

**Minutes of a Board meeting held 6th December 2022
Zoom – 10am – 12.30pm**

Attendance

SL	Simon Levene	Finance Director
MA	Morwenna Angove	Director
GS	Greg Sturge	Director
TF	Tim Fawke	Chief Executive / Director
CS	Chris Stroud	Members Director
GC	Gareth Case	Members Director
EW	Emma Wright	Director
AH	Andrew Howell	Director
MC	Martin Carr	Chair Freestyle Committee
CP	Claire Pennell	Company Secretary

Apologies:

No apologies.

2. NOTICE, QUORUM AND CHAIR

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

3. DECLARATION OF INTERESTS

MA raised a declaration of interest as required by Section 177 of the Companies Act 2006 and our Articles.

MA advised the board that she has been appointed by Intu SGS on a consultancy basis.

4. APPROVAL OF MINUTES AND ACTION LOG

Minutes from the meeting on the 4th of October 2022 were approved.

5. SAFEGUARDING AND WELFARE

GC advised the board that a report will be submitted direct to him from the Safeguarding lead prior to upcoming board meetings.

GC explained that a safeguarding action and wellbeing initiative is being put together to get academies and clubs up to a minimum standard for this season.



A questionnaire will be issued to all clubs and academies for their completion. Discussions are in place for there to be an accreditation put into place to award clubs and academies.

Bormio will be used as a forum to engage with clubs and academies which will be led by GC.

Also, discussions are in place with the Ellie Soutter foundation, and they are happy to offer their support.

MA enquired as to where we are at with safeguarding requirements with all clubs and academies.

TF advised that as part of the affiliation process, various safeguarding requirements need to be met which has slowed down the process of clubs and academies affiliating. As of 2023, insurance will be invalid if all requirements are not met. These were communicated out to all clubs in 2022.

CS pointed out that members had approached him about Snowsport England not accepting certain safeguarding certificates. CS advised by TF that we can only accept the ones on our safeguarding policy.

It was suggested that this needs better communications to the members. Anthony Shaw to review wording to be communicated out.

Further update to be reported to the board in February on the club affiliation progress.

SL requested that Safeguarding metrics should be included in the board pack and GC will follow up with Anthony Shaw and action.

6. EQUALITY, DIVERSITY AND INCLUSION

TF confirmed that Steph Cooke (participation officer) and Jade Gerrard (participation manager) are leading this area and the Snowsport England EDI working group will be meeting in the near future.

EW explained that she is in contact with the vice chair from women in sport and is happy to put them in touch with us, also to share research around trans gender on a sports specific basis.

There was discussion regarding the areas to focus on in terms of EDI. There is an initial focus on Gender and disability while we gain more insight into other areas.



7. FREESTYLE COMMITTEE

MC gave an update to the board on the background of the freestyle committee and plans for the future.

The role of the freestyle committee involves:

- Arrange competitions
- Oversee Freestyle squad
- Deliver monthly Moguls sessions
- Deliver off snow sessions at Graystone
- Train judges so there are ones available for events to take place

MC also advised that his website has links to various events for freestyle enthusiasts and regular communications go out. MC to look at embedding freestyle widget into the Snowsport England website.

SL enquired as to who hosts the freestylesnowsports.co.uk website, which MC advised that he hosts this, and SL asked whether this can be updated so that it has the current snowsport England logo and the snowsport England brand guidelines. CP to share logo pack with MC.

MC added that while there is limited activity going through the freestyle committee due to the talent funding there is more activity within freestyle than there has been for long time

MA thanked MC for the update.

8. FINANCE

SL gave an update to the board on the finance report and the Q3 figures were positive.

Alpine is progressing well, along with coaching, Nordic and ASCL and SCO.

SL also outlined the 2023 draft budget and also mentioned that our grant funding was agreed before the current cost of living crisis and is set and not negotiable. This will lead to additional budget pressures as costs increase but a major section of our income does not.

MA asked if there were any funds available to be used by the team? TF responded that the board would look at any extra spending on a case-by-case basis.

The audit and risk committee met last week to discuss the risk register and presented the updated register. SL went through the high and medium risks which were discussed by the board.



9. BOARD EVALUATION

MA gave an update on the board evaluation, including the five key recommendations from the external board evaluation, discussions around the internal board evaluation, and focus areas for each director and their areas of expertise, to give the board extra clarity around their roles. MA requested that the board feedback on roles and responsibilities to MA by the 31st of December 2022.

The board buddy roles will be put on hold until the new chair is appointed.

MA also updated the board on the progress of the chair recruitment and advised the board that interviews had taken place and a short list had been decided upon by the nominations committee. SL and TF to interview shortlisted candidate face to face on the 13th of December.

10. BOARD 2023 CALENDAR AND AGENDAS

TF discussed the 2023 calendar with the board and the suggested agenda items for 2023 to tie in with staff members and committee members, which will also tie in with the strategy implementation and building a better link between board, staff and committees.

CP to share the calendar with the board once populated.

11. CEO REPORT

TF gave updates on the following areas:

Strategy implementation - TF to recirculate spreadsheet with years on the document – all directors to feedback any comments to Tim by the end of December.

TF presented the Strategy document and the board fed back on this. TF to revise the document based upon the feedback from the board and recirculate.

