

# Snowsport England Ltd

Minutes of the 43<sup>rd</sup> Annual General Meeting  
June 20, 2023 – 7.00pm – Hosted at SportPark, attended via Zoom

## **Attendees present:**

### **Board & Staff**

Dominic McGonigal  
(DM) – Chair  
Morwenna Angove  
(MA) – Senior Director  
Simon Levene (SL)–  
Finance Director  
Chris Stroud (CS) –  
Members Director  
Greg Sturge (GS) –  
Director  
Andrew Howell (AH)–  
Director  
Gareth Case (GC) –  
Members Director  
Claire Pennell (CP) –  
Business and  
Operations Manager  
and Company  
Secretary  
Ryan Grewcock –  
Coaching and  
Workforce Lead  
Jade Gerrard (JG) –  
Participation Manager  
Kevin Pratt – Digital  
Engagement and  
Communications Lead

Brian Croker  
John Shedden  
Glennis Dore  
David Manns  
John Holgate  
Dante Adam Vidri  
Norman Gill  
Carla Broderick  
Gerald Wigglesworth  
Tomasz Ondrusz  
Andy Orzel  
Jaz Taylor  
Michael Barker  
Helen Bell  
Andrea Grant  
Lloyd Jenkins  
Debbie Gunton  
Alan Jones  
John Anderson  
Rohan Morris  
Martin Bartlett  
Richard Barbour  
Georgina Kellen  
John Greenwood  
Chris Exall

### **Apologies**

Kenneth Walton

### **Members**

Zac Metheringham  
Stephen  
Metheringham  
Greg Bell  
John Daines  
Jeff Penneck  
Cameron Parr  
Megan Parr  
Finlay Parr

## **1. Welcome and Introduction from Dominic McGonigal (DM) Chair**

DM welcomed all attendees to the 43<sup>rd</sup> AGM. The Board, Claire Pennell and Jade Gerrard introduced themselves.

### **Minutes of the 42<sup>nd</sup> AGM**

Minutes of the 42<sup>nd</sup> AGM were presented and duly approved.

### **Matters arising**

Covered in the agenda.

## **2. Reports**

DM updated on the annual report and explained the three strategy strands, Leadership, Participation and Talent.

### **Achievements:**

#### **Safeguarding**

Gareth Case (GC) explained that safeguarding in the organisation has always been in a good place, but on the back of the Whyte review, there is always room to improve. GC, Andrew Howell (AH) – Director, and Mark Vaughan - SE Safeguarding Lead are responsible for delivering the safeguarding mission.

The safeguarding action plan is progressing, and communications will be going out for the safeguarding audit imminently. All documents have now been finalised.

CPSU documents have been reviewed and the CPSU review will take place in the near future.

Globocol, a safeguarding and risk management system has now been implemented and is used for all cases.

Chatham Club have agreed to be the pilot club for the safeguarding audit.

Safeguarding training will be bought inhouse in the near future, and the training will be Snowsport specific.

On the SE website, safeguarding is now only two click away, one to get onto the website, second to the safeguarding page.

#### **Talent Pathway**

GC explained that the SE Talent Lead, Tom Farenden was unable to join the AGM. GC said that there have been good discussions between a number of club and academy leads and it was identified that coach education is needed and have asked for our help with this.



The talent pathway is progressing well, and it will go out for consultation to clubs and academies in September.

The Alpine squad selection has now taken place and athletes have been notified.

### **Leadership**

GC said a huge thanks to Tim Fawke for all of the work he has done for the organisation over the past 19 years.

GC also thanked Chris Stroud (CS) for his 6 years on the board.

### **Next steps:**

#### **Participation**

Jade Gerrard (JG) gave an update on some of the next steps for SE. Ryan Grewcock is currently working on a new LMS (Learning Management System) to bring our courses online, for coaching, officials, volunteers, staff and many more.

JG explained also about the “places” part in the participation strand, and there will be an implementation of changes based on club survey recommendations and a new club finder.

JG also confirmed that the CIF (Community Innovation Fund) project has been relaunched for 2023 and welcomes applications: [jade@snowsportengland.org.uk](mailto:jade@snowsportengland.org.uk) and [steph@snowsportengland.org.uk](mailto:steph@snowsportengland.org.uk)

EDI (Equality, Diversity and Inclusion) sits in all three strategy strands and a working group has been formed, and staff and board training will be delivered later this year.

#### **Finance**

DM explained that it is Simon Levene’s (SL) last AGM, as his second term comes to an end in 2024. and thanked him for his time and commitment to the board.

