

**CAMANACHD ASSOCIATION BOARD MEETING  
TIME: 6PM - CONFERENCE CALL - TEAMS**

a. Minutes of last meeting – 25<sup>th</sup> Jan 2023

<b>Attending</b>	<b>Apologies</b>	<b>Conflict of Interests Declared</b>
1. Steven MacKenzie (SM) President		Beaully, Aberdeen University
2. Daniel Palombo (DP) Treasurer	Apologies	Inverness
3. John Finlayson (JF) Communications & Facilities	Apologies	Skye
4. Burton Morrison (BM) Competitions		GMA
5. Lyndsay Bradley (LB) Equality		Ardnamurchan, WCA
6. Roddy McCuish (RM) Culture & Heritage		Macaulay Association
7. Kirsty Deans (KD) Youth		Badenoch Ladies
8. John MacRitchie (JMR) Officials		Lovat Shinty Club
9. John MacKenzie (JMK) Chieftain		Newtonmore, Shinty Memories
10. Richard Gall (RG) Vice Chieftain		Fort William
11. Sarah Birrell (SB) sportscotland		NA
12. Derek Keir (DK) CEO		Staff
13. Marion Gillies (MG) WCA Secretary		WCA, Aberdour
14. Jacqui Dunlop, Minutes		

1. Welcome

1.1 Apologies

SM welcomed everyone to the meeting. Apologies were intimated on behalf of Daniel Palombo, Treasurer and John Finlayson, Communications and Facilities Director.

1.2 Conflicts of Interest

There were no additional conflicts of interest noted on the Agenda.

1.3 Code of Conduct

DK confirmed that all previous Directors have signed the current Code of Conduct. It

was agreed that DK would send the Code of Conduct to all Directors and Observers to ensure that the new Directors were included and this would be done by the end of March. (Action DK)

#### 1.4 Bereavements

The President expressed his condolences for the following bereavements:

Duncan MacPhee, Fort William

Allan MacDiarmid, Boleskine

Willie Thomson, Kingussie

Carol MacKintosh, Newtonmore, Scottish Counselling Services

Liam Fraser Stewart, Ballachulish

Margaret McMaster, Tayforth, Kilmallie

## 2 Minutes of Previous Meeting

The President noted the change in detail and content and thanked Jacqui Dunlop for the minutes. He asked the Board for any amendments, and if there were none for a proposer and seconder.

Proposed - BM

Seconded - KD

SM asked when the redacted minutes would be ready. DK advised redactions would be applied when the minute was approved. Redacted minutes will be shared with board for approval before posting online. (*Action DK*)

### 2.1 Actions Carried Forward

a) Body Camera Trial – LB noted that they have got the contact for the person running the trial and will contact them. It was noted that the audio is not working as well as expected. (*Action LB*)

b) Support Pack Update – KD noted that they have received some sample videos back from Norman which look good and she will be sitting down with Norman and Ronald Ross to add the words and it is hoped it can be completed by the March meeting. (*Action KD*)

DK updated that work is ongoing with UHI teacher training for placements in the Highlands next year at Badaguish so a completion date of early March would be good as it could feed into the 70 or 80 teachers who are about to be deployed.

c) Helmets for Goal Judges – there is currently no requirement for goal judges to wear helmets and JMR will pick this up with Donald Stewart. (*Action JMR*)

d) SAGE Cloud – this has yet to move forward and is a key action but will depend on DP's capacity. DK advised this is with DP and he will keep the Board updated. (*Action DP*)

e) Anti-Doping Montage – It was confirmed that some footage has been pulled together and KD agreed to check if it will go out ahead of the start of the season. (*Action KD*)

- f) UHI Teaching Graduates Course – DK updated that there is a session planned at Badaguish on 28<sup>th</sup> March, with LB involved as well. DK agreed to confirm finalised dates with her. (*Action DK*)

It was agreed that this action could be removed and updates would be given by LB through the Directors' Reports

