

Minutes of the Board					
Date/Time	10 June 2024		Location	Online	
Attendees	Initials		Attendees	Initials	
David Ovens	DO	Chair	Dawn Allan	DA	Head of Operations
John Rodger	JR	President	Mark Pollard	MP	Head of Performance
Colin Hutchison	CH	Chief Executive Officer	David Fallon	DF	Head of Development
Helen Fallas	HF		Peter Jardine	PJ	Head of Communications
Diane Ramsay	DR		Julie Mollison	JM	Head of Coaching and Welfare
Eilidh Doyle	ED		Graeme Oudney	GO	Chair of Audit and Risk Committee
Alistair Aitchison	AA		Francesca Snitjer	FS	Executive and Equalities Officer
Jill O'Neil	JO'N				
Chuxx Onyia	CO				
Michael Johnston	MJ				
Alison Lunn	AL	<b>sportscotland</b> Representative			

Apologies	Initials	
Terry O'Hare	TO'H	
Jo Butterfield	JB	
Ally Love	ALO	

Circulation List

Ref	Agenda	Led by	
1.	Welcome and Introductions	DO	
2.	Apologies	All	
3.	Declarations of Interest	All	
4.	Minutes of previous meeting held 18 March 2024 and matters arising	All	
5.	CEO Report – with updates and discussions on critical items and sub-strategy	CH	
6.	Club Affiliation	CH	
7.	Risk Register	GO	
8.	National Records Ratification	DR	
9.	Athletics Trust Scotland	CH	
10.	New Club Applications	DF	
11.	Remuneration proposals	DO	
12.	BACOS sub-strategy – Competition update	ALO	
13.	<b>jogscotland</b>	DF	
14.	Financial Planning	CH/DA	
15.	Finance Update	DA	
16.	Equality and transgender inclusion update	CH/FS	
17.	AOB – EDI Board Champion	All	
18.	Date of next meeting: Monday 9 <sup>th</sup> September 2024	All	
Ref	Discussion/Resolution	Action	Update



7.	<b>Risk Register</b>		
	<p>GO updated on the amendments to the Risk Register and advised that approval was being sought for the revised layout.</p> <p>The Board approved the revised layout. Any updates will be completed before the September meeting.</p>	<b>Risk Register updates to be completed by September meeting</b>	
8.	<b>National Records Ratification update</b>		
	<p>The following records were approved by the Board:</p> <p><b>OUTDOOR</b></p> <p>1. 800 metres – Under 15 Boys (existing record 1:57.12 – Michael Combe, 1993) 1:56.68 Alistair Street (Kilbarchan AAC) Crownpoint, Glasgow 5 Sep 2023 Everyone Active Shettleston Open Graded Meeting (Derek McLean Memorial U15 race)</p> <p>2. 800 metres – Under 15 Girls (existing record 2:09.63 – Katie Johnson, 2019) 2:08.30 Lois Macrae (Inverness Harriers AAC) Crownpoint, Glasgow 5 Sep 2023 Everyone Active Shettleston Open Graded Meeting (Derek McLean Memorial U15 race)</p> <p><b>INDOOR</b></p> <p>3. 1500 metres – Under 20 Men (existing record 3:46.79 – Jack Patton, 2022) 3:46.13 Corey Campbell (Team East Lothian) Boston MA, USA 3 Feb 2024 Intermediate split in One mile race. New Balance Indoor Grand Prix (World Athletics Indoor Tour – Gold Meeting)</p> <p>4. 3000 metres – Under 20 Men (existing record 8:13.97 – Corey Campbell, 2023) 7:56.11 Corey Campbell (Team East Lothian) Boston MA, USA 9 Feb 2024 Eagle Elite Invitational.</p> <p>5. 200 metres – Under 20 Men (existing record 21.14 – Cameron Tindle, 2016) 21.07 Dean Patterson (Glasgow Jaguars) Sheffield 11 Feb 2024 England Athletics Under 20 Championships. Semi-final.</p> <p>6. 3000 metres – Senior Men - National (existing record 7:33.47 – Josh Kerr, 2023) 7:30.14 Josh Kerr (Edinburgh AC) New York NY, USA 11 Feb 2024 Intermediate split in Two Miles race Millrose Games (World Athletics Indoor Tour – Gold Meeting)</p> <p>7. 3000 metres – Senior Men - Native (existing record 7:51.28 – Andrew Butchart, 2019) 7:42.98 Josh Kerr (Edinburgh AC) Glasgow World Athletics Indoor Championships</p> <p>8. 3000 metres – Senior Women - Native (existing record 8:30.61 – Laura Muir, 2019) 2 Mar 2024 8:29.76 Laura Muir (Dundee Hawkhill Harriers) Glasgow World Athletics Indoor Championships</p>		
	<p>9. Long jump – Under 13 Boys (existing record 5.38 – Angus Weir, 2022) 2 Mar 2024 5.54 Joseph Lanahan (Shettleston) Grangemouth Falkirk Victoria Harriers Open Graded Meeting. 30 Mar 2024</p>		

