

**Minutes of a Board meeting held 28th June 2022
video conference call 10.00 – 12.00**

Attendance:

SL	Simon Levene	Finance Director
MA	Morwenna Angove	Director
OM	Oliver Mitchell	Director
GS	Greg Sturge	Director
TF	Tim Fawke	Chief Executive / Director
CS	Chris Stroud	Members Director
ZH	Zena Huelin	Members Director
CP	Claire Pennell	Company Secretary

Apologies:

LW	Louise wright	Chair
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2. NOTICE, QUORUM AND CHAIR

MA reported that due notice of the meeting had been given and that a quorum was present. Due to LW being signed off MA chaired the meeting.

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. APPROVAL OF MINUTES AND ACTION LOG

Minutes from the meeting on 26th April 2022 were approved.

5. SAFEGUARDING AND WELFARE

ZH updated the board on the safeguarding report, and she had spoken to Anthony before the board meeting, and he is settling in well. He also reported that he had a lot of positive feedback from CPSU/ Anne Craft trust about Bridget and the work she had done and that Snowsport England was ahead of most other sports.

There were no graphs in the report as Anthony is in the process of setting up Globocol and will use the dashboard in there for future reports.

TF commented that Anthony had a lot of information handed over from Bridget and he is now doing a lot of training and having time to digest all of this. All seems to be progressing okay.



TF stated the Whyte review into British Gymnastics has now been published and Sport England and UK Sport are viewing this through 3 lenses:

- (i) What this means for BG (British Gymnastic)
- (ii) What it means for Sport England & UK Sport
- (iii) What it means for the wider sport sector

They have made it clear that this is a very good and comprehensive report and recommend we should all read it. Whilst there are clear recommendations for BG, there are many wider points within the document. Sport England and UK Sport are going to take time to consider the report before any actions are decided upon.

There was a letter from the CEO forum to go to the government regarding a proposed independent body for safeguarding like UKAD. They have now decided not to send this, but the CEO forum will be involved in dialogue to help discuss possible solutions to help NGB deal with safeguarding cases.

The Board approved the revised DBS policy.

6. EQUALITY, DIVERSITY & INCLUSION

OM updated the board on the progress with getting the Transgender and non-binary policy agreed by all HN's and GBS. SSS have now agreed to this policy but there are some further amendments to make before it can be published as a joint UK policy. The aim is to have this completed by the end of the year. OM to provide an update at the October board meeting.

There are still further questions to be answered, and consultation and research to be done to help develop this policy further.

TF outlined numerous meetings he had attended on this and learning from some other sports who have had considerable challenges with their policies. SRA are looking to put on a workshop to help sport to develop their policies and take the findings from these other sports.

TF also stated that the policy was one issue, but the rollout and training to implement a policy also needs to be considered.

7. SPORT ENGLAND

TF went through the initial steps from our submission that we need to report back to Sport England in September on. They are still working out how they will evaluate beyond this, and they are consulting at the moment with a timeline to have this agreed by the end of the year.



Talent

We have had a call and have some feedback from Sport England. This suggests that the amount we have asked for is too high, and also, we need to align to the GBS progression funding. This won't be agreed until after the UK Sport board have met and agreed GBS funding and considered where the progression funding will be used.

8. STAFF STRUCTURE

TF updated on the progress with recruiting to the new staff structure which was progressing well.

SL had spoken to Jan Doyle who left in June and passed on her thanks to the board.

9. STRATEGY

TF updated on the progress with the strategy and the implementation plan. This will be updated further and the implementation plan for 2023 and 2024 will be added before the end of the year.

This will be reported back at each board meeting with a rag rating on each item.

10. FINANCE

SL went through the email he sent regarding the audited accounts. These were approved by email and there were no further questions

SL went through the email he had sent on the Q1 accounts. These were approved by email and there were no further questions

11. BOARD SKILLS & EVALUATION**SKILLS**

The board discussed the skills Audit. It was agreed that all directors should sense check their scores and feedback any changes to TF. TF would get GC (Gareth Case's) scores assuming he is recruited at the AGM.

It was agreed that we may need to look at other training for directors especially.

TF stated we needed to pull a nominations committee together for the recruitment process. MA, GS, SL and TF agreed to join with potential for GC as well.

Evaluation

We need to complete an internal board evaluation. It was agreed that OM would review the evaluation form with TF and get this circulated.

