

Background to Directors to be Ratified at the Scottish Hockey 2020 AGM

Scottish Hockey's governance arrangements are guided by **sportscotland's** 'SGB Governance Framework' that is based on the Nolan Report.

(<https://sportscotland.org.uk/media/1750/sgbframework14ppweb.pdf>)

This sets out twelve core principles, which will ensure consistency with **sportscotland's** Investment Principles, encouraging SGBs to improve their governance. A key part of this guidance is around the board composition and includes:

- *The Board is the ultimate decision-making body and the SGB ensures that their constitutional documents and organisational processes comply with industry good practice on the composition of its Board and recruitment processes for members.*
- *The Board is well balanced, no one individual or group has unfettered powers of decision making or dominates the Board.*
- *The Board is an appropriate size to be effective and support delivery of outcomes (recommended not more than 12 members).*
- *Diverse skills and gender based board reflecting SGB membership.*
- *A skills matrix is maintained so gaps can be identified and addressed.*

The SH Board adheres to these guidelines and recruits new directors on clearly identified needs to ensure a correct balance of skills and abilities on the Board. The agreed skills matrix is regularly reviewed as Directors leave and needs change.

The three Directors to be ratified at the 2020 SH AGM were identified by the selection panel based on specific skills and experiences to match the skill matrix of the Board. The justifications for their selection are detailed below:

1. Jamie Carnegie

- Strong connection with universities - Director of Hockey at University of St Andrews.
- Experience in strategic planning for Scottish Golf.
- Experience in governing hockey at the District level - VP Midland District.
- Understands performance level of sport - Scotland Men's Team manager 2015.
- Been involved in coaching hockey - Scottish Hockey Coach of the Year 2014.
- Although on a smaller scale to Scottish Hockey, involved in raising sponsorship at University of St. Andrews with alumni.
- Has travelled to learn about international sporting experiences.
- Connects well with young players.

2. Karin McKenny

- Great understanding of hockey at the grassroots level having extensive experience in captaining, coaching, umpiring and fundraising within this part of the hockey community. Received Scottish Hockey 'Volunteer of the Year' award.
- Through her work with 'Children in Scotland', well placed to support Scottish Hockey embrace social inclusion and engage with areas of deprivation – a key part of the strategy.
- Very good experience in running large, annual events for 'Children in Scotland', with 70 contributors over 2 days.
- Identifies the link between sport and health / mental health.
- Very skilled at member and volunteer outreach and engagement, especially with social-media channels.
- Great supporter of the 'fun' in the Scottish Hockey mission.
- Highly sensitive to and support of youth and understands how to engage.

3. Martin Shepherdson

- Experience in managing one of the top clubs in Scotland; 35 year association with Grange HC as player, Club Captain, Club Secretary and hockey representative to the Club Board.
- Directly involved in six different EHL / EuroHockey tournaments.
- Member of Management Committee and Premiership Management Group of Scottish Hockey where he is recognised as key to building consensus.
- Excellent business experience - as a management consultant he was involved with organisations of all sizes helping them with business decisions, from board rooms to operational teams.
- Experience in working with the legal teams.