



Structure Review Working Group: Interim Report



In March 2019 the Structure Review Working Group created a survey to gain feedback from members regarding some areas about which they felt there was a need for wider views. The responses were gathered on Survey Monkey and provided feedback to the questions.

The Working Group committed to share the feedback with members and this report gives a flavour of the responses. The Working Group will now look at these answers in more detail and consider options raised in the survey. Once the proposals have been developed there will be further consultation before members are asked to vote on any proposed changes.

Five headline statements that have emerged from the members views, that will underpin future proposals are:

1. All positions should be filled by the persons with right competencies, regardless of their gender.
2. There should be one national committee for male and female, in equal numbers, to address issues facing the sport.
3. The national committee should be comprised of members from each ice rink.
4. People with protected characteristics should be encouraged into curling. The methods of getting such people into the sport will be considered by our development team.
5. We need to explain the current roles and responsibilities that exist (board, committees, staff) and provide detail on any changes.

Detailed analysis of the survey responses

To set the scene, who did we hear from:

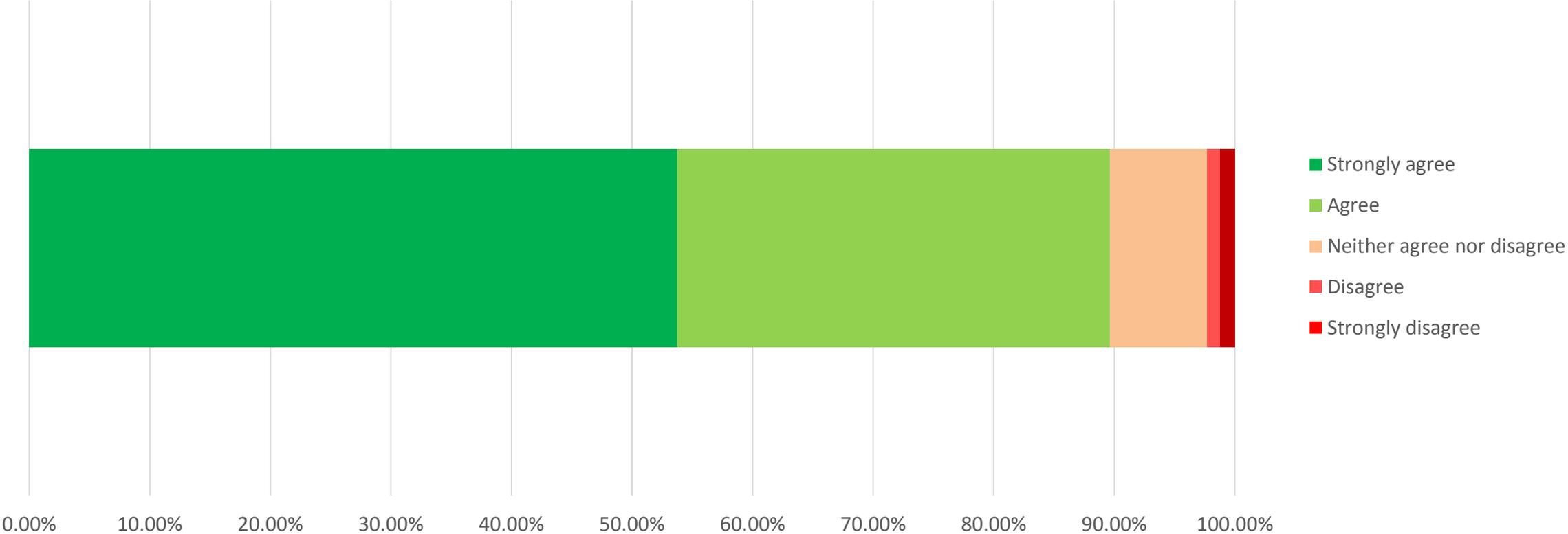
- 923 responses were received (907 were members).
- 54% were male.
- 67% were over 55 years old
- 8% were less than 35 years old

A snapshot of their views were:

- 74% were in favour of a National Members Forum (10% against)
- 77% were in favour of NMF being gender balanced, 1 man and 1 woman per ice rink (7% against)
- The subjects proposed for NMF were generally agreed (+196 comments)
- 52% agree with web streaming the NMF meetings
- 61% agree: President is figurehead, chairs the NMF & attends board meetings
- Twice as many people agree: 1 President (1 year) + 2 Vice Presidents

More detail on the responses is provided in this report on the page after each graph.