<p>Scottish All-Comers' Records</p> <p>The following performances at the World Athletics Indoor Championships were improvements on existing Scottish All-Comers' records and were considered by the Records Sub-Committee. The Committee are satisfied that they meet the requirements for recognition as records and recommended them for ratification.</p> <p>60 metres (existing record 6.50)</p> <p>6.49 Christian Coleman (USA) Glasgow 1 Mar 2024  6.43 Christian Coleman (USA) Glasgow 1 Mar 2024  6.41 Christian Coleman (USA) Glasgow 1 Mar 2024</p> <p>800 metres (existing record 1:46.22)</p> <p>1:46.15 Bryce Hoppel (USA) Glasgow 1 Mar 2024  1:45.81 Mariano Garcia (ESP) Glasgow 1 Mar 2024  1:45.08 Bryce Hoppel (USA) Glasgow 1 Mar 2024  1:44.92 Bryce Hoppel (USA) Glasgow 2 Mar 2024</p> <p>60 metres hurdles (existing record 7.36)</p> <p>7.32 Grant Holloway (USA) Glasgow 3 Mar 2024  7.29 Grant Holloway (USA) Glasgow 1 Mar 2024</p> <p>Triple jump (existing record 17.29)</p> <p>17.35 Yasser Mohammed Triki (ALG) Glasgow 1 Mar 2024  17.53 Hugues Fabrice Zango (BUR) Glasgow 2 Mar 2024</p> <p>Shot put (existing record 21.65)</p> <p>22.77 Ryan Crouser (USA) Glasgow 1 Mar 2024  In round 5. Also 22.36 in round 1, 22.51 in round 4</p> <p>Heptathlon (existing record 6218)</p> <p>6418 Simon Ehammer (SUI) Glasgow 2-3 Mar 2024  6.73 – 8.03 – 14.39 – 1.95 – 7.62 – 5.20 – 2:46.03</p> <p>4 x 400 metres relay (existing record 3:04.96)</p> <p>3:02.54 Belgium Glasgow 3 Mar 2024  (Jonathan Sacoor, Dylan Borlee, Christian Iguacel, Alexander Doom)</p> <p>Women 60 metres (existing record 7.04)</p> <p>7.02 Ewa Swoboda (POL) Glasgow 2 Mar 2024  7.02 Julien Alfred (LCA) Glasgow 2 Mar 2024  6.98 Ewa Swoboda (POL) Glasgow 2 Mar 2024  6.98 Julien Alfred (LCA) Glasgow 2 Mar 2024</p>		
<p>400 metres (existing record 50.62)</p> <p>49.17 Femke Bol (NED) Glasgow 2 Mar 2024</p> <p>3000 metres (existing record 8:30.61)</p> <p>8:20.87 Elle St Pierre (USA) Glasgow 2 Mar 2024</p> <p>60 metres hurdles (existing record 7.74)</p> <p>7.72 Devynne Charlton (BAH) Glasgow 3 Mar 2024  7.65 Devynne Charlton (BAH) Glasgow 3 Mar 2024</p> <p>Long jump (existing record 6.99)</p>		