SL went through achievements for 2022 and looking a few years ahead.

A deficit of £13k was projected for 2022, but at the end of the year SE returned a surplus of £11k. This was partially due to a staff restructure during the year meaning we had a reduced staff team for part of the year, as well as a very successful English Alpine Championships. SE was awarded a £100k talent fund in 2022, to run for four years, spending of which is focussed on providing direct coaching resources and programmes.

SL went through the 2022 income and expenditure analysis, please see [annual report](#) for further information.



SL explained that the grant income, which runs until 2026, was agreed before the recent increases in inflation. With a major source of income fixed and costs increasing substantially, there will be an impact on the financial projections for SE. Alternative sources of commercial income are being looked into to help address this. We are talking with other governing bodies about closer collaboration and sharing costs. SL also explained that the implementation of the “Inspiring Snowsport strategy will give the opportunity for growth, and we will be continuing to manage our cost base tightly, one example is that SE won’t be renewing the lease with SportPark, and staff will continue to work remotely.

SL confirmed that he will be completing his second 3-year term on the SE board by the next AGM, therefore, over the coming months SE will be seeking a new Finance Non-Exec Director and SL asked interested parties to get in touch.

### **Proposals**

Acceptance of 2022 audited finance statements – proposed by DM, seconded by Greg Sturge (GS).

Reappointment of Harrison Salmon as auditors for the 2023 financial year - proposed by DM, seconded by GS.

## **3. Independent and Member Director, and Special Resolution**

### **Independent Director**

DM advised that the board has approved a second term on the board for Greg Sturge and thanked him.

### **Member Director**

DM mentioned that three member directors had been nominated, Debbie Gunton, Richard Barbour and John Greenwood and a number of proxy votes had been received. A poll was launched on Zoom for attendees, who had not yet voted, to have a vote.

DM confirmed that John Greenwood is elected as a member’s director for a term of three years.

DM thanked Chris Stroud, who has been members director for 6 years, but actively involved in the sport for 35 years, and has given a huge service to Snowsport England.

### **Special resolution**

AH gave a brief update as to why we have sought member approval for an update to the Articles of Association.



The changes are part of a periodic review to ensure good governance and that they are relevant.

The key changes are to collaborate to fulfil Sport England's Uniting the Movement strategy, the updates reflect the duties of SE regarding safeguarding, welfare, and general regulation, also to reflect the organisations work regarding its commercial strategy, and SE's commitments to EDI (Equality, Diversity and Inclusion). The Articles have also been updated to be gender neutral throughout.

"THAT the updated Articles of Association of the Company, a copy of which is annexed to the notice of Annual General Meeting be approved and adopted in substitution for Articles of Association of the Company".

The votes of the full members by way of attendance or by proxy were as follows and the Special Resolution was duly passed:

|         |     |
|---------|-----|
| For     | 117 |
| Against | 4   |
| Abstain | 27  |

#### 4. Chairs award

DM announced that this year this years Chairs award goes to Jasmin Taylor and Richard Barbour.

Jasmin specialises in Telemark skiing and holds the record for the British skier with the most World Cup and World Championship medals in any discipline, and also volunteers as a coach at her local club.

Richard has been involved in the sport for many years, running facilities. He is a senior tutor for Snowsport England and has had a big input in creating our coaching resources. He has been head coach for Gloucester Disabled Ski Club and has won "Adaptive Coach of The Year". He is the former Chair of the coaching technical paned and was former Chair of the British Ski Slope Operators Association.

#### 5. Questions and AOB

##### Submitted by Helen Bell:

*Ref: 10 yr Strategy 'Inspiring Snowsport 2022-2032' p8 Increased Engagement - engaging more females in the sport*

*Articles of Association parag 2.4/2.6 diversity and inclusion and 2.5/2.7 forum and advisory service*

*'Can the board ensure that the new Trans Inclusion Policy will give clear guidance to volunteer race organisers, so that events can be inclusive yet fair to female competitors at ALL levels of our sport, including 'grass roots'?'*



GC responded and explained that this is a very complex topic, and we are continually reviewing the Trans Inclusion policy and there will be some small amends to language shortly, and we are awaiting an updated FIS policy.

A long-term action plan has been produced to develop the policy, but due to the complexity, it will take some time and it needs cover all disciplines in the sport.

There is a balance between fairness and inclusion.

GC requested that the policy be read and if anyone has any questions, please email Jade Gerrard, Participation Manager [jade@snowsportengland.org.uk](mailto:jade@snowsportengland.org.uk) who leads on EDI.