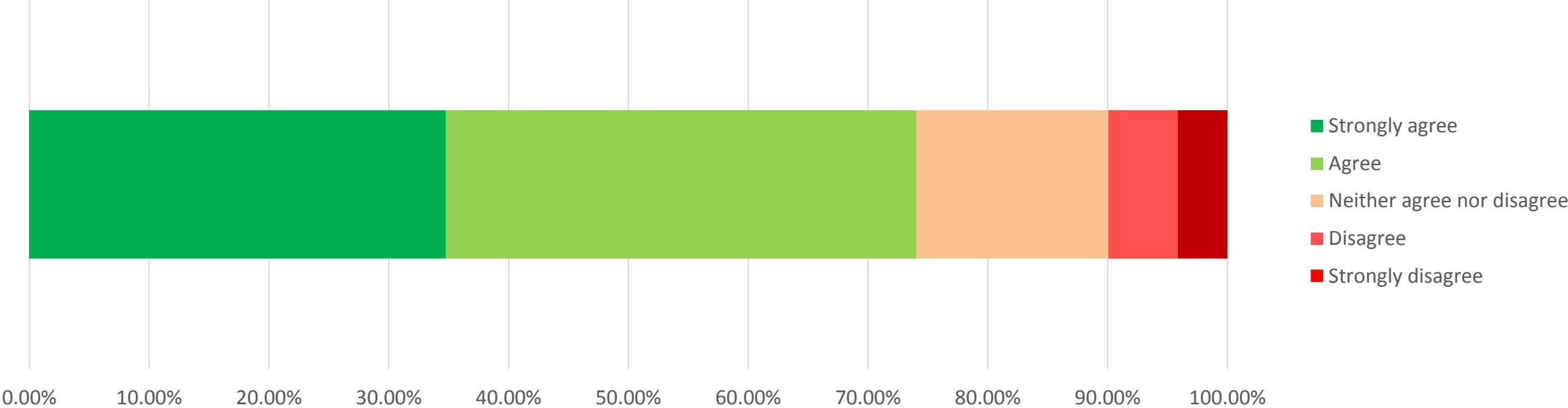
Scottish Curling should create a modern structure that represents the membership and wider society in Scotland, making it ready to face the challenges of the future.



Q1. Scottish Curling should create a modern structure that represents the membership and wider society in Scotland, making it ready to face the challenges of the future.

- Comments: (115)
- We cannot represent membership AND wider society as they are different
- Need to be forward looking and represent younger future, not ageing membership
- Need more information on “who does what” for Scottish Curling
- Not everything in the current structure is flawed, talk up the good things
- Grass roots members must remain at the centre of all we do
- Consolidate successes, innovate, evolve and encourage diversity and new members

To promote diversity and inclusion, the creation of a single National Members Forum, more representative of our membership, should replace the Areas Standing Committee and Ladies Standing Committee.

