was brought in as a mentor for the senior pupils. Those pupils who was interested were able to help with the lessons and then asked at the end of the block if they wanted to be put through the SSTQ. This was funding by Scottish Swimming as part of the pilot, however this would not always be the intention. It is understood however that there are pots of money available at a local authority level which could fund this. EC confirmed that the feedback was that many of pupils completing the SSTQ would not have remained at school had it not been for this opportunity.

DMcG highlighted that from experience, it should be a target to have school commit their Pupil Equity funding early in the year. EC believed that from discussions, it cannot be allocated early, and there are restrictions on what it can be spent on, but DM confirmed that this was not the case. DMcG confirmed he would meet with EC and GH to take this forward.

SL asked about the ability to use Active Schools funding for transport and whether this would be possible. EC confirmed that there are huge variations, some schools use this funding, other schools absorb the cost themselves and, in some cases, the local authorities pay.

SL understood the rationale behind not seeking to make school swimming mandatory but noted that there is a minimum period of time for P.E. and queried whether there could be a link there. EC confirmed that this links in with the aim to seek support from the schools to have this as a core part of their curriculum. Whilst using school swimming will allow schools to tick off the key hours for P.E. the hope is that this is just a bonus, as opposed to the main rationale for offering school swimming.

JN asked if there were timescales set out for rolling out the SSTQ in schools – AW confirmed that we are not in a place to confirm timescales but working on this as a potential element of further role out of the pilots.

SF asked whether there had been any work in private schools, and it was explained that this was not a priority area at the moment. Once the programme is developed it may be capable of being rolled out to private schools, this is not a priority area for now.

## **8. Items for Decision**

### **8.1 AGM - The Chair welcomed BP to the meeting.**

### **8.1.1 (a) Proposal Alterations to Governance Document (Council and Board)**

BP confirmed that alternations 1 and 2 are there to cover the fact that there was notification by 1 June that there might be changes coming in further down the line in relation to membership fees. The Chair opened for questions and began by asking if 10.6.2 is needed given the terms of the 10.6.3. The Chair noted that there was potential duplication, but BP was content that both points are required and there are substantial enough differences to justify both.

The Chair noted that in the briefing note for RA2, he proposes to take out the reference to 'ID transgender...etc.' Limiting it to 'welfare and associated areas' is sufficient.

The Chair queried whether the language under 2.1.1 presents a challenge if a Board Member was resigning with immediate effect. BP confirmed that this would not be an issue, as the Board would then be comprised of 6 board members and a vacant member, the language is therefore ok.

### **8.1.1 (b) Editorial Changes**

The Chair asked the Board for any proposed changes, though there was none.

In terms of Nominees:

PC1 – proposer – SL, seconder - CM  
PC2 – proposer – SL, seconder – KW  
PC3 – proposer – JN, seconder – AF  
RA1 – proposer – BP, seconder - KW  
RA2 – proposer - AF, seconder - KW  
RA3 – proposer – JN, seconder – AF  
RA4 – proposer – AF, seconder - CM  
PR1 – proposer – GM, seconder - AF  
PR2 – proposer – KW, seconder - BP  
PR3 – Victoria Park to confirm.  
PR4 – Victoria Park to confirm.

BP asked in relation to EC6, there is a proposal to change the terminology of 'swimmer' to 'athlete'. There were no objections.

On EC7, there is a proposed change of terminology from 'discipline' to 'sport' and there were no objections. This then leads to the question in terms of awards etc., is there a change to 'Swimmer of the Year' award for example. It was agreed that this would remain swimmer for those purposes. Similarly, if there is an intention to change the National Discipline Committees to National Sports Committees. It was explained that this would require an update to the regulations etc.

### **8.1.2 General Fees (Board)**

The Board approved the paper, and the status quo continues.

### **8.1.3 Membership Proposal & Fees (Board)**

JD spoke to the paper and acknowledged that consultations have been tough at times but have been completed to a very thorough standard. She thanked the team for their work in this area.

She passed to EM to elaborate on the basis that the paper is straightforward and can be taken as read on the whole.

