

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

Minutes of a meeting of the Board of Directors of the Company held by video conference on 27 July 2022 at 10:30 a.m.

DIRECTORS PRESENT

Rory Tapner (RT or Chairman)
Dr. Christian Ewald (CE)
Vicky Gosling (VG)
Anna Lees Jones (ALJ)
Richard Leman (RL)
Iain Mackay (IM)
Melinda Nicci (MN)
Paul Trayner (PT)

APOLOGIES

Paula Cardwell
Robbie Clyde
Louise Wright

IN ATTENDANCE

Jayne Kavanagh (JK)
Sophie Keeling (SK)
James McAllister (JM)
Pat Sharples (PS)
John Wade (JW)

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, such as the disciplines, and the Home Nations. 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. He reminded everyone in attendance that matters discussed at the meeting were confidential.

The minutes of the previous meetings were reviewed and it was unanimously resolved to approve them. A log of action points from previous meetings was reviewed and updated.

2. REVIEW OF PERFORMANCE AND LESSONS LEARNED FROM BEIJING

PT referred to the athlete and coach reports that had been circulated with the board pack and said he had spoken to most of the athletes and coaches who had been at Beijing; Kearnan Myall was preparing a performance management template, which would also incorporate sport science and medicine, to enable the board and senior leadership team to have greater visibility for reviewing performance on future occasions. A number of athletes and coaches contracting covid in the weeks before the Olympics had caused a loss of training and preparation opportunities.

He said that the lessons learned from Beijing included the need to ensure that there was more interaction with the BOA and BPA earlier in the Olympic timetable so that issues such as kit and operational arrangements were agreed at a much earlier stage and there were opportunities to share information to everyone’s advantage. There were also a number of issues that the coaching staff need to improve.

RT referred to a wellbeing matter relating to one of the athletes and asked that PS inform the Safeguarding and Welfare Officer of the details for inclusion in her records and also draft a letter for VG to send coaches to remind them of their responsibilities to GBS.

3. OLYMPIC APA SELECTION POLICY AND PARALYMPIC SELECTION POLICY FOR 2022-23

The APA Selection Policy and Paralympic Selection Policy were approved.

4. CHIEF EXECUTIVE'S REPORT

VG reported on the funding statement that had been received from UK Sport (UKS) and said that it was disappointing not only in terms of the quantum of the funding but also the short-term nature of the award as UKS had indicated that the GBS programmes had been identified for inclusion in Sport Organisation from October 2023. The uncertainty of which organisation would run the GBS programmes was incredibly unhelpful in seeking to hire and maintain staff and coaches and would cause instability. UKS, despite many requests, had still not shared any detail relating to the funding award.

There was a discussion about the UKS funding announcement and it was agreed that an appeal would be submitted.

IM left the meeting

5. FINANCE

5.1 The management information to 30 June 2022 and variances to budget were reviewed and noted. VG said that she had discussed with UKS the likelihood of it reimbursing any legal fees incurred by GBS in relation to a safeguarding matter and been told that it should not be a problem but she was yet to receive written confirmation. In response to a question from RT, JM said that the UKS funding announcement would mean that there would need to be a further review of potential expenditure to ensure that GBS managed its finances within its known funding from UKS and committed sponsors.

JM added that he was in the course of reviewing the Tour Operator's Margin Scheme paperwork and it appeared that GBS may have been claiming too much in VAT repayments but the amount was not material.

5.2 Risk register: an update, including the effects of inflation and war, was noted.

Tim Fawke (TF) and Phil Young (PY) joined the meeting

6. SAFEGUARDING

The Safeguarding report and action plan were noted.

7. HOME NATIONS' REPORTS

7.1 Snowsport England (SE): the contents of the report were noted. TF drew attention to a new safeguarding system for case management and monitoring. RT asked that he discussed the software with the Safeguarding and Welfare Officer to see if it would be helpful to GBS.

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

8. REPORTS FROM CHAIRS OF STANDING COMMITTEES

A report from the Freestyle Discipline committee was noted.

9. ANY OTHER BUSINESS

9.1 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.

9.2 Independent non-executive directors (INEDs): RT said that GBS would be shortly advertising for two INEDS, one of whom would act as Treasurer.

9.3 There being no further business the meeting closed at 1:00 p.m.

Rory Tapner

.....
Chairman

26 September 2022