

Meeting of the Board – 14 November 2025, 7- 8.30am

Virtual Meeting Via Teams

Minutes (Approved)

In Attendance:

Directors - William Watson (Chair), Jason Simpson (General Director), Rob Arbuthnot (Marketing and Communications Director), India Hodgson-Ferry (Finance Director), Mark Boyd (General Director), Euan Baxter (Performance Director) and Andy Hadden (General Director).

Observers - Paul Stark (CEO), Barry Cook (**sportscotland**), Phil Heselwood (33 Trees – Item 9 only) and Andrew Hunter (Harper Macleod – Item 10 only).

Apologies: N/A

#	Minutes, Decisions and Actions	Action Owner	Due Date
1	<p>Welcome and Apologies</p> <p>The Chair welcomed the Directors to the meeting, noting that this was the last meeting for Scottish Surfing’s partnership manager, Barry Cook, prior to his departure from sportscotland.</p> <p>The Chair, on behalf of the Board, thanked Barry for his support and guidance and wished him well in his new role.</p>		
2	<p>Conflicts of Interest</p> <p>Andy Hadden disclosed an additional interest in respect of Item 5.</p> <p>ACTION: The CEO to update the Register of Interests on behalf of Andy Hadden.</p>	Directors	23 January 2026
3	<p>Minutes from Previous Meeting</p> <p>DECISION: The minutes from the meeting of 19 September 2025 were approved as a true and accurate record.</p>		
4	<p>Action Log Update</p> <p>The CEO provided an update on the outstanding actions within the Action Log to the Board’s satisfaction.</p>		
5	<p>CEO Report</p> <p>The CEO provided an overview of the key elements of the report, noting that a number of papers for the meeting had been produced as a result of the events at the GB Cup.</p> <p>The Board expressed their satisfaction with the award conferred on Scottish Surfing by the Sports Governance Academy as ‘Sports Governance Project of the Year’, in recognition of the significant progress the organisation had made over the past 18 months.</p> <p>The Board noted the requirements by Companies House for the verification of Directors, for Charity Trustees by the Scottish charity</p>		

	<p>regulator (OSCR), and for the protection of vulnerable groups (PVG).</p> <p>ACTION: Directors to progress their verification with Companies House and to provide their verification code to the Chief Executive.</p> <p>ACTION: The Chief Executive to provide the required information to OSCR on Charity Trustees for Scottish Surfing.</p> <p>ACTION: Directors to return their PVG assessments to the Development Officer at their earliest convenience.</p> <p>The Board noted the request from Karma Soup Surf Co and agreed to provide a letter of support, as drafted by the Chief Executive, to the company in respect of their work towards the production of surf equipment through environmentally responsible manufacturing processes.</p> <p>ACTION: The Chief Executive to provide a letter of support to Karma Soup Surf Co.</p> <p>The Board noted the conclusion of the Junior series and congratulated all the Junior Series winners:</p> <ul style="list-style-type: none"> • U10 - Meri Clarke (NSSC) • U12 - Reuben Milborne (TSC) • U14 Girls - Erin Paterson (BHSC) • U14 Boys – Kai Cruickshank (BSC) • U16 Girls – Callie Cruickshank (BSC) • U16 Boys – Gabriel Noble (BSC) • U18 Girls - Callie Cruickshank (BSC) • U18 Boys – Tam Hood (BHSC) <p>The Board also welcomed the research project to be undertaken in partnership with Edinburgh Napier University and sportscotland and congratulated Joel Christopherson and Rosie Moore who had been selected to represent Scotland at the ISA Junior World Championships in Punta Rocas, Peru from 5-14 December 2025.</p>	<p>Directors</p> <p>CEO</p> <p>Directors</p> <p>CEO</p>	<p>23 January 2026</p> <p>31 December 2025</p> <p>23 January 2026</p> <p>23 January 2026</p>
6	<p>Finance</p> <p>The CEO and Finance Director offered their apologies for the delay in producing both the Annual Accounts and Management Accounts in advance of the meeting and confirmed that these would be provided to the Board once they had been finalised.</p> <p>The Chief Executive explained that this was due to the revised financial processes that had been implemented within the past year and the engagement of a qualified individual to independently review the Annual Accounts prior to finalisation.</p> <p>ACTION: The Chief Executive to provide the Annual Accounts (for Approval) and the Management Accounts (for Information) to the Board following the meeting.</p>	<p>CEO</p>	<p>31 December 2025</p>
7	<p>Risk Register</p> <p>The Risk Register was taken as read, with the impact of the events of the recent GB Cup noted within the revised risk ratings and associated mitigations.</p>		

Additional Items			
8	<p>GB Cup - Event Learnings</p> <p>The Board considered the draft event review following the GB Cup which included 11 recommendations towards the planning and delivery of a future events by Scottish Surfing.</p> <p>The Board discussed the report in detail, noting the reduced ability to be agile in response to the conditions due to the level of event infrastructure required for a GB Cup event.</p> <p>ACTION: The CEO to update the Scottish Surfing event review following the discussions of the Board and to provide to GB Surfing as part of their wider event review.</p>	CEO	31 December 2025
9	<p>GB Cup</p> <p>The Chair Welcomed Phil Heselwood from consultancy firm 33 Trees to present to the Board his reflections on the GB Cup, and specifically what was required to improve the event for future iterations and to increase the attractiveness of the event for future commercial investment.</p> <p>Phil took the Board through a series of slides outlining his position and potential options for the Board to consider in the future.</p> <p>The Board discussed the items raised by Phil and thanked him for his input, noting that aspects of the discussions would be included within the final event review which would also be provided to GB Surfing.</p>		
10	<p>GB Cup – Legal Options</p> <p>The Board considered a paper in a closed session that was produced by the Chief Executive following input by Harper Macleod. Andrew Hunter from Harper Macleod was also present to answer questions from the Board.</p> <p>The Chair thanked sportscotland for their support in enabling a legal position to be produced for the Board’s review.</p> <p>ACTION: The Board provided guidance to the Chief Executive in respect of the options that had been outlined within the paper and asked him to progress accordingly.</p>	CEO	23 January 2026
11	<p>Gender and Diversity Targets</p> <p>Due to time pressures, this item was postponed to a subsequent meeting.</p>		
12	<p>Gathering of the Clans/50th Anniversary Celebrations</p> <p>The Board noted the information provided within the paper.</p>		
13	<p>Article of Association</p> <p>Due to time pressures, this item was postponed to a subsequent meeting.</p>		
14	<p>Governance:</p>		

	14.1 Financial Controls Manual 14.2 Junior Selection Policy 14.3 Longboard Selection Policy 14.4 Media and Communications Protocol		
	Due to time pressures, these items were postponed to a subsequent meeting.		
AOCB			
14	AOCB No additional items were raised.		
15	Next Meeting 23 January 2026, 7am – 8.30am		