- g) Equality Committee – LB reported that there was no update to the submitted paper and that she and Ronald Ross will meet to discuss the formation of the committee. (*Action LB*)
- h) Budget Implications for UKAD Testing – DK reported that the cost to deliver the UKAD testing programme is ██████ and is included in the forecast budget for the year. There is currently a forecast loss of £10,000 on annual budget but this includes the ██████. It was noted that this is a substantial commitment but a powerful one for the Board, and an education piece is planned for February with Club Captains. DK explained that there had been no decision on which games would be included but it was agreed that this can come off the board agenda as it would be an operational matter.
- i) Duty of Care for Competitions – DK advised the Risk Register has been updated
- j) Breakdown of Helmet Figures in Accounts – DK confirmed that this was completed.
- k) Correct Expenditure Formula and Recirculate the Accounts – DK confirmed finance paper had been updated.
- l) Women and girls Shinty 2024 Update – DK confirmed that Kirsty Lobban has been recruited and will work Tuesdays and Wednesdays (subject to change). A priority for the sport is growing the number of girls and women and there has been consultation with some High Schools on an international trip in summer 2024 and the feedback has been positive. A more detailed update and actions will be provided when Kirsty settles into the role.
- m) Indoor First Shinty Six A Sides – RM noted that he had received a response and appreciated that the decision was operational however his role does have media consequences and would appreciate notification in future. BM noted that he had received a ██████ letter from Central Scotland Shinty Development committee regarding moving to a Friday without consultation and he had responded to them but not received a reply back. DK confirmed that he understood RM's position and will keep him updated where possible in the future. DK noted that Ronald Ross had distributed details via email to RM regarding the change to a Friday in December and DK agreed to recirculate to RM. (*Action DK*)

## 2.2

### Matters Arising

- a) Mandatory Wearing of Helmets – SM thanked everyone for their efforts at the AGM, noting that the vote for the mandatory wearing of helmets fell short by

two votes. SM has given consideration and suggested that the resolution be put up again at the 2023 AGM to make helmets mandatory, but also to raise the age from 21 to either 23 or 25 and put that to a vote. The other option would be to make it mandatory from say, 2027.

DK thanked the staff who had visited many Clubs to explain the situation and it was the closest that that the vote has been so the Board, Association, Staff Team should recognise progress but the organisation needs to keep pushing to make it mandatory when consideration is given to the injuries that have happened and could happen. Consideration may be given to changing entries to competitions as it is important to get it over the line. The other option is to try and get the clubs that are in favour to be named along with the Camanachd Association and this may help influence one or two other clubs.

SM asked each Board member their thoughts. All supported helmets being made mandatory. It was unanimously agreed to propose helmets be mandatory for those under 25, if a proposal for helmets to be mandatory for all players did not pass. It was also agreed that getting supportive clubs to be named would be beneficial. (*Action DK*)

LB asked if the reasons why clubs who didn't vote for helmets were known? DK explained that the vote was as expected following the canvassing of clubs, but he would get the development team to explore why clubs didn't vote for making helmets mandatory. (*Action DK*)

- b) UK Anti-Doping KD reported that a paper had been submitted. Some clubs are doing their own testing, but this will be done on a week day and the Camanachd Association tests will be carried out on or around a match day as arranged by UK Anti-Doping.
- c) Kingussie Correspondence – BM reported that correspondence had been received from Kingussie Shinty Club in early December indicating that they would like to offer the Dell to host the Camanachd Cup in 2026 and open it up for other finals. It was noted that the Competitions committee had discussed the return to the three-way rotation across Inverness, Fort William and Oban however it was noted that the Camanachd Cup venues would be discussed in more detail under the Competitions and Heritage Report. He explained that the committee did not come to any conclusion on Kingussie hosting the Camanachd Cup final but that all clubs will be offered the opportunity to host the 2024 MacTavish Cup Final and they would anticipate getting more clubs to come forward. BM agreed to issue a request for applications for the hosting of the 2024 MacTavish Cup. (*Action BM*)
- d) Board Directors – SM reported that due to pressures of time John Finlayson had resigned from the Board. SM expressed his thanks to John on behalf of the Board for all of his efforts. SM and DK will arrange to meet him in person to express our thanks. (*Action DK/SM*)

The Youth Director post was vacant after Willie MacDonald completed his maximum term at the AGM so SM had asked KD to take on that position and she has agreed. It was noted that there is Communications and Volunteer vacancies on the Board and SM, BM and DK will consider these.

DK reported that [REDACTED] had been asked to join the Board. He was considering if he had capacity. SM asked the Board for their approval if he accepted so that he could join the March meeting. There were no objections.

- e) Targets and Key Performance Indicators – DK reported that a skills questionnaire had been sent to the Board and the feedback had been generally positive, but one area that could be stronger was the connection to the Strategy on a regular basis. Most Directors are clear that there is one, and what it is in it, but there could be a stronger connection. DK has created a document which pulls together the annual targets, long term targets and targets agreed with sportscotland and this will be kept updated at Board meetings, to ensure that the work feeds in to protect and grow the sport of Shinty.

