

**Minutes of a Board meeting held 28th February 2023
SportPark - 10.00 – 13.00**

Attendance

DM	Dominic McGonigal	Chair
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 (joined at point 10)
EW	Emma Wright	Director
AH	Andrew Howell	Director
CP	Claire Pennell	Business and Operations Manager and Company Secretary
JG	Jade Gerrard	Participation Manager

Apologies:

No apologies.

2. NOTICE, QUORUM AND CHAIR

DM 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. APPROVAL OF MINUTES AND ACTION LOG

Minutes from the meeting on 6th December 2022 were approved.

The action log was reviewed and approved.

5. CHAIRS REPORT

DM welcomed the directors and thanked them for appointing him as chair.

DM has individually spoken with directors and people within the sport, and highlighted we have successes within the sport, especially within freestyle and coaching, but we are poor on reputation and improvements need to be made.

SL commented that communication is key for reputation.



DM updated the directors on his attendance at the last GB Snowsport board meeting and briefed the directors on the latest challenges.

6. STRATEGY AND IMPLEMENTATION PLAN

TF has received feedback from the directors on the implementation plan, and this has now been updated and RAG rated.

TF and JG spoke about the successes and challenges across the three strands: Leadership, Participation and Talent.

TF advised that the challenges have had an impact on the delivery of the implementation plan and that we need to be more proactive rather than reactive.

A discussion was held around challenges with the competition entry system and the membership system. CP to update GC around this, and to also link in with GS for support.

TF mentioned that progression has been made with the People Plan, and we are awaiting further guidance from Sport England to move this forwards. CP to circulate draft plan to the board for comment. MA and EW to support CP with the progression of document.

All current policies and review dates have been shared with the board. CP to share policies with directors that are due for review for comment.

TF also advised that staff inductions are underway for safeguarding lead and administrator.

Discussions were had around the level of understanding the staff have about the new strategy, and SL requested that TF / CP / JG approach the board if support is needed to better the teams understanding.

JG presented initial development of a communications strategy, to gain board feedback on key messages and audiences. Agreed that initial thinking was on track with some feedback to take away. KG will be presenting further work on the strategy at the next board meeting.

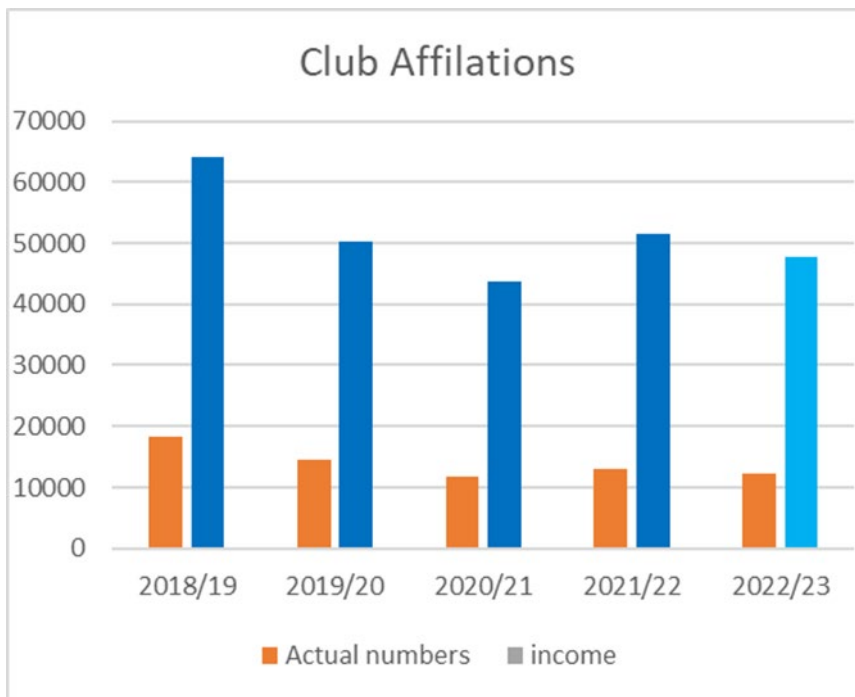
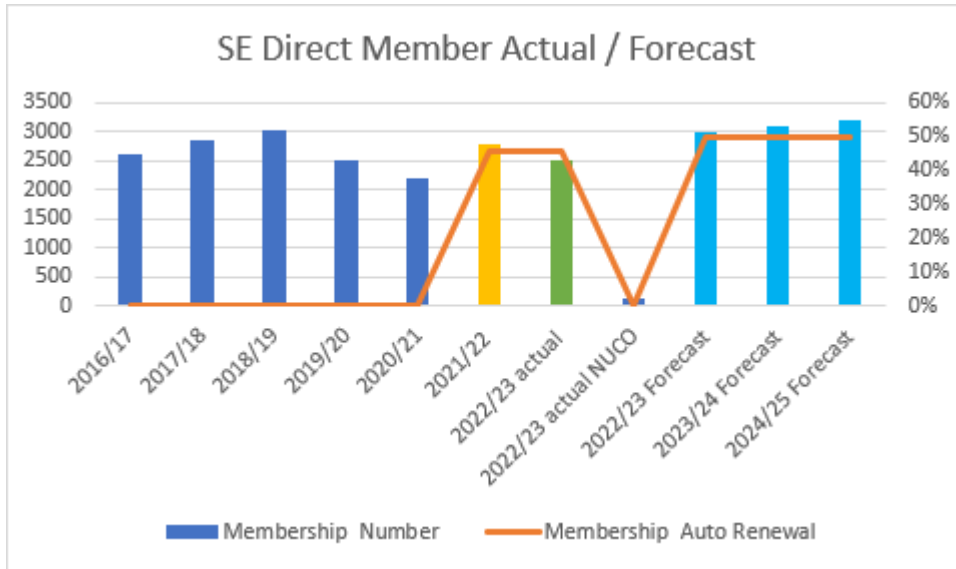
7. CEO REPORT

