

# Snowsport England Ltd

## Minutes of a Board meeting held 17<sup>th</sup> March 2020 video conference call 13.00 – 16.00

### Attendance

JH	Jamie Horner	Chair (joined at point 3)
SL	Simon Levene	Finance Director / Deputy Chair
ID	Ian Davis	Director
CV	Crispin Vitoria	Director (by conference call)
ZH	Zena Huelin	Members Director
CS	Chris Stroud	Members Director
SM	Stephen Metheringham	New Director (to be appointed)
OM	Oliver Mitchell	New Director (to be appointed)
GS	Greg Sturge	New Director (to be appointed)
TF	Tim Fawke	Chief Executive / Director
JD	Jan Doyle	Head of Development
CP	Claire Pennell	Operations Manager / company Secretary

### Apologies:

MA	Morwenna Angove	Director
JN	James Nickson	Director

#### 1. CHAIRS WELCOME

SL welcomed everyone to the meeting in JH absence. All Directors were introduced to the new Directors and GS, OM, SM all gave a brief summary of their backgrounds.

#### 2. NOTICE, QUORUM AND CHAIR

SL reported that due notice of the meeting had been given and that a quorum was present.

#### 3. DECLARATION OF INTERESTS

All Directors present confirmed that they had no direct or indirect interest to further declare as required by Section 177 of the Companies Act 2006 and our Articles.

#### 4. MINUTES OF MEETINGS HELD ON 16<sup>TH</sup> JANUARY 2020

The minutes of the above-Board meeting were agreed and signed as a true and accurate record.

#### 5. MATTERS ARISING FROM PREVIOUS MEETINGS

See action log for details.

Actions completed or deleted. 7,9,10

Actions part completed and updated 3

Actions, outstanding. 1,2,4,5,6,8

## 6. WELFARE AND SAFEGUARDING REPORT

TF went through BO safeguarding report. BO is finalising the report for our safeguarding standards to go back to the CPSU. No additional feedback for the future action from the board.

BO will be contacting all directors that didn't attend the board training to run a webinar for them.

Zena Huelin will take on the board safeguarding champion role from TF

JH outlined that a barrister has been appointed to support Bridget in the case that has gone to Sport Resolutions. This is now progressing and preliminary matters will be dealt with in April. No day for final hearing has been set. We will need to look at future processes and the support available to BO.

## 7. CHAIR REPORT

### (i) Coronavirus (covid-19) update

This has taken considerable time from the whole team and board directors. JH thanked SL, CV, JD and CP for their work in the absence of TF. The positive news was that no one from the English Alpine Championships has been reported as having coronavirus.

However, this has had an impact on courses and camps we have had to cancel and we have decided to cancel all course and races to the 1<sup>st</sup> May. Board also agreed to cancel the BASS races in Landgraaf which were due to take place on the 23<sup>rd</sup> May.

### (ii) Appointment of new directors

JH proposed the appointment of the 3 new directors, Greg Sturge, Oliver Mitchel who are to be focussed on inclusivity and diversity as well as grant funding and student activity. Stephen Metherringham is someone with first hand knowledge of regions and clubs.

This proposal was unanimously agreed, and they were all confirmed as Directors of Snowsport England. CP to process the necessary paperwork and TF to carry out inductions.

### (iii) Remuneration committee report (verbal as meeting before board meeting)

An update was given to the board from the remuneration committee meeting held before the board meeting. This was agreed, subject to the minutes of the remuneration committee been circulated post board meeting.

## 8. COMMERCIAL / FINANCIAL / BUDGET

### (i) Finance report / 2019 Accounts /2020 budget

SL went through the Q4 figures and overall, 2019 pre-audited accounts.

#### **Alpine**

Q4 results for Alpine were slightly ahead of budget, however you will see that activity levels shown for Q4 were much higher than expected. This was due to timing differences between the date of the Lowland championships (both expected and actual) and that income being

reflected in the accounting system. Q4 also includes the 2019 Bormio sponsorship which has boosted income in this period.

For the year, Alpine returned a result that was above budget and as one of the two departments that are expected to make larger surpluses, Alpines positive results are important to the entire organisation. We should extend our thanks to the Alpine Committee for their excellent efforts through the year and to the English Alpine Champs organising group for the substantial contribution this event makes within the overall Alpine results.

### **Talent Squads**

The activity processed within the Talent Squad department was lower through the year than budgeted, although the overall surplus for the year was more positive than budgeted. With the development of the Alpine Pathway programme, subject to how this will be accounted for across departments, we should see 'talent squad' activity increase in 2020 and 2021.

