

## **BOARD MEETING (in person)**

**28 NOVEMBER 2024 (2:30PM-4:30PM)**

### **1. Opening Remarks (JPR)**

- Welcome back to Emma Foden
- Congratulations were passed to Diccon Edwards on his new position and thanks expressed for his contribution to the sport and medal achievements.

### **2. Apologies and Declarations (JPR)**

#### **In attendance**

- Jules Parke-Robinson (Chair); Emma Calvert, Sam Whale, Chris Hassell, Kevin Analuwa, Tanya Harris, Andrew Wright, Justine Baynes (CEO), Ali Smith, Jo Rutavicius, Diccon Edwards and Tina Shepperson (for minutes). Emma Foden and Frances Kremarik attended via dial in.

#### **Apologies**

- Clare Griffiths and Kirstin Furber.

#### **Conflicts of interest:**

- CH – Coventry

### **3. Minutes and Matter Arising (JPR)**

- Board Minutes 08.08.24 no comments.
- All matters closed out except for the visual representation for the 12-year strategy, the 2025-29 strategic objectives and the invitation to UKS to attend a board meeting.
- Board reviews will be conducted in January with JPR with a discussion at Noms that same month. Board members will be asked where their interests lie with a view to changing around the sub committees. TH is to take over the chair of PAC in the summer when the tenure of SW comes to an end.

### **4. Board Resignations and Reappointments (JPR)**

- Joe Bestwick has been employed as one of the academy coaches so has stepped down from the board. Noms will discuss the vacancy at the next meeting.
- Tanya Harris and Chris Hassell have reached the end of their tenure but have both agreed to extend their term for another 4 years.

### **5. RAG report, Dashboard and Risk Register (JB)**

- ATPi have agreed to partner for another 4 years, and a contribution increase of 10K has been requested. Kukri have proposed a new kit-only deal, and the current contract runs until 2027. There is a meeting with Motability next week but there is no current commitment for year three and so budgeting has been reduced to 100K to reflect this. JB has met with Level Law and Evoke who own William Hill about the potential of financial support and has a meeting lined up with Fortnum & Mason.
- There has been an announcement on the Commonwealth Games.
- It is felt that a broadcast partner is not needed, but this will remain highlighted as a risk until April when the new strategy is launched.
- BWB have now surpassed the number of teams and members since before the Covid pandemic.

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- Club conferences – it is hoped to have one next year, but there is currently no budget for this. It will cost approximately 30K.
- The membership model costs 70K excluding staff salaries but brings in 40K so a membership review is needed as it is not currently cost efficient.
- The level of statisticians and referees was raised and it was explained that JBH has a good plan in place for workforce development. The international influencing budget is being used to support staff in this.
- Coaching levels are set to increase on last year but there are issues with Playwaze pulling the correct data. Ethnic diversity numbers remain the same.
  - *Action: JR to present a new workforce plan to board when it is ready.*

## 6. Sub Committee Updates (JPR/SW/EC)

- NOMS - (JPR) Noms are currently working on board reappointments, successions and skills analysis and some board members will be offered financial training. Annual salary reviews will be discussed in Jan, but the NI rise will cost an additional 21K per year. The technical working group will be split.
- PAC – (SW) there have been two meetings post Paris with the focus on funding. The Paris review has taken place and lots of positive feedback came out of this. The key development is culture and working on performance behaviours, especially under pressure. APA's have been confirmed and the contracts have been tightened up with quarterly reviews for all athletes. Euro champs have been confirmed for October in Sarajevo. There have been several discussions surrounding the performance budget and there is a move towards decoupling the WPL from the HPP's and repurposing the HPP's into Regional Development Centres, reducing the number of these. There will be a final financial decision from UKS on 13<sup>th</sup> Dec and important decisions will have to be made on the performance budget. It is felt that here is a disparity in the amount of funding provided for para sports and discussions are taking place with UKS concerning this.
- FRAG – Management accounts have been discussed and the underspend is still being managed. Stat accounts need minor adjustments, and these will be signed off for final approval on 9<sup>th</sup> Dec by board before being submitted to Companies House. The budget for next year shows that funding remains the same, but the cost of living is increasing, so there is a hole to fill which will hopefully be filled with commercial funding. 400K is required by 2027/28 and the performance black hole budget is approximately 200K.

## 6. Newco (JB)

- BWB are permitted to raise 80K commercial sponsorship per year before being liable for corporation tax and this has been exceeded. A proposal was put forward to set up a separate trading company. SW and CH were the two board directors proposed at NOMS.
  - **Decision: The board were unanimous to set up Newco.**
  - *Action – a discussion is to be had with Sedulo as to how the corporation tax liability has been exceeded.*

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## 7. Finance Matters (AS/JB)

- These were largely discussed during the update on FRAG meetings. Two versions of the UKS budget were presented to the board. V1 was based on an expected standstill budget form UKS which provides a reduction in the number of camps, training and staff that can be achieved. V2 shows the budget that is needed to maintain the current trajectory.
- *Action – Board to review future performance budgets.*

## 8. AOB (JPR)

- A proposal was put forward to employ a Commercial Director under a 12-month fixed term contract with financial targets attached. The funding for this will come from the carry forward in BWB with a 25K contribution repositioned from UKS.
  - **Decision: The board were unanimous in their approval of this.**
  - *Action – An update is to be provided at each board meeting with the amount of funding brought in by the role.*
- A corporate event is going to be organised on 13th February 2025.
- A discussion took place about the AGM which was being held after the meeting.
- Board meetings in person are to be held twice a year with the Summer meeting to be in person.
- **Papers for info:**
  - EDI
  - Safeguarding
  - UKAD update
  - Welsh Governance
  - Competitions Review
  - WPL funding model
- *Action – board members to look at attending National Champs 16/17/18 May.*

**Date of Next Meeting:** 9<sup>th</sup> December 2024.

### ACTION LOG:

|          |                   |                                                         |    |
|----------|-------------------|---------------------------------------------------------|----|
| 28.11.24 | World-Leading NGB | Present a new workforce plan to board when it is ready. | JR |
|----------|-------------------|---------------------------------------------------------|----|

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|----------|-------------------|-----------------------------------------------------------------------------------------------------------|-------|
| 28.11.24 | World-Leading NGB | Discussion to be had with Sedulo as to how the corporation tax liability has been exceeded.               | JB/AS |
| 28.11.24 | World-Leading NGB | Board to review future performance budgets.                                                               | BOARD |
| 28.11.24 | World-Leading NGB | Update to be provided at each board meeting with the amount of funding brought in by the commercial role. | JB    |
| 28.11.24 | World-Leading NGB | Board members to look at attending National Champs 16/17/18 May.                                          | BOARD |

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