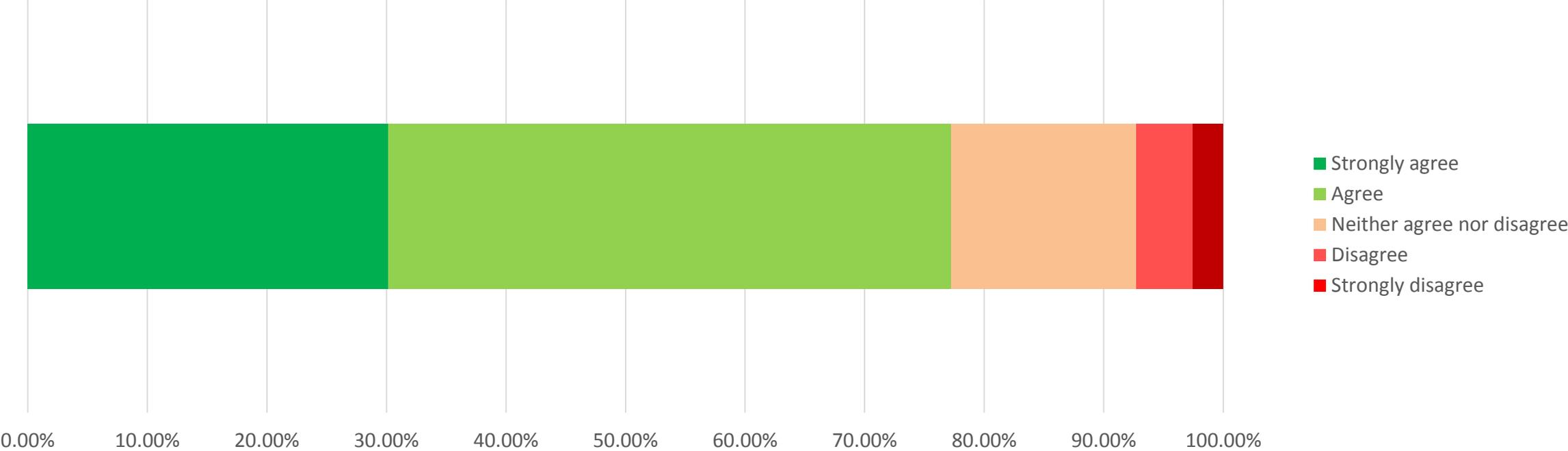


Q2. To promote diversity and inclusion, the creation of a single National Members Forum, more representative of our membership, should replace the Areas Standing Committee and Ladies Standing Committee.

Comments: (126)

- Fairer, more balanced, forward thinking. Too good to be true!
- Forum should represent and reflect future membership
- There should be a phased transition to a new structure
- What is it for? The NMF must be able to create action, drive change, etc.
- ASC and LSC can just be merged into one committee or “Council of Members”
- Some consider the ASC & LSC are diverse and interested in growing the game
- Women must be able to continue at local level with “Ladies Centres”
- Forum is not the right word (sounds like a talking shop) prefer Committee

The National Members Forum would ideally be gender balanced and have up to 2 member representatives from each ice rink.



Q3. The National Members Forum would ideally be gender balanced and have up to 2 member representatives from each ice rink.

Comments: (200)

