

Minutes of the Board					
Date/Time	09 June 2025	Location	Online		
Attendees	Initials		Attendees	Initials	
John Rodger	JR	President	Dawn Allan	DA	Head of Operations
David Ovens	DO	Chair	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
Alistair Aitchison	AA		Ally Love	ALO	Head of Competitions
Jill O'Neil	JO'N		Francesca Snitjer	FS	Executive and Equalities Officer
Michael Johnston	MJ				
Terry O'Hare	TO'H				
Eilidh Doyle	ED				
Alison Lunn (online)	AL	sportscotland Representative			
Chuxx Onyia	CO				
Graeme Oudney (online)	GO	Chair of Audit and Risk Committee			

Apologies	Initials	
Diane Ramsay	DR	
Julie Mollison	JM	Head of Coaching and Welfare

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 17 March 2025 and matters arising	All
5.	CEO Report – with updates and discussions on critical items and sub-strategy	CH
6.	BACOS – final approval of sub-strategy document for 2025/26.	SMT
7.	Commercial Committee – approval of Marketing and Comms Strategy for 2025-27	TO'H/PJ
8.	Board nominations	JR
9.	National Records Ratification update	DR
10.	BACOS – update on Community Impact and Health	DF
11.	BACOS – update on competition entries, trends, review and age group changes	AL
12.	Grangemouth Stadium	CH
13.	Articles of Association	DO/JR/CH
14.	Financial Planning 2025-28	CH/DA
15.	Finance Update	DA
16.	EDI update	CH/FS
17.	AOB	All
	Date of next meeting: Monday 8 th September 2025	
	Club Conference and Annual Awards: Saturday 29 th November 2025.	

Ref	Discussion/Resolution	Action	Update
1, 2	Welcome, Introductions and Apologies.		
	DO welcomed everyone to the meeting. He advised that apologies have been received from DR and JM. JO'N advised that she would need to leave the meeting early. DO noted the passing of Lachie Stewart.		
3.	Declarations of Interest		
	There were no declarations of interest.		
4.	Minutes of previous meeting and matters arising		
	The minutes of the previous meeting held on 17 th March 2025 were approved. Matter arising: Item 4: CH advised there was no update yet on the incident from the 2017 Para World Championships. Item 19: CH advised that the Transgender policy is still under review and there is currently no update.		
5.	CEO report and Sub-strategy		
	CH updated on the circulated document. Thanks were relayed to the scottishathletics Senior Management Team for their hard work on a number of significant projects over the past few months, including the CRM system, Grangemouth Stadium and the legislation changes around PVGs. Item 1: The CRM system went live last week. There are still a few challenges which we are working on together with JustGo. The sub-strategy document has now been finalised and shared with the Board. This is on the agenda for final approval. As previously noted, we are required to nominate a new representative for the UK Members. The Board relayed thanks to Ron Morrison for continuing to support scottishathletics in this role following the conclusion of his time as President. Item 2: It was advised that David Fallon will be leaving scottishathletics for to take on the CEO role with Basketball Scotland. Congratulations were relayed to him from the Board. Item 5: MP provided an update on the Commonwealth Games advising that the selection window opened at the start of the year, and 15 athletes have currently achieved the nomination standards. The selection period will close in June next year, and the Games will remain a standing item on the agenda through until next summer. Scotstoun will close in terms of track access from next Monday until the start of September to allow the new track to be laid. Item 6: Jenny Selman has been appointed as the Head of Fundraising and Development for Athletics Trust Scotland and will commence the role mid-July.		

