

# 2022 Annual General Meeting

## Minutes



**Date:** 28 November 2022  
**Time:** 7.00pm  
**Venue:** Virtual

**Attendees:** see [Appendix 1](#)

**Apologies:** Nicky Miller, Rob Mitchell, Isla Hedley, Neil Clark, Jack Maitland

### 1. Welcome and apologies

Dougie Cameron welcomed all to the meeting and noted the above apologies.

### 2. Introduction – Dougie Cameron, Chair Triathlon Scotland

A survey conducted in the last few months which helped with conversations at board level and with our principal funders, sportscotland, to help set our strategic direction. The strategy will be written and shared soon. The outcome of the survey was that people wish to take part in swim, bike, run to be active & healthy through events and clubs. Triathlon Scotland feels this is important to be recognised. It is reassuring to see events coming back after the last few years. Understanding the relationship between Triathlon Scotland, events, clubs and triathletes is going to be key to building back a stronger and sustainable future.

Triathlon Scotland is incredibly proud of all the Team Scotland athletes that represented Scotland at the Birmingham 2022 Commonwealth Games. Beth Potter provided Scotland with the first medal of the Games and we had great performances from Grant Sheldon, Sophia Green and Cameron Main. We all share Alison Peasgood and Hazel McLeod's pain with their crash on the bike course. It was a team effort with Cat Morrison as the team manager, Crawford Whyte and Jack Peasgood coaching and Fiona Lothian overseeing it all.

The Triathlon Scotland annual awards will be coming out in the next few days and the fact we haven't been able to celebrate these in person shouldn't diminish these achievements. The board are happy to come out in person to deliver the awards as we feel it's important to celebrate success and recognise the people that give so much to our sport.

### 3. Approval of the minutes of the AGM held on 23 November 2021

Some of the wording from the previous meeting need to be changed, but will need to be confirmed in the next few days as there is a difference in opinion. There was no objection from the meeting attendees for this.

### 4. Matters arising from 2021 minutes

There has been discussion throughout the year and all are now comfortable with the issue raised in 2020 by two members banned by an event organiser and asked Triathlon Scotland to put protection in place for other members. It was agreed by Triathlon Scotland to amend the event sanctioning declaration which now says that if there is any disciplinary action out

with the field of play that the athlete can request that Triathlon Scotland act as a mediator and advisor in the spirit of cooperation. This is now in place.

David Duffy noted that he hoped that Triathlon Scotland would advance this approach with the other Home Nations.

Monique Duffy has asked at the 2021 AGM for an update on the athletes' complaints. This is the general update for all members, but Dougie Cameron will agree with Nicky Miller the specific update to be provided to Monique.

## **5. Triathlon Scotland annual review – Louise Wright, CEO**

2022 has seen a year of change for Triathlon Scotland, with a new organisational structure and staffing compliment. We thank the entire Triathlon Community for their continued support, time and commitment throughout 2022.

The strategic review consultation process for 2023-2027 was started this year, with over 500 responses. We would like to thank everyone for taking the time to complete the questionnaire. This information is invaluable to help shape our future strategic direction.

We are delighted to have renewed our partnership with the University of Stirling. The National Triathlon Centre will be based at the University of Stirling and will be a British Triathlon Pathway centre.

The Triathlon Scotland staff team have moved office from Airthrey Castle into the Sports Centre at the University of Stirling.

2022, has seen continued and successful collaboration with British Triathlon and the Home Nations, with an aim to improve the triathlon experience for members and everyone in the Triathlon community.

The Performance Pathway team continues to be headed up by Fiona Lothian. Fergus Roberts departed from his role as apprentice coach role. Jack Peasgood will leave in January to join British Triathlon in a Para Triathlon Coaching role. We thank them both for their time and dedication to the Triathlon Scotland Performance Pathway team. Crawford Whyte has been appointed as Lead Coach at the National Triathlon Centre and Craig McCulloch has started as Performance Coach Developer. Further coaching positions within Triathlon Scotland will be advertised in December.

We have seen an outstanding season from Beth Potter

- Sitting 5th overall in World Triathlon Rankings
- 7th in World Series Rankings
- Arena Games 2022 World Champion

Commonwealth Games is a fantastic event with some outstanding performances across the Home Nations, notably a fantastic individual Bronze medal from Beth Potter. We also saw two excellent 'top 5' performances from Grant Sheldon individually, and the relay team comprising of Grant, Beth Potter, Cameron Main and Sophia Green. A huge congratulations to all the athletes involved.