EM highlighted that the project group was set up and identified three proposals and carried out extensive consultation. In the first phase, asked the membership to avoid thinking about the cost, but focus purely on the principles. The 4 proposals were; i) the introduction of a free Learn to Swim category to increase early engagement and better the transition; ii) the introduction of a 2 or 3 tier structure for swimmer membership (though the option of a 3 tier structure was quickly eliminated); iii) to remove the Non-swimmer category and introduce and club per capita fee.

Following the consultation, it was narrowed down to the Learn to Swim subscription and a two-tier structure. DM then carried out a substantial amount of financial analysis, though was difficult with no baseline data.

Then went to consult on these points and asked them to look at the figures for the first time. We issued information in advance but despite this there was a significant amount of confusion around the Learn to Swim proposal with the misunderstanding that clubs would end up have to cover the costs.

On the 2-tier membership, there was an overwhelming vote against it. It was asked why the proposal was going ahead when there was no support, even although there had already been significant consultation and support to continue to develop this proposal. There were 45 people on the call and 41 voted against it. EM gave assurances that this was a consultation and anything that went before the AGM would have the full support of the membership. The overall feeling was that it was too onerous and the benefit was not obvious to the members.

That being the case, DM worked up an alternative and are now proposing a small increase to the membership fee (from £45 to £48) and from £10 to £12 for the non-swimmer fee. This is needed to cover increased operational, legal and insurance costs. Been told by suppliers that costs will continue to rise so an increase is necessary. The intention is to set at this level for 1 year to allow the additional work to look at the financial plan to then set a more long-term plan over the following 3 – 4 years.

AW noted the disappointment that there appears to have been a change in the views of the membership from the consultation on the Corporate Plan until now, however accepts that these proposals are unlikely to gain support from further consultation given the feedback and there is no benefit in pushing that forward.

EM opened for questions.

AD queried what added value would come with the higher tier 1 fee and noted that this had come up in consultation. He noted whether there could be an argument that the value is actually at the lower tiers.

DM highlighted the difficulties she has experienced in assessing the finances when there are so many variables. It is only possible to estimate that around 3500 of the membership will definitely review at the top tier. It is accepted that this is a risk and that is why the proposal if for 1 year only, to allow flexibility.

The Board agreed that sufficient consultation had been carried out and moved to finalise the fees going forward.

The Board were in agreement that a free subscription for Learn to Swim should be implemented for 1 year, to be reviewed in the meantime.

SL queried the £12 non-swimmer fee and asked whether, with a view of encouraging more volunteers, it would be preferable to keep it at £10. DM noting that from a finance perspective, no difficulty with either approach, provided it is limited to a 1-year period.

DMK noted that from a presentation point of view, he is not comfortable with a 20% increase for non-swimmers and a small increase (in percentage terms) for swimmers. EM and DM highlighting that the non-swimmer fee has not increased since 2010, so any increase now is likely to be emotive. There has been a substantial increase in costs (operational and legal etc.) which needs to be covered.

The Board approved the proposal – that being a free Learn to Swim subscription, a £12 no-swimmer fee and a £48 swimmer fee, limited to 1 year only, pending further review.

DMK noted that he did not support the increase to £12 for the non-swimmer fee, although accepts that the Board has approved this.

#### **8.1.4 SASA Appointments 2024 (Board)**

The paper was taken as read and the Board approved the paper.

FC queried whether there was any opportunity to receive feedback on the appointments once they have been implemented. It was agreed that this would be considered and taken forward if possible.

#### **8.1.5 SASA Life Membership Award (Council)**

FC sponsored the paper and highlighted the importance ensuring when considering the application, the criteria for life membership is considered. FC explained the criteria and encouraged the Board to bear this in mind when considering the applications.

The following life membership awards were approved:

Ken Fussell  
Brian Hendry  
Jim Gallacher  
Pearl Punshon

Tom Mills – The Board requested that the nomination be expanded prior to the AGM and the application could be progressed subject to Board approval once received. JN agreed to provide this.

### **8.1.6 Any other AGM Business – verbal**

None.

## **8.2 Annual Review of National Committee Regulations**

BP spoke to the paper and confirmed that it could be taken as read. BP highlighted that there is a change coming in respect of water polo, so the detail currently provided is an interim position. The Board approved the regulations.

## **8.3 Financial Overview**

DM spoke to the paper and spoke through the key points of the paper. DM noted that the surplus will change slightly as the corporation tax calculations are being carried out in advance. This is with the accountant to be finalised.

