

SGA NEWSLETTER

FROM THE BOARD OF DIRECTORS

October 2010



Message from the President

We have had a few complaints directed at the Board over the past couple of weeks about lack of communication coming from the office. I would like to take this opportunity to stress that communication has been on the increase with the introduction of the new regional newsletters, on-line surveys, a development roadshow, a performance consultation and the presence of development managers supporting clubs in the community. However, where certain sensitive information has not been provided, I would like to assure members that there have been very good reasons why we could not inform you earlier of the extremely difficult decisions that had to be taken.

With public funding being stripped back, sport now has to show it is ready to deliver against its targets. SGA has had to reshape itself within a very tight time scale to justify future investment, especially in relation to performance. While the timing has been far from ideal, expert advice was sought, questioned and then followed.

I must thank the staff for the professional way they went about the business of the association during this unsettling time. Caitriona and Lorna have had an unenviable task of leading this process; however the team has remained motivated & loyal throughout.

Message from the Board of Directors - *A Positive Future for All*

Welcome to this special newsletter, designed to keep members informed about the workings of Scottish Gymnastics over the last few months.

It has been a difficult time for Gymnastics in Scotland and the Board and staff have had a lot to do to keep us moving forward whilst preparing for the Commonwealth Games. Not an easy task, but we can now see where the future lies and we wish to share that with you.

Following the corporate review there have been changes to the SGA staffing structure which can be seen in this Newsletter. The new SGA team is now re-energised and looking forward to working with and supporting the members in the future. One of the significant changes is the merger of the Administration department and the Ethics & Child Protection department forming a new 'Member & Corporate Services Department'. We hope this will offer a better quality of services to our members, putting them at the centre of the business. Core office hours will also be changing from 1 Jan 2011 and will be 9am – 5pm Monday to Friday.

We hope you find this Newsletter from the Board of Directors informative and we plan to continue communicating with you in the near future.

Funding & Income

As a result of changes to the income available to us, Scottish Gymnastics faced an extremely tough situation to which it had to respond. Scottish Gymnastics has had to reduce its costs considerably and take a hard look at what can be achieved with less.

This has meant a complete restructuring of the company and the loss of five valued members of staff by redundancy.

It is sad to see some 'weel kent' faces depart, all of whom have provided good and valuable service over the years. We regret their departure and hope you will join with us in wishing them well for the future.

The new staffing structure is overleaf and we hope you will build a good working relationship with the staff in their new roles. The staff members with responsibility for individual disciplines will be announced shortly along with their contact details. You will also see that as a result of the review and restructuring there is now a new 'Member Services' team in place that puts our members at the centre of the business.

British Gymnastics

As many of you will know by now, British Gymnastics also faces financial issues, including some that we do not. A request was made by BG that all **sportscotland** funding would go directly to BG in the first instance and then be re-distributed back to Scotland. Not unnaturally, **sportscotland** declined this request.

There has also been a request by BG that some SGA technical panels and the volunteers continue to lead and organise Scottish competitions in Scotland with any income going directly to BG. SGA technical panels have stated that this is not acceptable to them and that BG can either run the event in its totality or remove themselves from the process.

SGA has attempted to maintain good working relationships with BG, even involving mediation brokered by UK Sport and **sportscotland**. Whilst initially accepting the mediation agreement, BG has now decided to terminate the agreement in its entirety.

The SGA Board and Chief Executive will continue to negotiate with BG but on the clear understanding that the interests of Scottish Gymnastics are paramount. The SGA Board and staff, with the support of **sportscotland**, are working hard to protect our interests in Scotland.

Performance Review

A review of the SGA performance programme has now been undertaken. Changes to the structure of the performance set up are critical in supporting the development of the sport to deliver success at the Glasgow 2014 Commonwealth Games and beyond. This has had significant impact on how programmes will be delivered, leading to major changes being made at short notice.

For that we must apologise, but the impact the review has had on our plans, along with the 2014 targets and the finances has been dramatic and sudden.

We all know that the public finances are already being drastically cut back; public sector agencies require to become more effective and efficient in their use of public money. It requires to be directed to where the most value can be obtained for the investment made.

All government agencies – **sportscotland**, Scottish Enterprise, Visit Scotland and the like – have been required to undertake similar exercises. As a result of this, substantial changes have been made in how funding is applied and the performance review which was completed shortly afterwards allowed us to respond very quickly to avoid the company running into financial problems which could have been fatal.

Working closely with **sportscotland** a strategy was pursued to bring the sport quickly into a new structure which mirrors the resources available and presents a guarantee of the future leading us to Glasgow 2014.

A summary of the performance report will be released shortly after the Delhi 2010 Games have been closed. As with the staff restructuring, individual rights of people and organisations must be respected and protected as far as possible and work is ongoing to ensure that such publication fairly represents these principles.

Commonwealth Games 2010

We are pleased to confirm that a Scottish Gymnastics team are playing a full part representing their nation in Delhi. As well as the accommodation issues highlighted in the press, Scottish Gymnastics faced contractual difficulties with gymnasts and staff, resulting

in voluntary non-attendance by some who had been booked to go.