The athletes were supported by a new support team of Catriona Morrison as Team Manager, Crawford Whyte as Lead Coach and Jack Peasgood as Support Coach. I would like to thank them for all their work both in the lead-up to and at the games.

Athletes Isla Hedley and Struan Bennet, and coach Fiona Maurer were also part of the Team Scotland Achieve Programme.

There were incredible performances throughout the season in the World and European Championships.

Alison Peasgood and Brooke Gilles were third in the World Championships in Abu Dhabi last Thursday in the PTVI category which was tremendous achievement in the first race back for Alison, after the crash that sadly put her out of the Commonwealth Games. Alison is currently sitting 3rd in the World Triathlon Para Rankings PTVI.

Colin Wallace has had an impressive first season in Para-Triathlon in the PTS3 category, with a transfer from cycling just this year. Colin came 4th in Abu Dhabi in the PTS3 category and he currently sits 9th in the World Triathlon Para Triathlon Rankings PTS3.

Hamish Reilley finished 3rd in the U23s in Abu Dhabi, his first race as an U23, an outstanding result. Hamish was also part of the GBR Junior / U23 mixed relay team who took silver at the World Championships.

Isla Hedley was the winner of both European and World Cross Triathlon championships.

The British Super Series Juniors and Youths saw podiums for Alex Robin, Isla Hedley, Jessica Heeps, Jessica Turnbull and Struan Bennet. Isla Hedley took 2nd overall in Youth B Series.

Scottish Youth / Junior Team, comprising of Struan Bennet, Jessica Turnbull, Alex Robin, Annabelle Wright were 3<sup>rd</sup> at the British Triathlon Mixed Relay Championships.

Pamela Sneddon, continues to Head up Business Operations. Luke Howard has started with us as Digital Content Officer.

Our membership has remained static for the last year with 2500 members. With an 88% average renewal rate over the last year, I would like to thank our members for their continued support and loyalty to Triathlon Scotland.

Our new brand was launched in 2022 and following this our new merchandise was successfully launched in October 2022 with more items to be launched in Spring 2023.

As part of the organisational structure, the newly formed participation team is headed up by Giles Lomax who was appointed in February this year. Elise Methven and Victoria Park have left the team in their roles as Development Officers. With Morven Bruce on maternity leave, Alicia Deans joined the team as Event Manager (maternity cover). Paul Hawkins joined us as Participation Coach Developer and Gary Shaw has joined into the newly created National Club Lead role. Gary will be key in supporting clubs to continue to develop and remain strong and sustainable. We will go out to advert in December for a Communities Lead.

We welcome our new starts, who join Giles, Craigie-Lee Paterson and Patsy Craig for an exciting year ahead for the newly formed participation team.

In January 2022, British Triathlon and the Home Nations introduced a mandatory policy change ensuring that any coach who is coaching under18's must have completed the Child Wellbeing and Protection in Sport course (CWPS) and have a PVG check in place before being deployed. These changes are to ensure we maintain safeguarding standards to a consistent level across the sport. Following on from the mandatory policy, Triathlon Scotland have delivered 4 CWPS courses this year and will be introducing a CWPS renewal course in 2023, which is purely online learning based with no online workshop.

In addition, to support our Wellbeing Officers we have held a Child Wellbeing Protection Officer course along with quarterly Wellbeing Officer gatherings, to share good practice, discuss scenarios and bring in experts to share their knowledge.

As of November 2022, 423 coaches hold a valid coaching membership and triathlon coaching qualification and 27 are on track to complete this by the end of 2022.

A range of hybrid and in-person Level 1 and 2 courses have been ran in 2022, with 131 coaches being qualified. Our biggest challenge was individual completing the practical elements of the sessions of courses, which were started online during COVID. Well done to the team who have successfully managed to navigate this logistical challenge. Our tutor workforce have been integral to the delivery of these courses and we are extremely thankful for their hard work and dedication.

In 2023, we currently have 3 x Level 1 and 2 x Level 2 courses planned.

The team were delighted to run the High Performing Coaching Programme (HPCP) for the first time in over 4 years at the University of Stirling with a variety of world class speakers supporting the programme including high performance athletes and coaches sharing their knowledge and experiences. Ten coaches enrolled with many utilising the sportscotland subsidy available.

To further support qualified coaches our Participation Coach Developer has been created coaching groups on Facebook with the engagement of over 100 coaches. These group focus on generating discussion and sharing knowledge and expertise. This is in addition to the Coaching Newsletter. These discussions and the engagement directly with clubs have allowed the us to create a library of resource for all to access.

