

Board of Management meeting minutes

26th January 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	
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	Dial-in
Karen Murty (KM)	Director	Dial-in
Jim Rankin (JR)	SHA Board Special Advisor	Dial-in
Barry Cook (BC)	sportscotland Partnership Manager	Apologies
Alison Deuchars (AD)	SSA support (minutes)	Dial-in

1. Welcome/introductions/check in/Apologies

IM greeted everyone, introduced new Board members and outlined the structure of the meeting.

Apologies were noted for SM and BC.

No new COI were reported.

2. Minutes of prev meetings

Board members confirmed they had read minutes and actions from prev meeting

Minutes of the Board meeting held on 17th November 2021 were approved

3. Since last time (summary - including Dispute Resolution Guide, Code of Conduct and Anti Doping update)

Actions relating to the minute of the previous meetings were noted as closed.

KM gave a brief positive summary of work undertaken around girls' participation in GB squads .

IM advised the Anti-Doping Policy is in line with UKAD and has been uploaded to the website.

The Board discussed the updated Dispute Resolution Guide and Code of Conduct, minor amendments to be made to 2.5 and 2.7.

☑ The Code of Conduct (Anti Doping update) was adopted.

Proposed: EH
Seconded: KM

It was agreed to defer the Dispute Resolution Guide to allow feedback from DM and JR to be considered.

☑ Dispute Resolution Guide deferred

☑ Code of Conduct (Anti Doping) update were adopted

Ⓐ Ask Julia Stenhouse (OpsMgr) to pick up on specific points from DS and JR re. Dispute Resolution Guide [20220126.01]

4. Equality Update

IM outlined the excellent work undertaken so far by the Equalities Working Group in relation to the four standards to be met. Valuable information has been acquired from the survey and guidance will be sought from sportscotland representative Plan4Sport before submitting for Preliminary level of Equality Standard before end-March

DM raised the question of Board diversity and EH suggested the meaning of diversity be broadened to include diversity of thought. IM agreed this is the aim, and although difficult to measure with such a small sample size; nonetheless, we can be confident that Board composition reflects wider societal characteristics e.g. wide range of ages involved and different backgrounds/nationalities.

The Social Media Report and Draft Annual Review were circulated. IM noted the social media report shows great figures to build on and offered his congratulations to the team on all their work in this area. Feedback on both reports to be submitted to IM.

The Board discussed the use of images of players aged under 18 and SN agreed to check the permissions.

The vote on the 50th Anniversary logo was deferred, all votes to be submitted by 28/01/2022

Ⓐ Feedback on the Social Media Report and Draft Annual Review to IM by 04/02/2022 [20220126.02]

Ⓐ SN to check the permission for use of U18 players images [20220126.03]

Ⓐ All to vote on the 50th Anniversary logo by 28/01/2022 [20220126.04]

☑ 50th Anniversary logo vote was deferred

5. SHA Events Overview 2022-23

IM summarised the document noting that it is useful to see the multi-year approach and the plan-on-a-page shows the specific challenges around the forthcoming major events – esp in terms of funding requirements.

The Board discussed the events to be held around the 50th anniversary and Women and Girls in Sport week. KM asked for the dates of events to enable as much notice as possible to be given to parents.

IM proposed the Board Strategic Away Day be held in September.

Scotland Kit

IM stated this is an exciting development and something for players to work towards. EH stated it is a fundamental position for the whole game and creates a player pathway.

Strategic direction for the next 12-18 months

IM summarised the finances and raised awareness of the budget and accounts, and the importance of the Commercial group in beginning to deliver tangible new sources of revenue – however modest at first. SN highlighted the need to invest post Covid to get the sport back up and running. SN also brought the board's attention to the resources challenge around planned events to make the events great.

Ⓐ SN to confirm 50th anniversary event dates [20220126.05]

Ⓐ IM to contact Julia for the dates of Women and Girls in Sport week [20220126.06]

6. Commercial Group Update

EH summarised the group's discussions highlighting the aim to raise as much revenue as possible to enable plans to be realised. The group is looking to attract support from organisations that will support grass roots and events, in order to grow the game. The Board discussed SHA hosting the British Play offs for 3 years as an opportunity to attract potential sponsors to an event to sell the sport to them. EH briefly outlined potential sponsorship offerings.

The Board were asked to think of revenue stream ideas, SN has suggested adding a 'donate' button to the website. EH outlined media coverage when Livingston played in Europe recently and noted he will be meeting with a TV broadcast contact (and others) to discuss further media coverage options that build on that success.

SN asked Board members to use their networks to connect with SHA on LinkedIn as it is an important way to make business community connections. SN will circulate a message Board members can use in discussions with contacts.

The Board discussed kit manufacturers and companies and people with an affinity to handball and the next steps. EH invited Board members to talk to him out with board meetings if they have any ideas and thoughts on the Commercial Group's activities and he will keep the Board updated on the conversations he is having.

Ⓐ SN to finalise the message board members can take to contacts [20220126.07]

Ⓐ EH to circulate EHF brand guidelines [20220126.08]

7. Date of next meeting

IM suggested a short meeting, focusing on commercial activities takes place soon and Wednesday 23rd February 2022 was agreed

☑ The Board agreed the next meeting will be held on 23 February 2022

8. AOB

SN advised the Scottish finals will be held on 14-15th May 2022 and the British play off will be held on 21-22 May 2022. SN stated it would be good if Board members were able to for some of the time during the cup final and playoffs weekends, to present trophies. IM commented that this was an effective way to get to know some of our teams and members, and for them to get to know Board members – and also that it was good fun !

JR thanked everyone for all their hard work behind the scenes during the continuing difficult times.

9. Close of meeting

IM closed the meeting at 20:30

Actions Summary

- Ⓐ Ask Julia Stenhouse (OpsMgr) to pick up on specific points from DS and JR re. Dispute Resolution Guide [20220126.01]
- Ⓐ Feedback on the Social Media Report and Draft Annual Review to IM by 04/02/2022 [20220126.02]
- Ⓐ SN to check the permission for use of U18 players images [20220126.03]
- Ⓐ All to vote on the 50th Anniversary logo by 28/01/2022 [20220126.04]
- Ⓐ SN to confirm 50th anniversary event dates [20220126.05]
- Ⓐ IM to contact Julia for the dates of Women and Girls in Sport week [20220126.06]
- Ⓐ SN to finalise the message board members can take to contacts [20220126.07]
- Ⓐ EH to circulate EHF brand guidelines [20220126.08]

Decisions Summary

- ☑ Minutes of the Board meeting held on 17th November 2021 were approved
- ☑ The Code of Conduct and Anti Doping update were adopted.
Proposed: EH
Seconded: KM
- ☑ Dispute Resolution Guide deferred
- ☑ Code of Conduct and Anti Doping update were adopted
- ☑ 50th Anniversary logo vote was deferred
- ☑ The Board agreed the next meeting will be held on 23 February 2022