	<p>Item 8: In partnership with UK Athletics and the other HCAFs, the Officials Pathway review has been completed and the updated Pathway published.</p> <p>Item 9: CH updated the Board on welfare cases. He advised that the Welfare Team are continuing to support the sport with the changes in legislation to the PVG Scheme. The changes have led to an increase in PVG applications and requests for support.</p> <p>DO updated the Board on UK Athletics advising that the organisation looks set to announce a profit this year.</p>		
6.	BACOS		
	<p>The Board were presented the final draft of the 2025/26 sub-strategy for approval.</p> <p>This was approved by the Board.</p>		
7.	Commercial Committee – approval of Marketing and Comms Strategy 2025-27		
	<p>TO'H relayed this thanks to CH, DO, PJ and Morven Bruce for their work on the Strategy to date.</p> <p>He advised that it is important for scottishathletics to generate additional income that will support the organisational strategy going forward. The document set out the objectives for target audience including: key messages; marketing and communication channels, partnerships and sponsorships; content strategy; measurement and evaluation; budget and resources.</p> <p>The Board were invited to ask questions.</p> <p>JO'N asked how the key messaging in this strategy fits in with the messaging being relayed through the CEO forum. CH advised that the Strategy highlights supporting the wider sport agenda in Scotland (e.g. sportscotland themes) and wider UK Athletics agenda to strengthen the case for investment in sport and specifically athletics. Public messaging will be fed into the CEO Forum but the work of the Forum is still in the early stages, and their document still in draft form. It is important that the Forum are consistent in their messaging to the Scottish Government and that the challenges faced by sports are discussed.</p> <p>HF asked about the next steps, how we are targeting new audiences and building/maintaining existing audiences and markets for income streams. TO advised that we are actively looking at identifying the successes that we have and how we can replicate that to similar type organisations, highlighting the value that we have been able to deliver to current clients. CH advised that most immediate opportunities for commercialisation lies in established programs like Let's Go and jogscotland.</p> <p>Operationally, the Comms Team face some capacity challenges, notably due to the marketing manager's maternity leave. The focus is on clarifying next steps over the next 6–12 months, balancing testing multiple marketing channels versus focussing on key ones to maximise limited resources. Before her leave, Morven prepared ready-to-use marketing packs for the key programmes so much of the groundwork has been done. The challenge now is actively taking these to market and identifying which channels (TikTok, Instagram, etc.) best engage both followers and new audiences.</p> <p>The current strategy is to pursue direct outreach to Scottish businesses, focussing on securing commercial partners within the next year.</p> <p>The paper was approved.</p>		

8.	Board Nominations		
	<p>DO left the meeting</p> <p>JR advised that DO's position as Chair of the Board is up for re-election following the end of his first four years. The Board were asked if they agree the proposal for DO to serve a second term.</p> <p>The Board agreed the nomination for DO to serve a second term and this proposal will go to the 2025 AGM.</p> <p>DO re-joined the meeting.</p>		
9.	National Records Ratification Update		
	<p>The following records were approved by the Board:</p> <ol style="list-style-type: none"> 1. 200 Metres – Under 17 Women – (existing record 24.53 – Alisha Rees, 2015) 24.04 Emma Clark (Whitemoss AAC) Glasgow 18 January 2025 Event: Scottish Athletics National Open 2. 1500 metres – Men - Native (existing record 3:43.13 – Ian Campbell, 1996) 3:40.75 Kane Elliott (Falkirk Victoria Harriers) Glasgow 2 February 2025 Event: EAP Indoor International (World Athletics Indoor Tour – Challenger) 3. Long Jump – Men – National and Native (existing record 7.81 – Darren Ritchie, 1999) 7.86 Alessandro Schenini (Giffnock North AC) Glasgow 2 February 2025 Event: EAP Indoor International (World Athletics Indoor Tour – Challenger) 4. 60 metres – Women - Native (existing record 7.33 – Alisha Rees, 2020) 7.33 Alyson Bell (Giffnock North AC) Glasgow 2 February 2025 Event: EAP Indoor International (World Athletics Indoor Tour – Challenger) 5. 4 x 200 metres relay – Under 13 Boys (existing record 1:53.10 – Central AC, 2005) 1:52.53 Harmeny AC (Luke Brodie, Blake Burchill, Rohan Bullock, Ben Silver) Glasgow 2 February 2025 Event: scottishathletics Relay Championships (in heats) 6. 4 x 200 metres relay – Under 13 Boys (existing record 1:53.10 – Central AC, 2005) 1:51.24 Harmeny AC (Luke Brodie, Blake Burchill, Rohan Bullock, Ben Silver) Glasgow 2 February 2025 Event: scottishathletics Relay Championships (in final) 7. 800 metres – Under 13 Boys (existing record 2:15.33 – Lachlan Buchanan, 2018) 2:15.25 Blake Burchill (Harmeny AC) Glasgow 8 February 2025 Event: Scottish Athletics Combined Events Championships 8. Pentathlon – Under 13 Boys (existing record – 1862 Scott Connal, 2012) 2014 pts Blake Burchill (Harmeny AC) Glasgow 8 February 2025 Event: Scottish Athletics Combined Events Championships Individual events: (10.39 60mH, 4.95 LJ, 7.45 SP, 1.40 HJ, 2:15.25 800m) 9. Pentathlon – Under 15 Girls (existing record - 3361 Holly McArthur, 2014) 		

