

Board Meeting – Minutes

4pm, Thurs 14th August 2025 – The Granary and online via Zoom

Directors: Anne Butler (President); Alistair Todd (Vice Chair); Ilona Turnbull; Fiona Bennett; Andrew Tait; Stephen Johnson; Andrew Walker; Pete Crane; Brendan Hughes, Hugo Allan,

CEO & Company Secretary: Stuart Younie.

Observers: Derek O’Riordan (sportscotland); Fiona Kerr, Jamie Smith, Sarah Birrell (sportscotland)

1.0 Welcome and Apologies

In person: AB, ATodd, PC, IT, AW, HA, SY, JS, FK

Online: DOR, BH, ATait, SJ, FB, SB

Apologies: none

Welcome to SB who replaces DOR as Partnership Manager for upcoming secondment.

2.0 Declaration of Interests

None

3.0 Draft Minutes of the Full Board meeting of 15th May 2025

The minutes were approved with no changes.

4.0 Actions and matters arising not tabled elsewhere in the agenda.

Updates on previous actions:

- AT confirmed the middle fire door in Granary will be replaced and signage redone.
- IT accrual – SY emailed Image Scotland to notify them of decision to release non invoiced accruals, and this had also been actioned in the 24-25 final accounts.
- HR review – AAB have provided a quote
- GDPR training- **ACTION: Carried forward**
- Risk register – Terms of Reference drafted, and the reviewing of risk moved to FAG/FRAG
- PVG scheme – Thanks to JS and directors for completing requirements.

5.0 Call for AOCB

6.0 CEO & Operational report

- New format of operational report had been developed to align with new MScot strategy. Hopefully simpler for staff to complete and directors to follow. Feedback welcome.
- Staffing – Catriona Davies has hit the ground running. MCDO recruitment has taken place and appointment offered, hopefully to start end Sep/ start Oct.
- Thanks noted to DO'R for all his support prior to his secondment and looking forward to working with SB
- Priorities next quarter: 26th Aug=meeting with minister at Glenmore Lodge to discuss Mountain Safety Strategy and It's up to Us.
- Membership figures show clubs continuing to grow and individuals stable.
- Advertising revenue was strong on last Scottish Mountaineer.
- Credit to CD and MM on gaining new brand benefits.
- MM congratulated on social media work. AW added that decisions taken at board regarding the magazine have freed up time in the role to facilitate that good work.
- AT asked to add Health and Safety as a key priority for next quarter.

6.1 ClimbScotland

AB introduced the return of updates from each area of the team with JS attending this meeting to give an update from ClimbScotland.

A presentation was shared, and key points were noted :

- an update on recent staffing changes, including Lucy Ross being replaced by Euan McFadyen. Staff changes have allowed a review of roles and responsibilities.
- 10 years of ClimbScotland is in October 2025 which is a chance to celebrate and an opportunity to expand the audience and reinforce that CS is not a separate entity.
- A review is underway of the embedded pathway project and how best to support squad level climbers.
- Credit to RM for the outdoor programme though noted there has been reduced bookings on Ready to Rock.
- Positive quotes from ED & I partner work but noted funding needed secured to continue to deliver this work. DO'R suggested it could be taken to the SS subsidy panel if the courses could be mapped to the required qualification levels.
- Overview of UK anti- doping and requirement to discuss at board level.
- Possible reorganisation of Child Well-being Protection Officer roles across areas of work.

BH queried whether collaboration was required between areas regarding safety and risk at governance level. JS confirmed that there had been joint working between ClimbScotland and the mountain safety team in this area.

ACTION- JS to follow up with the mountain safety team.

7.0 Finance Report

7.1 Financial Report Q1 2025/26

FB ran through the key points from the Q1 reports also noting the new format

- Q1 net income: £121,689 which is ahead of budget.
- Membership income up 13% vs budget.
- Salary underspend due to vacancies.
- SNP conference cost shared with Ramblers.

7.1.1 Annual Accounts 2024/25

Completed and surplus confirmed of £27k.

7.1.2 Approval of FAG Updated ToR

The updated Terms of Reference for FAG/FRAG to reflect the inclusion of Risk monitoring were approved.

7.1.3 Approval of Reserves Policy

Reserves policy proposed and agreed in principle with 6 months operating costs to be finalised

ACTION- FB,SY and FK to confirm

7.1.4 Budget 2026/27 & Membership Fees

Membership fee increase was discussed and only an inflationary level increase (approx. £1) proposed due to insurance cost uncertainty the following year.

8.0 Governance

8.1 Confidential Item – Club Complaints

DOR, SB and FK left the meeting.

8.2 AGM

DCA booked for 29th November with a similar format to previous years. Thanks to CD for arranging.

8.2.1 Annual Report

Thanks were noted to HG for producing the annual report which had been circulated for info.

8.2.2 Review of Articles

Harper Macleod had supported undertaking an open recruitment process for the proposed new director roles. An EGM will be scheduled prior to the AGM to agree the amendments to the articles

confirm these roles and following a recruitment process new directors will be included for election at the 2026 AGM.

8.2.3 Personal Accident Insurance – Clubs

Feedback from clubs has been shared and showed majority support with a few mixed responses. Articles need checked regarding a vote only affecting clubs but if possible, a vote will be brought at the AGM.

8.3 Mountain Training review

SY circulated a paper and noted that the proposed organisational review had stalled for a number of reasons. However, £2k funding has been received from SS and £2k allocated from salary underspend to support the commissioning of an independent review of the Mountaineering Ireland structure.. SY sought approval to proceed with commissioning the review in partnership with Mountain Training Scotland using the consultant recommended by DO'Ro conduct the review. It was agreed SY could proceed with commissioning the review subject to approval of MTS.

8.4 Policies and Procedures Review Schedule status report

8.4.1 Offer of Pro Bono Support

SY had received 2 emails offering support no immediate projects were identified but the correspondence would be held on file..

9.0 Standing Agenda Items

9.1 Risk Register

Now being considered by FRAG and the only item to highlight at this point is uncertainty around future cost of Insurance.

9.2 Health & Safety

Thanks noted to AT for his work on health and safety with the completed documents to be displayed in the office. AT added an audit was required by the end of the year.

9.2.1 Incidents and near misses

No incidents to note. Related policies have been updated by JS and to be reviewed.

9.3 Child Wellbeing

Nothing further to discuss.

10.0 Future meetings 2025

- 30th Oct FAG
- 6th Nov Board

- 29th Nov AGM
- 11th Dec Board & Staff Christmas social

Minutes drafted 25/08/25

Approved 06/11/25