DM has also met with the bank manager to review on how to make the money work smarter. Looking at some options and carrying out a cash flow exercise. DM will meet with DB to discuss these.

The Finance Manager's report for the annual business document has been drafted and DM sought feedback both on the content and presentation of it. DM open to suggestions for changes to make the document work better.

DMCK commented that the figures are very encouraging, particularly in relation to sponsorship income. On the performance budget, DMCK sought to understand if the higher figure was as a result of the Commonwealth games. EL confirmed that this was usual, a higher year, followed by a lower year, linking into the Commonwealth Games and Olympic cycles.

It was agreed that the level of flexibility and cost management shown by the staff should be commended. It is recognised that this has not been an easy year and the chair congratulated the staff for this.

## **8.4 Transgender Update**

JD highlighted that there are many people from across the business feeding into the process and all involved are keeping well abreast of this area. JD thanked the team for their work in this area and passed to SD to talk to the paper.

SD confirmed that consultation with the member groups has now been completed. There has been great feedback on the technicalities and on the wider policy direction. The external consultation is to happen in the next few weeks.

In relation to structure of the documents, it has been decided that the Training and Participation elements in paper 1 will be termed as guidance for Clubs to adopt and amend to their situation, but the Competition and Environments Paper 2 will be a policy which will sit alongside the safeguarding policies as a code of practice. This will allow this to be updated more frequently if required, with no need to wait until an AGM.

In terms of timescales, the intention remains that the Short Course in December being the first events, with a gradual roll out to following. The implementation date has been delayed until 1 December, however this will not have any substantial impact.

SD confirmed that he has spoken to EL about potentially having the opportunity to receive feedback from the board on the policy prior to the August board meeting if possible.

FC queried whether there would be a benefit in making a statement setting out the reasons why the Board consider that any amendment to the policy should not be subject to AGM approval. EM noted that this could be covered as part of the general governance update, which she will give to the AGM. It was agreed that there should be transparency around this, and EM should provide a short update on this as part of the wider business update.

AD noted the importance of briefing external commentators in advance of the policy going public to ensure the right messaging is presented.

FC also queried whether there are any difficulties anticipated in relation to proving eligibility to compete in a female event. The Board discussed this and it was generally agreed that this would only become an issue in response to an allegation of cheating. It was agreed that it simply cannot be the case that each athlete needs to prove their own eligibility.

The Board agreed with categories as detailed in the presentation.

## **8.5 Proposed Meeting Dates 2024**

It was agreed that there should be a move towards a greater number of in-person meetings as this encourages greater interaction. This is the preferred format as it was generally agreed that they work better than remote meetings.

It was however agreed that there should always be an option of attending remotely to assist Board & Council members who may struggle to travel each time, provided there is an effort to travel to meetings wherever possible.

## **9. Items for Discussion**

### **9.1 Commercial Partnership Strategy**

HF spoke to the paper which is an update from the presentation given last year. There has been a change in language from 'commercial sponsorship strategy' to 'partnership strategy'. This has changed to reflect the way in which the relationship works. It is very much about working together, rather than simply paying some money as it may have been more so in the past.

Sponsorship is at a record level, £307,000 last year. The majority of this has come from Scottish Water, but also worked closely with Speedo as the official kit supplier and on the Commonwealth Games.

Scottish Water are happy with the progress made by GH and EC on school swimming. They are really understanding of the phased nature of the roll out. The current contract with Scottish Water runs until 2025 but looking to try to strengthen the relationship to keep them on board until 2027 and beyond.

HF confirmed that having fortnightly meetings with Speedo. They are focused on Equality, Diversity and Inclusion and sustainability. Looking at innovative ways to reduce the carbon footprint of swimming meets.

With high funding being secured and the good relationships which exist, HF's work on commercial partnership is focused on building and strengthening the existing relationships. When looking to create new partners, HF is continuing to work with British Swimming and the Home Nations around creating generic sponsorship opportunities. HF stressing that a lot of time is spent on nurturing the relationship with the current sponsors and this should be taken into account when assessing the work in this sphere.

The Chair opened for questions/comments – there were none.

The Board approved the paper.