It was agreed that the Board would take time to consider the document and DK and SM will discuss the best way to present key aspects of our work. (Action DK/SM)

It was agreed that at the next meeting the Amber targets would be discussed. DK noted that that as the next Board meeting is in March at the start of a new cycle there may be some Red targets and it was agreed that these would be considered first.

- f) TV Update – DK reported that [REDACTED] deal is being presented by MG Alba and it was agreed that it was good to get a long term commitment from them. DK explained that the [REDACTED] is reflective of their funding cycle. The aim will be to have 6 events covered with Alba, 1 with BBC Scotland and one international.

BM asked if there had been any decision on the day of the coverage and DK confirmed that the dates have been shared for this year and they are all Saturdays albeit we haven't yet signed the agreement.

DK noted that it has been 10 years without [REDACTED] this has been raised with them. RM suggested that rather than an increase in the fee that a fourth year is added.

SM asked if the draws could be covered and DK confirmed that he is already in conversation with them about the draws and he would also feedback to them about the possibility of a fourth year. (Action DK)

### 3. Board Reports

SM suggested that Portfolio Group meetings should be held by 7 March and the

board papers to be delivered into the board folder or to DK by 8 March. This gives three weeks before the Board meeting to allow for them to be collated into the Board Report. DK noted that he would ideally like them printed and issued to the Board. It was appreciated that it may not always be possible to get the Portfolio meetings held in line with the timeline, but that verbal updates could be given at the Board meeting. The timeline was agreed.

- 3.1 Finance - The finance paper was distributed. DK reported that the forecast and budget for the year showed a deficit [REDACTED]. This is what happens most years and the deficit tends to be worked off through success in cup finals and grant funding. The Camanachd Association are working with upwards of 22 Corporate partners, which is a huge amount. There is going to be some turnover in the business club with [REDACTED] and it not being clear that the relationship will continue. The main focus with sponsorship is [REDACTED], who are in the third of a three-year contract, and DK is in discussions with them to extend their sponsorship. [REDACTED] are also in their penultimate year of sponsorship and there has also been discussion with them. Working with sponsorship partners will be a big focus for DK and the Directors and Chieftain. Previously a sponsor lunch was held at the Disability Festival and this may be replicated or another similar event held.

SM noted that the accounts look positive. SB noted that the Camanachd Association had a [REDACTED] from sportscotland. DK reported that CA are awaiting confirmation from sportscotland on how best to do this. SB and DK agreed to liaise on the repayment of the Loan. (*Action SB/DK*)

SB noted that sportscotland are also clawing back any underspend in investment from governing bodies and this should be taken into consideration if there were any gaps in staff appointments.

The Directors approved the Budget for the year.

- 3.2 Competition – BM confirmed that a paper had been submitted. The Draft fixtures have yet to be circulated but the Board paper includes the key dates for the year, the draws and the dates for the final. The diary is similar to previous years as far as finals are concerned.

3.2.1 Byelaw Changes

**3.10.1 National Cup Competitions**

During the first year of Covid where regionalized draws were implemented it was recommended that this continues, as it reduces travelling. This would be in respect of The Camanachd Association Challenge Trophy, The Balliemore Cup, The Sir William Sutherland Cup, the Macaulay Cup. The undernoted was proposed as the change:

The previous process where competitions were conducted on the basis of an open draw throughout would be replaced with:

*The first two rounds of the Competition shall be conducted on an Area basis with the later rounds an open draw.*

For The Single Team Cup:

*The competition shall be open to Single Team Club's that compete in the Area Leagues The first round of the Competition shall be conducted on an Area basis with the later rounds an open draw.*

### **Byelaw 3.2.2 – Unplayable field**

The pitch of the home Club is declared **unplayable**, and they are unable to provide a suitable alternative, and/or the fixture cannot be reversed to the opposition's pitch, and/or the CEO or delegated substitute is unable to select a suitable available pitch.

It was proposed that an additional sentence be added to the byelaw:

*A reversal to the oppositions pitch will only take place if that fixture has not taken place, unless agreed by both of the participating clubs.*

The Board unanimously approved the changes to the bylaws as above.