During the summer, British Triathlon and the Home Nations launched the new Education and Learning Strategic Framework 2022-2027. The strategic framework has been developed following extensive consultation and insight work that began over a year ago and aims to inspire the swim, bike, run workforce through a culture of progressive learning and development. The new qualifications will be launched in September 2023 and will be mapped against the CIMSPA professional standards and into the Scottish Coaching Certificate (SCC) which replaces UKCC.

There have been several policy updates throughout the year following the Whyte Review carried out on British Gymnastics. These policy changes affect everyone within the sport and can be found on the Triathlon Scotland website.

November saw the introduction of the Transgender Policy guidance. The purpose of this guidance is to support the implementation of the Transgender Policy in January 2023 and serves to ensure that our sport continues to be welcoming, supportive and inclusive for everyone.

2022 was the platform for the return of events after the pandemic with 7100 race starts at 55 races. This is a good base for events to continue to grow in 2023 and beyond.

Our event highlights included:

- Age group winners were crowned across eight Scottish National Championships
- The new National Triathlon Series which saw participation from 68% of clubs
- Triathlon Scotland successfully hosted the Scottish leg of the British Super Series with the Aquathlon at Lochore in June

Congratulations to the entire Triathlon Scotland team; 95% of participants rated the overall experience of as good or excellent.

Triathlon Scotland has improved event experience with Technical Officials appointed to 69% of events in 2022. 7 Technical Officials have been supported to become fully qualified at the next level. We are confident that by working closely with clubs and event organisers we can continue to grow the number and variety of events on offer.

In 2022, we were delighted to reaffiliate 52 triathlon clubs across Scotland from Orkney down to Newton Stuart with a combined club membership of 3423 people. In comparison to 2021, there was a 7% decrease in club membership and the proportion of Triathlon Scotland members within clubs has increased by 5%. Clubs have continued to engage through the various online gatherings and many of whom have completed and are actively using the Fantastic Club Framework toolkit.

In 2023, there will be some exciting new initiatives to support clubs and committees. We will run a Triathlon Scotland National Conference in March in Stirling where we look forward to bringing the Triathlon Scotland community together under one roof. There will be a Triathlon Scotland Club Member Census which will allow the Participation team to improve and tailor our offering to the club

I would like to say a massive thank you to Pamela Sneddon, Giles Lomax and Fiona Lothian who have all taken on extended roles in the last 6 months to cover in my absence. They have continued to successfully drive Triathlon Scotland, the organisation and community, forward during this time.

## **6. British Triathlon update – Andy Salmon, CEO**

Triathlon is still a medium sized sport in the British sporting landscape and it's important the Home Nations continue to work together.

Trustee positions for the Triathlon Trust have been created so that one person from each of the Home Nations has a position within the Trust. This allows the position of the Trust to become more aligned with the position of the Home Nations.

As soon as we've come passed the covid pandemic we now see ourselves with economic issues and we are busy trying to predict what will happen. Event participation is broadly 30% down on 2019 levels and membership is at best static, so we need to work together to keep our sport appealing for those that already take part and also to those that are not yet taking part.

One of British Triathlon's core purpose is to govern the sport in Great Britain which is a big responsibility especially around safeguarding. British Triathlon commissioned a review of the Home Nations' safeguarding procedures. The report was completed at the same time the Whyte Review into the issues reported at British Gymnastics was published. We then asked the independent reviewer to re-write our report in the context and in comparison to the findings of the Whyte Review which made the report very impactfully. The management plan and action plan will be published in due course. There were no red flags, but there were 30 recommendations noted.

The British Triathlon Transgender Policy was published in July this year. It doesn't align with other policies or even the World Triathlon policy, but from the feedback from

the triathlon community, the female triathlon community and most recently from the other National Governing Bodies at the most recent World Congress has been positive.

There have been great elite performances throughout the year including at the World Championships in both the mens and womens event and the U23 category. It was great to see Alison Peasgood do so well after crashing out at the Birmingham Commonwealth Games. The Age Groupers have also delivered great performances, bringing home approximately 40 medals.

Major events are very important, but do become increasingly expensive every year. A new World Triathlon Para series event was run in Swansea this year and the Leeds event will move to Sunderland for 2023. It's important to raise the bar for Para Triathlon and British Triathlon was pleased to play their part.

In the days leading up to the Swansea race, the first event International Paratriathlon Conference was held with 21 nations and 55 delegates taking part. The purpose was to preserve our position in the Paralympic Games and it is intended that the conference will run again in 2023.

It's important to maintain good international relations as the decision made affect Age Group athletes who race abroad and our Olympic and Paralympic athletes.

