Minutes of the Board					
Date/Time	16 March 2026	Location	Emirates		
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	Peter Jardine	PJ	Head of Communications
Alistair Aitchison	AA		Ally Love	ALO	Head of Competitions
Helen Fallas (Online)	HF		Julie Mollison	JM	Head of Coaching and Welfare
Chuxx Onyia (Online)	CO		Hazel Crawford	HC	Head of Development and Participation
Diane Ramsay	DR		Francesca Snitjer	FS	Executive and Equalities Officer
Michael Johnston	MJ				
Jill O’Neil	JO’N				
Terry O’Hare (Online)	TO’H				

Apologies	**Initials**	
Eilidh Doyle	ED	
Alison Lunn	AL	**sport**scotland Representative
Graeme Oudney	GO	Chair of Audit and Risk Committee

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 19 January 2026 and matters arising	All
5.	CEO Report – with updates and discussions on critical items and sub-strategy	CH
6.	BACOS – approval of key priorities for 2026-27	CH
7.	ATS Service Level Agreement	CH
8.	Board Appointment	DO
9.	Remuneration proposals	DO
10.	Risk Register	GO
11.	Board sub-committee and Commission annual review	CH
12.	BACOS – update on Community Impact and Health	HC
13.	BACOS – update on Performance Environments	MP
14.	Glasgow 2026	MP
15.	Anti-doping	MP/ED
16.	Finance Update	DA
17.	Governance Audit	CH
18.	Board Action Tracker	DO

19.	**sport**scotland Annual Investment	CH
20.	EDI Update	CH/FS
21.	AOB	
	Date of next meeting: Board meeting dates for 2026: • Monday 16th March 2026 (Emirates) • Monday 15th June 2026 • Monday 7th September 2026 • Monday 16th November 2026	

Ref	Discussion/Resolution	Action	Update
1, 2	**Welcome, Introductions and Apologies.**		
	DA welcomed everyone to the meeting and advised that apologies had been received from AL, GO and ED.		
3.	**Declarations of Interest**		
	There were no declarations of interest.		
4.	**Minutes of previous meeting**		
	The minutes of the previous meeting held on 19th January 2026 were approved. Matters arising - CH advised that the Sponsorship Guide should be finalised this week and will be circulated to the Board.	**Circulate finalised Sponsorship Guide.**	
5.	**CEO Report**		
	CH updated on the circulated document. Item - CH advised that TO'H has resigned from the Board. Thanks were relayed for his time and commitment to the Board. The recruitment for another Non-Exec Director with a focus on Commercial will now commence together with the previously agreed Non-Exec Director (Board Equality Champion) and Company Secretary roles, with a view to appointing all three vacancies before the June meeting. Item 2 - Work is continuing with JustGo to provide a more detailed analysis of membership. Following the changes to the group structure for jog**scotland** and the introduction of a group registration fee, membership has declined to 4,289 (14%). Since the introduction of the Premium Membership, 218 members have taken up this option. Item 3 – CH updated the Board on recent staffing changes, advising that Morva McKenzie is retiring at the end of April as Welfare Officer and we are currently planning for the recruitment of a revised role. Thanks were noted to Morva. Item 5 - As agreed with the Board in January 2026, the contract extension with Joma has now been signed. Through Athletic Ventures, UK Athletics are bidding to host the European Athletics Cross Country Championships in Glasgow in 2027. Item 6 – CH updated on recent events including the EAP and the Lindsays National Cross Country. The BBC delivered a live stream of the EAP which was also picked up by European Athletics. Item 8 – CH updated on Welfare and the upcoming changes to PVG legislation from April 2026.		

	CH updated the Board on the sub strategy, highlighting the draft report received from the Auditors. TO'H noted his thanks to everyone at **scottish**athletics.		
6.	**BACOS** – approval of key business priorities for 2026-27		
	CH referred to the circulated document advising that **sport**scotland targets for the year are highlighted across each key pillar. The key business priorities for 2026-27 were agreed by the Board.		
7.	**ATS Service Level Agreement**		
	CH referred to the circulated paper highlighting the proposed changes. He advised that there has been significant progress made with the Trust following the recruitment of a Head of Fundraising and Development and three new Trustees. The Service Level Agreement was approved by the Board.		
8.	**Board Appointment**		
	Following the recent skills matrix completed by the Board and governance audit, financial experience and expertise has been identified as a skills gap on the Board. Approval is being sought to appoint GO to the Board of Directors to fill that role. The Board approved the appointment of GO.		
8.	**Remuneration proposals**		
	CH advised that a decision on this has been deferred until there is more clarity on the year-end finances and an update on **sport**scotland funding. The Audit and Risk Committee are going to meet next week to discuss the budget and then the Remuneration Committee will convene.	**Audit and Risk Committee to meet to discuss budget; Remuneration Committee to convene re remuneration proposals**	
10.	**Risk Register**		
	CH advised that the Audit and Risk Committee met last week to review the Risk Register and there are no changes to note. A number of areas that are being monitored are budget and finance, the outcome of the **sport**scotland investment, and the loss of facilities infrastructure. Further reviews on these areas may take place before the June meeting to reduce the risk around this. It was noted that recruitment for the Audit and Risk Committee is currently being reviewed. CO asked if there were any other gaps identified from the skills analysis. CH advised that Commercial expertise is now a focus for one of the Board roles that are going out for recruitment.		
11.	**Board sub-committee & commission annual review**		
	CH advised that the Terms of Reference for sub-committees and Commissions have now all been reviewed. Within the terms, it has been agreed for the Board to review them annually and this will take place in March each year.		
12.	**BACOS** – update on Community Impact and Health		
	HC updated the Board on Community Impact and Health highlighting the following: jog**scotland**		