### **Central Services**

Both the Q4 and full year results for Central Services showed a slightly larger than budgeted loss. This was due to slightly lower income levels than predicted and the Bormio sponsorship income being transferred to Alpine. Costs shown include additional end of year provisions. With these costs removed, Central Services would have come in above budget.

### **Coaching**

In Q1, the Coaching department had a deficit when it should have returned a surplus. This was identified at the time and closer monitoring put in place; however, this damaged the results for the year.

Overall Coaching is down over £11k on the year and this has had a direct impact on the overall company results. Whilst better monitoring processes are in place for 2020, attention needs to be kept on Coaching through the year.

### **Freestyle**

The costs for Freestyle in Q4 were much higher than expected, in part due to events where income was recognised in Q3 but costs accounted for in Q4. Looking at the year as a whole, Freestyle returned a strong surplus when it was budgeted to return a small loss and this was in part due to higher than expected participation at events as well as subsidies through the Sport England grant.

### **Nordic**

Q4 performance was slightly better than budgeted and looking at the year as a whole, Nordic returned a higher surplus than expected.

### **Schools**

A very active and positive Q4 with some well supported courses resulted in a Q4 surplus that was well above budget enabled the Schools department to return a healthy surplus for the year when it was budgeted to return a deficit.

### **Sport England**

Year to date (end 2019) spend on the Sport England year 3 grant was on track and all funds will be spent within the year.

### **Overall full year [pre-audit] results**

The budget for 2019 predicted an annual deficit of £35, so roughly 'break even'. Whilst Alpine performed well, supported by a good 2019 English Alpine Championships and larger than expected overall race event turnout, coaching massively under-performed. This bought us in slightly above budget and just in surplus for the year, even accounting for the provisions for an ongoing Safeguarding case fee.

This performance in 2019 needs to be put in the context of a further reduction of £33k in the Sport England grant between 2018 and 2019 without any reduction of the services provided to members.

At this time, we also need to reference the Coronavirus (Covid 19) and its potential impact on 2020 results. We were very fortunate that the English Alpine Championships ended before restrictions in Italy (and then across Europe) were imposed. With the early curtailment of the 2019/20 ski season we will see a reduction in income in Q2 and efforts will be needed to minimise costs associated with any events held or cancelled. It is hoped that the UK summer race season is not impacted by Covid 19, however we will have to review this in April/ May as more is known.

(ii) Hand over from Rupert Vitoria (RV) – next steps

The hand over from RV was completed. Contacts will be followed up when the timing is right. JH wish to thank RV for his work.

## **9. OPERATIONS TEAM REPORT (OPS) REPORT**

TF presented his report

(i) English Alpine Championships – report

TF briefly summarised the event and thanked all the volunteers that help make this a fantastic championship. SM confirmed this was the best one yet that he had attended. SL who was on the organisation team was hugely impressed with the event and had written to all the volunteers to thank them. He had talk to many people in the resort and everyone was hugely positive about the event and not a negative comment came back.

(ii) GO SKI GO BOARD /Campaigns review

TF presented a report on future campaigns and GO SKI GO BOARD that Luke Williams put together and agreed the direction this was heading in was the right one.

(iii) Sport England

JD gave an update from recent Sport England meetings. No major changes to the information already received in regards to the future funding submission. Although there is an aim to make this a simpler process than previous submissions.

Sport England are also looking at the impact coronavirus is having and what support maybe required.

(iv) Key objectives

Due to Covid-19 the work to develop key objectives and have the fuller detail has yet to be completed.

## **10. TALENT**

(i) Presentation from Ian Findley – Talent strategy

IF presented an update on the talent strategy that is being put in place. Below are the main key objectives he went through

Objective One: GBS/SSE to lead on the development of seamless discipline specific talent pathways.

Objective Two: SE alignment and resource contribution to the GBS Snowsport Strategy.

Objective Three: Support the development of the current GBS led coaching programmes across the home nations.

Objective Four: GBS/SSE to setup progressive learning environments that benefit the integration of world-class performance and world class participation

Objective Five: Influence and manage the athlete planning process for athletes that GBS profile that have the potential to progress within the talent pathway

(ii) Presentation from Julian Sambles (JS)– Alpine Pathway

JS went through the high-level plans for alpine which links to the work that IF is putting together on the Talent strategy. This in the short terms is to be self-funded however implementation would happen quicker and would be more inclusive.

## **11. COMMITTEE STRUCTURE / REMIT**

The revised approach to the committee restructure has been discussed with committee chairs and some regional chairs and has been received positively. The next step is to draft the revised Terms of Reference for each committee/ group and consult on these. The aim is to have these ToR's drafted within 4 weeks.

### **DATES FOR 2020 (LOCATIONS TBC)**

19th May 2020

11th June 2020 + AGM

8th September 2020 (Longer day with training and discussion time)

19th November 2020