

Board of Management meeting minutes

17th August 2022 - 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	Apologies
Ewan Hunter (EH)	Director - Commercial	Dial-in
Scott McKean (SM)	Director – Finance	Apologies
Danos Sagias (DS)	Director - Man Competitions	Dial-in
David Mallon (DM)	Director	Apologies
Karen Murty (KM)	Director	Dial-in
Jim Rankin (JR)	SHA Board Special Advisor	Dial-in
Barry Cook (BC)	sportscotland Partnership Manager	Dial-in
Marcin Zdrojewski (MZ)	SSA support (minutes)	Dial-in

1. Welcome/introductions/check in/Apologies

IM welcomed those in attendance to the meeting.

Apologies were noted for JS, SM and DM, and IM acknowledged their contribution to various agenda items/initiatives in their absence. No new COI were reported.

2. Minutes of previous meeting and declare any new COI

Minutes of the Board meeting held on 13rd April 2022 were approved

3. Review of previous actions

All closed.

4. Operational update (incl Recruitment, Plans for League, Upcoming milestones)

IM went through SHA annual targets agreed for the next year cycle, which are in alignment with specific goals to helping the sport not only to survive but to thrive. SHA is looking to assist all clubs attain a more robust core level of governance, and will partner with one club in particular over the next 12 months to

help them attain an even higher level, to act as a pathfinder/exemplar for all our clubs going forward. SM and DM are leading this work on behalf of Board.

In addition, SHA has been successful in securing funding to appoint two new full-time recruits. These two new colleagues will focus on the other key pillars of SHA Strategy; one on developing women and girls handball and the other supporting increased schools' participation. Accordingly, the annual targets agreed with sportscotland and EHF (whose generous funding support has enabled this recruitment) reflect specific commitments on these fronts, and the Board will proactively monitor success in achieving against these goals. SN noted that SHA received 21 applications for the above positions and the initial selection panel (likely to comprise SB, BC and MH) anticipates holding two interview sessions – the latter involving current staff. EH volunteered to support the interview process also.

IM drew the Board's attention to imminent equality and diversity changes across all Scottish sports, in particular resulting in the new equality standard coming in place. Given the weight of the subject, IM will continue to oversee its implementation in SHA. While we have made good progress, and expect shortly to achieve accreditation against current framework, SHA remain deeply committed to further progress on EDI and so this will remain a standing agenda item (see 6 below)

Ⓐ BC to provide SN with some safeguarding examples of governance amongst other fellow SGBs [20220817.01]

SN stressed that SHA is currently carrying a huge risk and cost, as there are no other venues to hold games and events apart from Oriam, which means SHA is funding valuable court time for all the clubs (whether or not they fulfil fixtures). This presents major challenges for budgeting in general, and 2022 Budget in particular, so many costs have had to be adjusted – esp given the expected loss in 2021-22, incurred to ensure sport survived pandemic and League resumed post-Covid. Although draft accounts for 21-22 indicate a prudent financial management (e.g. reserves remain adequate, in spite of pandemic disruption) we cannot continue subsidising the same range of activities to the same extent going forward, and this has been reflected in planning for coming season). SN walked Board through 2022 Budget, put together with assistance from SM/MH, and stressed importance of further building on commercial/sponsorship/corporate funding sources that the Board developed over last 12 months, in order to provide more headroom for commitment to discretionary spending (e.g. QTV for British Playoffs). See 5. Below.

Involvement of the Newcastle team in SHA Leagues was discussed, DS commented that it made for a stronger league, and this was endorsed in principle by SHA Board as it provides for better competition and robustness of league structures, and offers a pragmatic solution for the club (more practical to journey to Oriam for centralised fixtures than to travel more widely across England). SN confirmed that their participation in Scottish league has already been discussed and agreed with England Handball.

The Board debated significant challenges in venue cost in general, and charging structure for womens' league in particular - where some differing dynamics/requirements emerging between University and Club sides). The Board recognised some specific logistical constraints relevant to the womens' league, and confirmed remained committed to continuing focus on promoting female participation/equitable treatment vis-a-vis playing experience in mens' league.

A few potential options were proposed by KM and JR in particular, and discussed by Board, such as:

- extending the play time, to compensate for the imbalance between travelling and participating time;

- holding two matches at the same time to save on venue hire cost;
- Subsidising university teams a bit more.

Ⓐ SN to convene a meeting with Womens league reps (clubs and university) to identify pragmatic compromise to funding /match logistics – invite KM [20220817.02]

5. For info - high level overview 2022 Budget

SN presented and walked the Board through the proposed budget. The staff salaries remain the major part of the budget, followed by venue costs. It has been necessary to aggressively manage potential costs down, in light of the expected loss in 2021 accounting year, which was incurred to ensure that the game survived and league fixtures returned post Covid. It will also be necessary to continue to diversify funding sources, building on the work of the Board over previous 12 months, and also to ensure continuing clarity for member clubs in terms of costs and charges – this will be a focus of upcoming AMG in September, and IM intimated may ask for some Board members (esp those with direct links to clubs/participation) to help explain trade offs and compromises here.

Board confirmed broadly comfortable with the Budget proposed by SN/SM. IMcK requested final updates to be applied by 31/8, and committed to sharing with Board for formal approval shortly thereafter.

Ⓐ SM/SN to finalise budget by 31/08 and forward to IMcK for onward sharing/final Board approval [20220817.03]

6. Equality update

IM flagged that the final feedback on the equality submission is due soon, as the person facilitating review moves on from recent focus on pressing challenges in Scottish Cricket.

He further observed the need to get different people involved in the equality group, to refresh the excellent work existing members have undertaken in prev 12 months, and to provide opportunities for our young people in particular to gain valuable project management experience.

Ⓐ KM to suggest possible candidates to join the equality group to Julia Stenhouse [20220817.04]

SN reflected on a big responsibility laying on directors' to constantly and proactively keep an eye on the sport's culture.

7. Date of next meeting

14th September 2022 - AGM
October 2022

8. AOB



KM asked if 50th anniversary Ceilidh going ahead in November, at Glasgow Uni. Various Board members asked about upcoming events – Scotland-v-England, Celtic Cup etc. IM asked for an updated Calendar of Events to be circulated by COP 25th August, so that Board members had best chance possible of supporting these events; he also requested that CoE to be included in AGM pack (due 2/9)

A SN to produce outline calendar of events by 25/8 to be circulated to Board, included in AGM, published on the website [20220817.05]

9. Close of meeting

IM closed the meeting at 20:36

Actions Summary

- Ⓐ BC to provide SN with some safeguarding examples of governance amongst other fellow SGBs [20220817.01]
- Ⓐ SN to convene a meeting with Womens league reps (clubs and university) to identify pragmatic compromise to funding /match logistics – invite KM [20220817.02]
- Ⓐ SM/SN to finalise budget by 31/08 and forward to IMcK for onward sharing/final Board approval [20220817.03]
- Ⓐ KM to suggest possible candidates to join the equality group to Julia Sutherland [20220817.04]
- Ⓐ SN to produce outline calendar of events by 25/8 to be circulated to Board, included in AGM, published on the website [20220817.05]

Decisions Summary

- ☑ Minutes of the Board meeting held on 13rd April 2022 were approved