

# **sportscotland**

## **Council Meeting**

Minutes of the Council Board Meeting held at the **sportscotland** National Centre Inverclyde on Tuesday 25 April 2023 at 09:00

### **Present**

#### **Members**

Mr M Young, Chair  
Mr A Bain  
Ms M Campbell  
Mr T Mistry  
Mr C Grant  
Mr D McDonald  
Mrs K U'ren  
Mrs S Sandilands  
Mr S Sweeney  
Mr A Watt

### **In Attendance**

#### **Council Officers**

Mr F Dunlop  
Mr N Cobb  
Mr M Dingwall-Smith  
Mr B Fleeting  
Mr J Lunn  
Mrs J Lynn  
Mr P Reid  
Mr D Williamson  
Mr A Yaqub  
Ms L Cook

### **Scottish Government**

Mr A Sinclair

## Welcome

The Chair welcomed everyone to the meeting.

## Business

### 1 Apologies for Absence

➤ *Ms H Ousta and Mr S Lindsay.*

### 2 Declarations of Interest

➤ *None.*

### 3 Minutes of Meeting held on 21 February 2023

➤ *The minutes of the Board meeting held on 21 February 2023 were approved as a true and accurate record.*

### 4 Matters Arising

None.

### 5 Chairs Opening Remarks

The Chair highlighted the changes in Scottish Government but noted that Maree Todd continues to have a responsibility for sport as part of her new portfolio as the Minister for Social Care, Mental Wellbeing and Sport.

The Chair updated on a meeting of Chairs and Chief Executives from UK Sport and the Home Country Sports Councils. The meeting discussed the pressures being faced by national governing bodies and options to simplify and support partners.

### 6 Board Development

The Chair thanked everyone for taking the time to meet with him and providing honest feedback. The main conclusion reached was that everyone is happy with how the board is functioning but with an aspiration to continually improve.

The Chair noted that the consensus was that Board members wanted to have more input through discussion at Board meetings and where appropriate out with Board meetings. The Chair updated that this has been built into the agenda and papers for the meeting and that further consideration will be given to short term working groups on certain topics that can include Board members with relevant experience.

### 7 Executive Management Report

Mr Dunlop noted that the regular meeting with the Minister has been postponed as the changes in responsibilities within the Scottish Government settle down. He went on to explain that a request to meet Michael Mathieson has also been made, recognising this will take time but that it is important to connect with the new Cabinet Secretary for Health.

Mr Dunlop noted that he has also met with a range of MSPs with support from Mr Dingwall-Smith, the meetings covered a simple agenda on the importance of sport and physical activity and the

challenges facing the sector. The conversations have been positive and the MSPs have a good understanding of the issues.

Mr Dunlop gave further information on the work led by UK Sport which is considering the structure of sport in the UK. He explained that the work is focussed on Olympic and Paralympic sport with a particular focus on performance.

Mr Dunlop updated that Cricket Scotland are undergoing another significant period of change following the decision by the Chair to step down and the planned end of contract of the interim CEO. Mr Dunlop went on to explain that additional resources have been committed to Cricket Scotland to help them continue to make the changes outlined in the Changing the Boundaries report while at the same time delivering the cricket season.

The Board asked about the expectations or urgency moving forward and the perspective of change within Scottish Cricket. Mr Dunlop explained that there is a clear plan which is being followed, albeit the timelines have been affected by recent changes. He updated that Pete Fitzboyden has been appointed as interim CEO and that the process to recruit a permanent CEO and Chair will be started in the early summer.

The Board asked what support, in addition to financial support, is being provided to Cricket Scotland. Mr Dunlop explained that there continues to be significant staff time from across the organisation dedicated to supporting Cricket, including his own time, Mr Lunn, the partnership manager and significant time from the communications team.

Mr Dunlop updated on recent conversations with Scottish Rugby following the governance changes that have been made and particular concerns raised about the lack of diversity on the new oversight board and club committee.

Mr Lunn provided an update on Netball Scotland and some of the challenges that they face particularly around supporting the Scottish Sirens to compete in the super league while at the same time continuing to develop the sport.

The Board commented that it is useful to receive updates on sports and that the executive team should continue to bring these to the attention of the Board.

➤ *The Board noted the Executive Management Report.*

## For Discussion

### 8 Growth, EDI and supporting the sport sector

The Chair noted that we are taking a different approach to the meeting and that the presentations will be shorter to allow for more discussion and input from the Board members.

Mr Williamson presented on the WHO targets, inactivity levels and trends found in the data collected and asked how do we balance growth, EDI and support for the sector?

The Board asked if we should be focusing on the bottom 15% of inactive people or if realistically we should aim to make people who are slightly active more active? As if people are inactive they may never want to become active. Other Board members agreed that a fundamental level of activity is required to develop and become more active.

The Chair asked what is **sportscotland's** role in getting people more active? The Board discussed the need for a multi-agency approach but were clear **sportscotland** did have a role to play.

The Board discussed the importance of school sport and PE to give all young people the basic confidence and competence to take part in sport and remain active in life and the role of Active Schools in delivering this.

The Board discussed the impact of poverty on activity and again emphasised the importance of multi agency approaches but also the need to continue to learn from initiatives that are working, particularly those community based and led projects.

There was a discussion on what the sector looks like now and the changes that are taking place and how we support that change, the discussion included consideration of what success looks like and how this maybe measured in the future.

The Board concluded that supporting the sector must remain the priority in order that there is a people and places infrastructure to deliver against an EDI agenda as part of a systematic approach to the development of sport.

