

## **GB SNOWSPORT LIMITED (the “Company” or “GBS”)**

### **Minutes of a meeting of the Board of Directors of the Company held by video conference on 29 April 2021 at 12:15 p.m.**

#### **DIRECTORS PRESENT**

Rory Tapner (RT or Chairman)  
Paula Cardwell (PC)  
Dr. Christian Ewald (CE)  
Vicky Gosling (VG)  
Anna Lees Jones (ALJ)  
Richard Leman (RL)  
Iain Mackay (IM)  
Melinda Nicci (MN)  
Paul Trayner (PT)  
Trafford Wilson (TW)  
Louise Wright (LW)

#### **IN ATTENDANCE**

Jayne Kavanagh (JK)  
Robin Kellen (RK)  
James McAllister (JM)  
Sophie Morrison (SM)  
Pat Sharples (PS)  
Sarah Torkington-Halstead (STH)  
John Wade (JW)  
Zak Willis (ZW)  
Phil Young (PY)

#### **1. OPENING OF MEETING AND MINUTES OF PREVIOUS BOARD MEETINGS**

It was resolved that RT be appointed chairman of the meeting and it was noted that a quorum was present in accordance with clause 6.9 of the Company’s Articles of Association. RT said that, as at previous meetings, he would take declarations of interests as being those who are employed by GBS and those who are representing particular parts of the GBS operations. If any items are discussed for which a person feels he/she is conflicted, or should declare an interest, then they must specifically do so at that time and not rely just on the introductory statement.

The minutes of the meeting held on 28 January 2021 were reviewed and it was unanimously resolved to approve them. A list of action points from the January meeting was reviewed.

#### **2. CHAIRMAN’S REPORT**

RT gave an update on matters relating to the articles on GBS that had been published by the Daily Mail and the letters that had been received from Adam Sullivan (AS) and others. There had been a meeting with AS and some of his co-signatories; they had claimed that they had nothing to do with the Daily Mail articles and appeared to understand the damage that the articles had caused GBS. AS and PT would be meeting to discuss Alpine matters.

#### **3. CHIEF EXECUTIVE’S REPORT**

**3.1 HR:** VG gave an update on HR matters and said that it was likely that one former employee, whose role had been made redundant, would be taking a case to an employment tribunal.

Brexit and Covid-19 continued to have a major effect on GBS, which was working hard to ensure that its athletes remained within the guidelines relating to the maximum amount of time that could be spent within the EU, and was seeking to identify future exemptions and visa opportunities. In response to a question from RT, VG said that she had raised with the GBS Medical Adviser the possibility of seeking Covid-19 vaccinations for all the elite athletes and was awaiting his response.

**3.2 Sponsorship, Fund Raising and Marketing and Communications:** VG gave an update on recent and planned meetings with potential commercial partners. A fund-raising opportunity through crowdfunding would be launched at the end of May and a framework for the operation would be circulated to board members shortly.

**3.3 Risk register:** VG said that there were no major points to bring to the Board's attention, but reputational risk was now included as a discrete item.

**3.4 GBS Employee Handbook and Officials' Handbook:** revised versions of the Handbooks were approved.

#### 4. SAFEGUARDING

In amplification of her report, STH said that in the previous month she and VG had met the Child Protection Sport Unit to discuss the safeguarding action plan. Generally everything was working well but it had been agreed that more focus could be given to educating the athletes, which she would take forward with SM, and seeking their views.

RT asked if there were any issues in our safeguarding and welfare environment that were either negative or causing STH concern. She replied that she had no major concerns. She was paying greater attention to the Company's DBS process, particularly in relation to personnel who had never lived in the UK, where it was more difficult to obtain the relevant information.

#### 5. FINANCE

The management information to 30 March 2021, cashflow and variances to the budget were reviewed and noted.

JM said that Centurion VAT had been engaged to assist the Company with its discussions with HMRC concerning the current approach to reclaiming VAT. Centurion VAT had been of a similar view to the Company's auditors, and had responded to HMRC's questions; Centurion VAT and GBS were now awaiting a reply from HMRC.

#### PERFORMANCE REPORT

PS said that the performance of the athletes, together with coaches and back up staff, had been excellent in a very challenging season. His report indicated those athletes who had reached the criteria for Olympic and Paralympic qualification together with those who needed additional events. PS also outlined the Performance Enhancement workshops that would be run for athletes and the coach development strategy for 2022-2026.

#### 6. PREPARATIONS FOR THE OLYMPICS

**7.1 Update:** JK and SM reported on the preparations for the Olympics and Paralympics 2022, and the work that was still ongoing. VG said that the potential for extreme low temperatures had highlighted a potential issue with some of the competition kit and discussions were taking place to ensure that the kit would be suitable.

JK said that it had just been confirmed that the Paralympic World Championships were to be held in January 2022 at Lillehammer and, with the Paralympics commencing at the start of March, there would be a significant block of work to be completed. There would be no opportunity for any test events at the Paralympic site so a request had been made for a simulator to assist the athletes.

**7.2 Olympic and Paralympic Qualifying Standards and Selection Policy:** Requests to amend the published qualification criteria were approved. It was noted that the disruption to the season caused by Covid-19 was the

main factor driving the proposed amendments which had been agreed with the British Olympic Association and the British Paralympic Association.

CE, JK, SM and STH left the meeting

## 7. PATHWAYS

TW said that Mark Ritchie had prepared a report which linked in to the December presentation that the board had received, and covered, inter alia, co-operation across the Home Nations, a review of funding cycles and training taking place in Scotland. The Home Nations had held a briefing for parents of Alpine athletes to discuss the launch of a UK Alpine programme; over seventy parents attended and subsequently thirty athletes had been selected for the programme. A request had been made to SportScotland for funding of three full time new pathway coaches for Para Alpine, Para Nordic and Para Snowboard. In answer to a question from the Chair, TW said that the Alpine meeting had been called by the Home Nations, supported by GBS, and this had been explained to attendees at the start of the meeting.

## 9. HOME NATIONS' REPORTS

**9.1 Snowsport England (SE):** the contents of the report were noted. LW said that SE was working with Mark Ritchie and SS on an aligned pathway strategy. SE was facing a large deficit and so looking at all options to reduce expenditure.

**9.2 Snowsport Scotland (SS):** the contents of the report were noted.

**9.3 Snowsport Wales:** the contents of the report were noted. RK added that a National Slalom competition was to be launched in the following month which would give club skiers the opportunity to test themselves against the best times for age and gender at centres across Wales.

## 10. REPORTS FROM CHAIRS OF STANDING COMMITTEES

**10.1 Audit and Risk Committee:** PC said that the Committee had met in the previous week to discuss in greater depth, inter alia, safeguarding with STH, the management accounts and the control items referred to during the last audit.

### 10.2 Discipline Committees:

**Speed Ski:** the contents of the report were noted.

**Snowboard:** PY presented the Snowboard report and said that at a recent meeting the committee had discussed, inter alia, a GBS diversity and inclusion questionnaire, and was keen that it should work towards a better balance across the committee and sport.

## 11. ANY OTHER BUSINESS

**11.1 Matters reserved for the Board:** The Board discussed the welfare of the Company's athletes and staff during the meeting with particular reference to any who might be in need of greater support, and understood that any issues were being handled in conformity with the Company's policies. The Board also discussed any potential or existing employment related issues and understood that any issues were being handled in conformity with the Company's policies.

**11.2** There being no further business the meeting closed at 2:30 p.m.

Rory Tapner 29 July 2021

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Chairman