

MINUTES FROM BOARD MEETING ON 4 JULY 2018

(Company Number: 7237547)

Minutes of a meeting of the Board of Directors of the Company held at 60 Charlotte Street, London and by teleconference on 4 July 2018 at 17:30

NAME	POSITION
Rory Tapner	Director/Chairman
Victoria Gosling OBE	Director/CEO
Dan Hunt	Director/PD
Joanna Poulton	Director
Wayne Glasse-Davies	Director
Anna Lees Jones	Director
Mark Lund	Director by phone
Richard Leman	Director
Iain Mackay	Director by phone
Colin Holden	Director by phone
Tim Fawke	Director by phone
Su Moore	In attendance
Jenny Shute	In attendance

Apologies

Paul Trayner	Director
Robin Kellen	Observer

1. NOTICE, QUORUM AND CHAIRMAN

1.1. Mr Tapner (RT) noted that due notice of the meeting had been given and that a quorum was present. Accordingly, he declared the meeting open.

2. DECLARATION OF INTERESTS

2.1. Each Director present confirmed that they had no direct or indirect interest, other than already described at previous recent meetings in any way in the proposed arrangements to be considered at the meeting, which they were required by section 177 of the Companies Act 2006 and the Company's Articles of Association to disclose other than those recorded later in these minutes.

3. MINUTES OF LAST MEETING

3.1. A number of revisions to the previous minutes had been suggested on email, and the Board accepted that those revisions would be made.

3.2. Richard Leman (RL) noted that he was listed as having attended but was actually not present.

3.3. RT requested a change in emphasis on point 5.2 to reflect that BSS are supportive of general governance changes at FIS, not just those proposed by the USA.

4. MATTERS ARISING

4.1. Ingrid Christopherson: RT emphasised the gratitude of the organisation to Ingrid Christopherson for her work on FIS Committees upon her retirement and confirmed that she has been invited to become an Honorary Member of the Ladies Alpine Subcommittee. RT and Vicky Gosling (VG) will arrange a dinner to thank Ingrid for her work.

4.2. GDPR: VG confirmed that BSS have complied with all of the requirements concerning GDPR. Sophie Morrison is the current GDPR officer, but this role will be taken by the new Head of Finance and Governance.

4.3. FIS Congress: Dr Jenny Shute (JS) reported back from the FIS Congress. Decision about a change in governance have been put out to a working group, so there was no immediate resolution regarding these issues. JS updated on the Gender Committee. RT reiterated that BSS are supportive of good governance of the governing body.

4.4. RT updated the Board on the recommendations from the FIS Congress for new sports for inclusion at the 2022 Beijing Olympic Games. Ski Big Air, Telemark and Individual Parallel Slalom have been put forward to the IOC, and decision is expected in July.

4.5. Ethics Committee: Progress has been made on the formation on this committee, which is being led by VG.

4.6. Risk Register: It was clarified that Iain Mackay (IM) will input to the athlete section of the risk review, not the whole process.

5. CHAIRMAN'S REPORT

5.1. 17 September Board awayday: RT spoke about the awayday and agreed that the content would be refined in the coming weeks. It is the day before the AGM, so there will be the opportunity to inform members of the intent to make any constitutional changes at the AGM.

5.2. Company secretary: Dave Edwards (DE) is to be asked to continue as Company Secretary until the Head of Finance and Governance is in place. He will be tasked with serving the relevant notices ahead of the AGM.

5.3. Katherine Grainger meeting: RT updated about a meeting that he and Dan Hunt (DH) had with Katherine Grainger, Chair of UK Sport, in June. He reported it to be a positive meeting, and that Katherine Grainger was actively listening, and has sent a positive follow up response. She welcomed the meeting and the door is open for future conversations.

5.4. Former athlete safeguarding issue: There are on-going issues regarding a historic safeguarding complaint. RT reported that he is comfortable with the previous BSS response, but to ensure the incident had been investigated to its fullness, Bridget Owen had been asked to conduct further interviews. BSS has taken an open and honest approach to the issue and are keen to find a solution. The possibility exists to use a third party to bring this to a conclusion, and the Board advised they were happy to use Sporting Resolutions if it was deemed necessary. Brett Moore has full press lines should any Board members receive an inquiry about this.

5.5. Altius: VG appraised the Board of the situation with Altius. BSS have asked to terminate the contract, which runs until 1 November, and have sought legal assistance on this issue. VG and RT have a call with Altius to try and reach an amiable solution.

6. CEO REPORT

6.1. Overview of the first three months in post: VG gave her thanks to the BSS team, both office team and Board, for their help in her first months, and reported that much of the time has been meeting with key stakeholders. VG reported that EY have offered support over the past weeks to help with programme

management and forecasting. Their project plans will be fully populated and shared ahead of the 17 September awayday.

6.2. UK Sport: UK Sport funding for the next four-year cycle has been made public, and VG reported that BSS have welcomed the settlement. DH added that in the context of an overall drop in spending on winter sports, an increase is positive, and confirmed that there is no ringfence on the funding. VG reported that the funding gap to fully realise our plans will be between £1.5m and £1.8m per annum. UK Sport have invited a further submission in September, showing a plan for the united programme with Para snowsports, and an application can include a medal support plan for Charlotte Bankes. UK Sport have also agreed to fund the services of a talent ID specialist to help with the Para programme.