### **8.2 Audit & Risk Minutes (ARC meeting of 31<sup>st</sup> May)**

KW had nothing to add to the paper, other than to comment on DM's continued work to drive a more visual management approach to this to make it clear to Board and stakeholders what the risks are and what the mitigation activity is against this.

The number 1 risk has been identified as facilities and this is where most of the conversations are focussed.

FC queried if the risk register is available for review by Board. DM confirmed that this generally isn't, as responsibility has been delegated to ARC and any substantial concerns would be escalated to Board. It was agreed that, in the spirit of transparency, the register should be available to Board. It was agreed that the logistics of this would be considered and an update provided, following conversation with Kevin Reynard.

It was then discussed whether there was potential for a regular update on facilities to understand the balance between pools which are closing and opening and general infrastructure around pool stock.

## **10. Management Team Report from the Company**

EM updated that Emma McDonald has been appointed to the Executive Officer for Aquatics role this week and she will take up post on 24 July. Emma's appointment is the third of the summer as she joins Natasha Hofton and Kerry Wood.

The PVG work has been continuing through the summer by Francesca, Melanie and Nicola Curwood since Calum left. Looking to get Natasha into post as she will be responsible for this area of work.



EM also noted that she will shortly be sending out information for appraisals for September. EM making a call to Board to have these done promptly, particularly being mindful of the upcoming audit as this has been an ongoing challenge.

On mental health and wellbeing training – EM looking to get Board training in the diary for August/September with a view of working towards the Silver Standard/mental health strategy. It was agreed that a midweek evening in September is preferred.

EM is working closely with editorial board in terms of succession planning given Margaret Somerville and Blair Prentice have a phased stepping down planned. There have been 2 members identified who are willing to step up and these individuals will come to the Board in August for approval.

FC asked if there was a figure showing new members, rather than simply membership growth. AW confirmed this has been provided previously so can be updated. This will be updated to include.

HF – provided an update on the Save Our Pools campaign and explained that the Petitions Committee supported the campaign. Expecting a Members Debate in September, which is hugely positive. There is also an intention to exhibiting at the SNP conference in October, or otherwise advertising at that.

West Lothian Council announced 3 closures last week and have been doing work in this area: press and open letter from athletes.

AW updated the Board on the More Swimmers section and the **sportscotland** subsidy. There is a need to be explicit around the changes so that it is understood that **sportscotland** have driven the EDI approach. This is a change to the way the subsidy was applied as a result of **sportscotland**'s change in approach.

DMcG queried position around non-resident Scots/non-Scottish athletes in Scotland being permitted to compete in the age groups. DMcG querying if anything can be done to safeguard athletes who do end up missing out in favour of those who can compete here and at their own regionals. AW noted that the percentage of athletes that this affects is minimal, but it was agreed that this may be something for consideration, particularly from an entry point of view. DMcG noting that there was animosity online around this.

## **10. Directors Report, verbal - None.**

## **11. British Swimming Update**

The Chair provided an update on British Swimming and confirmed that Drew Barrand has been appointed as CEO. Drew brings a good commercial background with him and it is clear that there will be a focus on driving forward the commercial opportunities. There is a focus on strengthening the collaborative approach so that everyone is working towards strengthening the performance of the athletes in the water.

There is to be a new round of interviews next week for the 2 vacant non-executive director roles. 3 candidates have been put forward. As part of this process, Corinne Cunningham has been appointed to the Senior Independent director role.

Jane Nicholson, the current CEO of Swim England, has now been appointed to the Board as Swim England representative after she steps down at Christmas time. The new CEO expected to be appointed some time in quarter 3 of this year.

## **12. Council Business**

### **12.1 Business in accordance with Paragraph C.7.1.3 of the Constitution - None.**

#### **12.1.1 Approval of club constitutions by the Districts - None.**

## **13. AOCB**

JN raised feedback received from a number of technical officials following SNAGS regarding difficulties with parking at venues. This has resulted in the technical officials either having to pay for parking or park a significant distance away and looking for this to be addressed. AW agreed to pick up with LL.

There was a discussion about moving the date of the next meeting to 27 August to allow greater time for preparing papers etc., however 20 August was the preferred date due to Board availability.

## **14. Date of Next Meeting(s):**

Next Meeting(s): Board: 20 August 2023

Council: 1 October 2023

AGM: 23 September 2023

