

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

Summary Minutes of the Board of Directors meeting on 20th March 2018

Directors Present:

Rory Tapner
Joanna Poulton
David Edwards
Dan Hunt
Wayne Glasse-Davies
Anna Lees Jones
Richard Leman
Iain Mackay
Tim Fawke – by phone
Mark Lund
Colin Holden
Paul Trayner – by phone

Attendees:

Su Moore
Robin Kellen

- The minutes of the Board meeting held on 18th January 2018 were discussed and agreed as a true and accurate record of the meeting.
- Each Director present confirmed that they had no direct or indirect interest, other than already described at previous recent meetings and contained in the Company’s register of interests other than Mr Leman’s involvement with the British Olympic Association and Mrs Poulton’s involvement with the Royal Yachting Association, in any way in the proposed arrangements to be considered at the meeting.
- Mr Lund provided a report from the subcommittee of the Board formed to manage the recruitment of a new Chief Executive for the Company. Mr Lund described the process that had sifted over forty candidates and resulted in a longlist of eight credible candidates who were interviewed by a subset of Board members and our UK Sports nominated Governance Officer. The three people who impressed most at the longlist interviews (2 women and 1 man) were then invited to meet with Mr Hunt and Ms Moore before meeting with a final interview panel that included further BSS Board members and Mr Simon Morton from UK Sport. The final interview panel unanimously selected Vicky Gosling as their chosen candidate for the Chief Executive role. The Board were provided with a copy of Miss Gosling’s CV.
- The Board discussed the process adopted and the subcommittee’s recommendation. The Board were delighted to approve the appointment of Ms Gosling to the Board and to the role of Chief Executive subject to final agreement of employment terms by the Company remuneration committee and subject to Company nominations committee approval of Ms Gosling as fit and proper for the role. The Board agreed that Miss Gosling’s commencement date would be 5th April 2018 at which point Mr Edwards would take on a support role and resign his Directorship of the Company.

- Mr Mackay had asked the Chairman to consider the role of the Discipline Committees and he believed that there was now redundancy in a number of aspects of the Discipline Committees' work now that the Company were employing professional staff in performance and coaching roles. He asked the Board to consider what role the Committees should now play to add the greatest value to the Company. Mr Hunt noted that the performance organisation that he intended to put in place for the four years up to and including the Olympic Winter Games in Beijing would be run as one World Class Performance Programme covering all of the snowsport Disciplines.
- The historical difficulty in gaining athlete representation was discussed and the Board agreed that the topic of appropriate athlete representation was getting increasingly important.
- The Board agreed that Discipline Committees should remain responsible for signing off selection policies but the Performance Director and his professional staff should be responsible for the production of selection philosophy and resultant documentation of policies.
- The Board agreed that Ms Gosling should review the role of Discipline Committees and their terms of reference and make up and she should be responsible for proposing change.
- Ms Poulton introduced proposals for revised terms of reference and a revised operational plan for management of Risk by the Company. The Board debated the contents of these documents and subject to including "the management and ownership of UK Sport Governance Audits" in the Terms of Reference and adding clarity on treatment of "reputational risk" and removing "inability to operate" in the Operational plan unanimously approved the adoption of these documents.
- Ms Poulton also introduced a proposal on the revised risk register and noted that she would need to run through this register with Ms Gosling as soon as she takes up her post. The Board discussed the contents and agreed that Ms Poulton should run through the contents of the risk register with the Discipline Committee Heads before re-presenting it to the Board. The Chairman asked that reputational risk be given a greater focus. The Board agreed that the new CEO will be responsible for the identification, classification and management of risk for the Company.
- Mr Hunt introduced a report on the progress of athletes, coaches and programmes. The report focused on the achievements of the Company athletes who had been selected to Team GB to represent Great Britain at the Olympic Winter Games (OWG) held recently in South Korea.

- The Board noted that following snowsport athletes represented Great Britain:

