

Snowsport England Ltd**Minutes of a Board meeting held 18th March 2021
video conference call 10.00-12.00****Attendance**

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| LW | Louise wright | Chair |
| SL | Simon Levene | Finance Director |
| MA | Morwenna Angove | Director |
| CS | Chris Stroud | Members Director |
| SM | Stephen Metherringham | Director |
| OM | Oliver Mitchell | Director |
| ID | Ian Davis | Director |
| CV | Crispin Vitoria | Director |
| GS | Greg Sturge | Director |
| ZH | Zena Huelin | Members Director |
| TF | Tim Fawke | Chief Executive / Director |
| JD | Jan Doyle | Head of Development |
| CP | Claire Pennell | Operations Manager / Company Secretary |
| BO | Bridget Owen | Lead Welfare Officer (item 6) |
| JJ | Jade Joseph | Observers – Campbell Tickle |
| JB | Jackie Bryson | Observers – Campbell Tickle |

Apologies:

No apologies

1. CHAIRS WELCOME

LW welcomed everyone to the meeting and invited Sade Joseph and Jackie Bryson from Campbell Tickle to introduce themselves.

2. NOTICE, QUORUM AND CHAIR

LW 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 19TH JANUARY

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

5. MATTERS ARISING FROM PREVIOUS MEETINGS

These either been completed or on the agenda.

See action log for details.

Actions completed or deleted. 23,39,41,42,44

Actions part completed and updated. 24,31,32,37,38,40

Actions, outstanding. 43

6. LEAD OFFICER SAFEGUARDING REPORT

BO was invited to give her annual Board update.

BO has updated the Snowsafe policy and tool kit. This will go to the Safeguarding committee for approval in April and then to the Board for approval.

The CPSU has change their timing and the annual review will be in June rather than March. BO went through her list of priorities for next year and invited the Board to put forward any items to be considered. Main area will be the introduction of an adult policy for safeguarding.

CV asked regarding information which is shared to the Board regarding cases and that there needs to be an overview so that the Board can understand the sort of cases and the risk involved for the organisation. It was agreed that no personal information should be included here and if there was a circumstance where the case detail would make it obvious who a person or persons where this would only be shared with the safeguarding committee and the Chair.

SL asked if there was a list of clubs that weren't showing the safeguarding information on the website so they could help chase through their contacts. BO to share list.

BO will also be in touch with any directors that haven't had a safeguarding induction.

7. CHAIR REPORT

Director roles

LW asked for all Directors to feedback on the roles assigned to them which was based on discussion with the directors and their skills. If all directors could feedback by Friday 26th March.

Further detail will be added about what is expected of each of the roles and agreed with each Director.

GBS

There have been articles about GBS in the Daily Mail which GBS are dealing with. They dispute the facts presented in the articles and are seeking legal advice.

LW said she was fully supportive of GBS and the actions they are proposing and will update board when further information is available, LW clarified UK Sport was fully supportive and athletes are also unhappy with the articles and fully supportive of GBS.



TF highlighted the potential impact on our future funding from Sport England.

JD highlighted that while not in our control the costs for athletes attending academies is a similar amount and we may find other areas get drawn into the media spotlight.

LW highlight the salaries as a main issue and would follow up with TF to make sure we can't be targeted in a similar way.

Complaint

LW confirmed to the Board that a complaint had been received. A request for this to be dealt with by an independent had been received and the board agreed to this subject to agreement from all parties.

SL also suggested that a disciplinary subcommittee of the Board should be put in place consisting of LW, ID, TF and potentially one more to make sure any disciplinary issues are dealt with in an appropriate manner and according to our policies. This was approved by the board.

Committees

The future participation of a member of the Alpine Committee was discussed. Due to the number of issues being caused by this individual, their non-supportive nature and the amount of time and energy being used up by both the central team and the Board on addressing issues created by this individual, it was unanimously agreed that the Chair of Alpine is informed that the Board will not support this individual continuing on the Alpine Committee.

Talent

LW had had meeting with Mark Ritchie (GBS) and Ian Findlay to finalise a joint VMOST (Vision, Mission, Objective, Strategy and Tactics) and work on an athlete's tracker which will provide much more detail on athletes in the pathway and how they have moved through. This will help inform our future decisions and be essential in any funding submission.

8. CEO REPORT

Kick start campaign and linking with the Olympics

TF went through a presentation on the plans regarding kickstarting activity campaign and how we can benefit the most from the Olympics.

There was a good discussion regarding the presentation with the following key points

- We may need to revisit our Vision and Mission to make sure it is right as we come out of covid-19
- With limited resources it looks like we are trying to do too much and we need to simplify what we are doing
- The initial phase is recover.



- What are the key targets and goals we are wanting to achieve?

It was agreed LW and TF would take the feedback and discuss the next steps.

Committees

There is still on-going recruitment for the Participation and insight committee and the Talent management group. TF report an online induction was completed for the committee members. Really positive feedback and some ideas of how to develop further. A 2nd induction will be done to pick up the new members recruited later this year.