**Submitted by Stephen Metheringham:**

*Talent - What funding has Snowsport England received and to which programmes is it allocated. It is not clear whether any funding is allocated to which disciplines or pathways it is aligned. Can this be broken down and members advised?*

This was answered in the finance update.

*The Sport England (SE) Uniting the Movement Strategy and associated Tier 3 compliance requires all bodies who receive funding to engage with stakeholders (members, affiliated clubs, regions) which includes the preparation of their corresponding 10-year strategies. Comments at the SE Open Forum appear to cement my thoughts that the SE Inspiring Snowsports Strategy failed to engage with stakeholders during the production of the strategy and since launch. For me and many it has been an insular process.*

- 1. What can the Board advise around SE Tier 3 Stakeholder Compliance, and are SE aware that members haven't been consulted only informed once the strategy has been launched.*
- 2. Many members feel they haven't been taken along this journey and therefore the support required to assist the Strategy may not have the member / club support the Board considers it may have – How will the Board ensure communication with the members / clubs etc will be a two-way process as what we have seen recently is a one-way broadcast of information and a reluctance to open discussion.*

*([A Code for Sports Governance | Sport England](#) – 3. Communication)*

GS advised that there were opportunities for stakeholders and the membership to engage during the development of the strategy, including sessions in Bormio, through committees and at AGMs and some strategic focussed sessions held during the past couple of years.

In terms of meeting Sport England's requirements, SE are in regular communications with Sport England, and they have been kept up to date throughout the creation of the strategy and the launch, also about the leadership changes, and there have been no concerns from them.



*Whilst the Sport England (SE) Uniting the Movement Strategy moves into an Implementation Stage, the Snowsport England Inspiring Snowsports Strategy is devoid of an implementation plan and everything appears to be in the future, or as several previous requests; soon.*

*When will Snowsport England relieve their implementation plan with actual timescales?*

*Will there be a timetable or roadmap?*

*What are the key dates around metrics and review of performance around metrics, as nothing stated?*

We have an extensive internal implementation plan which links across the organisation and each staff members individual work programmes, this is the framework that the whole teamwork from and provides the structure and focus for the strategic objectives, this is an internal document. Much of this first 18 months work has been foundational, developing the processes, systems and structures in order to deliver. We are also developing our insight capabilities and widening our data reach to allow us to have clear baselines, many internal targets are around having these in place, such as to have clear membership demographic metrics implemented into Sport 80 by November 2023. Once these are established across the board, we will be looking to publish key metrics on an annual basis. Some of our current metrics include, increasing our female tutor workforce from 8 to 10 by December 2023, to increase club engagement by 29% at SE Club Connect sessions and to increase our community innovation fund projects from 3 to 5.

*Following reviews of Affiliated Club Safeguarding and the provision of easy to find information, undertaken in 2019, why it has taken Snowsport England to 15<sup>th</sup> June 2023 to amend their own website to have a top menu Safeguarding dropdown and not hidden within other drop-down menus?*

This has been undertaken following on from a review of our safeguarding pages by Mark, who came into post in 2023.

*Clubs running alpine races in 2022 had to comply with Event Welfare updates including Accredited Photographers. Club have been asking for the updated EWO pack to be issued and uploaded to GBSki for over 6 weeks (EWO pack details personnel such as Jan Doyle and Tim Fawke as Safeguarding lead). If Snowsport England understand the importance of Safeguarding, when will these updated EWO packs be issued?*

These have been updated and on GBSki.

*Reading the 2022 Annual Report, which should at least detail 2022, it is noted that much of it is written in the current and future tense. Large elements of the 2022 Annual Report details what is currently happening (6 months into 2023) or will happen.*



*A. Can the Board decide what the Annual Report is supposed to detail, if it is a review of the previous year then it should be written in that manner with postscript about what is being undertaken already in the period to AGM in June / going forward.*

*B. The 2022 Annual Report in many sections ignores 2022 and appears to be a document detailing Strategy going forward. Are there plans to include all the Strategy in one document and not have it spread across many documents? For many members information is now to spread across different documents including the 2022 Annual Report.*

All Annual Reports face this dilemma as they are published well after the year end. We have reported on 2022 and we have also chosen to update members on some of the progress since the year end, especially as this is integral to the strategy.

Going forward, we will continue to engage with the membership and other stakeholders. All the strategy information can be found here:

<https://www.snowsportengland.org.uk/inspiring-snowsport/> and updates will be shared and discussed on a regular basis, particularly with those interested in a particular workstream.

Rest assured that the Board is monitoring progress regularly in all strands of the strategy.

