

British Ski and Snowboarding (the “Company” or “BSS”)
(Company Number: 7237547)

Summary Minutes of the Board of Directors meeting on 26th April 2016

- The minutes of the Board meeting held on 2nd March 2016 were agreed by the Board as a true and accurate record of the meeting.
- Mrs Amanda Bennet, a Consultant appointed by UK Sport to assist the Company with Equality and Diversity gave a presentation on this subject. The Board noted that under the 2014-18 funding agreement with UK Sport, BSS is expected to achieve designated levels of the Equality and Safeguarding Standards by agreed dates. In addition, it was noted that UK Sport has set an expectation on all sports in receipt of funding, that at least 25% of Board positions will be held by women by March 2016
- Mrs Bennett described some of the mechanisms that other Sporting organisations have used to improve Board performance generally and improve their performance in are of Equality and diversity. This included changing communication, mechanisms, changing representation on Boards including ensuring Independence in Directors and requiring that Directors all ways place the needs of the Company rather than representing a geography or particular facet of a sport.
- The Board discussed the need for the organisation to be truly diverse and to represent itself in that way. The Board considered that the Company and Snowsports in the UK were good at providing equal competitive opportunity in both male and female sport. However, Snowsports was not good at including ethnic minorities or financially disadvantaged groups.
- The Board debated the difficulties that were often encountered when seeking new volunteers to involve themselves in the running of the sport. The lack of a pool of volunteers complicated the diversity issue.
- The Board agreed that the Chairman should become the Company's equality champion. The Chairman and Mr Edwards would agree on the “breadth” of the organisation in relation to the consideration of equality. Mr Edwards was asked to produce a list of tasks for the Board's attention in relation to next steps in seeking an improved rating for the Company's approach to equality. The Discipline and Home Nation representatives agreed that they would include a report on the challenges that the organisation faces to their committees/Boards.
- The Chairman would like the Board to spend more time at Board meetings examining how to improve performance and how we can provide better support programmes. He used the example of a specific support fund for 2018 Olympic hopefuls who were currently struggling to pay for the programmes that they needed in order to prepare for Pyeongchang appropriately. The Board agreed that the Chairman would work with Mr Edwards to produce a proposal on a restructure and re-organisation. This proposal should be considered by the Board either via email or at a teleconference to enable agreement by the Board on something that can be put before our members at the AGM in September.
- Scottish representation on the Board will be addressed as part of any restructure discussed earlier and will be put to the members at the AGM in September.
- The Board agreed that the Alpine Speed and Telemark Committee should be prepared to appoint a Director under article 8.6 of the Company Articles but noted that if the Board determined in the near future that a restructure was appropriate then this should be considered before a formal appointment of a new Company Director.

- The Board discussed progress on the agreement of Olympic Qualification Standards with the British Olympic Association. Mr Mortimer was asked to arrange a briefing of all BSS parties involved in this negotiation as soon as possible to ensure that all of the BSS team understood the negotiation position in full before discussions with the BOA resume.
- The Board received an update on progress in forming the new Charity. Unfortunately, progress in obtaining approval from the Charity Commission had not been as quick as hoped for and the Commission had raised so many concerns about the draft articles that it had been decided to start the application afresh with a new advisor.
- Progress with the major operator in the travel industry on the implementation of a travel industry voluntary support subscription scheme was discussed and progress had been much more positive and a follow up meeting would take place later in the week
- The Board discussed the recent Delancey British Alpine Championships and in particular noted the unacceptable delivery of some aspects of the FIS Senior and Junior events and the many issues that arose during the U16, U14 and U12 events. The issues that had arisen with the Tignes timing equipment, the lack of an identifiable slip crew on the hill, the very large numbers of entrants in the Children's events and the consequences in running time a skiing conditions and the occasional failure of the organisation team to deal with issues as they arose at the Children's event were all debated. A number of key questions arose including the possibility of reducing the number of overseas athletes that were allowed to compete and the setting of a course suitable for the top 30 British athletes not the top one. The Board agreed that the ASTC or ABG should be establishing the performance objectives for the Championships and the Strategy and underpinning policies that would assist in hitting those performance objectives. They should also be appointing the Chiefs of Championships. Mr Edwards, supported by the Chiefs of Championships, would then make the necessary commercial arrangements for the event.
- The Board also discussed the current "Brits" freestyle and snowboard championships and a desire to formalise this event as a BSS event. It was agreed that formalising the Brits and a wider "British Snowsports Championships" would be reviewed
- Reports were received and reviewed from:
 - The Home Nations
 - The Freestyle Discipline
 - The Nordic Discipline
- The Company Risk Register was reviewed.