6.3. Para merger: The integration with Para Snowsports was announced on 3 July. VG reported that they have seven members of staff have been moved across to BSS – a performance director, three coaches, a programme manager, a physio and a safeguarding officer. BSS also need to take on the measures highlighted in the recent Para culture healthcheck. The Board discussed Para representation on the Board and agreed that in the short-term VG would assume special responsibility for this, supported by Anna Lees Jones (ALJ). The Board also confirmed the desire for VG to represent BSS on the British Paralympic Association NPC Board, and to replace DE as the BSS representative on the British Olympic Association NOC Board. The Board also discussed the desirability of representation on the BOA Board in future.

6.4. Biathlon integration: VG updated on conversations to date with British Biathlon, and the possibilities of an integration, which would mean BSS were responsible for all sports on snow. The Board agreed that Biathlon would have to sit officially as a BSS discipline. The Board requested a paper on the implications of the merger, which will be produced following a one-day workshop with British Biathlon. Given the desire to confirm a merger before the BSS relaunch, it may be necessary for an ad-hoc Board meeting to agree any future actions.

6.5. Rebranding: VG updated on the plans to rebrand the organisation in the coming months. It was confirmed to the Board that the intention is to have a hero BSS brand to replace the current multiple brands.

6.6. Commercial: VG updated about a number of positive meetings with potential partners and commercial agencies. A positive meeting with Delancey was held and will be followed up in the coming month.

6.7. Events: Two FIS events in the UK have been confirmed. A Cross Country event in Glasgow and November 2020, and a Big Air event in November 2019. VG is scoping the opportunities around these events.

6.8. Budget: The Board discussed what financial reports they would like to see. It was agreed that RT, VG, RL and JP would meet in the near future to discuss this in more depth. The Board also agreed there was the need to revisit the amount held in reserves.

6.9. Office move: VG confirmed that BSS are planning to relocate along with the British Olympic Association. The move will take place within 12 months, and VG is discussing terms. The Board agreed to discuss the possibility of an overseas base at the awayday.

6.10. Diversity action plan: VG and ALJ met the Inclusive Boards Team, and the July deadline has been extended to include their input. A draft is to be circulated ahead of 17 September.

6.11. Discipline Committees: VG and DH updated on work in this area, and it was agreed that an update will be presented on 17 September. RT suggested a requirement for a rules expert within the committees. The Board discussed the possible need to amend the constitution.

6.12. Home Nations: VG updated that Mark Ritchie is working with the Home Nations to agree roles and responsibilities around development projects. The Board agreed that BSS should work with the Home Nations to arrange meetings with Sport England and Sport Scotland. RT asked for a paper outlining the funding picture for each of the home nations.

7. PD REPORT

7.1. Programmes: DH gave an overview of the report that he had circulated. He agreed to share the new athlete dashboard at future Board meetings. He updated on the plans for the transfer of Charlotte Bankes from the French national team. Performance review meetings have been well received by the teams.

7.2. Staffing: Jerome Choupin has been recruited as a Snowboard Cross Coach. Kerr McWilliam has been hired to replace Pat Sharples.

7.3 Beijing 2022: DH updated that he is already working with the BOA on planning for the Beijing Games. He highlighted the complexity of the Games with three villages, and potential issues with accreditation. Discussions are also underway with the BPA.

7.4. UKAD: All athletes have completed their whereabouts administration.

7.5. Sports Science: Plans are in place for centralised medical provision.

8. PARTNERSHIPS REPORT

8.1. Partnerships update: SM spoke to the report that had been circulated.

8.2. Athlete summit: SM reported on a recent athlete summit, convened to gather a better understanding of the athletes' needs regarding marketing and partnerships. It was a very successful session, and more are being planned.

8.3. BSSNF: The charity is in the process of confirming its second round of grants. SM confirmed that a fundraiser has been hired to help with income generation.

9. HOME NATIONS REPORT

9.1. GDPR: Tim Fawke highlighted that they had received a GDPR request from a previous member and highlighted the need to be compliant.

9.2. Snowsport Scotland: Wayne Glasse Davies (WGD) confirmed that the new SS CEO is in place and has been working on the strategy and staffing of the organisation. WGD asked about Para snowsport pathways. RT led a discussion about the relationship with DSUK and suggested there was further discussion in this area.

10. FINANCIAL REVIEW

10.1. Financial review: VG and JP are to update the forecast for the coming months and circulate.

11. AOB

11.1. Mani Cooper: RT and DH updated about Mani Cooper. RT thanked JS for her work with FIS regarding this.

11.2. R&I: DH and VG updated about the recruitment to and development of 'Q Division'.

11.3. Accounts: It was confirmed that a Board call was required to confirm the last year's accounts.

12. DATE OF NEXT MEETING

12.1. It was confirmed that the next meeting will be on 17 September at 10am.