

Board Meeting Minutes

Minutes of the Board Meeting held at 18:30 on 15 August 2023, Virtually by Teams

Present

Graeme Marchbank (GM)	Chair
Euan Lowe (EL)	Chief Executive
David Beattie (DB)	Board Director
Kieran Watt (KW)	Board Director
Jackie Davidson (JD)	Board Director
Andy Figgins (AF)	Board Director
Andrew Dunlop (AD)	Board Director

In Attendance

Ally White (AW)	Director of Aquatics
Sean Dawson (SD)	Safeguarding Manager
Kirsten Phillips (KP)	Communications Manager

Item No.

Action

- Chair's Address**
The Chair welcomed everyone to the Meeting, a single item agenda to review the draft Transgender & Non-binary guidance and policy documents.

- Declarations of Interest**
None

- Apologies for Absence**
Brian Hendry, Fiona Crawford, Caitlin McClatchey

3. Items for Discussion

3.1 **Transgender & Non-binary guidance and policy documents.**

JD opened the discussion commenting that the development of the documents and supporting communications plan has been a significant undertaking and has been resource demanding. This resulting in two comprehensive documents, and distinction in tone between supportive guidance and formal policy.

JD requested that the board consider the proposed timeline in completing the documents suggested that the board consider pushing back the planned 1st September release.

SD outlined to consultation and develop steps in reaching this point noting that sportscotland were unable to support or pass comment to this draft, being referred instead to the sports councils equalities group guidance, (SCEG).

GM noted disappointment in this lack of engagement with the board agreeing that this view be shared with sportscotland. **EL**

GM congratulated SD, KP and all this involved in developing this work and JD for supporting. It is an uncomfortable subject matter for many and it is an ever-evolving area and encouraged feedback from all.

Following discussion there was agreement that the distinction and tone between the guidance and separate policy was apparent and welcome; the language clear and easy to understand. In addition, the documents made it clear that this was a starting point and feedback was welcome in creating future iterations.

The board agreed there were some specific areas that required further work:

- The guidance in relation to changing spaces/toilets and overnight stays needs further developed perhaps in providing some considerations and specifics.
- The provision of templates for clubs was discussed for overnight stays as an e.g. It was agreed that this is challenging given the variables and responsibilities of clubs. KP suggested supporting info would be better included in the FAQ

- The reference to the use of pronouns is unclear and needs refinement. KP noting the intent being to say its 'OK to get it wrong and apologise'. The emphasis should change here also to be clear that's its 'not acceptable'.
- Policy for Artistic competition – the definitions and requirements between Team and Duets need further clarity. SD mentioned this will be picked up in further consultation with the Chairs of all sports.
- Switching back between categories, is there a time limitation? Clarity will be offered however the intent will be to achieve consistency with Swim England approaches while making consideration for the mechanics involved with our membership system.
- SD confirmed that we are using sex at birth as a reference point as this is a direct link to the relevant legislation in use.
- In the guidance document the references to 'principles and practices' should appear earlier and have more profile.
- The requirement to refresh a PVG when changing name needs clear explanation.
- There was a discussion over the ability or not for trans athletes to hold national records but yet could win a gold medal. AW explained that particular language is being used while greater clarity becomes apparent over swimwear policy influenced by world aquatics. Without this clarity the language in our documents refers to, "...at the moment"... AW also noted that there was strong feedback from athletes, coaches and the technical committee that until greater clarity exists that this should be the position to adopt initially.

It was agreed that overall further refinement was needed with GM clear that the timescale in developing this should be influenced not by a date but by reaching the best outcome. A further board meeting will be required to approve the documents.

JD and SD commented that beyond the policy there are further elements that are being considered; how to manage a complaint or challenge at an event; how the ranking system will function; training and preparing WPOs in managing local conversations.

We are still aiming to apply the policy in time for the swimming short course meet in December primarily to test the processes and systems and there is a process in place for the short course that would allow us to manage a challenge.

KP outlined the communications plan that includes a number of elements from general awareness raising to event information; ensuring consistency with our existing policies; engagement at club forums; seeking athlete voice and endorsement to continued evolution of the FAQ and where and how this sits on our website.

GM thanked all for their contributions and noted that SD and KP will bring refined documents back for board approval at a near future date yet to be determined.

11. **AOCB**
None

12. **Date of Next Meeting(s):**
Saturday 23 September 2023 – AGM
Wednesday 15 November 2023 – Board meeting