- 3.2.2 Draft Fixtures – Due to some late minute changes to participating teams it was noted that the fixtures were unable to be circulated and that Astie Cameron is working on this.
- 3.2.3 Single Team Club Competition – BM noted that the committee had been requested to come up with another title for the competition but explained that it was not up to the Committee to decide on a name change. As the draw takes place on 27 January it was agreed that it would not change names for this season, although the word Club would be removed.
- 3.2.4 Ballachulish – DK reported that the RDO is working on how to support the club with plans for the High School and there have been meetings with the active schools coordinators for Shinty to take place with an eight week programme proposed.
- 3.2.5 Shinty Hurling International – the date of 21st October had been discussed but DK advised this was yet to be confirmed although a meeting is scheduled. It had been agreed with the GAA that there will be a review of the rules and confirmation is also awaited regarding the location of the international in 2023. Once the location is known team logistics will be looked at and support for the women's game will also be considered. Managers and Club Captains for the international will also be considered. (Action BM)

- 3.2.6 The Camanachd Cup – It was agreed that the Camanachd Cup will take place in Inverness in 2023, Fort William 2024, Inverness 2025 to tie in with the opening of the Shinty Story (with Oban selected if the Shinty Story is not ready to open), Oban 2026 with 2027 the earliest that the Cup final would have any capacity to consider its location.

DK reported that the target date for completion of the Shinty Story is December 2024 so it will be known if the venue will be ready for the Cup in 2025 and there will be time to work with the venue on this. It was noted that as well as the building being complete, it will also need kitted out but someone should have been procured by then to undertake this.

DK suggested that the Camanachd Association commit to an impact review on what shinty and our finals offer communities as it was important that the Cup was taken around the areas and gave an opportunity for sustainability by building on work which was on ongoing in each area.

- 3.3 Women's' Camanachd Association Update – MG updated that they are busy doing the fixtures and working with Astie Cameron on this. There are 18 clubs registered this season, with the South being ██████████ represented. LB noted that there are issues in the Women's game and it is not just the men's teams which are struggling.

DK explained that there will likely be a second year with the Skye Development post, the challenges in rural communities in Argyll and Bute are not new as there have been real challenges on participating numbers there for a number of years. Some of the communities are small and they don't have the depth to sustain loss of players or families from their communities. Other issues are declining school rolls and even some of the strongest communities struggling with volunteering. He explained that the Camanachd Association need to be smart with our limited resources by deploying staff to support existing clubs but ultimately focusing limited resources in more populated areas with a platform to try and grow the sport. The staff team do try and support as best they can and try to work with those where the volunteering workforce exists but our focus is on areas with potential to grow in order to protect the future of the sport as best we can.

LB noted that for the women's teams that are struggling, Kyle Athletics are placed centrally and if a Women's team was introduced this could be a strong team. DK noted that this was something which was worth exploring further.

- 3.4 Equality Portfolio – LB confirmed that a paper had been circulated and that she will meet with DK and work on the composition of the Committee, with the aim of pulling in representatives from the various protected characteristic. *(Action LB)*
- 3.5 Officiating Report – JM updated that he had met with Ronald Ross and Astie Cameron with the main points being:



- They will aim to recruit more match assessors and reiterate to referees that the match assessors are there to support them and to ensure both teams are conducting themselves in a manner which is acceptable. He has a list of 25 people and work will begin on contacting them to ask if they wish to be a match assessor.
- It has also been agreed that Astie Cameron will send out the Referee Assessment form to clubs so that has been reintroduced.
- There is no stock of referee strips and JM will speak to DS regarding this. (*Action JM*)
- An online workshop is being held on 28 February which will discuss the consistency of rules and it is aimed to get a guest speaker to discuss refereeing in general.

3.6 Heritage, Culture and Comms – RM reported that he had been unable to attend the last few meetings of the sub-group. DK updated that a meeting was held on 17 January and there was discussion around the progress of the Bught Park redevelopment. The actions were:

- Commission a company to apply for heritage funding. Approved.
- Ratify that the Camanachd Cup final be held in Inverness in 2025 to align with opening. SM explained that this was a one-off opportunity and for the good of shinty we need to maximise the publicity around the opening of Shinty's Story. BM suggested that a one-off North v South or similar might be an alternative. SM replied that it has been considered by the Culture & Heritage committee but identifying a suitable weekend and the pressures around the existing fixtures made this unrealistic. It also would not draw as big a crowd as the Camanachd Cup. SM asked RM for his opinion. RM replied that while he would like every final to go to Oban he had to consider what was best for shinty and that was undoubtedly tying the opening of Shinty's Story to the Camanachd Cup Final. The rest of the Board, and the Vice-Chieftain and Chieftain were asked their opinion.
- All agreed that taking the Camanachd Cup back to Inverness in 2025 was the best option. SM summarised that the decision was for Inverness in 2023, Fort William in 2024, Inverness in 2025 and Oban in 2026. Approved.
- Ratify that a new Camanachd Cup Trophy be made in the same style but with sustainable material and an outline of this will be presented at the March Board meeting. It was noted that advice would be taken from Hamilton and Inches on what alternative materials could be used, and there were no objections to this.
- ratify the recommendation to retire the Camanachd cup after this year. SM noted concerns about a replacement, although it was explained that it would still be presented. JM was concerned about what would happen if it was retired but the Trophy was not in place. DK explained that there is [REDACTED] in place for the replacement trophy but until the report was presented it was unknown how much the new trophy would be. It was agreed that this would be carried over to the March meeting.

