

# **GB Snowsport Limited Annual Governance Statement**



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# Annual Governance Statement for GB Snowsport Limited

## Introduction

GB Snowsport Limited (GBS) is the National Governing Body for both Olympic and Paralympic Snowsport across the UK.

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 **1 October 2022 to 30 September 2023** (the “Reporting Period”).

## Our Vision, Mission, Objectives, and Values

### Our Vision

GB Snowsport’s (GBS) vision is to maximise Britain’s medal potential at the highest levels of global snowsport competition.

### Our Mission

Our **Mission** is to create and maintain a high-performance culture and environment for our athletes and staff to succeed and win well.

### Our Objectives

1. Identify and support athletes with the potential to win medals on the world stage and develop them to their full potential.
2. Provide the best performance staff within our means, capable of supporting our athletes to achieve their potential.
3. Empower and enable staff to focus on agreed performance and business priorities.
4. Build a sustainable business through best practice governance and business operations, and the development of long-term strategic partnerships.
5. Increase national support for British ski and snowboard athletes by telling and promoting the stories of British success.

### Our Medal Targets

Our medal targets, as agreed with our primary funder, UK Sport, for the Milan-Cortina Olympic and Paralympic Winter Games are:

- Olympic: 1-2
- Paralympic: 6-7

Underpinning these targets, we also expect to see increasing levels of podium competitiveness for British ski and snowboard athletes at FIS World Championships, X Games, and FIS World Cup competitions.

## **Our Values**

Our strategy is underpinned by **five values** that we seek to foster across our organisation, and which define our culture. We look to our staff, coaches, and athletes to uphold these values in ways which first and foremost respect one another as people, and through our actions drive our performance on and off snow.

1. **Courage**  
We have the physical and mental courage to exhibit confidence, bravery, and resolution when faced with fear and challenges.
2. **Excellence**  
We will strive for excellence in performance and work to establish Britain as thought leaders in global snowsport.
3. **Integrity**  
We will act with integrity in all that we do, ensuring a culture of trust exists between staff, coaches, athletes, and our partners.
4. **Respect**  
We will have consideration for ourselves, others, and the environment. We will at all times have respect for the rules of sport and for the officials who uphold them.
5. **Resilience**  
We will confront loss and disappointment with determination, belief, and a willingness to fight to the end, while lifting those around us who need our support.

## Governance Structure

The Organisation is a company Limited by Guarantee and is governed by articles of association which can be found on the website here: <https://gbsnowsport.com/policies/>

## Board

### Role

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

Jason Cobbold succeeded Rory Tapner as Chair of GBS on 3 October 2023. The Board is responsible for the overall governance, management and strategic direction for the organisation.

### Meetings and Key Decisions

The Board meets a minimum of four times a year and also on an ad hoc basis where required. The table below sets out the meetings held in the Reporting Period and summarises the key decisions taken.

Board meeting description	Date	Key Decisions
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Regular meetings	6/10/2022 15/12/2022  25/1/2023 21/4/2023 25/7/2023 20/9/2023	Appointment of G Bennett to Board Appointment of Selection Panel Chair Update to Freeski Selection Policy Commercial strategy approved Policies & YOG Selection approved Need to appoint Performance Director
Written resolutions	4/11/22 16/11/22 1/2/2023 16/3/2023 10/5/2023 15/9/2023	Selection and Diversity policies approval Appointment of M Oesterlin Appointment of J Foster as Alpine Chair Appointment of J Foster and M Carr to Board FIS Statute change approval VAT position and 2022 Financial Statements approval
Ad Hoc Meetings	22/6/2023	Appointment of Jason Cobbold to Board

## Composition

The Board is made up of a maximum of twelve Board members and comprises of:

- **Chair:** Jason Cobbold (from 3 October 2023), previously Rory Tapner
- **Senior Independent Director:** Anna Lees-Jones
- **1 Executive Director:** CEO
- **5 Nominated Directors:** 2 x Home Nations representatives (Snowsport Scotland and Snowsport England) and 3 x Discipline Committee representatives
- **5 Independent Directors:** Independent Directors

All appointments to the Board are made on merit in line with the skills required by the Board and nominated through the NOMCO process.

