**MINUTES OF THE MEETING OF THE SCOTTISH HOCKEY BOARD ON 2 NOVEMBER 2021**

**ALL VIA VIDEO CONFERENCING**

**19.30 Start**

**VIRTUAL ATTENDANCE**

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| **DIRECTORS IN ATTENDANCE** | **ALSO IN ATTENDANCE** |
| Martin Shepherdson - ChairKarin McKennyWendy JusticeGareth TennerJamie Carnegie | Colin Fraser (President)Barry Cawte –CEO Lloyd Sammeroff (Minute Taker)Lindsay MacKenzie - **sport**scotlandAndy Tennant – Part of the meeting |

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|  | **Actions** |
| **Apologies**Justine Westwood, Stewart Gilmour & Kaz Cuthbert |  |
| **Declarations of Interest**MS declared that his son is part of the Senior Men’s team therefore when discussions pertaining to the high performance group are had he will not make comments. |  |
| **Minutes arising from previous minutes**The Board agreed that the previous meeting’s minutes were a true reflection of the meeting.Matters still arising are that MS was to liaise with Emma High on the feedback from clubs on the water-based pitches – he will follow this up. | MS to speak to Emma High |
| **High Performance Group**AT provided a paper on the group, the meetings so far etc. Stephen Martin who was chairing this group has now stepped down and Jamie Carnegie has been the Board representative on there. MS will speak to JC & AT separately to establish who will be taking the responsibility of Stephen’s action points from the group.There is a GB Board meeting approaching and normally Stephen would have represented Scottish Hockey at this however in his absence BC proposed that AT would fill that void until such time as a permanent replacement on the GB board would be established. The Board unanimously agreed to this proposition providing that this was acceptable to the rest of GB Board.AT then welcomed questions from the Board members. He was asked some questions around the perception of different levels of opportunities being provided for the U21 Men and Women. AT advised that this was the case that there were more opportunities for the men but we did try to provide opportunities for more match experience for the U21 Women but this was not able to be sought due to lack of traveling teams due to Covid. | MS to speak to JC & AT |
| **Facilities Committee**JC sent a report to the Board prior to the meeting which was received from sportscotland. Some of the communication between the group has been lacking. The staff have asked JC for some help and guidance on certain areas which has been provided and there have also been some delays due to system issues with Core. JC is meeting with BC and Jamie Frail next week. There needs to be discussion whether there is a necessity for the group as there is staff in place who can develop the facilities strategy for the future.  |  |
| **New CEO – Barry Cawte Initial Observations**BC presented to the Board on his first Board meeting as the CEO. He advised what he has been doing during his first 3 weeks in post where has been meeting with key stakeholders and staff and also met with the staff at an away event in Inverclyde over 2 days. He proceeding to describe headline observations in that we have not been in a good place recently but there is huge potential to be a world leading governing body. Last week we sent out a staff questionnaire and the results from staff are that overall they are proud and happy to work at Scottish Hockey but feel unsupported recently by management and Board and feel undervalued. He will prepare to include more structure professional development reviews and training in the coming months for staff. We need non hockey Directors on the Board. Currently the Board are too exposed and accessible to the membership. We need to have clearer lines of reporting with fewer Board meetings and interventions to allow the executive team more time and flexibility to do their job. The key tasks for Scottish Hockey in the immediate future to focus on are reset, build and excel. We need to build on the areas where we are good, have a clear strategic vision of where we are wanting to go with the input and buy-in of staff, ensure we do the basics well to build on new ways of working, become more commercially attractive and excel as a professionally run business. To assist the Board. BC will liaise with MS on Director training to assist them with the clear understanding on the role and responsibilities of a Board member. |  |
| **Next Steps**MS was experiencing IT issues during the call and due to this and duration of the meeting he decided he would send out information to the board in the coming days on Governance and Audit Committee items which were the next items on the agenda to be reviewed by the Board members. As the meeting was still quorate it was agreed to pass the motion presented for Jill Croll to be appointed Chair of the Audit Committee. |  |
| **AOCB**GB Talent Confirmation Phase – Have we nominated players for this? BC will check with ATStephen Martin has left as a Board member, are we replacing him – it will be a subject at the next Board meeting and we will put out some comms on his departure and we will liaise with Stephen before it is sent out. | BC to speak to AT |
| **Meeting Closed**Meeting closed at 21.30, future Board meeting dates have been distributed to all. |  |