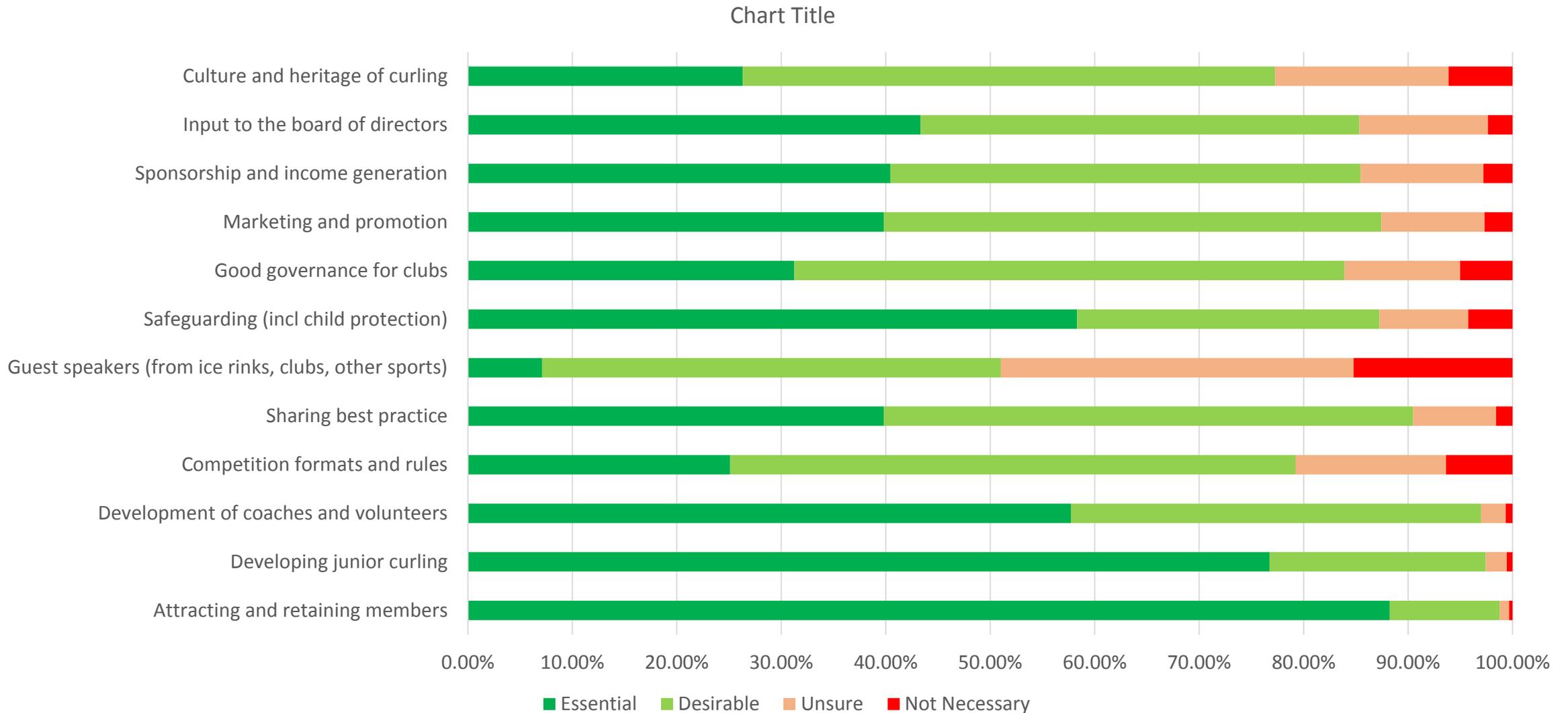
- Agree to gender balance but suggestion we need more young people involved
- Best person for the job, passion for curling, skills, time availability: ahead of gender.
- Time and place of meetings will be critical to attract working people
- Some prefer “Areas” over “Ice Rinks”
- Concerns it is too large to be an effective forum, some want more reps per rink.
- Development Groups are currently driving local development: must be part of it.
- Forum members need to have a term limit to prevent stagnation

Q4. The National Members Forum should ideally have representatives from under-represented groups within the sport such as: disability, students, LGBT, ethnic minorities, etc. how would you suggest putting this into practice?

Comments: (618)

- Nonsense, get the best people for the job – they may already be there.
- Keep it simple, set up NMF first, then see if there is an absence of minorities
- Use the Equalities Working Group not NMF to represent the interests of such groups
- Minority groups may be encouraged to lobby the NMF with any issues
- Objective is to promote the game itself not minorities within it
- Digital solutions like web-streaming can ensure everyone can engage
- Form a committee to look into this, don't force it, no need to rush it.
- Start slowly, with the biggest under-represented group first
- Young people must be included somehow as a voiceless minority and as the future.

What subject areas would you expect the National Members Forum to prioritise and debate?
 Some examples are shown below but we would encourage you to add your own ideas