	• 68 jog groups have now affiliated. • There are 4486 individual members, of which 218 are premium. • Priorities for jog**scotland** going forward including ‘Finnie’s Commonwealth Miles’ the ‘Turning Point Scotland’ and ‘Because People Matter’ campaigns. There has been an increase in the number of social running groups – people who are not members of the jog**scotland** programme or running clubs. <u>National Community Impact Team</u> HC provided an update on the NCIT and the work on the Move2 initiative. There are already working programmes in Dalmarnock and Parkhead, and there are plans to move into Springburn. The projects are being supported by Shettleston Harriers and Red Star AC. Maree Todd, Minister for Drugs and Alcohol Policy and Sport, was invited to the Emirates Arena at the beginning of March to have the opportunity to see the work going on. CH also took the opportunity to discuss with the Minister the need for futher community projects like this across Scotland. CO left the meeting.		
13.	**BACOS** – update on Performance Environments		
	MP gave an overview on performance environments, highlighting the following: Under the initiatives and indicators of the current strategy - • Introduction of physical training centres/hubs for event groups • Delivery of identified performance pathway and programmes – pathway from the National Athletics Academy through to Performance Foundations • Success of performances and medals won in major championships • Funding challenges from UK Athletics and the impact this may have on the number of athletes on the performance pathway • Enhancement of opportunities – EAP and invitational races. • Coaching across all events – athletes supported across the event groups not just track. • Measurement of retention and progression throughout the performance pathway • Maintaining partnership with SIS and ensuring we can access as high as support as possible. • Continued success at World Level on both Olympic and Paralympic pathways and continuing to see very positive performances off track in terms of mountain running, cross country and trail running. • Future dependency on sponsorship coming in to allow us to continue to develop a lot of the projects and activities we are keen to do. Areas of focus for the next 12 months include strong team performance at the 2026 Commonwealth Games, and Scottish athletes to represent at least 10% of the team selected by British Athletics for the 2026 European Athletics Championships.		
14.	**Glasgow 2026**		
	MP updated the Board on Glasgow 2026 advising of athlete progression towards standards across the disciplines.		

	The women's 4x100m relay team has achieved the qualifying standard. The circulated table highlighted which events have athletes meeting standards, where standards may still be achievable and where qualification is unlikely. Preparation plans are progressing smoothly, including camps, regular staff meetings, kit arrangements and final logistical details. Attention is turning towards para-athletics selection and Commonwealth Youth Games in Malta.		
15.	**Anti-Doping**		
	MP updated the Board on Anti-Doping, advising that Allan Hamilton is regularly updated UKAD. The Board were asked if UKAD education should become mandatory for all **scottish**athletics athletes who are selected for national teams – it is currently only mandatory for GB selection). It was highlighted that coaches already complete mandatory refresher training every three years Concerns were raised about age appropriateness, particularly for under-18 athletes, but there was broad agreement that education should begin early enough to build awareness and responsibility before athletes reach major championships. This would require parental or guardian involvement and careful communication for younger athletes. It was agreed for the Performance Team to continue discussions with the Commissions, and a phased implementation was suggested: continue recommending complete of UKAD courses initially and gradually move towards a mandatory completion over the next two to three years. It was agreed to keep anti-doping as an ongoing agenda item.	**Discussions to continue with regards to mandatory anti-doping education for national teams** **Keep anti-doping as ongoing agenda item**	
16.	**Finance Update**		
	DA provided an update on the financial position for quarter 3, to 31st December 2025. We are behind expectations by just over £93k, with an actual deficit of £36,341 recorded against a budgeted surplus of £56,750. Quarter 3 variances were highlighted including jogscotland affiliations fee income, sponsorship income and performance income. Looking ahead to the end of the financial year, we are looking at a deficit of around £115k. DA advised that there is some deferred income and the proposal is to release £35k of that to reduce the deficit. This would cover some of the costs UK Athletics, until recently covered, mainly in the areas of welfare and safeguarding. This would have the effect of reducing the reserves to around £332k at the end of the financial year, rather than the budgeted £372k. CH advised that the auditors have requested that we draw on some of our deferred income. The final sign-off for the **sport**scotland investment should take place at the end of March but the principle increase we have been given is £167,435. That proposed figure may still be revised but will now be included in the financial plan paper that will be updated for the June Board meeting. There will also be flexibility in how the investment is used.		
17.	**Governance Audit**		

	CH advised that this is still to be finalised but a draft report has been issued. There are a few actions required to meet the standards but management responses still need to be completed. Areas that need to be address are our Articles of Association due to a vacancy on the Board at present, and a requirement for the Risk Register to be reviewed every six months. There will be an opportunity for us to feedback.		
18.	**Board Action Tracker**		
	DO advised that following on from the Governance Audit, a Board Action Tracker will be re-implemented. This will be circulated with the draft minutes following each Board meeting.		
19.	**Sportscotland Annual Investment**		
	This was covered under item 16		
20.	**EDI Update**		
	There were no further updates.		
21	**AOB**		
	DO updated the Board on a recent court case and the potential financial impact that this may have on UK Athletics.		
	Date of next meeting: • Monday 15th June 2026 (Ratho) • Monday 7th September 2026 (Grangemouth) • Monday 16th November 2026 (Emirates)		