



# Annual Governance Statement



# Introduction

|                          |                            |
|--------------------------|----------------------------|
| <b>Organisation name</b> | GB Snowsport Limited (GBS) |
|--------------------------|----------------------------|

is the

|                     |
|---------------------|
| <b>Insert role:</b> |
|---------------------|

|  |
|--|
| National Governing Body for British winter sports participating in International Ski Federation disciplines. This means skiing and snowboarding. |
|--|

It is subject to the Code for Sports Governance (the “Code”) and is committed to the principles of good governance. The Annual Governance Statement provides the Organisation’s stakeholders, members, supporters and sponsors with an annual report on the governance performance of the Organisation.

This Statement is made in accordance with the Code for the period

|             |                |           |                   |
|-------------|----------------|-----------|-------------------|
| <b>From</b> | 1 October 2020 | <b>To</b> | 30 September 2021 |
|-------------|----------------|-----------|-------------------|

(the “Reporting Period”)



## Purpose and Values

### The purpose of the Organisation is to:

Managing and developing the snowsports programme to put British World Class skiers and snowboarders onto World Cup Podiums and win Olympic and Paralympic medals.

### Its values are:

**Athletes:** Our athletes come first. Our success is made by them. Our ambition is to support them in everything they do in order to allow them to reach their true potential.

**Culture:** We create a strong sense of team, in which everyone is a vital member. Gold medals come from true teamwork.

**Engagement:** We have a dedicated focus on reaching the global snowsport audience of one billion.

**Partnerships:** GB Snowsport builds and nurtures strong partnerships – it's the only way we grow stronger together.

**Performance:** Promoting performance is key to everything we do. Only by putting performance first will we deliver the results we need to fulfil the vision.

**Technology:** We deliver an edge to our athletes by data driven performance analysis, in conjunction with the world's best research and innovation in snowsports.

## Governance Structure

The Organisation is

### State legal status of the entity e.g. a company limited by guarantee charity:

A private company limited by guarantee.

Its governing documents, consisting of a



**Memorandum and articles of association:**

Articles of Association

Are published on its website at

**Insert hyperlink/ref to governing docs and where they can be found:**

[www.gbsnowsport.com](http://www.gbsnowsport.com)

## Board

### Role

The Board is collectively responsible for the long-term success of the Organisation and is exclusively vested with the power to lead it.

**Chair of the Board:**

Rory Tapner

As Chair, is responsible for the leadership of the Board. The Board is the ultimate decision-making body and exercises all of the powers of the Organisation other than those specifically allocated to other persons under either legislation or its governing document eg Articles of Association. It is responsible for setting the strategy of the Organisation and providing oversight of executive action but maintains a clear division between its management and oversight role and the executive's operational role.

## Meetings and Key Decisions

**The Board meets a minimum of:**

five

times a year and also on an ad hoc basis where required.



### Board Meeting Description

*Board Meetings are generally hosted online with some occasional in person attendance.*

The agenda for each scheduled meeting contains the following items:

- CEO's report,
- Performance Director's report,
- Management accounts and risk review,
- Safeguarding report,
- Reports from Home Nations,
- Reports from standing committees.

## Composition

The Board is made up of a maximum of

twelve

board members and comprises the

|                                    |                 |
|------------------------------------|-----------------|
| <b>Chair</b>                       | Rory Tapner     |
| <b>Senior Independent Director</b> | Anna Lees Jones |

|          |  |  |
|----------|--|--|
| <b>3</b> | <b>Independent Directors</b>             |  |
| <b>6</b> | <b>Elected Directors elected by:</b>     | Members who elect the CEO, Performance Director and independent directors. |
| <b>5</b> | <b>Nominated Directors nominated by:</b> | Two nominated by the Home Nations and three by the six disciplines.        |

All appointments to the Board are made on merit in line with the skills required by the Board.

## Board and CEO Recruitment

### Report on any recruitment activity in the Reporting Period:

Two board members were nominated during the period. Christian Ewald was nominated to take a board position to represent the disciplines and Louise Wright was nominated by a Home Nation.



## Board Evaluation

The Board, led by

|              |             |
|--------------|-------------|
| <b>Chair</b> | Rory Tapner |
|--------------|-------------|

undertook an evaluation of its skills and performance and of individual directors in the Reporting Period.

