

sportscotland

Council Meeting

Minutes of the Council Board Meeting held at the **sportscotland** National Centre Inverclyde on Wednesday 24 August 2022 at 09:00

Present

Members

Mr M Young, Chair
Mrs C Bain, Vice Chair
Ms M Campbell
Mr C Grant
Mr S Lindsay
Prof C Mahoney
Mr D McDonald
Ms H Ousta
Mr A Watt

In Attendance

Council Officers

Mr S Harris
Mr F Dunlop
Mr M Whittingham
Mr N Cobb
Mr B Fleeting
Mrs J Lynn
Mr S Robert
Mrs F Wernham
Mr D McKay
Dr N Elliott
Mr J Lunn
Mrs D McAuley

Scottish Government

Mr A Sinclair

Guest Speakers

Ms K Grainger
Ms S Munday

Welcome

The Chair welcomed everyone to the meeting.

Business

1 Apologies for Absence

➤ *Ms K U'ren, Mrs S Sandilands, Mr T Mistry.*

2 Declarations of Interest

➤ *None.*

3 Minutes of Meeting held on 29 June 2022

➤ *The minutes of the Board meeting held on 29 June 2022 were approved as a true and accurate record.*

4 Matters Arising

None.

5 Chairs Opening Remarks

The Chair highlighted how fantastic the recent Commonwealth Games in Birmingham were, and how inspiring Team Scotland had been. The Chair asked that congratulations to all team members, support staff and those involved in supporting the athletes over the years was noted.

The Chair highlighted the challenges arising around the cost of living crisis and energy issues. Discussions are continuing with our partners to understand the impacts and with the Scottish Government to ensure the impact is understood and solutions are being considered.

6 Executive Management Report

Mr Harris updated on the Ministerial meeting which Community Leisure UK attended. The meeting provided the opportunity to speak about the future of the sporting estate in both the short-term and the longer term. The meeting also discussed the Whyte Review and athlete welfare and wellbeing. The meeting concluded with the Minister expressing how much she enjoyed the Commonwealth Games.

Mr Harris highlighted that the National Lottery is currently performing well but there are still issues around the fourth licence transferring to Allwyn.

Mr Harris provided an overview of the current situation with Cricket Scotland and highlight that the external report was published on 25 July. Mr Harris explained the actions that are now in progress which initially centre around; appointing a new Chair and Board members; progressing a governance review; establishing an EDI advisory group and; establishing a process to manage the referrals.

Mr Harris explained that the day after the report a session had been held with all SGBs who have been asked to consider the report in the context of their own SGB.

Regular meetings continue to take place between Cricket Scotland and **sportscotland** to monitor progress and discuss support. Regular talks are also taking place with Running Out Racism.

Mr Harris noted that regular communication is now needed between Cricket Scotland and its members. He also noted that the process is still in place should anyone want to come forward with concerns.

Mr Harris explained that **sportscotland** is also having a look at it's own processes and how they can be improved.

Mr Harris finished his update on Cricket by thanking Mr Lunn who was asked to step in and act as interim CEO for Cricket Scotland for four months. The Chair echoed Mr Harris's sentiments and thanked Mr Lunn for his work in a very difficult situation.

The Board thanked Mr Harris for the comprehensive overview and asked for more information on the considerations from other SGBs. Mr Harris noted that there is an apprehension from some other sports, he believes this is based on a lack of knowledge and confidence in those sports. Mr Harris went on to explain that our new partnership with Sporting Equals will help all sports to recognise where improvements can be made.

The Board noted that the issue of racism is not specific to sport but is a societal issue and asked what support is being offered by the Scottish Government? Mr Harris noted that the Minister sees an opportunity for sport to play a lead role but also acknowledged that sport cannot work in isolation of other sectors.

The Board discussed the importance of learning from this situation, including how we better identify issues earlier. Mr Harris agreed that we must learn from this situation, review the tools and interventions that we have and how they need to change or evolve.

The Board asked about the role of the Equality Standard for Sport. Mr Lunn explained that a review of the Standard was commenced before we were aware of the issues in cricket. The review recognises that the Standard has been in place for more than ten years and must now evolve into a tool that is more focussed on actions, outcomes and changes we expect to see.

The Board asked if Allwyn have given any information regarding their business plan and operating model to generate revenue for the National Lottery? Mr Harris noted that the legal challenges around awarding the 4th Licence have delayed any detailed conversations. The Board noted the concerns around volatility during this period of change.

The Board asked if there was the opportunity to discuss Human Rights Bill at the regular meetings with the Minister? Mr Harris noted that this has not been discussed yet.

➤ *The Board noted the Executive Management Report.*

For Discussion

7 Sport for Life – Clubs and Communities

Mr Dunlop introduced the paper which is linked to business plan and follows on from the discussion on schools and education at last meeting and at the October meeting there will be a paper on performance.

