

**Minutes of a Board meeting held 20th June 2023
Zoom - 10.00 – 12.00**

Attendance

DM	Dominic McGonigal	Chair
SL	Simon Levene	Finance Director
MA	Morwenna Angove	Director
GS	Greg Sturge	Director
GC	Gareth Case	Members Director
AH	Andrew Howell	Director
CS	Chris Stroud	Members Director
EW	Emma Wright	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 13th of April 2023 were approved.

The action log was reviewed and approved.

5. CHAIRS REPORT

DM welcomed all directors to the meeting.

DM thanked EW and CS for their contributions to the board with it being their last board meeting.



DM updated the board about the Interim CEO applications, we received 33 applications and 5 have been shortlisted. DM, MA and SL to interview on Friday the 23rd of June 2023.

MA asked whether the role will be full time, DM responded that the role will be part time.

SL confirmed that the Interim CEO will be in post for 4 to 12 months, to manage the change management process.

DM also advised that he will be carrying out a skills survey of the board before the recruitment of a new director as EW stepped down from the board on the 21st of June 2023. Also, for a finance director due to SL's second term coming to an end in 2024.

DM had visited the freestyle champs in Milton Keynes and confirmed he was the first Chair to have visited a freestyle event.

Questions have been raised to DM about gaps between the Board, Committees and paid staff, about the ability to handle complaints, also flagging that logistical support will be needed, in particular for the English Alpine Champs.

GC mentioned that the alpine committee are looking forward to the 2024 English Alpine Champs but would welcome wider collaboration to support them.

6. STRATEGY UPDATE

Discussions were had around the final preparations for the AGM and the updates to be given around the strategy on leadership, participation and talent, one year progress update and key actions for the next few months.

7. SAFEGUARDING AND WELFARE UPDATE

AH gave an update safeguarding and mentioned that he has been in frequent contact with MV (Mark Vaughan, Safeguarding Lead), also an update on the safeguarding action plan, which is progressing well, in particular on the policy documents for the safeguarding audit process which is planned to begin in July with a pilot club, and also updating of the website. MV will be sending out communications imminently regarding the documents for the safeguarding audit. AH and GC have reviewed documents for the CPSU review meeting and will follow up with MV.

GC mentioned that huge progress had been made around safeguarding since the English Alpine Champs.

CS reinforced that the upcoming inhouse safeguarding training is a great step forward.



8. FINANCE

SL gave a brief update on finance. The financial principles have been shared with the Board for approval and these were duly approved. Also, the risk register was reviewed, and the high and very high items were discussed.

MA expressed her concerns about the potential loss of volunteers and the lack of volunteer recognition and SE needs to improve on this.

JG updated the Board on volunteer recognition week and 20 nominations were received and discussions have been had with some clubs around this.

AH suggested that investigations and potential proceedings under the Disciplinary Procedures should be added to the risk register, SL will update the risk register.

9. SLT (SENIOR LEADERSHIP TEAM) UPDATE**Membership**

As of the 9th of June 2023, we have 3339 individual members with 523 being from NUCO. So, we need 184 members to hit our 3000 target (excluding NUCO). This compares with 2668 on the 28th of June in 2022.

Club Affiliation

We currently have 80 affiliated clubs.

JG gave an update on the members survey responses to date and discussions were had around this. The results will be presented at the next board meeting.

10. Equality Diversity & Inclusion

GS updated the directors about the last EDI working group meeting and the next one will be held in July 2023.

Also, a triage session has taken place for the DIAP (Diversity Inclusion Action Plan) with AKD solutions, and we are awaiting notes.

JG advised that discussions with Snowsport Scotland and Snowsport Wales had taken place and the trans policy will be reviewed.

Dates are still to be confirmed for the board and staff for EDI training.



11. POLICIES FOR APPROVAL

Policies for approval were discussed in section 8.

12. AOB

DM updated the board that SE will not be renewing the lease at SportPark, and that remote working is to continue with in person meetings taking place.

SL asked whether the DBS administrator position had been filled, CP advised that Sarah Pridmore had been appointed.