<p>3433 pts Dionne Maguinness (Airdrie Harriers) Glasgow 9 February 2025 Event: Scottish Athletics Combined Events Championships</p> <p>10. 60 metres hurdles – Under 17 Women (existing record – 8.44, Holly Whittaker, 2024) 8.39 Holly Whittaker (Aberdeen AAC) Sheffield 9 February 2025 Event: England Athletics Under-17 Championships</p> <p>11. 200 Metres – Women – National (existing record 23.36 – Zoey Clark, 2022) 23.12 Alyson Bell (Giffnock North AC) Birmingham 23 February 2025 Event: UK Athletics Championships</p> <p>12. 200 Metres – Men - National (existing record 21.14 – Cameron Tindle, 2016) 20.80 Brodie Young (Univ of New Mexico & Airdrie Harriers) Albuquerque NM, USA 28 February 2025 Event: Mountain West Conference Championships (heats)</p> <p>13. 400 metres – Men - National (existing record 45.98 – Brian Whittle, 1988) 45.46 Brodie Young (Univ of New Mexico & Airdrie Harriers) Albuquerque NM, USA 1 March 2025 Event: Mountain West Conference Championships</p> <p>14. 60 Metres – Women – Under-17 (existing record 7.57 – Alyson Bell, 2020) 7.52 Kishi Aremu (Livingston AC) Glasgow 1 March 2025 Event: scottishathletics Under 20 Championships</p> <p>15. 200 metres – Under 13 Boys (existing record 26.41 – Mahad Ahmed, 2008) 26.12 Harrison Brand (East Kilbride AC) Glasgow 2 March 2025 Event: scottishathletics Under 13 Championships</p> <p>16. 800 metres – Under 13 Boys (existing record 2:15.33 – Lachlan Buchanan, 2018) 2:11.62 Blake Burchill (Harmeny AC) Glasgow 2 March 2025 Event: scottishathletics Under 13 Championships Better 2:15.25 by same athlete (#7 above)</p> <p>17. 800 metres – Under 13 Girls (existing record 2:22.28 – Erin Wallace, 2012) 2:20.86 Gabi Whyte (Perth Straththay Harriers) Glasgow 2 March 2025 Event: scottishathletics Under 13 Championships</p> <p>18. Shot Put – Under 13 Boys (existing record 10.02 – Murray Robb, 2023) 10.04 Rhys Porterfield (Whitemoss AAC) Glasgow 2 March 2025 10.21 Rhys Porterfield (Whitemoss AAC) Glasgow 2 March 2025 Event: scottishathletics Under 13 Championships</p> <p>19. 60 Metres – Under 17 Women (existing record – 7.57 Alyson Bell, 2020) 7.52 Kishi Aremu (Livingston AC) Glasgow 9 March 2025 Event: scottishathletics Under 17 Championships Equals performance in #14 above</p>		
--	--	--

