

MINUTES OF THE MEETING OF THE SCOTTISH HOCKEY BOARD ON 28 MARCH 2022

GLYNHILL HOTEL

18.30 Start

DIRECTORS IN ATTENDANCE	ALSO IN ATTENDANCE
Martin Shepherdson - Chair Karin McKenny Gareth Tenner (Via Video Conference) Stewart Gilmour	Colin Fraser – President Kaz Cuthbert – Vice President Barry Cawte –CEO Lloyd Sammeroff (Minute Taker) (Via Video Conference) Andrew Baptie - sportscotland

	Actions
Apologies Justine Westwood and Jamie Carnegie	
Declarations of Interest None	
Matters arising from previous Board Meeting 25 January 2022 MS – standing item of views on premiership clubs not using water-based pitches. Clubs to date are advising that although they would prefer water-based, the standard of the sand based currently used is reasonable. Research and feedback can continue but not priority Players in National teams were to be notified of upcoming training programmes ahead of busy fixture schedule come up. This has been completed. Membership numbers breakdown to be circulated to the Board. AB advised that sportscotland has data that they can share. This can be an agenda item at a future meeting.	BC
Formal Approval of BC as Director Following a vote of the Directors, BC was formally approved and appointed as a director unanimously and inline with the articles of association.	
CEO Report BC submitted his report in advance of the meeting which included updates from all departments of Scottish Hockey and welcomed questions on it He did also allude that there is currently no reference to KPIs, but this will appear in future now that activity is further returning to normal. It has been a busy time ensuring we are UKAD compliant with significant ground to be made up. On track to be compliant at the beginning of April. Thanks was given to Jamie Carnegie and Lloyd Sammeroff for also getting involved to support this activity. It is a significant but crucial element of work when maintaining conditions of funding.	

The vitally important sportscotland supported KPMG Audit was completed throughout February and we have received an initial draft report. Extensive work was done to update policy and modernise existing policies to ensure we meet the criteria and as such we are pleased that the report will conclude we meet the minimum standards. We feel the findings and recommendations are an accurate reflection of SH's current position within "Reset"

Resources have also been stretched conducting the Financial Audit and the **sportscotland** annual returns report. Gratitude expressed to LS for efforts in this area. Audited accounts to be reviewed at later stage of meeting.

BC thanked AB for his continued support in his role with **sportscotland** but also on an individual basis. It has been invaluable and the links between the two organisation's continues to strengthen. AB reaffirmed this and advised that the SMT at **sportscotland** are continuing to view Scottish Hockey more favorably as we move through this period.

BC recently attended the GB Hockey Board meeting and there is a requirement for us to appoint a Director onto their Board. This needs addressing urgently and we need to progress with Board recruitment following Stephen Martin's departure last year. Whilst doing so we need to be aware of the gender equality balance on the board. Wider board representation from members of the community from all backgrounds was discussed and would be a focus as we move forward for SH.

GB are now in the latter stages of appointing the new Men's Head Coach. SH have mentioned that HN's should play a part in GB recruitment processes and would like to explore that in future appointments. Currently this is not the case under primacy and the appointment is contracted to EH, so EH appointment to make. It would be however prudent for GB to give this thoughtful consideration to develop relationships in the long term.

Working in collaboration with CWGS, we managed to receive an extension for the selection of our Senior Men's players for Birmingham until the end of June at which point. This is due to the difficulties in selection whilst large numbers of players still in England or playing in Europe at initial selection deadlines making it difficult for DF to conduct fair selection process. CD is comfortable with his existing deadlines as situations between playing groups differ.

BC further updated the Board of the correspondence between representatives of a working group proposing to formulate a Scottish Hockey Officials Association. Discussions are in infancy & Board support BC's position on this item and asked to be kept informed.

BC noted that whilst he is pleased with the content and quality of reports produced for the board, he was determined that the next aspect to be improved is for these reports to arrive in a timelier manner. Ideally Directors need 5 -7 days to review the information so that effective questioning can take place. This will be remedied in time for the next board meeting.

BC thanked the Board for their support around challenging issues recently and the workforce recognise that support. There is a real sense of a positivity about the direction of travel.

<p>BC was asked in future to summarise the sections under the “Reset, Build and Excel” categories.</p>	
<p>Finance Report BC asked LS during this section to also update the situation on Glasgow National Hockey Centre. He advised that we are no further forward with gaining access, but discussions are ongoing for short/medium/long term solutions. We are still awaiting on information from Glasgow Life / People Make Glasgow Communities to enable us to make a business plan for the possible asset transfer of the facility.</p> <p>As part of the documents submitted in advance, LS presented to the Board the final audited accounts to the Board. Following some questions from the Board this was approved, to be signed by two Directors (MS & SG). It will then be forwarded on to the auditors and finally to Companies House.</p> <p>LS also presented the draft budget for 2022, this was also approved by the Board.</p> <p>LS presented the Management Accounts for the year up to the end of February as well as details of our aged debtors. The Board noticed a number of debts from our pathway squads and LS was asked to provide further detail in the next report whether any payment plans or communication is delaying the debt being settled. A number of options to tackle these issues were discussed, such as “no pay, no play”, withholding transfers and means testing schemes for those who have financial hardship.</p>	
<p>Approval of Directors Code of Conduct The document presented to the Board was approved. Plans are in place to adapt this for anyone representing SH in formal capacities.</p>	
<p>AOCB <u>TOR for 3 Committees</u> These have yet to be approved and will carry over to the next meeting</p> <p>The board embarked on a 2-hour planning session on Strategy Principles , building on the work done by the SH team in strategy planning session earlier in the month</p>	
<p>Meeting Closed Meeting closed at 20.30.</p>	