Mrs Lynn provided an update on the progress made to date and the plans for future work and highlighted that as recovery continues it is important that we continue to support clubs and communities. Mrs Lynn highlighted that partnership working has never been more important as

we have learned from the pandemic, and we need to look at forming new partnerships as well as strengthening existing partnerships particularly to drive inclusion.

Mr Lunn updated on the work with SGBs which continued to focus on recovery and rebuild with an emphasis on inclusion. Mr Lunn went on to talk about the range of support that is in place for SGBs and how this is continually reviewed to make sure it is fit for purpose, he gave the example of the ongoing review of the Equality Standard which was being updated to reflect the changes that we now need to see in the next cycle.

The Chair noted that it is good to see 191 Community Sports Hubs back up and running, he asked for an update on those not back up and running. Mrs Lynn noted that the workforce is struggling as a lot of volunteers have not returned, she explained that we are working hard through the hub officers to manage this, while at the same time make sure there is ongoing training opportunities to help drive inclusion.

The Board discussed the tools and interventions that we have as part of the support for SGBs but also the importance of understanding when things are going wrong in SGBs. Mr Lunn noted that we are currently considering the SGB Development Audit, there are a number of audits planned in the coming months and alongside these we are considering where these audits need to focus and if the development audit is the correct tool to help understand organisational culture which has been a significant feature when things have gone wrong. Mr Dunlop asked the Board to speak to us if they have any concerns around any experiences or if you see something you are not sure about.

The Board asked for more information on the investment process for SGBs and Las. Mr Dunlop explained that a paper will come to the October meeting which will outline the principles, the process and any early themes emerging from these discussions. More detail will then be brought to the December Board meeting and final proposals will be brought to the February meeting as part of the 23/24 business plan.

The Board commented that it is encouraging that Awards for All has kept going throughout the pandemic. Mrs Lynn highlighted that it is a great investment stream that helps clubs on a short-term one-off basis.

The Chair asked if we have a list of facilities which are not reopening. Mr Dunlop noted that we are aware of some closures but that the issue was more complex around opening times, staffing and cost. Mr Dunlop confirmed that we will continue to monitor the situation.

➤ *The Board noted the presentation.*

8 Sport for Life - People

Mrs Wernham introduced the paper, explaining that it built on the December 2021 Board paper which gave a broad overview of our people development work. She explained that this paper offers a more in-depth analysis around formal education of coaches, including an update on UKCC and the changes that are being put in place to make it simple for people entering the coaching pathway. Mrs Wernham explained that to ensure qualifications are recognised across countries we have a partnership agreement in place with CIMSPA and the SQA.

The Board commented that it is great to hear that work is being done with HNC and HND qualifications and that we are creating opportunities for people to develop but asked about the differentiation on a UK level and how do you ensure it doesn't happen? Mrs Wernham noted that CIMSPA have a UK remit and so one of the reasons of working with them is to ensure alignment across the UK.

The Board asked if there have been any discussions around the ethics of coaching? Mrs Wernham answered that professional standards are taught as part of the qualification and there are talks of creating a UK wide professional workforce register. We are confident the standards are covered in the course material but there remains an issue of practical delivery.

The Board asked if every SGB have their own standards? Mrs Wernham noted that we need to do more work to agree what are the core standards in a qualification and the workforce are currently discussion having compulsory CPD which could support this. Dr Elliott noted that the UK Government are driving modules and there is a real appetite for them. Mrs Wernham noted that we now have a much better online learning platform which makes it easier to roll out and helps with costs.

➤ *The Board noted the Sport for Life – People.*

9 Public Health Scotland Partnership

Mr Harris introduced the update on the partnership which has now been through its first phase and highlighted that after coming out of the pandemic we have been able to form a strong foundation to progress from. Mr Harris put the partnership in the context of the Active Scotland Framework and the work of the delivery group to bring together partners from different sectors to contribute to the Active Scotland Outcomes.

Mrs McAuley highlighted that we have been through a challenging time with the pandemic but have had a core group of staff focused on the partnership. Mrs McAuley draw attention to the work which focussed on presenting the case for physical activity and sport to the various COSLA committees which was positively received. Mrs McAuley went on to explain that there is also a lot of work to rationalise and understand a lot of data which is held and how this can be best used for planning at a local level. The next partnership meeting is scheduled for the end of September.

The Board commented that it is good to see the ambition and the big picture but asked what does good look like? Mrs McAuley noted that while there has been good progress at the national level, raising awareness, particularly through the COSLA committees the next stage of the partnership will be focussed on how we use our resources to support local development.

The Board noted that previously there were some challenges around data sharing with athlete agreements and asked if we now have a clear strategy to enable data sharing with Public Health Scotland? Mr Dunlop noted that a huge amount of work has been done in this and we have the appropriate expertise and policies in place.

