

Camanachd Association Board Meeting
Wednesday 25th May 2022
Time: 6pm - Conference Call - Teams
Minutes of Meeting

Attending	Apologies	Conflict of Interests Declared
1. Steven MacKenzie (SM) President		Beaully and Aberdeen University
2. Daniel Palombo (DP) (Treasurer)		Inverness Shinty Club
3. John Finlayson (JF) (Communications & Facilities - North)		Skye Camanachd Club
4. Burton Morrison (BM) (Competitions)		GMA
5. Willie MacDonald (WM) (Youth)		Fort William
6. Lyndsay Bradley (LB) (Officials)		Ardnamurchan and WCA
7. Roddy McCuish (RM) (Communications & Facilities South)		Macaulay Association
8. Kirsty Deans (KD) (Volunteering & Safeguarding)		Badenoch Ladies
9. John MacKenzie (JM) (Chieftain)	Apologies	Newtonmore CC and Shinty Memories
10. Richard Gall (RG) (Vice Chief)		Fort William
11. Sarah Birrell (SB) Sport Scotland		NA
12. Derek Keir (DK) CEO		NA
13. Lisa MacColl (LM) WCA	Apologies	WCA, Aberdour
14. Karen Williamson WCA (deputy)		WCA, Glengarry

Agenda:

1. Welcome
2. Conflicts of interest/code of conduct
3. Bereavements
4. Matters Arising
5. Minutes of Board Meeting
6. Risk register/helmet update
7. Finance update
8. Competitions
9. Youth
10. WCA
11. BBC ALBA
12. Officials/referees
13. Schools update
14. Culture/Heritage
15. AOCB

1. Welcome

SM welcomed everyone to the meeting and thanked all for their attendance.

2. Conflicts of interest:

None

Code of conduct:

All signed

3. Bereavements

Donald Martin

Skye Camanachd

Angus Nicholson

Skye Camanachd

Martin Anderson

Fort William, Aberdeen University, Tayforth

Tot Kennedy

Killmallie

Finlay MacRae

Lovat

Evan MacKinnon

Lovat

4.1 Matters arising:

- DP to provide a personal history for the website.
- Gain the Advantage program; DK gave a brief overview of the program – made possible through government funding, with the emphasis on Fort William, in line with the strategy. WM fed back positively on the event from the weekend. Should heighten the awareness and align the direction we will take on integrating our work with mental and emotional wellbeing.
- Body cameras; LB and Astie Cameron were to look into this. The BBC are to be contacted to see if they have recordings from previous finals.
- Positive feedback on the staff wellbeing session and accompanying resources with SAMH.
- Yearbook update – the draft copy is available for proofing. SM and DK to feedback to Aarron MacLeod.
- JF confirmed that a meeting had been arranged with the Head of Education, Nicki Grant.

5.1 Minutes of Board Meeting

Proposed – DP

Seconded – BM

6.1 Risk register/Helmet update:

- Item 16 on the risk register. DK explained that mitigations in place. Opt out waivers were introduced to get the mandatory rule in place but the Board have committed to proposing a removal of the waivers at 2022 AGM. DK has been in contact with Harper Macleod on how to remove the waivers. Mycro helmet is the only helmet that has been approved for Shinty use. Work to continue on alternative suppliers, potentially with a clear faceguard. **DK to update on progress.**
- Aim is to heighten the safety standards in our sport to engage a no accident behaviour approach to shinty. One option for the byelaw proposals will be to split the helmet and faceguard into two separate bye-laws in case there is a counter-proposal so that helmets and faceguards have a greater chance of becoming mandatory. **SM and BM to review draft helmet / faceguard byelaw from DK.**
- WM raised that referees/goal judges do not currently wear helmets. DK noted we have a responsibility to communicate the importance of this issue, despite how it may be received. Extending waivers to referees and goal-judges might be an option. SM pointed out that we do not have a bye law around this so a waiver would be inappropriate. **LB to discuss with the CRA.**