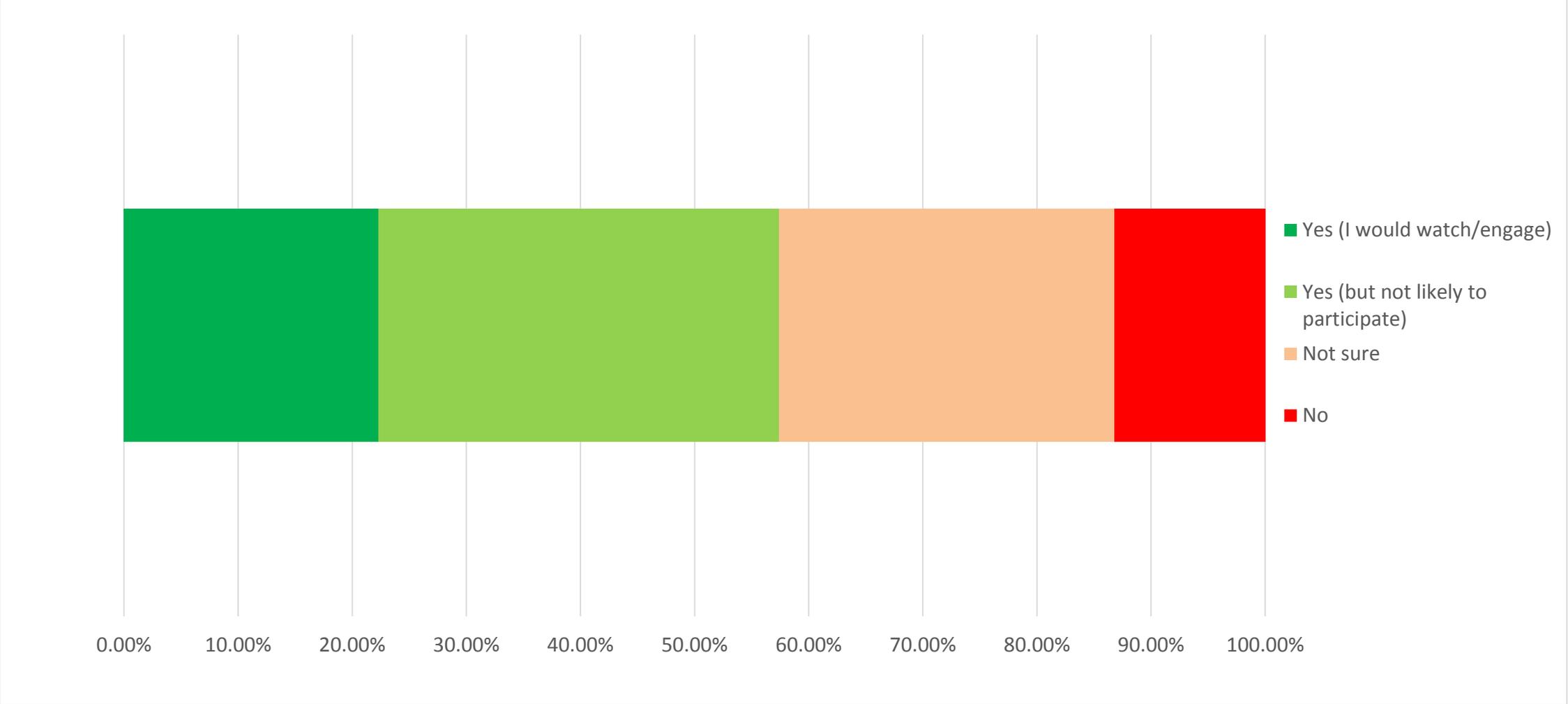


Q5 What subject areas would you expect the National Members Forum to prioritise and debate? Some examples are shown below but we would encourage you to add your own ideas.

Comments: (196)

- Encourage participation in championships, not just elite players
- Collaboration between ice rinks, sharing best practice and ideas
- Developing tactical and technical skills for club players
- Communication with grass roots curlers
- RCCC identity
- TV, web and social media promotion
- Reducing costs, how to deal with VAT
- Develop clear pathway to club membership
- Portable curling rink?
- Making curling more attractive and something everyone wants to be part of
- Shorter game options, formats for individuals as well as teams
- Health benefits of curling and how to avoid injuries (esp hip and knee joints)
- Engaging adult beginners and improvers
- Developing schools curling programmes
- How to remove stick delivery stigma
- How to make the most of technology
- Retaining curlers beyond juniors
- Effective club structures

Do you believe that web-streaming of the proposed National Members Forum meetings would be of benefit to the members?



Q6. Do you believe that web-streaming of the proposed National Members Forum meetings would be of benefit to the members?

