

# Board of Management meeting minutes

17<sup>th</sup> November 2021 - online

Version: 1

Adopted on: pending ...

Last reviewed on: pending...

Next review date: N/A

| Attendee               | Role                              | Attendance |
|------------------------|-----------------------------------|------------|
| Iain McKinven (IM)     | Chair                             | Dial-in    |
| Stevie Neilson (SN)    | Chief Operations Officer          | Dial-in    |
| Melissa Hutcheon (MH)  | Director - Comms                  | Dial-in    |
| Ewan Hunter (EH)       | Director - Commercial             | Dial-in    |
| Scott McKean (SM)      | Director - Finance                | Dial-in    |
| Danos Sagias (DS)      | Director - Man Competitions       | Dial-in    |
| David Mallon (DM)      | Director                          | Dial-in    |
| Karen Murty (KM)       | Director                          | Dial-in    |
| Jim Rankin (JR)        | SHA Board Special Advisor         | Apologies  |
| Barry Cook (BC)        | sportscotland Partnership Manager | Dial-in    |
| Marcin Zdrojewski (MZ) | SSA support (minutes)             | Dial-in    |

## 1. Welcome/introductions/check in/Apologies

IM greeted everyone, offering special welcome to SHA newly appointed directors, Karen Murty and David Mallon, and invited attendees briefly introduced themselves to new colleagues

Apologies were noted for JR.

## 2. Minutes of prev meetings (taken as read)/declare new COI/minute acceptance new U16 Goal Keeping policy/Review Prev Actions

Board members confirmed they had read minutes and actions from prev meeting, but a technical glitch meant these were unavailable at meeting - taken as read however, to be recirculated round the Board.

**☑ Minutes of the Board meeting held on 26th May 2021 were approved subject to recirculating**

**Ⓐ IM to recirculate the last Board meeting minutes [20211117.01]**

### 3. Since last time (summary - including Equality and Anti Doping update)

IM on behalf of the Board offered heartfelt thanks to Jim Rankin for supporting the Board as Independent Director and now continuing to support it as the Board Special Advisor. IM also thanked JR for his recent support over a disciplinary issue. IM further extended the Board's gratitude to Hannah Keenan, stepping down from the Board, for her important contribution and for being a powerful role model to the SHA athletes in setting up the Diversity Working Group.

**☑ Acceptance of the Under 16 Goalkeeping policy, undertaken online prior to the meeting, was ratified**

COI submitted by KM was received prior to the meeting. No other new COI were reported.

IM highlighted that it is impossible to give justice to the success of restarting the Women and Men's leagues in exceptionally trying circumstances - a great job by the SHA Management team - exceptional commitment, bringing genuinely exciting games back to Oriam.

IM further noted that the Board Away day held in September at Inverclyde was a big success in terms of revalidating the 2021-25 Strategic vision and also bringing most Board members together again in person, after a long hiatus.

IM also congratulated SN on proving such a strong candidate for the IHF Exec role - although ultimately unsuccessful on this occasion, SN helped bolster SHA international profile and influence, placing the highest of any Western European candidate in the world-wide poll.

IM noted strong progress by Equality Working Group, in particular successful and inspirational campaign for Scottish Women and Girls in sport week in October, including some excellent new podcasts and extensive social media coverage. IM also commented some more exciting developments in pipeline for next few months, as we continue to focus in particular on developing womens game - we now have more womens teams than mens in competitive league action, and we want to build on this momentum further by developing distinctively female friendly policies to attract even more women and girls to our game.

IM also commented that he would be acting as SHA Anti Doping Board representative, supported by JS as Operational rep. Both IM and JS have had initial training and submitted first tranche of AD evidence to Clean Sport Hub, and will be undergoing further training by end of the year. There is also an interim, raft AD policy SHA Board will be asked to adopt meantime, pending feedback from UKAD. IM proposes to adopt a similar approach to AD as recent Equality initiatives (e.g. there will be an update at every board meeting and AGM, and there is a rolling plan which seeks to embed AD awareness/activities into our regular annual processes). All SGBs must be compliant with the full list of 26 requirements by April 2022; IM will keep the Board fully apprised and JS will ensure Operational activities are compliant. We will continue to work closely with BHA on AD, as they have overall responsibility for UK compliance with International protocols (because they run representative teams at the higher level of competition).

### 4. Agree membership/initial focus Commercial Group: discussion

IM reflected on commercial leads developed for a few years prior to the pandemic, which obviously had to go on the back-burner. Now is the time to review how the Board can revisit these possibilities to drive

the SHA growth, following recent exceptional Strategic, Operational and Governance progress. IM therefore asked for volunteers to join EH in re-establishing the Commercial sub-group, to help drive forward existing and new Revenue Generation, Sponsorship and Commercial opportunities - starting to provide more resources and diversifying our funding streams to support current unprecedented level of interest in developing the game in Scotland.

EH, SM DM, MH and KM were happy to join these conversations.  
IM thanked everyone for their enthusiastic approach.

## 5. Approve Draft Anti Doping plan

### Draft of Antidoping review was approved

Proposed: EH

Seconded: MH

## 6. BHA update

KM flagged some concern about implementation of BHA policie in terms of allocating places in the coming training camp scheduled for January, in particular some thoughtfulness about access opportunities for Scottish athletes.

IM asked KM to provide specifics, so it can be further picked up and documented at the Performance Group meeting.

**A** KM to provide IM with details (forward the email) about the BHA camp selection policy [20211117.02]

## 7. Date of next meeting

IM proposed the date for the next BoM meeting at the end of January, most likely the last Wednesday of January.

SN suggested holding it in person, which was greeted with a positive reaction from the Board.

## 8. AOB

## 9. Close of meeting

## Actions Summary

- Ⓐ IM to recirculate the last Board meeting minutes [20211117.01]
- Ⓐ KM to provide IM with details (forward the email) about the BHA camp selection policy [20211117.02]

## Decisions Summary

- Minutes of the Board meeting held on 26th May 2021 were approved subject to recirculating**
- Acceptance of the Under 16 Goalkeeping policy, undertaken online prior to the meeting, was ratified**
- Draft of Antidoping review was approved**

Proposed: EH

Seconded: MH