	<p>20. 200 Metres – Under 17 Women (existing record – 24.53 Alisha Rees, 2015) 23.93 Emma Clark (Airdrie Harriers) Glasgow 9 March 2025 Event: scottishathletics Under 17 Championships Betters 24.04 (#1 above)</p>		
10.	<p>BACOS – Community Impact and Health</p> <p>DF presented on Clubs and Pathways, and Community Impact and Health highlighting the following:</p> <ul style="list-style-type: none"> • The launch of the jogscotland Strategy 'Keep Moving Forward'. • Introduction of an annual fee for jogscotland – Premium membership. This membership will support the continued growth and development of the programme and individual members will have access to education and learning through the Jog Group Education Programme. • The partnership from SAMH continues to thrive with 2,300 jog leaders having completed the Mental Health Awareness e-Learning Module. • The I'm Here campaign is now being extended to Officials. • Within Community Impact and Health, the first local community impact leader has been deployed and is delivering sessions at the Emirates. • The Let's Go programme, delivered via an app, is ready for launch next month. <p>DF noted that this is his last meeting and thanked the Board for their support over the years.</p>		
11.	<p>BACOS – Update on competition entries, trends, review and age group changes.</p> <p>ALO presented on Competition highlighting the following:</p> <ul style="list-style-type: none"> • An update on analysis of contact with Officials – engagement has remained steady in 2025, but highlighted a concern around the decline in numbers supporting district championships in the west and east compared to 2024. The team are considering ways to improve the perception around districts by giving a more positive steer on those competitions, and promoting their importance, alongside proposals to further simplify the event format from 2026. • Monitoring and improving data on official demographics and engagement continues with a plan to analyse the average age of officials more closely. • Analysis of cross country events by gender and age group, with the National Cross Country showing a low number of U13 Boys, who are now moving to the U15 age group. U13/U15 Boys and Girls are all showing a negative trend. Senior categories in cross country and short course events are growing/staying stable. • The graphs show the number of entries, but finisher trends mirror the trend of entries. • Indoor track and field entries have seen a positive impact of a full season at the Emirates Arena. Senior/U17 numbers were slightly affected by the late cancellation of the original date. With the exception of senior men, the entry numbers from female athletes across all other age groups is higher. • With regards to the Age Group changes and competition review, the specific rule change proposal has been submitted to UK Athletics Rules Group. Commissions, YPF, Coaching Focus Group and Club Together clubs have been involved in discussions on the competition review. 		

	JO'N left the meeting.		
12.	Grangemouth Stadium		
	<p>CH provided an update on Grangemouth Stadium advising that the keys have now been handed over to the Grangemouth Community Sports Trust. Most of the work that Falkirk Council were doing in the building is now complete, except for major repairs on cracking that remains unresolved.</p> <p>A local businessman has taken over the running of the community café, with plans for it to be open on a more regular basis to engage with the community.</p> <p>Additional Trustees have been recruited and now in the process of formalising their appointments. The role of Stadium Manager is still vacant and the details around the role are being finalised before going back out to advertisement.</p> <p>A funding strategy is being created to help support grant applications.</p> <p>DO relayed thanks to CH for his work on Grangemouth over the past six months.</p>		
13.	Articles of Association		
	<p>CH advised that a review of the Articles of Association is required ahead of the September AGM and that a working group has been established to take on this review.</p> <p>The updated articles are expected to be presented to the Board around mid-July for approval, ahead of the AGM timeline.</p>		
14.	Financial Planning 2025-28		
	<p>CH advised that progress on this has been slower than hoped due other projects like the CRM System.</p> <p>Similar scenario planning to last year is being worked on, with an increase in expenditure of 5%, 10% and 20%. A draft financial plan will be prepared for the Audit and Risk Committee for consideration.</p> <p>The proposal is expected to be circulated to the Board mid-July for approval, aligning with the AGM timeline.</p>		
15.	Finance Update		
	<p>DA presented on the accounts, advising that the draft figures for 2024/25 are showing an operating deficit of about £22,000 but after interest received has been applied, there will be a surplus of just over £18,000 before tax. This compares to a budgeted deficit for £14,000 for the same period.</p> <p>There are a few variances including levies and interest received. There is also a reduction in membership costs due to there only being one edition of PB in this financial year.</p> <p>Assuming no major changes required by the auditors, we are on track to break even for the year.</p> <p>The auditors have received initial items as part of their field work which is due to start next week. Final accounts are expected to be circulated for approval by mid-July.</p>		
16.	Equality, Diversity and Inclusion update		
	<p>CH updated the Board on the meetings with our mentor for the Moving to Inclusion Framework. We have now received feedback from the meetings with the Senior Management Team and can start looking at an Action Plan for the coming year.</p>		

17.	AOB		
	<p>DO advised the Board that there had been a formal complaint received with regards to the selection criteria of athletes for a recent event. It was agreed to take the feedback and have further discussions with the Track and Field Commission.</p> <p>JR advised that the process and Terms of Reference for Hall of Fame nominations needs to be formalised. The Nominations Committee will look to review this and clarify responsibilities around awards and nominations.</p> <p>Date of next meeting</p> <p>Monday 8th September 2025 (In-person, Emirates Arena). Monday 17th November 2025 (Extended in-person Board meeting to include review of strategy)</p>		