Comments: (90)

- Worth trying
- It would be good for transparency but might inhibit open discussion
- An email or video summary from the chairman or webinex with members
- Most people are too busy to watch things like that and not interested
- Some sections might be private and not be broadcast
- This is not inclusive

The President is an important position within the structure of the organisation and is open to any member to apply. Please indicate your preferred option in relation to the role of the President:



Q7. The President is an important position within the structure of the organisation and is open to any member to apply. Please indicate your preferred option in relation to the role of the President:

Comments: (57)

- The President is head of a membership body must be able to reflect member wishes
- The fourth option requires a lot of different skills
- A lot for a volunteer to do. Depends on the capacity of the President and support available
- Don't like the term figurehead
- President or vice should attend ALL RCCC competitions. The president should chair all meetings
- We can have multiple 'figureheads' to display the diversity
- President should be able to delegate chair of NMF to a chair elected by NMF
- The President and CEO act as conduits between the Forum and Board
- The right president could do a very good job however the opposite also holds true
- All three roles are very time consuming and may restrict applications
- Members should feel unconstrained in forum discussion, should elect own chairperson

The Working Group would like to get your opinion on the following proposals for future Office Bearers. Please indicate which of the options you would prefer or specify an alternative proposal:



Q8. The Working Group would like to get your opinion on the following proposals for future Office Bearers. Please indicate which of the options you would prefer or specify an alternative proposal:

Comments: (235)

- Option 1 allows best candidate to be appointed, man or woman.
- Pres, VP, JVP without gender alternation
- What if only men apply? Avoid gender based rules.
- 2 Presidents each year, one man and one woman, share the workload
- Three Vice Presidents with at least one man and one woman. Possibly a three year term and involved in Committee structure.
- Two (or three) year tenure not one year?
- Just being a committed long standing curler is not enough
- Men should have Ice Rink reps like Ladies Centres do
- Abolish presidents and use the board of directors
- Remain as is. There is no restriction on a woman being president.

Q9. Please use the comments box below if you'd like to make any additional points on the issues raised in this survey comments:

- Thank you for consulting with members through different channels. I hope you get the input you need and subsequent support from members to improve, change for the better and suitable for 2020s and beyond.
- It needs to be clear where the division of responsibility is between the Forum and the Board and Staff.
- The forum must be able to see decisions and change actioned timeously and not drowned in layers / levels of further bureaucracy. We cannot let years of discussion go by until it's too late to save the sport or have local ice rinks available
- Keep things as they were, don't change nothing for the sake of political correctness
- Delighted that this reorganisation is being undertaken- long overdue! Sensible suggestions being put forward.
- Be bold and do not get too tied up in interminable member consultation
- You are heading in the right direction - keep going!
- Maybe its time to review relevance of Areas, Provinces, Rinks, Leagues overlapping and confused

Q9. More comments:

- This survey is loaded for change.
- The proposals are not very innovative.
- By insisting on gender based equality you are weakening the overall structure. I am female and would be insulted to be selected just for being female rather than because I am a more suitable candidate.
- Too many in blue blazers from tours or serving in positions who act like an old boys club
- Beware of political correctness distracting from the main task of getting more people of any background curling.
- Daytime meetings discourage working people from getting involved
- The NMF should hold the board to account
- Gender balance should be encouraged not forced

Q9. Final comments

- Scottish curling should not have a separate Ladies branch it should be equal in all areas including having a female president.
- The future of curling depends on attracting young curlers. I believe a co-ordinated program aimed at schools, selling the sport and subsequently creating incubator groups is essential.
- Rotation of members on the National Members Forum would seem sensible
- Concentrate on getting more people playing and supporting the facilities
- I still feel there is a place for Ladies Centres
- The biggest issue for most clubs is how to attract more members.
- This NMF must be transparent and representative with opportunities for all members to contribute, if they choose to.
- Scottish Curling needs to focus firmly on providing the ordinary club curler with good reason to remain a member of Scottish Curling
- Marketing and communication is key, to attract new people into the sport.