

BOARD MEETING

1st MARCH 2024 (2:00PM-4:00PM)

MINUTES

1. Opening Remarks (JPR)

- Happy St David's Day greetings were passed to all board members.

2. Apologies and Declarations (JPR)

Apologies

- Tanya Harris
- In attendance: Jules Parke-Robinson; Kirstin Furber; Emma Calvert; Kevin Analuwa; Sam Whale; Clare Griffiths; Joe Bestwick; Emma Foden; Chris Hassell; Frances Kremarik; Justine Baynes; Diccon Edwards; Alison Smith; Jenny Buckham-Hedges, Tina Shepperson (for minutes).

Conflicts of interest:

- CH – Coventry; JB Jaguars and University of Nottingham; CG Loughborough Lighting and BEAA accepted board member. FK – Referee.
 - *Action: TS to send TH a recording of the meeting.*

3. Minutes and Matter Arising (JPR)

- Board Minutes 06.12.23. No comments.
- All matters closed out except for implementing the findings of the safeguarding review and the external board review which are ongoing.

4. RAG Report/Risk Register (JB)

- Only points highlighted in red or amber were discussed. Green means the objective is currently on track with no requirement for further discussion.
- Key points to note are:
 - Commercial Income which had been raised at FRAG the previous week. All commercial BWB contracts come to an end in March 25 apart from Matsunaga but there is no income from this. Motability is still live but there is no fixed amount on this. On the back of the commercial meeting, JB has two meetings next week with companies who are interested in assisting with the BWB strategy. There is also another contact being spoken to regarding assisting with applying for charitable funding. It has been agreed at Noms that a new Commercial Director position will be recruited to board.
 - DE and JB had a meeting with Vodafone regarding a two-stage partnership. Vodafone have a programme called 'player connect' which is about athlete performance data and Vodafone can do the analysis for BWB.

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- Digital Space – JB is to be part of UKS group regarding Digital Architecture and Technology.
- I
- There are some limitations on the data that we are collecting, including for IAG and this forms [part of the business case for investing in a proper technological architecture.
- *Action: Board to consider what contacts they have who could assist with commercial income.*

5. Sub Committee Updates (JPR/SW/EC)

- PAC – (SW). The main focus of PAC has been the Paris and Beyond strategy which has been submitted to UKS. We are expecting a standstill budget for the LA cycle, so have developed two Cause and Case for Change cases that would enable additional funding. These cover funding for more international competitions and increased support for coaching and sports psychology. Our indicative investment figure will be provided at a meeting with UK Sport mid-March, when they will also confirm the success or otherwise of the two additional bids. Further discussions have taken place on coaching and coach development as well as looking further at the HPP's. The successful campaign in Osaka last month for the GB Women was highlighted.
- FRAG (EC). The standard agenda items were detailed. Recent discussions have been surrounding the current investment strategy to optimise interest rates. The financial risks have been discussed such as a reduction in commercial income. Improvements to the current financial process have also been discussed and actioned. Thanks were passed to AS (BWB Finance Manager) for all her work in improving finance processes.
- NOMS (JPR). The board reviews took place in December 23. The biggest area of concern was the commercial strategy and it has been decided that a Commercial Director should be recruited to the board. The Board Committee Terms of Reference have been reviewed and amended, and a staff pay increase of 5% was agreed. Board training is being reviewed which will include safeguarding.
 - *Action: Board members to send the Commercial Director pack to anyone they think may be suitable.*

6. Board Review Update (JPR).

- Changes will be made to sub committees after Paris, but it was agreed at Noms that FK will move onto the International Working Group because of the huge value she can add.

7. Chair Term (JPR)

- KF advised the board that JPR had verbally accepted a 3 month extension of her role of chair due to the risk surrounding this ending just before LA. Permission was sought from the board to extend the term beyond the paras.

Decision: The Board were unanimous in the extending the term of JPR as chair of the board for 3 months beyond the Paras.

- Action: JB to check if there are any legal barriers to this.
- Action: JB to put date in diary for Noms early 2028 for the recruitment of a new chair with an interview May/June.

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8. Revised Strategy (JPR)

- JPR advised the board that there would be a final version for approval of this ready for the next board meeting.
 - *Action: JPR/JB to present the revised strategy to the board in May*

9. Workforce Strategy (JBH)

- Following concerns raised by the board, JBH offered a presentation regarding an ongoing project aimed at increasing workforce, which she is working on in conjunction with EF and FK. Working numbers are increasing but are still short of what BWB once had and there are currently not enough officials. There is a poor spread geographically and current officials are ageing out. The BWB ambition is to increase the number of officials starting, staying and succeeding in the sport. The plan includes 4 pillars of focus which are recruitment, retention, learning/development, and fulfilment of potential. This will be completed by the end of March and the plan will be rolled out later in the year. Recruitment will be targeted at a younger group, such as universities and assistance will be sought from membership on this. Work is also in progress looking at the coaching pathway.

10. BBF Update (JB)

- UKS have now granted funding for this and a meeting will take place with the BBF to detail how to progress with this. A further update will be provided at the next board meeting.

11. EDI Update (JB)

- There has been another meeting of the EDI group, and they are currently reviewing the 6 key themes in the DIAP. The next meeting is in April, but the frequency of these will increase. The race representation index was not completed due to lack of confidence in the data available.

12. Integrity Update (JB)

- Conversations with an external provider are currently taking place to assist with outsourcing safeguarding issues and there is funding in place for this. JB had a demo of an app last week called 'Not Me' which has been demonstrated to UKS who are very keen to incorporate this. Further discussions are taking place surrounding bringing this on board.

13. AOB (JPR)

- For the BWB conference on 29th June there will be extensive information given to the membership about what is happening within the organisation. This will take place in Nottingham and the participation of the board was requested at this. It was highlighted that the Junior Europeans will be taking place in Spain at this time which could affect the availability of some board members.
- A discussion took place regarding a YouTube video that had been circulating this week criticising the Women's Premier League, BWB and BWB staff. It was agreed that further discussions would take place as to what (if any) actions would be taken regarding this.
 - *Action: JB/JPR to discuss further and inform board members how this should be addressed.*

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- *Action: JPR to send an email to JR, DE and JP on behalf of the board regarding this.*

Date of Next Meeting: Wednesday 8th May 2024

ACTION LOG:

01.03.24	World-Leading NGB	Send TH a recording of the meeting.	TS
01.03.24	World-Leading NGB	Board to consider what contacts they have who could assist with commercial income.	ALL BOARD
01.03.24	World-Leading NGB	Board members to send the Commercial Director pack to anyone they think may be suitable.	ALL BOARD
01.03.24	World-Leading NGB	Check if there are any legal barriers to the extension of the Chair position beyond the paras	JB
01.03.24	World-Leading NGB	Put a date in diary for Noms early 2028 for the recruitment of a new chair	JB
01.03.24	World-Leading NGB	Present the revised strategy to the board in May.	JPR/JB
01.03.24	World-Leading NGB	Discuss further and inform board members how the YouTube video postings should be addressed.	JPR/JB
01.03.24	World-Leading NGB	Send an email to JR, DE and JP on behalf of the board regarding YouTube video postings.	JPR

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