TF updated the board on the Snowsport England office and MA agreed that it would be nice to see the staff together in the office. The board approved to go ahead with the lease at SportPark. TF to contact Loughborough university regarding this.

TF also updated the board around proposed membership fees for 2023, TF to liaise with SL.



TF explained that we are on track for membership and club affiliation numbers.



SL enquired about the club affiliation income being reduced, and TF explained that this was due to fewer members being declared from one of our larger clubs.

TF also updated the board on exit interviews that were held for the safeguarding lead and administrator.

EW mentioned the importance of having a people plan in place.



TF updated the board on a monthly pulse survey sent to staff monthly to gauge whether staff are happy or not in their roles, TF to send further information to the board regarding this.

An enquiry had been submitted to CS and GC regarding club accreditation and a discussion was held around this and communications are to be sent out to the clubs in the near future.

The board had a discussion around a student placement at Snowsport England and this was approved. JG will move this forward.

TF updated on the latest with the agreement between GBS and Apex. At the open meeting in Bormio there were concerns expressed from academies and a feeling that some questions still needed to be clarified. However there seemed to be less concerns raised from parents during the week that TF spoken to. TF will look to get further clarification on the questions it was felt were not answered.

TF also advised that the Chair of the coaching technical panel will be standing down but will still be involved with the committee.

8. FINANCE / BUDGET

SL updated the board on the Q4 accounts and advised that the accounts are better than expected and the audit will commence shortly.

TF stated that there was some support from Sport England commercial consultant that would be able to help with a facilitated session to help with income generation. It was agreed to go ahead with a facilitated workshop. Directors to be involved were TF AH GS SL and JG and Kevin as staff members

9. SAFEGUARDING AND WELFARE

Reports had been submitted to the board from GC and Mark Vaughan (Safeguarding lead), GC was unable to join the meeting until point 10

AH highlighted the importance of mental health awareness, promoting positive culture and EDI.

JG updated on club survey progress, key purpose is to do a needs analysis on clubs, gain insight on current levels of safeguarding and governance compliance to identify gaps and needs, as well as the insight to assess the current affiliation process and potential need for a new accreditation scheme following the removal of Snowmark.

DM suggested that a bigger discussion to be held about this at the next board meeting.

GC to link in with Mark Vaughan to present to the board at the next meeting.

10. EQUALITY, DIVERSITY AND INCLUSION

GS advised that the first EDI group meeting had taken place back in January and will be inviting relevant members for future meetings. The race representation report has not yet come out. GC asked for approval from the board for staff and board EDI training, and this was approved.

JG explained this will be tailor made training for the organisation.

GS mentioned that the trans inclusion policy will be discussed at a meeting in the near future and will feed back to the board at the next board meeting.

DM asked that CP present reviewed version of expired policies at the next meeting and asked other directors to have an input in some of the reviews.

11. AOB

No AOB