- Sutherland Cup Man of the Match Trophy – it was agreed that the original trophy would be donated by Hugh Dan MacLennan for the man of the match award.
- Trophy Audit – Archie Rhodes from Skye has offered to pull together a full Trophy audit free of charge and this was approved.

3.7 Coaching and Volunteering – KD updated that the Calendar of CPD has been distributed with a range of club, coach and officiating support on their including First Aid and Coach Education.

3.7 Youth and Child Protection – DK reported that as part of the Board's commitment to Child Protection the Board are required to renew their Child Protection course. There is a Board specific training and DK agreed to circulate the link. (*Action DK*)

There will also be girls only Primary School Tournament organised.

4. Risk Register/Management Policy – DK reported that these had been circulated and the loss of sponsors had been highlighted. DK is also due to meet with Argyll and Bute to look at their investment into the West's Development post. (*Action DK*)

SM noted that Risk Register used to be a standing item on the Agenda and it was agreed that the Board would discuss one key risk at every meeting. (*Action DK*)

## 5. AOCB

a) Giving it Stick – BM noted that adverse publicity is noted on the Risk Register and suggested that there should be a discussion about the BBC programme Giving It Stick which had aired recently. The board expressed disappointment in certain aspects of the show and felt let down that the programme did not communicate the rural engagement in physical activity, the strength of character, commitment and friendships developed through the sport and instead focused on a few extreme moments of behaviour. It was communicated from people that were interviewed that there was an encouragement to swear from the directors and again this is not something that the Camanachd Association nor our codes of conduct endorse. It was noted that a lot of footage had been taken and there had been no mention of the women's game, although footage had been taken. It was felt that the aim of the programme was to sensationalise Shinty. DK explained that the Camanachd Association had only been shown the programme the evening before it aired, and whilst there was many positive aspects to the show that many people were dissatisfied by the focus on extreme moments of behaviour. The opportunity to focus on the skill and the commitment required to take part in the sport could have been further explored. It was agreed that lessons could be learned, and the Camanachd Association did not condone any of the negative behaviors shown in the programme.

DK noted that the Camanachd Association deliver CPD for clubs, an accreditation programme to support standards of behaviour and have a code of conduct that is

largely endorsed and delivers fair play, sportsmanship and camaraderie across the game

- b) sportscotland – SB reported that sportscotland have appointed Forbes Dunlop as their new CEO. SM noted that this was a positive appointment and suggested that Forbes Dunlop be invited to meet with the Camanachd Association or attend a Cup Final. SB agreed to liaise with DK on this. (*Action SB/DK*)

Who	Action	Date
DK	Circulate Code of Conduct	End March
DK	Redact and put minutes on line	Next Meeting
KD	Support Pack Completion	Next Meeting
JM	Discuss Helmets for Goal Judges	Next Meeting
DK	SAGE Cloud Board Update	Next Meeting
KD	Check if Anti-Doping Montage will go out ahead of season	Next Meeting
DK	Confirm dates of Badaguish UHI Graduate session with LB	ASAP
LB	Formation of Equality Committee	Next Meeting
DK	Re-Circulate Email Regarding Indoor Six A Sides	ASAP
DK	Include mandatory helmet wear/U25 for AGM	Pre-AGM
DK	Canvass Clubs as to why they abstained at AGM	Next Meeting
BM	Issue a request for the hosting of the 2024 MacTavish Cup	Next Meeting
DK/SM	Meet with John Finlayson	Next Meeting
DK/SM	How the Board considers the Targets and KPIs Board	Next Meeting
DK	Discuss with Alba re Draws and fourth year	Next Meeting
SB/DK	Liaise on repayment of sportscotland COVID loan	ASAP
BM	Shinty Hurly Intl – consider logistics and team captains	Next Meeting
JM	Discuss stock of referee strips with DS	Next Meeting
DK	Circulate Board Child protection training link	Next Meeting
DK	Meeting with Argyll and Bute re Development Post	Next Meeting
DK	Risk Register – one key item to be discussed at Board	Next Meeting
SB/DK	Liaise on invitation for Forbes Dunlop to meet with Camanachd Association	Next Meeting