

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

**Minutes of a meeting of the Board of Directors of the Company held at 101 New Cavendish Street,
London W1 and by video conference on 26 September 2022 at 10:30 a.m.**

DIRECTORS PRESENT

Rory Tapner (RT or Chairman)
Robbie Clyde (RC)
Vicky Gosling (VG)
Anna Lees Jones (ALJ)
Iain Mackay (IM)
Melinda Nicci (MN) item 3 onwards
Paul Trayner (PT)

APOLOGIES

Dr. Christian Ewald
Richard Leman
Louise Wright

IN ATTENDANCE

Tim Fawke (TF)
Robin Kellen (RK)
Sophie Keeling (SK)
James McAllister (JM)
Pat Sharples (PS)
John Wade (JW)
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 (who should bear in mind any current conversations concerning the shape of the organisation) 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. CHAIRMAN’S REPORT

RT related the key points of his recent helpful discussion with the chair of UK Sport (UKS) concerning, inter alia, funding, the relationship between GBS and UKS and the UKS board’s understanding of the consultation process relating to Sports Organisation (SO); he said that the indication from UKS was that SO is likely to happen and as things become clearer a communication programme should be organised for athletes, coaches and staff.

RT also gave an update on his discussions with Apex and said that he believed there was scope for GBS and Apex to work together.

Chris Scott (CS) joined the meeting.

3. CHIEF EXECUTIVE'S REPORT

3.1 VG said that the documentation had been submitted to UKS for the Representation meeting concerning funding and work was underway on an appeal to Sport Resolutions.

She had agreed a partnership contract with A. G. Barr which would provide £800,000 over four years and which was not bespoke to one discipline. A Norwegian partner had also been found for Nordic athletes.

Staff morale was still good with high levels of commitment despite all the uncertainty around funding and SO. The employment tribunal involving John Clark had been successfully completed with the tribunal determining that all his claims against GBS were unfounded. A board away day would be held when the new independent non-executive directors has been appointed by which time there should be a resolution to the discussions about funding and more clarity with regard to SO.

3.2 Diversity and Inclusion: CS outlined the key findings from the survey conducted among GBS athletes, coaches, staff, discipline committees and board members. There was a discussion about the findings and it was noted that a number of respondents believed that diversity was also needed at the grassroots level so that eventually there would be greater diversity among elite athletes; it was also noted that there were some inconsistencies in the findings. It was decided to ask CS and RT to collaborate on a small number of key actions arising from the survey to implement as next steps within GBS.

CS left the meeting.

4. FINANCE

4.1 The management information to 30 August 2022 and variances to budget were reviewed and noted. JM said that the likely deficit at the end of the financial year was circa £55,000; approximately £250,000 of covid funds would need to be repaid to UKS in November.

There was a discussion about legal fees relating to an athlete issue and VG said that UKS had declined to assist with the fees.

4.2 Risk register: JM said that he believed there had been no substantial change to the risk profile since the last board meeting but it had not been possible to include the risk register in the board pack. RT asked that the risk register be circulated separately and that board members inform JM of any changes that they believed should be made.

4.3 Change of auditors: JM said that the outgoing auditors had confirmed in writing that there was no circumstance in connection with their ceasing to act that needed to be drawn to the attention of the members. He had received an engagement letter from Crowe UK LLP, the auditors whose appointment was being put to the membership at the forthcoming annual general meeting.

Kearnan Myall (KM) joined the meeting.

5. PERFORMANCE REPORT

5.1 PS reported on the summer training programmes across all the disciplines together with giving an update on the coaching positions that still need to be confirmed. In response to a question from the chair, PS said that the athletes had all been reminded that funding was related to achievement and therefore a need to win attitude was important at all times.

5.2 Performance management template: KM outlined the proposed performance management template which would take input from all the departments involved in assisting an athlete to perform to the best of his/her ability and would effectively act as a performance contract against which an athlete could be judged.

KM left the meeting

6. OLYMPIC SQUAD SELECTION POLICY: COMPETITIONS 2022-23 AND SQUADS 2023-24

SK said that the policy had been discussed with all the relevant discipline committees. After discussion, the policy was approved.

Sarah Torkington-Halstead (STH) joined the meeting

7. SAFEGUARDING

7.1 The Safeguarding report and action plan were noted. STH said that at a forthcoming safeguarding meeting with coaches she would be reinforcing some the welfare related lessons learned from Beijing.

In response to a question from STH about sharing a Globocol platform, for reporting safeguarding incidents, with Snowsport England (SE), it was agreed that it would be an optimum way forward provided that SE could assure STH that there would be appropriate governance arrangements for ring fencing GBS data. STH was asked to report on the governance arrangements at the December board meeting.

7.2 Safeguarding Policy for Children: after discussion the policy was approved with the addition of a statement reflecting the International Ski Federation's policy regarding the interim period from 18 years of age until 21.

7.3 Safeguarding Policy for Adults: after discussion the policy was approved.

STH left the meeting

8. HOME NATIONS' REPORTS

8.1 Snowsport England: the contents of the report were noted.

8.2 Snowsport Scotland: the contents of the report were noted.

8.3 Snowsport Wales: the contents of the report were noted.

9. REPORTS FROM CHAIRS OF STANDING COMMITTEES

Reports from the Audit and Risk Committee and the Remuneration Committee were noted.

A report from the Nominations Committee was noted and changes to its terms of reference, as recommended by BDO in its governance audit, were approved.

Reports from the Alpine, Freestyle, Nordic, Snowboard, Speed and Telemark Discipline Committees were noted.

10. ANY OTHER BUSINESS

10.1 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.

10.2 Board membership: RT said that Iain Mackay would be retiring from the board at the annual general meeting which would follow the board meeting. He thanked IM for his contributions to the board's work over the last eight years. RT added that it was likely that this would also be Paul Trayner's last board meeting as an employee of GBS and thanked him for all his work with the Alpine community and his contributions to the board's work since his appointment in 2016.

10.3 There being no further business the meeting closed at 1:45 p.m.

Rory Tapner

Chairman

.....15 December 2022