The Following persons served as Board members during the Reporting Period:

Name	Role description	Date joined or left the Board (if applicable)	Board meetings attended (e.g. 4 out of 6)
JP Cobbold	Chair Designate (Chair from 3 October 2023)	Appointed 29 June 2023	2 of 2
GNB Bennett	Chair Audit & Risk	appointed 1 November 2022	5 of 6
M Carr	Freestyle Committee Representative	Appointed 17 March 2023	3 of 3
ARM Clyde	Home Nation Representative (SSS)	Resigned 16 November 2022	0 Of 1
C Ewald	Chair Nordic Committee	Resigned 27 June 2023	3 Of 5
JM Foster	Chair Alpine Committee	Appointed 17 March 2023	3 of 3
V Gosling	CEO		7 of 7
AEC Lees Jones	SID		7 Of 7
RA Leman	Independent	Confirmed during reporting period intention to resign, 3	6 Of 7

		October 2023	
DHD McGonigal	Home Nation Representative (SSE)	Appointed 12 January 2023	4 of 5
M Nicci	Independent		6 of 7
M R Oesterlin	Independent	Appointed 16 November 2022	6 of 6
S Simon	Home Nation Representative (SSS)	Appointed 16 November 2022 resigned 1 September 2023	3 of 4
N R Tapner	Chair	Confirmed during reporting period intention to resign, 3 October 2023	7 of 7
P Trayner	Chair Alpine Committee	Resigned 23 February 2023	2 of 3
L Wright	Home Nation Representative (SSE)	Resigned 3 November 2022	0 Of 1

## Board and CEO Recruitment

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

Open recruitment processes were undertaken to recruit all of the Independent Directors in the period. Home Nation and Discipline Committee representatives were appointed as per the Articles.

## Board Evaluation

There was no Board evaluation in the period. An external evaluation of the Board is planned before the end of 2024.

## Remuneration

In the Reporting Period no remuneration was paid to Non-Executive Board members.

## 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 & Risk Committee

<b>Composition:</b>	All Independent Directors
<b>Role:</b>	The terms of reference for the Committee can be found on GBS website here: <a href="https://gbsnowsport.com/policies/">https://gbsnowsport.com/policies/</a>
<b>Meetings in the Reporting Period</b>	Four

### Nominations Committee

<b>Composition:</b>	All Independent Directors
<b>Role:</b>	The terms of reference for the Committee can be found on GBS website here: <a href="https://gbsnowsport.com/policies/">https://gbsnowsport.com/policies/</a>
<b>Meetings in the Reporting Period</b>	One

### Remuneration Committee

<b>Composition:</b>	All Independent Directors
<b>Role:</b>	The terms of reference for the Committee can be found on GBS website here: <a href="https://gbsnowsport.com/policies/">https://gbsnowsport.com/policies/</a>
<b>Meetings in the Reporting Period</b>	One

### Discipline Committees

<b>Composition:</b>	There are a number of discipline committees that report to the Board – Speed Ski, Snowboard, Nordic, Freestyle, Alpine, Telemark
<b>Role:</b>	The terms of reference for the Discipline Committees can be found on GBS website here: <a href="https://gbsnowsport.com/policies/">https://gbsnowsport.com/policies/</a>
<b>Meetings in the Reporting Period</b>	Eight

## Risk Management

The organisation has agreed a Risk Management Policy in October 2023 to ensure that effective processes are in place to track and report on existing and emerging risks which could affect the Organisation's ability to meet its Strategic Objectives and/or cause damage to the organisation or its stakeholders. The objective is to support better decision making and management of risk through a comprehensive understanding of risks and their likely impact.

During the reporting period, the Audit & Risk Committee and the Board reviewed the Risk Register in April 2023.

## Annual General Meeting

The members of the Organisation meet a minimum of once per year. Under the powers vested in it by the Articles of Association and pursuant to legislation.

## Governance Framework

The Organisation is committed to the Code for Sports Governance and having achieved compliance with the Code on 5<sup>th</sup> November 2019 and has put in place an ongoing governance development programme to ensure that it continues to develop its governance practices and procedures.

## 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 [examples]	Code requirement	Last reviewed	Review in reporting period
Directors' Code	Every 4 years	2021	Review 2025
Terms of reference	Every 4 years	2021	July 2023
Policies	Every 4 years	Various policies reviewed on a 1 or 2 year cycle	
Financial Forecast	4 year minimum	n/a	July 2023

## Diversity

Our target is to maintain a position where a minimum of 30% of Board members are from each gender whilst working towards gender parity.

**The current composition of the board as at 30 September 2023 is as follows:**

4 Female (36%) and 7 male (64%)  
1 non-white British

We are committed to increasing the diversity of staff, volunteers (including Board and committee members), participants and coaches.

Approved by the Board on:

**Date:** 26 July 2024

and signed by the Chair on behalf of the Board.

**J Cobbold – Chair – GB Snowsport**