7.1 Finance update:

- DP updated that:
 - As of 16th May the CA had [REDACTED] most recent sportscotland investment for staffing
 - [REDACTED], most membership have been invoiced
 - Budget actual income [REDACTED] in so far [REDACTED]
 - [REDACTED]
 - [REDACTED]
 - More members than originally forecast.
 - Grants have increased, Common Good Grant has increased.
 - Expenditure has gone up in line with income. Reductions in expenditure of £500. Staffing reduced by £12,000. Increase in travel expenses so forecast increased in line with this.
 - Training up [REDACTED]
 - Deficit of £5000 forecast at the moment.
- DP highlighted the work of Deborah McPherson and the Development team around the finances, including the work achieved around coaching and the development camps that help towards the finances.
- Accounts for 2021 still need to go to the accountants. **DP to have draft accounts available for the July board meeting.**
- [REDACTED]: end of 2 year agreement, touch base with them. **DK to pick up and feedback.**
- DP noted we are currently using Sage 50 and we should look to see if there is a cheaper option, such as Sage Cloud. **DP to investigate and feedback.**
- DP noted that the home tax relief application process was to be sent out again to all staff to claim from the government.
- DK noted the last salary review was 12 months ago, and would need reviewed again. **SM asked DP and DK to review this at the Finance sub-committee and to come back with a proposal for the next board meeting.**
- SM noted that one way of valuing the CA staff would be to grant them the Platinum Jubilee Bank Holiday. This was agreed unanimously by Board. **DK to arrange.**
- DK updated on work regarding electric cars and vans. This was likely to be a salary sacrifice [REDACTED]. **DK to feedback.**

8.1 Competitions:

- BM noted that 76% of fixtures had been played, or if COVID cancellations were removed this would bring it up to 88%. The MacTavish Cup and Celtic Society Cup Finals are both coming up, and the other cups are progressing well. As things stand there is no reason that the season will not be concluded successfully.
- BM drew the Board's attention to the cancellation of the Inverary and Beaully National Division game on 14/05/22. SM noted that he was conflicted and would not take any further part in the discussion. BM noted that the original decision from the Competitions Committee was subject to additional context and that the issue will be discussed again at the Competitions Committee meeting scheduled for 8th June. **BM to feedback on discussions.**
- DK suggested that any appeal should be a matter for the Behaviour in Sport committee. RG advised that in his time on the Board any appeal on competitions would have gone to Behaviour in Sport committee. It was agreed unanimously that any appeal from the Competitions Committee would go to the Behaviour in Sport committee.

9.1 Youth:

- WM fed back that:
 - The Disability Festival ran successfully and the feedback was very positive.
 - The MacBean Cup was completed with 14 teams, and shinty of a high standard. There were three teams from the Central Belt which was a positive reflection on the work of Roddy Young.
 - This summer sees the return of the Summer Camp with a phenomenal interest so far.
- RM also recognized the impact that Les Kinvig was having to the Argyll and Bute area, [REDACTED]
- SM noted that Ronald Ross had secured sponsorship from Gilmour Sports for 600 shinty balls.

10.1 WCA:

- KW noted that
 - COVID call-offs in the fixtures have decreased.
 - Unfortunately, there were still interruptions to games, for example, Oban have only played one game.DK noted that Les Kinvig was trying to engage with clubs to try and support in Argyll and Bute.
- DK confirmed that part-time funding had been received from SportsScotland for a part time women's post. This will work alongside our agreed strategy and will help enhance possibilities and opportunities within the sport for women. In order for the post to be successful the club or community where the post is based should have an established infrastructure, potential to grow, a plan in place and meet key elements identified in strategy for who we will work with. **DK to discuss with the WCA.**
- DK also noted that a funding application had been successful for a Gaelic development officer post on Skye.
- **DK noted that the recruitment of both posts would run concurrently to ensure resources are utilised efficiently. He expected the posts to be recruited by August. DK to update on progress.**

11.1 BBC Alba:

- DK explained that:
 - The football season was starting early due to the timing of the World Cup. BBC Alba advised that they cannot broadcast the Macaulay Cup Final, The Valerie Fraser Cup Finals and the two Camanachd Cup semi-finals on a Saturday.
 - The fees for TV coverage contributed a sizeable portion of [REDACTED]. It also enhanced what we could offer sponsors. There were numerous other sports that would like to replicate the TV coverage shinty had [REDACTED].
 - DK noted that the Macaulay Association had been consulted and fed back to the Competitions Committee. RM advised that he was conflicted as a member of the Macaulay Association and while he would not participate, he could answer any questions the Board had.