The following committee members were ratified by the board.

| | |
|---------------|-----------------|
| Alpine | |
| | Lloyd Jenkins |
| | Mary Calvert |
| | David Manns |
| | Paul Telling |
| | Julian Sambles |
| | Gareth Case |
| | David Eaves |
| | David Chapman |
| | Andrew Hjort |
| | Sally Bartlett |
| CTP | |
| | Richard Barbour |
| | Ryan Grewcock |
| | Baden Knifton |
| | Mike Barker |
| | Chris Exall |
| | Tomasz Ondrusz |
| | John Shedden |
| | Ian Findlay |
| | John Greenwood |
| | Carla Broderick |
| | Simon Bannister |
| | Taryn Archbold |

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|----------------------|-----------------------|
| Freestyle | |
| | Martin Carr |
| | Rob Taylor |
| | Ania Wasielewska |
| | Jeff Blackburn Elliot |
| | Ian Danby |
| | Ian Findlay |
| | Harry Cootes |
| | Adam Boyle |
| | Andrew Norris |
| | John Cresswell |
| | Piers Lincoln |
| | |
| | |
| Nordic | |
| | Fern Cates |
| | Andy Robinson |
| | Thea Waites |
| | Mary Wray |
| | Adam Pinney |
| | John Holgate |
| | Glennis Dore |
| | Mike Smith |
| | Amy Gumbrell |
| | Martin Watkins |
| | Alan Mitcham |
| | |
| Participation | |
| | Laura Greenwood |
| | |



CS asked about the sub committees. Which will be added in and confirmed at the next board meeting.

TF outline plans to list clear KPI for each committee. This will start with Alpine and coaching as the largest committees.

Academy review

TF set out the need for a review of how we work with Academies and what value we offer to them. There have been a number of challenges and it would be good to clarify what it is they require from Snowsport England, how we can support them and also what we would like them to do to help the sport and develop a positive culture.

Lapse Member survey

The positive news from this survey is that over 70% of the responses said they will re-join when regulations allow activity again.

9. FINANCE

SL presented the finance report

The financial year end for Snowsport England is 31 December and the accounts for the year to the end of 2020 have now been closed. SL reviewed the financial results for the final quarter and more importantly for the year. The audit for the 2020 Financial Statements is underway and is scheduled to be finalised in time for the May Board meeting.

As we know, 2020 was a unique year. For Snowsport it started excellently with the English Alpine Champs being the biggest and most successful ever, but as this event ended the lockdown in Lombardy, Italy started and was immediately followed by the first of the lockdowns in the UK and the cancellation of most Snowsport England activities.

Through 2020, we as a Board closely monitored our financial position, using our multi-year forecast model, as well as active monitoring of our expenditure. The central team adapted and focussed on providing tremendous support to our members, clubs and regions, whilst working remotely and our thanks go to them for their excellent work and resilience.

Our original 2020 budget projected a loss of £8k, mainly due to the ongoing reduction in the Sport England grant. Using our forecasting we projected our loss to remain at around this level and our (unaudited) net loss for the period is £10.5k. Needless to say, attaining a financial result so close to that originally budgeted in 2020 with Covid 19 and the mass cancellation of activities was a good outcome in an unprecedented year.



Quarter 4 is typically projected as a loss-making quarter for SE and the result for the quarter was as forecast. There was minimal activity compared to original plans due to the second national lockdown.

A slight frustration from an accounting perspective has been that our accountants make adjustments to prior quarter results after they have been finalised. I would rather this was recognised in the quarter we are reporting on and explained in the notes going forward.

Looking forward, there is no change to the forecast model we last reviewed in January. Based on the expectation that we should be able to run some coaching courses late in Q2 and that race activity will re-start in early Q3, we are forecasting a loss of up to £80k.

10. SPORT ENGLAND

Report was submitted by JD in the board pack. Further discussion would be deferred to the next board agenda. Any question to be sent to JD

11. EXTERNAL BOARD EVALUATION

The survey has been completed and analysis started as this will help inform the interviews which will take place over the next week. In addition a focus group for the committee chairs will take place to help the link to committees.

12. DOCUMENTS FOR APPROVAL

TF to link with SM on the membership rules and regulations

DAP There has been a further update from GBS which is a really positive step as they have someone in post who will lead this area of work. This will impact on the plans we had in place for our Diversity Action Group (DAG). TF is speaking to Chris Scott (GBS) and will follow up with OM, GS and LW to agree the next steps.

There is also some confusion on how the Equality standards and the DAP and how they all link together. Initially the DAP was very much focused on the Board diversity but has naturally expanded to other areas. The Sport councils are reviewing the equality standards to help give more clarity on this. There review will not be completed until the end of 2021 which will mean some changes to the requirements.

We have been given a person to help support the work to go through the Equality standards and I believe we should start this work however we should wait to submit until the new framework has been launched. EDI (Equality, Diversity and Inclusion) will now become a standing item on our agenda.

13. AOB

No AOB items