**Insert summary of process used and generic outcomes. NB requirement to have external evaluation at least every four years:**

The board underwent an external evaluation in December 2020.

## Committees Reporting to the Board

The Board has established the following Committees, which report directly to the Board. Each Committee has clear Terms of Reference which identify its responsibilities and any powers delegated to it by the Board.

### Audit Committee

|   |  |
|---|--|
| <b>Composition:</b>                     | Three  |
| <b>Role:</b>                            | Please see committee's terms of reference at <a href="https://gbsnowsport.com/">https://gbsnowsport.com/</a> |
| <b>Delegated Powers:</b>                | Please see committee's terms of reference at <a href="https://gbsnowsport.com/">https://gbsnowsport.com/</a> |
| <b>Meetings in the Reported Period:</b> | Three  |

### Nominations Committee

|   |  |
|---|--|
| <b>Composition:</b>                     | Five   |
| <b>Role:</b>                            | Please see committee's terms of reference at <a href="https://gbsnowsport.com/">https://gbsnowsport.com/</a> |
| <b>Delegated Powers:</b>                | Please see committee's terms of reference at <a href="https://gbsnowsport.com/">https://gbsnowsport.com/</a> |
| <b>Meetings in the Reported Period:</b> | Four   |



## Remuneration Committee

|   |  |
|---|--|
| <b>Composition:</b>                     | Five   |
| <b>Role:</b>                            | Please see committee's terms of reference at <a href="https://gbsnowsport.com/">https://gbsnowsport.com/</a> |
| <b>Delegated Powers:</b>                | Please see committee's terms of reference at <a href="https://gbsnowsport.com/">https://gbsnowsport.com/</a> |
| <b>Meetings in the Reported Period:</b> | Two  |

## Council/General Meeting

The members of the Organisation meet a minimum of

|     |                       |
|-----|-----------------------|
| One | <b>Time(s) a year</b> |
|-----|-----------------------|

The Council exercises the powers vested in it by the

|                |                         |
|----------------|-------------------------|
| <b>Insert:</b> | Articles of Association |
|----------------|-------------------------|

and pursuant to legislation. It is not able to override the powers of the Board but has reasonable rights to consultation and constructive challenge.

In the Reporting Period the Council met as follows:

| <b>Council Meeting Description</b>  |
|---|
| There was an annual general meeting in April 2021 but because of an extension to the accounting period no meeting took place in the reporting period. An AGM to, inter alia, receive the accounts to September 2021 is scheduled for Autumn 2022. |

## Governance Framework

The Organisation is committed to the Code for Sports Governance and having achieved compliance with the Code in

|             |                               |
|-------------|-------------------------------|
| <b>Date</b> | 5 <sup>th</sup> November 2019 |
|-------------|-------------------------------|

has put in place an ongoing governance development programme to ensure that it continues to develop its governance practices and procedures.

The Board has communicated openly with UK Sport.

Throughout the Reporting Period and is of the opinion that



### The Organisation was compliant in the Reporting Period:

GBS went through the External Governance Review performed by BDO on behalf of UKS in June 2021 which was very successful. GBS achieved a good compliance grade which demonstrates that we continue to meet UKS standards and received constructive feedback on a number of areas which we have committed to developing.

## Review of Governance Practices and Procedures

In compliance with the Code the following practices and procedures were reviewed and approved by the Board in the Reporting Period.

| Practice/Procedure Reviewed | Code Requirement     | Last reviewed               | Review in reporting period |
|-----------------------------|----------------------|-----------------------------|----------------------------|
| Directors' Code             | <i>Every 4 Years</i> | 2019                        | N/A                        |
| Terms of Reference          | <i>Every 4 years</i> | Reviewed annually           | September 2021             |
| Policies                    | <i>Every 4 years</i> | Should be reviewed annually |                            |

## Diversity

### The current composition of the board is as follows:

There are eleven board members; six currently identify as men and five as women. The CEO, Treasurer and Senior Independent Director all currently identify as women.

Approved by the Board on

**Date**

02 August 2022

and signed by the Chair on behalf of the Board.

DocuSigned by:

Rory Tapner

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