The Chair thanked everyone for their contributions which will help inform the policy going forward.

➤ *The Board noted the Growth, EDI and supporting the sport sector paper.*

## 9 Climate Change and Sport

The Chair introduced the topic which follows on from an interesting discussion the evening before.

Mr Dingwall-Smith gave an overview of the initial pieces of work currently being undertaken and provided an overview of what the broad approach currently is and highlighted that as inclusion underpins everything we do, a similar approach is required for the climate change work.

The Board commented on the scale of mass education required in the area, recognising expertise is limited. It was acknowledged that local partners in particular will have plans in place and that some national partners have plans but not all. It was also discussed that some sports are facing immediate challenges, such as snow sports and the impact of climate change on Scottish winters. The impact of travel and how league structures in sports are designed was also discussed.

There was a discussion on the need to connect and sign post both expertise and resources that partners can utilise and that **sportscotland** can help facilitate this rather than trying to deliver everything itself. The idea of a club mark scheme was discussed and it was agreed further consideration was required.

The Board discussed **sportscotland's** own estate and emissions and agreed that we must continue to work towards net zero and potentially net positive. Mr Dingwall-Smith explained the legislative requirements and commitments that have been made by government.

The Chair summarised that the Board are in favour of the proposed plan and recognise that it is imperative but we are also realistic about the amount of work it will take. We are also taking on the recommendation to develop a working group with Young People's Sports Panel as an additional next step.

➤ *The Board noted the Climate Change and Sport paper.*

## 10 EDI Strategy

The Chair welcomed Mr Yaqub, Equality, Diversity and Inclusion Manager, to the Board meeting. Mr Yaqub presented on the strategy and how we deliver our equality outcomes, what has been done around the new ideas concept and what the next steps are.

The Board reflected on the progress that is now clear in all reports and discussions that come to the Board, however, acknowledged that we must continue to question and challenge everything we do. The Board discussed the importance of continually highlighting and promoting the good work that is ongoing. Mr Yaqub noted that in the last nine months there has been a real intent to change some of the narrative and understanding of where we are with inclusion including the position of our partners.

The Board discussed recruitment and that with emerging data it was now easier to monitor changes in the work force. The discussion considered the quality of data from partner organisations and how this was monitored.

The Board discussed the new ideas strand of the strategy and the opportunities to experiment. Mr Yaqub explained how the new partnership with Sporting Equals will help focus some of the new ideas opportunities and also support our partners with their work. The Board commented that from a top-down view it is ok to test and fail but from a community perspective the disappointments are difficult, and it can also be reputationally difficult. Mr Williamson commented that we would need to integrate this into the planning to ensure that we are attending to the community's needs.

The Chair summarised that the Board are happy with the direction and can see where we have come from and that there has been a lot of development but there is also still a long way to go and complex issues being faced.

➤ *The Board noted the EDI Strategy.*

## **For Decision**

### **11 2023 onwards Business Plan and Budget**

Mr Williamson presented on the final version of the Business Plan and Budget for 2023 to 2024, whilst recognising that there is still some flexibility through dynamic Business Planning which allows for changes through the year which would be reported through the quarterly reports to the Board.

Mr Cobb provided an update on the budget process. The final draft Grant in Aid letter has now been received and will be checked and signed off soon. The National Lottery income is continually monitored and is now in the final months of the 3<sup>rd</sup> licence, no forecast has been received from Allwyn on the expected income to good causes from the 4<sup>th</sup> licence.

The Board asked about the reduction in the Awards for All budget. Mr Dunlop noted that the budget had been increased post COVID to support clubs and community groups get back up and running and the reduction back to the original budget level was planned.

The Board asked with Camelot always giving projections is it a concern that Allwyn have not provided any yet? Mr Cobb noted that normally we would have projections for a number of years but they just haven't shared their model with the lottery distributors yet.

The Board discussed the impact of inflation and how this can be accommodated. Mr Cobb noted that it is part of the annual budget setting process and that there are no inflationary increases built into Scottish Government or Lottery investment.

➤ *The Board approved the 2023 onwards Business Plan and Budget.*

### **12 Risk Management**

Mr Williamson introduced the risk management paper and noted that the risk exercise has been completed against the National Lottery income and the Scottish Government income.

The Board suggested that the climate piece should be captured as a risk. Mr Dunlop noted that this will be picked up at the next Audit and Risk Committee meeting.

➤ *The Board approved the Risk Management papers.*

### **13 Memorandum of Understanding (sportscotland and Trust Company)**

Mr Dunlop highlighted that there has been one change made to the Memorandum of Understanding to show the importance of EDI work.

➤ *The Board approved the Memorandum of Understanding (sportscotland and Trust Company).*

### **14 Board and Committee Terms of Reference**

Mr Dunlop noted that the Terms of Reference for the Board and the Audit and Risk Committee have not changed.

Mr Dunlop updated that the Remuneration and Succession Planning Committee role and purpose has moved slightly and it is proposed to rename it as the People Development Committee.

➤ *The Board approved the Board Committee Terms of Reference.*

## **For Information**

### **15 Communication update**

Noted and taken as read.

### **16 Audit and Risk Committee draft minutes**

Noted and taken as read.

### **17 Any Other Business**

The Chair asked for feedback on the new structure of the meeting.

### **18 Date of Next Meeting: Monday 26 and Tuesday 27 June 2023 (Inverclyde)**

There being no further business, the Chairman closed the meeting and thanked everyone for attending.