The Birmingham Commonwealth Games saw a great results from Wales who too silver and England who took gold in the mixed team relay. The VI racing was very successful in terms of the crowd that came out and the TV audience which equalled that of the team relay. Beth Potter has had a great season, with success at the Commonwealth Games, World Series and Super Series. Congratulations to Beth and all the Scottish athletes.

## 7. Financial report and Annual Accounts for 2021-2022

Jim Lockhart presented the financials for the financial year ending 31 March 2022

	2022	2021	Mvmt
Income	£712,531	£586,838	£125,693
Expenditure	£689,641	£503,800	£185,841
Operating surplus for period	£23,088	£83,038	£(59,950)
Period end reserves	£286,253	£263,165	£23,088

Total investment from **sportscotland** = £492,200 (2021 : £469,500)

Public funding as % of turnover = 72% (2021 : £80%)

Where our income comes from:

sportscotland	72%
Membership	12%
Coach Education	5%
Performance	5%
Events, Development, Sponsorship	6%

Expenditure goes to:

Administration	71%
Performance	13%
Membership	9%
Coach Education, Development, Events	6%

## 8. Directors

There are two types of board members; member appointed and board appointed. However, for both types we go through a robust selection process and we have attracted some fantastic talent to the board.

Terrence Teixeira is proposed as the Events Director. Terrence has been involved in the sport of triathlon for over 10 years now in various capacities – from club athlete, to competing at the World Age Group championships, to being a course director for some local races and involved in the planning of the triathlon events at the 2014 and 2018 Commonwealth Games. Terrence has worked on global sporting events such as the Olympics, Commonwealth Games, Pan America Games and the Invictus Games and currently he works for the Paralympic Committee leading on the strategic planning and delivery of the Paralympic Games. He looks forward to working alongside the other board members to help support events in Scotland.

The AGM voted Terrence Teixeira into the position of Event Director.

Rebecca Trengove was proposed for her second term as Welfare Director and the AGM voted her in for another 3 years.

Anji Udeshi has joined the board this year as Marketing and Communications Director. Anji has worked in marketing roles for more than 10 years for both agencies and within sporting organisations. Currently Anji works for World Rugby to grow their revenue and participation. Anji is excited to be part of the board and to see what experience and skill she can bring to grow revenue and participation.

Dougie Cameron thanked all the board for their work.

## **9. A.O.C.B**

Dougie Cameron thanked all Triathlon Scotland's partners, including sportscotland who we work with closely.

There were no questions or comments from the members present at the AGM.

In early 2020, there were articles published in the Sunday Times about the culture in Triathlon Scotland and allegations made by a member of staff. The allegations made by the member of staff were investigated, whilst considering the duty of care of all concerned. Triathlon Scotland took all available support and appropriate steps to ask the Times not to carry the story which had no integrity. Following the press articles, we took legal advice and with insurance in place we took the decision to terminate the member of staff's contract of employment. The employee chose to take the case to employment tribunal and this was heard earlier this year, which came after Triathlon took all appropriate steps to encourage the employee and his representative to withdraw the claim. The Tribunal saw a dismantling of the case and concluded that the case had no basis in the law and was clearly unsupported by the facts. The Tribunal judgement was emphatically in favour of Triathlon Scotland, no criticism was made against any member of staff or departments in the judgement. There was praise given by the Tribunal judges and their advisors for the evidence provided. Dougie thanked everyone who went through an exceptionally stressful period over a couple of years and who appeared at the Tribunal representing Triathlon Scotland integrity. The matter is now concluded beyond the appeal and the findings can be found on the Employment Tribunal Scotland website.

Dougie Cameron thanked everyone in our sport, the staff, technical officials, clubs and club committees, volunteers, coaches, athletes and parents. A personal thank you from Dougie to the board for helping run the organisation with integrity throughout the year.

Close of meeting



## Appendix 1: Attendees

First Name	Surname
Alicia	Deans
Andrew	Chapman
Andy	Salmon
Anji	Udeshi
Bob	Newton
Catriona	Morrison
Craigie-Lee	Paterson
Crawford	Whyte
Dougie	Cameron
Fiona	Lothian
Gary	Shaw
Gavin	Calder
George	Burton
Giles	Lomax
Iain	Todd
Jim	Lockhart
Kevin	Morice
Kevin	Stirling
Louise	Wright
Pamela	Sneddon
Patsy	Craig
Paul	Hawkins
Penny	Rother
Rebecca	Trengove
Richard	Pearson
Terrence	Teixeira
Tom	Stringfellow
Gavin	Davis
David	Duffy
Gary	Shaw