➤ *The Board noted the **sportscotland/** Public Health Scotland Partnership.*

10 Presentation from UK Sport

Dame Katherine Grainger, Chair and Sally Munday CEO of UK Sport presented on the work of UK Sport and their mission and ambitions to grow a thriving sporting system and inspire positive change. The presentation also updated on the investment principles for the Paris cycle.

The Chair thanked Dame Grainger and Ms Munday for their presentation.

The Board asked how do we make young people's participation and sport in general more affordable and sustainable to allow them to progress towards and into the high performance system? The Chair commented that inspiring the nation is great and has happened, but the affordability issue is still preventing progression. Ms Munday accepted that this remains a challenge and one which UK Sport were aware of and used their influence to raise, in particular with the sports they invest in, however she noted that the challenge is much broader. The Board

discussed sport and physical activity and the balance between school sport and club / community sport.

The Chair asked how can we work together better? Ms Munday noted that current experience of collaboration has been in response to issues and now we need to talk about how we can be more proactive. Mr Harris agreed that moving to a proactive approach will take partnership working to the next level and build more of a trust that it is a serious conversation with evidence of commitment, outcomes, and direction.

The Board discussed funding challenges, the reliance on Government and National Lottery funding and the various initiatives that have been tried to diversify the income. Ms Munday noted that they see opportunities but need to drive collaboration and get sports to be willing to think about giving up the small amounts of funding they have to be part of something bigger. Ms Munday explained there is a session for CEOs and Chairs in November to start this conversation and that **sportscotland** will be invited.

The Chair thanked Dame Grainger and Ms Munday for their presentation and input.

Dame Grainger expressed thanks to the Board for having them, they had great time and would like to keep spending time together and collaborating.

➤ *The Board noted the UK Sport presentation.*

11 Commonwealth Games Review

Mr Whittingham presented a review of the Commonwealth Games in Birmingham which he highlighted was hugely successful.

The Chair thanked Mr Whittingham for his comprehensive paper.

The Board highlighted the outstanding performance Scotland delivered during the Games, and how this is part of the legacy of a long term systematic approach to developing sport. The Board thanked Mr Whittingham for his work in this area over many years, acknowledging that he was about to retire and should do so with pride.

Mr Whittingham highlighted Dr Elliott's contribution in managing Covid-19 for sports, staff and athletes over the last two years. The Chair also expressed his thanks to Dr Elliott for his contributions. Dr Elliott noted that the Covid-19 work was collaborative and not just Scotland, the BOA and the BPA loaned equipment to Team Scotland to allow the creation of a testing site. This particular Commonwealth Games really highlighted a wellbeing look out for each approach other amongst teams.

➤ *The Board noted the Commonwealth Games Birmingham paper.*

For Decision

12 Quarter 1: 2022-2023 Progress Report

Mr Dunlop presented the progress report and highlighted that we are working through the budgets to get the phasing right. The structure at the end of the report usually contains a Ministerial guidance letter which we are now working with Mr Sinclair and his team on an updated version of the letter. Mr Dunlop noted that we are always mindful against our actions and a conversation will take place with the Leadership Group regarding green actions and the detail that sits behind that and picks up the detail of challenges.

The Board asked for more information on how we monitor our investment including the new investments recently committed. Mr Dunlop agreed that a paper should come to the next Board meeting explaining our approach.

The Board asked if variants graph could be produced as a table in the future as it is hard to read? This was agreed.

The Board also asked about facilities monies and if these should be redirected. Mr Dunlop explained the challenges that local partners are facing in progressing capital projects. It was agreed more information would be brought to the October meeting, in particular around TSIT.

➤ *The Board noted the Quarter 1: 2022-2023 progress report.*

For Information

13 Playing our Part 2021-22: Summary of progress – annual review

Mr McKay provided an overview of the review and highlighted that it is focused on the sector, society and recovery from the pandemic with a flavour of how staff have been supported and the reopening of the estate.

Noted and taken as read.

14 Communications update

Noted and taken as read.

15 Trust Company Board meeting draft minutes

Noted and taken as read.

16 Audit and Risk Committee draft minutes

The Board asked about progress in reviewing the risk register on the back of the April Board meeting. Mr Dunlop explained that work was underway and that it would be presented to the October Audit Committee and any changes to the risk framework brought back to Board.

Noted and taken as read.

17 Any Other Business

The Board asked if Paddle or Pickle Ball are supported in Scotland. Mr Lunn noted that Paddle sits under Tennis Scotland but Pickle Ball is not currently affiliated with a SGB and are currently looking for UK recognition.

None

18 Date of Next Meeting: Tuesday 25 and Wednesday 26 October 2022 (Inverclyde)

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