**MINUTES OF THE MEETING OF THE SCOTTISH HOCKEY BOARD ON 30 AUGUST 2021**

**ALL VIA VIDEO CONFERENCING**

**18.30 Start**

**VIRTUAL ATTENDANCE**

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| **DIRECTORS IN ATTENDANCE** | **ALSO IN ATTENDANCE** |
| Martin Shepherdson - Chair  Karin McKenny  Wendy Justice  Stewart Gilmour  Justine Westwood  Gareth Tenner | Colin Fraser (President)  Kaz Cuthbert (Vice-President)  Lloyd Sammeroff (Minute Taker)  Barry Cawte – Incoming CEO (part of the meeting) |

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|  | **Actions** |
| **Apologies**  Justine Westwood & Jamie Carnegie |  |
| **Board Members Scotland Caps**  Congratulations was given to Wendy and Gareth who recently represented Scotland at the recent Masters tournaments in Nottingham. |  |
| **Barry Cawte Introduction**  All attendees introduced themselves to Barry advising him of their role within the Board, their hockey experience and profession.  Barry then introduced himself saying he is looking forward to starting at Scottish Hockey with a start date of 11 October. He enjoyed the interview process, in particularly the youth panel. He is currently working for Welsh Rugby Players association but also the chairman of Tennis Wales which he will remain on until April 2022. He has a wealth of experience in areas of contractual and welfare issues for athletes, driving revenue streams and tackling culture issues. He is very much looking on taking on the challenge and moving up to Scotland with his wife and 4 young sons. |  |
| **Staff Changes**  Scott Madden - Tayside Regional Development Manager – has now left Scottish Hockey to pursue a role with Dundee United FC. JF conduced his exit interview and all his comments were generally positive. The recruitment process has started and will be advertised externally soon. KM will liaise with Jamie who is leading the process to ensure that the wording of the advert is tailored to both sexes as previously the majority of the applicants were male. As this role is invested in by **sport**scotland, LM will be included in the full recruitment process  Paul Elliott – Marketing and Communications Manager – has also now left Scottish Hockey to pursue a role with a digital marketing company. MS conduced his exit interview and again was also generally positive. The current proposal is for a short term / interim replacement which can then be reviewed when Barry starts and settles into his post. Whilst this is being sought current staff are trying to post what they can on the website and social media. |  |
| **Audit Committee**  MS submitted previously a paper on the election of Jill Croll as the Chair of the Audit committee and suggested update of TOR. GT withdrew from the vote on this as he is already on the committee and would be a conflict however both notions were still passed by the rest of the Directors in attendance. |  |
| **Glasgow National Hockey Centre**  There is an issue with clubs being able to book pitch time but Jamie Frail and Kelly Fillingham are liaising with Glasgow Life to resolve this situation. It has been agreed that clubs can access the pitches but there would be no access to the changing rooms or toilet facilities. The stand should remain vacant throughout and anyone caught on the stand may risk their clubs access to the facility being removed. Anyone requiring to use the toilet will be allowed to use the football centre’s facilities.  MS and LS are meeting tomorrow with People Make Glasgow Communities regarding the asset transfer of Glasgow National Hockey Centre, we will establish if any other party has expressed any interest but we do not think anyone has. This is very early states of what believe is a long process but we have yet to receive any operational data and we are hoping to find out who are the team of people that we will be liaising with during this process. It is an extensive liability to undertake the running of the facility and so we are currently looking at further developing the business plan and model to see if we can make it work for us and our clubs. **Sport**scoltand has interest in the facility as they invested in its construction and so they will be kept informed at all stages of the process. |  |
| **World Cup Qualifiers**  It is now confirmed that both teams have now qualified for this event. The men are in Cardiff and the Women are in Italy but it is yet to be confirmed if this will be in Rome or Pisa. These events have not been included within our budget and our Senior squads have already overspent to get to this stage as a result of Covid restrictions and requirements. The commercial group have been brainstorming to see what ideas there are for raising the funds.  We need to post an item on social media saying that the squads will be looking to raise funds and asking for help from the membership. We should include why we are short of funds and we should ask Andy or a member of the squad to create a blog that we can share. |  |
| **Kit Tender**  The group are meeting on Wednesday to review the samples with feedback the following week and then we will work on contracts to enable the new provider to produce kit for the start of the new year. |  |
| **Umpire and Officials association**  CF produced a paper following the last meeting where Greig Cunningham presented to the Board. After some discussion it was agreed that CF would continue to liaise with Greig and others within the working group and GT will assist with the TOR wording. The board agreed that the name of the organisation would have to refer to Scottish Hockey as the group would still be part of our committee structure. |  |
| **Appointments and Discipline Officer**  Due to Ali Dick’s personal situation, he is unable to fulfil his role for the short term. As a result, he has assigned appointments to Blair Thomson and Emma High and Discipline duties to Barbara Morgan, Grace Cowan and John MacKenzie. |  |
| **Club European Competition**  All Scottish clubs have now withdrawn from all planned European competitions that were due to take place later this year due to the pandemic. The EHF have confirmed that no sanctions have been applied. |  |
| **Age Group Finance**  The boys U19 and U17 squads have thus far not brought in any significant income against the spend on the accounts this will be raised with Andy Tennant when he returns from Annual Leave next week. |  |
| **Membership Engagement**  Another 7 areas were published on the you said we did. We are now working on next phases including governance structure and Colin, Kaz, Wendy and Karin will work on this via Teams |  |
| **Meeting Closed**  Meeting closed at 9.00 |  |