BRITISH SKI & SNOWBOARD ATHLETES SQUAD FOR PYEONGCHANG 2018				
Name	M/F	Age	Sport	Previous Olympics
Izzy Atkin	F	19	Freestyle Skiing (Slopestyle)	Debut
Murray Buchan	M	26	Freestyle Skiing (Halfpipe)	2014
Rowan Cheshire	F	22	Freestyle Skiing (Halfpipe)	Debut
Rowan Coultas	M	20	Snowboard (Slopestyle/Big Air)	Debut
Aimee Fuller	F	26	Snowboard (Slopestyle/Big Air)	2014
Zoe Gillings-Brier	F	32	Snowboard Cross	2006, 2010, 2014
Alexander Glavatsky-Yeadon	M	23	Freestyle Skiing (Halfpipe)	Debut
Charlie Guest	F	24	Alpine Skiing	Debut
Tyler Harding	M	21	Freestyle Skiing (Slopestyle)	Debut
Billy Morgan	M	28	Snowboard (Slopestyle/Big Air)	2014
Andrew Musgrave	M	27	Cross Country Skiing	2010, 2014
Jamie Nicholls	M	24	Snowboard (Slopestyle/Big Air)	2014
Katie Ormerod	F	20	Snowboard (Slopestyle/Big Air)	Debut
Dave Ryding	M	31	Alpine Skiing	2010, 2014
Emily Sarsfield	F	34	Freestyle Skiing - Ski Cross	Debut
Callum Smith	M	25	Cross Country Skiing	2010
Peter Speight	M	25	Freestyle Skiing (Halfpipe)	Debut
Katie Summerhayes	F	22	Freestyle Skiing (Slopestyle)	2014
Molly Summerhayes	F	20	Freestyle Skiing (Halfpipe)	Debut
Annika Taylor	F	24	Cross Country Skiing	Debut
Laurie Taylor	M	21	Alpine Skiing	Debut
Alex Tilley	F	24	Alpine Skiing	Debut
Lloyd Wallace	M	22	Freestyle Skiing - Aerials	Debut
James Woods	M	26	Freestyle Skiing (Slopestyle)	2014
Andrew Young	M	25	Cross Country Skiing	2010, 2014

- The Chairman congratulated Mr Hunt on the success of the team and wished to record his and the Board's thanks and congratulations to all of the athletes, coaches and staff who had brought credit to the Nation with their performances during the two weeks of the Olympic Games. In particular the Board wanted to acknowledge the contribution of Miss Sophie Morrison and they asked the Chairman to write formally to her to express their thanks.
- The Board also wished to congratulate and recognise the extraordinary achievements this season of Jasmin Taylor. Although not an Olympic Sport Jasmin's performances have been outstanding and leave her in a very good place for the World Cup Finals in Mürren this weekend. Mr Edwards will be attending the event on behalf of BSS and, considering the number of World Cup Podiums that she has achieved, she is not far away from being the very best athlete Britain has ever produced on snow.

- The Board discussed the process that would now be undertaken to review the performances of the athletes at the OWG and Mr Hunt was asked to produce a full report for the Board after the reviews had been completed.
- Mr Hunt and the Chairman had both held positive discussions with UK Sport about BSS athletes' results at the OWG. The Board discussed the funding possibilities from UK Sport for the next four years and noted that Mr Hunt would need to put a combined submission for BSS and British Parasnowsport to UKS by 23rd April.
- Mr Hunt described his priorities for the next three months to the Board noting that he needed to put his Senior Leadership team (SLT) in place and needed to provide certainty to many of the Coaches whose employment contracts were terminating over the next few months.
- Mr Hunt described his initial impressions of what would be necessary in relation to the OWG to be held in Beijing and the challenges that the three geographically dispersed sites will pose for the team.
- Ms Moore introduced a report on fundraising for the Company.
- Ms Moore noted that Altius had recently approached over one hundred Companies and seven of these companies had asked for further dialogue and a response was still awaited from around eighty.
- Ms Moore also informed the Board that the Charity would be seeking to make its next tranche of grants in the next few months and would seek to make grants to both individual athletes and projects that encourage participation.
- Mr Fawke and Mr Glasse Davies introduced a report on the activity within the Home Nations and Pathways.
- Mr Glasse Davies reported that the new SSS CEO had been asked to re-apply for his visa and this had delayed his start date.
- Mr Edwards presented his progress report covering the last eight weeks of business.
- The Board revisited the makeup of the recommendations that the Company would make to the International Ski Federation (FIS) in relation to the British delegation that would work with the FIS committees for the two year period following the FIS congress in May this year.
- The Board discussed the requirements that the new General Data Protection act would place upon the Company and Mr Edwards was asked to make the necessary arrangements.
- The Board discussed a proposal for the provision of Personal Accident and Travel Insurance for all members and a commensurate increase in all membership fees in return for the provision of this benefit to all members. The Board asked Mr Edwards to provide further details before taking any further steps.

- Mr Edwards presented a finance report covering the cash movements against budget for the financial year.
- Mr Lund suggested that the Company should reconsider the reserves policy to reflect the increased salary bill that the organisation now managed.
- The Board discussed the cashflow forecast contained in a forecast from Mr Edwards to take the Company up until the end of September 2018, the point when any new UK Sport funding agreement would commence. The Board noted the additional income that was required from new sales, donations, commission and other income to keep the Company's cash reserves at around its minimum targeted £150k. The Chairman expressed his comfort that this new income would be found. It was felt prudent that new commitments should be kept to a minimum without harming the Performance programmes.