

Meeting of the Board – 30 January 2026, 7- 8.30am

Virtual Meeting Via Teams

Minutes (Approved)

In Attendance:

Directors - William Watson (Chair) and India Hodgson-Ferry (Finance Director).

Observers - Paul Stark (CEO), Geraldine McGuire (**sportscotland**),

Apologies:

Directors - Jason Simpson (General Director), Rob Arbuthnot (Marketing and Communications Director), Mark Boyd (General Director) and Andy Hadden (General Director).

#	Minutes, Decisions and Actions	Action Owner	Due Date
1	<p>Welcome and Apologies</p> <p>The Chair welcomed everyone to the meeting, including sportscotland Lead Manager, Geraldine McGuire who was attending whilst the recruitment process was concluded for Scottish Surfing's new Partnership Manager.</p> <p>The Chair noted a number of apologies from Directors for the meeting due to a number of reasons, however a quorum was present so the meeting could proceed.</p>		
2	<p>Conflicts of Interest</p> <p>The CEO highlighted that a new Conflicts of Interest register would be completed for 2026, and that all Directors had been issued the 2026 Conflict of Interest Survey.</p> <p>ACTION: All Directors to submit their Conflicts of Interest for 2026.</p>	Directors	20 March 2026
3	<p>Minutes from Previous Meeting</p> <p>DECISION: The minutes from the meeting of 14 November 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 items within his report, noting the production of the events calendar for 2026 and the progress within the 2025-26 operational plan.</p> <p>Geraldine McGuire provided an update on the funding confirmed for sport within the Scottish Government budget, with further details on how the uplift to be confirmed in due course. Scottish Surfing's new Partnership Manager had also been identified and will start in post on 1 April 2026.</p> <p>DECISION: The date of the AGM was agreed for Thursday 12 March 2026 at 7pm.</p> <p>ACTION: The CEO to issue the AGM notice to members at least 14 days in advance of the AGM date.</p> <p>DECISION: The Board approved the establishment of a short-life working group to lead the recruitment process for the appointment of Directors to the Scottish Surfing Board, comprising the Chair, Finance Director and CEO.</p> <p>ACTION: The recruitment working group to commence recruitment of Directors to the Scottish Surfing Board.</p> <p>The CEO also highlighted the selection of 16 junior athletes for the performance development squad and the learnings from the 2025 ISA Junior World Championships.</p>	CEO	25 February 2026
6	<p>Finance</p> <p>The Finance Director presented an overview of the Management Accounts to 31 December 2025, noting the current surplus, which will reduce towards financial year end.</p> <p>The CEO provided additional information in response to questions, and noted that the draft 2026/27 budget will be considered at the next meeting of the Finance Committee, for approval by the Board at the March meeting.</p>		
7	<p>Risk Register</p> <p>The Risk Register was taken as read, with the CEO noting the positive movement in risk since the previous meeting.</p>		
Additional Items			
8	<p>GB Cup - Event Report</p> <p>The Board considered the draft GB Cup report, inclusive of the recommendations for future events. The CEO noted that, following approval by the Board of the report, it would be shared with GB Surfing and the Home Nations.</p> <p>DECISION: The Board approved the GB Cup report.</p> <p>ACTION: The CEO to share the report with GB Surfing and the Home Nations, for further discussion in regard to the potential implementation of the recommendations, as contained within the report.</p>	CEO	20 March 2026

9	<p>GB Cup – Legal Position Update</p> <p>The CEO provided an update on the current position following the Board’s consideration of report from Harper Macleod at the previous meeting.</p> <p>The CEO noted that further information will be circulated to the Board in due course.</p>		
10	<p>Gender and Diversity Targets</p> <p>As an introduction to the paper, the CEO noted that the membership position of Scottish Surfing had been reviewed prior to the annual sportscotland submission, with female members now representing 57% of the total membership, an increase of 8% on the previous year.</p> <p>The Board discussed the options to increase gender and diversity on the Board and, although not identifying a targeted percentage or number, agreed that Scottish Surfing should aspire to ensure that it’s Directors were reflective of its membership.</p> <p>DECISION: The Board agreed that, whilst Director appointments would always be made on merit, future recruitment and appointment processes should actively support the Board’s aspiration for a Board composition that is proportionate to, and reflective of, the gender balance and diversity of Scottish Surfing’s membership.</p>		
11	<p>Articles of Association</p> <p>Due to the limited number of Directors present, this item was postponed to a subsequent meeting.</p>		
12	<p>Governance</p> <p>DECISION: The Board approved the following policies and procedures:</p> <ul style="list-style-type: none"> • Financial Controls Manual • Junior Selection Policy • Longboard Selection Policy • Media and Communications Protocol • Code of Conduct – Junior Athletes • Code of Conduct – Parents and Carers • Code of Conduct – Surfers and Athletes • Code of Conduct – Coaches, Staff and Volunteers 		
AOCB			
14	<p>AOCB</p> <p>The CEO updated the Board on the current discussions with GB Surfing in respect of their 2026/27 budget and proposals for the performance pathway.</p>		
15	<p>Next Meeting</p> <p>20 March 2026, 7am – 8.30am</p>		