- DK advised that the Macaulay Association and the Competitions Committee discussed that a Friday match would not be possible due to travel issues and people working. While David Thomson and David Hamilton indicated that it would be possible to play the Macaulay Cup Final on a Sunday it would need to be a 14:00 throw-up because of the reception and teams travelling.
- KW fed back that the WCA had discussed the issue and fed-back that the Valerie Fraser could not be changed to mid-week or a Sunday fixture. This was the one chance that the women's game had to catch-up with each other so moving to a Sunday would threaten the social side of the final. DK commented that he thought BBC Alba would not want to lose the coverage of the Women's final and was hopeful it could be accommodated on a Saturday but there is a risk it may not be.
- SM asked if there were any objections to the Camanachd Cup semi-finals going ahead on Sundays at 16:00. Given the circumstances, board requested time into July to explore a Friday if teams drawn were close enough however objections were made that MG Alba has to recognize the community we both serve. We are already into the competition and this type of change at this late stage has a huge effect on our game. No objections were made on a one year trial for Macaulay and other matches subject to full exploration of Saturdays and pending review after one year.
- SM also noted that we'd be looking for BBC Alba to put out a joint communication noting that this change was to help them and that there would be a review by both parties at the end of the season.
- JF suggested that we feedback to BBC Alba that a lot of their audience come from rural areas where the objections to playing shinty on a Sunday will be strongest. RM echoed this and that it should also be a one-year trial.
- SM asked for any objections to the Macaulay Cup Final and two Camanachd Cup semi-finals being moved to a Sunday. If the board was against Sunday games this year in season 2022 (due to TV) now was the time to decline. There were no objections to this for season 2022 (board to review before any future years are confirmed) although WM did note that if people had religious beliefs we should try and accommodate these.
- DK to confirm with Macaulay Association on their final position before feeding back to BBC Alba.

12.1 Officials

- No officials paper.
- Astie Cameron still managing to fill the fixtures. DK and Board acknowledged that the development team have worked hard to recruit officials willing to officiate in the adult game.
- DK opened a wider discussion around the treatment of referees on the pitch during matches. LB suggested that the only way to get on top of this would be for clubs to be held responsible and sanctioned accordingly. LB suggested a points deduction. DK, LB and SM to discuss how best to proceed.
- LB updated Board that a body camera had been trialed. The video was clear but voices were harder to decipher from any kind of distance. This would continue and a microphone would be trialed instead of a camera. SM asked for the trial to continue and for the Officials Director to feedback.

13.1 Volunteering & Schools:

- KD updated Board that:
 - School resources pack are to use similar approach as Tennis Scotland approach that proved successful.
 - Ronald Ross is to speak to Norman Strachan regarding the format. The plan is that linked to the cards will be videos, therefore a bigger project than initially thought.
 - It would be preferable to deliver as a full package, but this will require a longer lead time.
 - KD and JF to update on the meeting with the Head of Education, Nicki Grant.
- SM asked if the packs would be ready for the schools going back in August. KD confirmed she'd aim for this.

- KD noted the girls camp is looking good, with still time for people to sign up for it. Easter camps were positive both in numbers and atmosphere.
- Plockton High School had confirmed they would commence as a School of Shinty in June.
- Ronald Ross was also working on an anti-doping videos to be updated as a montage. The same process is to be followed for the Respect promotion. **KD to update at the next meeting**

14.1 Culture/Heritage:

- RM noted that:
 - A meeting with SM, DK, RM Hugh Dan MacLennan and Aarron MacLeod as staff support had been held.
 - It was clear there was a massive amount of shinty heritage out there.
 - The proposed Shinty Museum at the Bught Park was agreed as the best use of resources going forward to best showcase the heritage and culture behind the sport.
 - Hugh Dan MacLennan was refreshing a previous paper presented to Board on how to manage and promote Culture and Heritage.
- DK reported on meeting with Highlife Highland. They were hugely positive and keen for us to feed into decisions on what we want to promote as a priority at the castle; what narrative do we want to showcase; what innovation and technology can we use to make it interactive? **This is to be discussed at the Culture & Heritage committee with RM to feedback to Board with recommendations in July.**
- DK noted that the next meeting on the Bught Park refurbishment was 16th June. John Finlayson to attend if online.
- UHI: DK updated Board that a meeting had been held with the lead for student teacher training in UHI. Shinty would be built into the program for newly qualified teachers. The CA have been pencilled into deliver coaching to 80X Post grad student teachers at Badaguish in August. **DK to update on progress.**

15.1 AOB:

- RG asked if a face-to-face board meeting was being considered. Agreed this would be impractical for July but for all to consider at the July Board meeting for September.
- DK reminded Board that the MacTavish Cup offered an opportunity for the board to come together in June.
- Disciplinary committee wish to appoint Iseabail Barr to the committee. This was endorsed unanimously by Board.
- DK noted that the Equality and Diversity inclusion strategy had been refreshed. DK would be looking for a member of the board to liaise with him on the topic but recognized that this portfolio was currently vacant. **SM and DK to identify a Director to work on this.**
- RG asked if a return to an office was being considered. SM replied not at present. DK added that the staff had been consulted and there was no desire for a return to an office. Sportscotland were also still recommending people work from home but that there were discussions about Camanachd Association staff using Sportscotland office space on a part-time basis. The Bught Park will also have office space available and should be ready for the end of 2024.