However we are grateful to Glasgow Life for releasing staff to support our team in place of those who did not wish to go. We wish the team good luck for a successful games.

Glasgow 2014

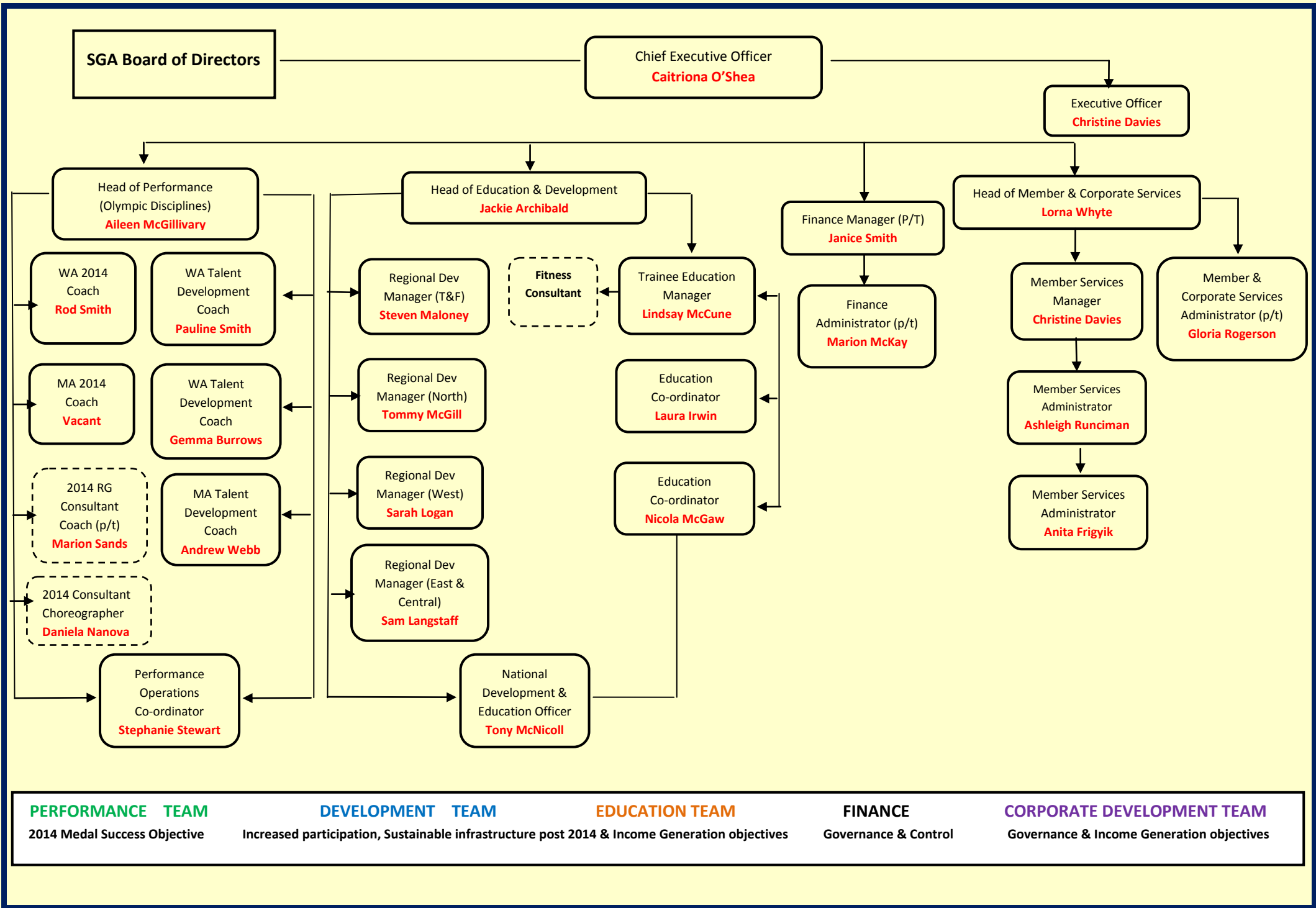
At the close of the Delhi Games, Scottish Gymnastics will take on responsibility for gymnastics at the Glasgow 2014 Games. Much work has already been undertaken with plans well advanced to present the best possible face of Scottish Gymnastics to the world.

Our staff and Board have long experience in the organisation of the Games, many having been involved in Manchester 2002 and Edinburgh 1986 as well as the Millenium Youth Games in 2000.

We look forward to acting as the host nation and working with **sportscotland** and our clubs to ensure the maximum possible benefit to sport generally and gymnastics in particular.

We have a real opportunity at community level to leave a lasting legacy of which we can all be proud.





PERFORMANCE TEAM

2014 Medal Success Objective

DEVELOPMENT TEAM

Increased participation, Sustainable infrastructure post 2014 & Income Generation objectives

EDUCATION TEAM

FINANCE

Governance & Control

CORPORATE DEVELOPMENT TEAM

Governance & Income Generation objectives