There was also a discussion within the board around Snowsport England's mission – TF to work on wording and return to MA and SL for comment.

Sport England report - TF confirmed that the 6-month report has been submitted and an informal review meeting had taken place. Sport England are clarifying how future reviews will take place and this will be fed back to the board.

Sport England talent funding – TF confirmed that the paperwork has been signed and submitted. The funding will run from November 2022 to October 2026.



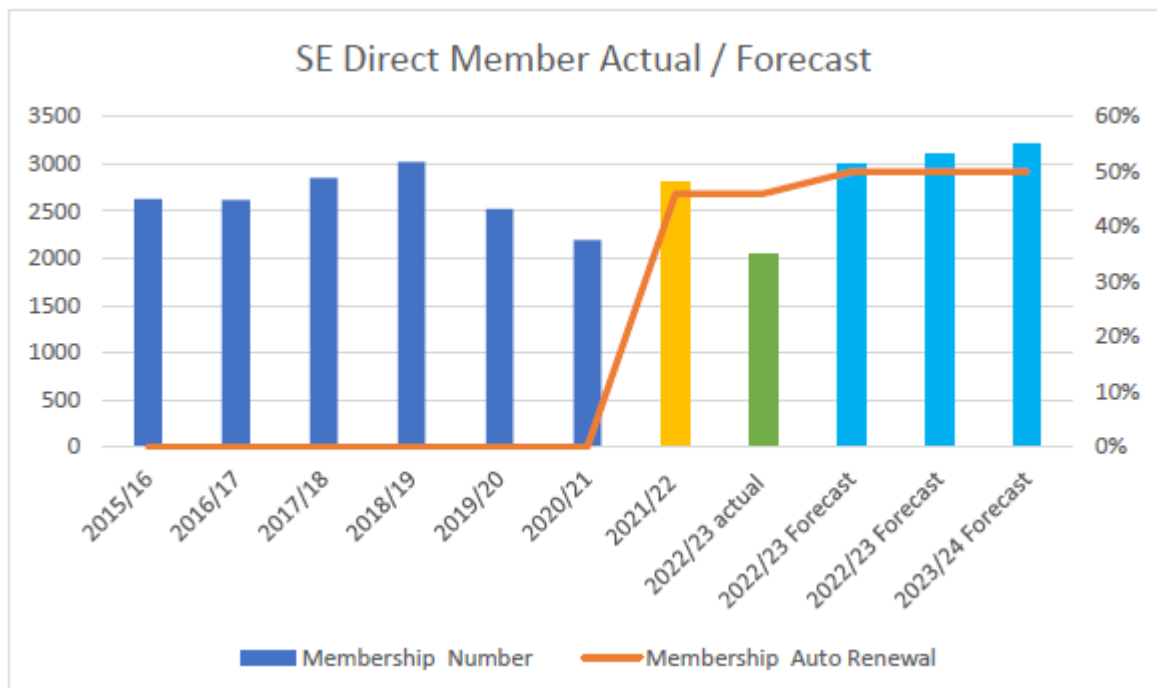
TF updated the board on the talent area. TF to include a separate talent report to the board in line with submission to the GBS board.

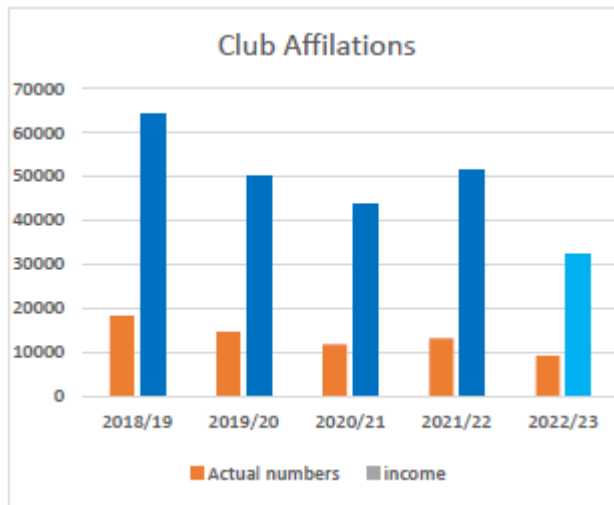
TF also updated on UKAD compliance and the requirements for parents, coached and athletes regarding anti-doping. A document is in place in line with GBS. Ryan Grewcock (Education and coaching lead) can now deliver training for athletes.

TF gave update on the latest information from GBS. There are on-going discussion between UK Sport and GBS on the introduction of a new organisation called sports org which would lead on running the world class programmes as a separate entity within winter sports, this currently would include NGB's for Snowsport, bobsleigh and skeleton. So far nothing has been confirmed but would impact on how the Home Nations link the pathway to the elite programmes. The board agreed that there should be some briefing provided at the time of the press release. TF to co-ordinate this.

12. MEMBERSHIP AND AFFILIATION REPORT

The membership and club affiliation figures were circulated previously in the board pack, MA requested that when these figures are shared at future board meetings, we also show the figures at the same point in previous years so a comparison can be made to see if we are on track, ahead or behind on the previous year.





13. AOB

Club affiliation for Snowtrax was approved by the board.