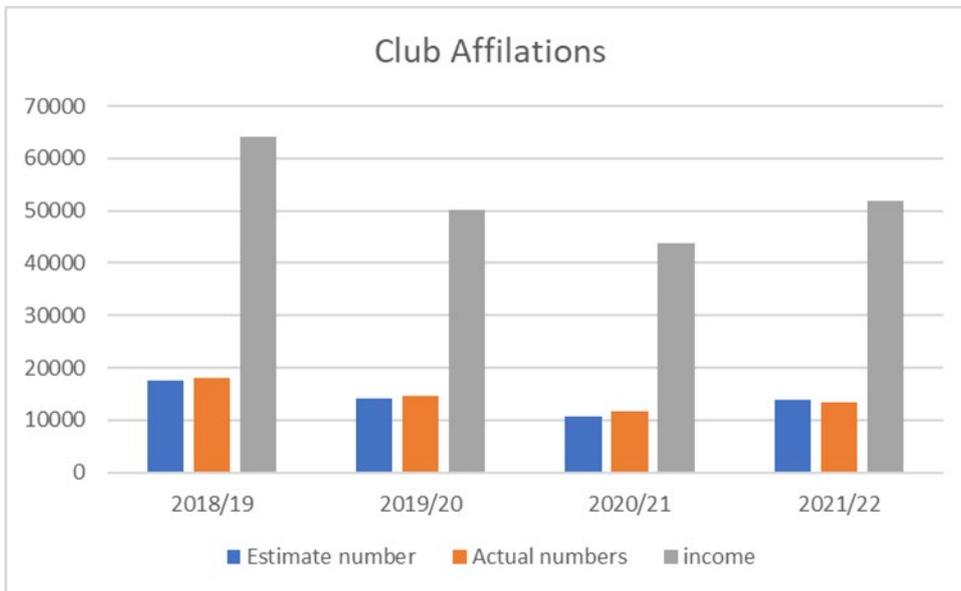


12. CEO REPORT

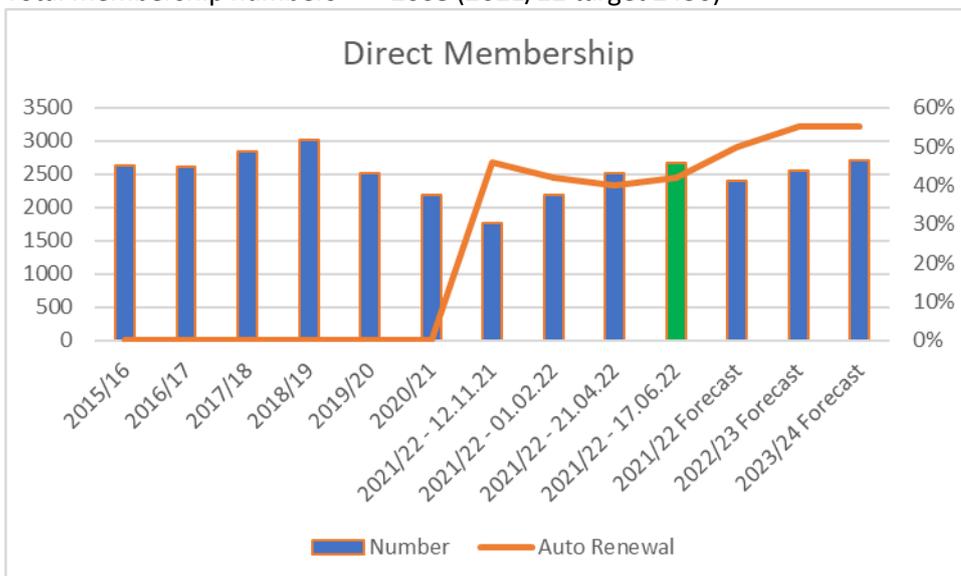
TF presented his report to the board. TF explained it had been a challenging time due to reduced staff and going through the recruitment process. Both Claire and Ryan were working hard to stay on top of the work.

Membership has moved further ahead of budgeted expectations for the year and club affiliations are in line with budget which is good to see.

Number clubs **79**
Number members **13458**



Total membership numbers **2668** (2021/22 target 2450)



Volunteers

The board received a report from the Alpine and CTP (Coaching Technical Panel) committees in regards to their recognition and reward plans. TF has fed back to Alpine as there is no detail regarding how to recognise.

Talent

TF updated on the progress with Park & Pipe, Ski Cross and Moguls which are all progressing well. Alpine Squad has been selected for alpine and will be announced on the website soon.

Risk Register

High risk items not covered elsewhere on the agenda

Brexit

No major update or change - Chris Exall has made contact with Holland through IVSI which might help with discussions for coaching their which would help enormously as Landgraaf is a key facility that clubs and academies use.

New items for the risk register –

- (i) Transgender and Non-Binary policy and implementation
- (ii) War in Ukraine

AGM Preparation and Slides

TF went through the slides for the AGM and the pre submitted questions.

13. AOB

MA suggested 1 or 2 Interim board call meetings between now and the next board meeting

SL suggested the potential for a face-to-face board meeting