	7.07 Tara Davis-Woodhall (USA) Glasgow 3 Mar 2024 Triple jump (existing record 14.73) 15.01 Thea Lafond (DMA) Glasgow 3 Mar 2024		
<b>9.</b>	<b>Athletics Trust Scotland</b>		
	CH advised that <b>scottishathletics</b> has an existing Service Level Agreement with Athletics Trust Scotland and is seeking approval from the Board to update the agreement for another year until March 2025.  This was approved by the Board.		
<b>10.</b>	<b>New Club Applications</b>		
	DF presented on two new club applications from West Edinburgh Running Club and Chilled Running Club.  The applications were approved.		
<b>11.</b>	<b>Remuneration proposals</b>		
	This item was moved to the end of the agenda and only non-executive directors were present.  The proposal presented by DO on behalf the Remuneration Committee was approved.		
<b>12.</b>	<b>BACOS (Competitions)</b>		
	CH presented an update on competitions, age groups changes and officiating highlighting the following: <ul style="list-style-type: none"> <li>• Positive trends around the number of officials volunteering at each of our summer championships for track and field.</li> <li>• Work being done to bring younger officials into the sport.</li> <li>• Within membership, numbers for U15, U17 and U20 girls are up, but numbers for U13, U15 and U20 boys are down.</li> <li>• Number for the indoor track and field season for some age groups were affected by the closure of the Emirates.</li> <li>• Stats for clubs/athletes competing as well as entry numbers will be shared with the Board.</li> <li>• UK Athletics approved the change to under even age groups from April 2026. ALO has been meeting with each of the Commissions to discuss the implementation of these changes.</li> </ul>		
	<ul style="list-style-type: none"> <li>• <b>scottishathletics</b> are continuing discussions about age group changes and what different options there are for Scotland. Plan to communicate with the wider sport and consult with clubs and members. An update on this will be given at the September meeting.</li> </ul>		
<b>13.</b>	<b>jogscotland</b>		
	DF presented on the new Keep Moving Forward <b>jogscotland</b> strategy.  The five key pillars – Membership, Education, Network, Partnerships and Research – of the strategy form the strategic objectives for the development and growth of <b>jogscotland</b> .		

	The programme will need support to deliver the strategy and considerations are being given to look at how to generate income to support staffing, projects and resources for <b>jogscotland</b> .		
<b>14.</b>	<b>Financial Planning</b>		
	<p>CH presented on the circulated papers summarising the key information within the spreadsheet and some of the proposed actions.</p> <p>It has been agreed with the Audit and Risk Committee to create a wider financial plan with some actions that <b>scottishathletics</b> propose to take to address the budget deficit we are projecting. Best- and worst-case scenarios have been considered and the paper outlines proposed steps that could be taken to reduce expenditure and to increase income over the next three years, including, but not limited to, but not limited to, consideration of changes to membership fees for Scottish Athletics and <b>jogscotland</b>, and new office accommodation.</p> <p>JR highlighted that many of the proposed income increases impact the clubs, and many could be time consuming for clubs to implement.</p>		
<b>15.</b>	<b>Finance Update</b>		
	<p>DA advised that the Audit and Risk Committee met the auditors to give them a general business update.</p> <p>DA is currently working on preparing the statutory accounts ahead of the audit, which will take place from the 5<sup>th</sup> to the 11<sup>th</sup> of July. The final meeting with the Audit and Risk Committee is on the 30<sup>th</sup> of July, with the intention that the accounts are signed off on the 2<sup>nd</sup> of August. The auditors will not be attending the September meeting.</p> <p>An update on the <b>sportscotland</b> funding and funding for the Trust was provided highlighting the following:</p> <ul style="list-style-type: none"> <li>• <b>sportscotland</b> are taking back funding from underspend against fixed term posts for the financial year 2023/24 but we should get this back again in 2025/26.</li> <li>• Athletics Trust Scotland is in a better financial position with an increase in funding and donations for the year to 31<sup>st</sup> March 2024.</li> </ul> <p>The AGM is due to take place on Saturday 28<sup>th</sup> September.</p>		
<b>16.</b>	<b>Equality and transgender inclusion update</b>		
	FS updated the Board on the Moving to Inclusion Framework highlighting that we are waiting to hear back about dates for mentor support. It has been confirmed that Louise Tideswell will be the mentor for <b>scottishathletics</b> .		
<b>17.</b>	<b>AOB</b>		
	<p>Equality, diversity and inclusion – Board Champion</p> <p>CH advised that JO’N has decided to step down as the Equality Board Champion. If any Board members are interested in taking on this role, they are asked to contact CH or FS.</p>		
	<b>Date of next meeting</b>		
	Monday 9 <sup>th</sup> September 2024		