*Alpine Talent - with the Inspiring Snowsport strategy detailing Talent, what is the latest position on the recruitment of an Alpine Squad Manager and the development of an alpine squad programme. The position has been vacant for over 12 months and Alpine Committee Minutes do not detail the progress on this issue especially when the role is a TOR from Board to Committee?*

*Will there be a further recruitment process to appoint and if so, when?*

The Alpine Squad Manager was indeed a post we advertised over a year ago, the early part of the New Year saw traction on the role, only to have the curve ball of the GBS / Apex alliance announced, which at the time directly affected the Talent Pathway leaving us in unknown territory. This alliance has dropped away, & the Alpine Squad is being included within the overall Talent Pathway preparation, (selection for next season based on previously published criteria) once we have identified its place in the pathway which is close to fruition, we will then put the "meat" on the bones, ie) what does it mean to be a squad member for athlete & SE. We must try to ensure it is not a hollow offering or is what currently offers acceptable to those athletes in this space in our sport, do they want more if so what, etc etc.

Of course, if the identification of a Squad manager is the appropriate way forward then we will pick this back up

*Following the stepping down of the Snowsport England CEO and comments made at the Snowsport England Open Forum where Snowsport Scotland was mentioned (together with*





*Snowsport England recruiting for a role previous shared with Snowsport Wales) what is the working relationship with Snowsport Wales?*

Snowsport England continues to work with both home nations, nothing has changed in this respect. Our DBS administration resigned from their role which created a vacancy which has now been filled.

*As a club who does understand the importance of Safeguarding, can the Board provide any substantive metrics around the comments detailed in the Alpine Committee that "all clubs" don't understand the importance of safeguarding as this first impression comment has caused many in the club to consider their position especially as a compliant volunteer.*

This comment was taken out of context from a set of confidential minutes. The responses to the club survey did not state that all clubs don't understand the importance of safeguarding. However, the survey did identify that there is more work to be done here. That, as you know, is being done, with an updated safeguarding protocol which we have updated in conjunction with clubs and academies.

*The published Risk Registers from 2021 to 2022 Annual Report has increased substantially and now includes some key risks from the previous year.*

*Can the Board advise what is being done with regard to Historic Safeguarding issue that the proposed action is to prevent being "Be aware that the past can bite you".*

*Can the board also make members aware if there are any issues in the past that may "bite" us and that the mitigation of just insurance cover is a suitable mitigation process and not to investigate all historic issues brought to the Safeguarding Lead?*

Safeguarding is a critical priority across all NGBs, with the full publication of the Whyte review, and other reviews across sport, it is essential that we remain vigilant in this area and continue to evolve our systems, processes, policies and practises. We have made a lot of progress in implementing changes to safeguarding over the last 12 months and will continue to do so. At this time, we are unaware of any historical cases, however we have seen that other sports have experienced this and from a risk perspective we need to continue to monitor it. We have a confidential reporting line in place and will continue to raise awareness of good safeguarding practices in snowsport to ensure we have avenues for participants to make us aware of past or present safeguarding issues and, where reported, will triage and investigate reports according to existing procedures.



*Sport England Tier 3 requires external evaluation reports, which was detailed in the 2021 Annual Report and summarised in the Snowsport England 2021 Board Evaluation Interim Summary. Reading the 2022 (and 2023) Board Minutes and Board Call Minutes, together with the 2022 Annual Report, there has been no update on the completion of the key recommendations since the 2021 Report. Can the Board advise if all the Key Recommendations have been completed and where this is evidenced and communicated to members?*

As part of our funding agreement with Sport England, we report regularly to Sport England, and we are up to date in meeting those reporting requirements. We are accountable to Sport England for these reporting requirements.

**Question from Debbie Gunton:**

*Alpine pathways were talked about, is there any discussion on other disciplines?*

DM advised that yes, other disciplines are included, the Futures programmes are continuing, and DM attended the Freestyle Champs recently.

SL clarified that when SE received the £50k talent funding last year, half of this was allocated to para, with the remainder allocated to the Talent Lead and programme funding. The £100k goes to frontline coaches working with athletes in all disciplines.

**Question from Matt**

*What are proposals to increase engagement with the SSE selected athletes?*

GC advised that we have the selection process, but we now need to make it meaningful. We need to make all levels meaningful to the athletes, and this is work in progress.

DM reiterated that SE are in an ongoing dialogue with the coaches.

DM thanked Chris Stroud, Emma Wright who has now stepped down from the board, and echoed thanks to Tim Fawke who steps down as a director and CEO, having given 19 years to the organisation. DM also thanked all volunteers giving so much time to the sport.

