

## FINAL Minutes: Badminton GB Board Limited Meeting

Tuesday 6 October 2020 via video conference call



<b>Board:</b>	Stephen Baddeley (SB)	Chair and Independent Director
	Kelly Aston (KA)	Member Director (Badminton Wales)
	Derek Batchelor (DB)	Member Director (Badminton England)
	Christine Black (CB)	Member Director (Badminton Scotland)
	Adrian Christy (AC)	Accountable Officer
	Graeme Finch (GF)	Independent Director
	Jane M Nickerson (JN)	Company Secretary/Independent Director
	Ken Nixon (KN)	Member Director (Badminton Ireland, Ulster Branch)
<b>Invited:</b>	Jon Austin (JA)	Performance Director, Badminton England
	Mark Beecher (MB)	Head of Performance Operations, Badminton England
	Sue Wressell (SW)	Minute Taker (Badminton England)

<b>1</b>	<b>WELCOME AND APOLOGIES FOR ABSENCE</b>
	SB welcomed everyone to the meeting. There were no apologies.
<b>2</b>	<b>DECLARATIONS OF INTERESTS</b> DB had joined the now formally constituted BWF Heritage Working Group. DB also informed the meeting that he had been asked to be a scrutineer at the virtual BWF AGM which took place on 18 July 2020.
<b>3</b>	<b>MINUTES OF THE LAST MEETING</b>
<b>3.1</b>	To receive and approve the minutes of the meeting held on 7 May 2020 <ul style="list-style-type: none"> <li>The minutes of the meeting held on 7 May 2020 were approved with the following changes, in addition to minor typing errors: <ul style="list-style-type: none"> <li>Item 4.1 should show that Jon Austin would remain as the Team Leader and Mark Beecher as the Deputy Team Leader.</li> <li>Item 4.2 should state the 'philosophy of centralised training'</li> </ul> </li> </ul>
<b>3.2</b>	To consider matters arising from the minutes: The following points were noted: <ul style="list-style-type: none"> <li><b>UK Para Badminton Championships</b> - KA confirmed that the Championships due to be held in July had been cancelled and a provisional date of 25 – 27 June 2021 had been put forward.</li> <li><b>Badminton Europe Regional Project</b> – There was no update on this. MB would follow up on this after the meeting and send an update with the minutes. (ACTION: MB)</li> <li><b>BOA's consideration of future events</b> – This would be covered in item 4.1 but BOA was still considering budgets and no final decisions had been made.</li> </ul>

	<ul style="list-style-type: none"> <li>• <b>Governance Statement</b> – the 2020 Statement would be posted to the GB Board website.</li> </ul>
<p><b>3.3</b></p>	<p><b>Review of the MOU and LHNC</b></p> <p>The Board reviewed both documents and discussed the issues raised within them both. The following points were confirmed:</p> <ul style="list-style-type: none"> <li>• There would be no need to state that the CEOs of the four Home Countries would meet on a regular basis as this was something that already took place and was seen as an unnecessary clause within the MOU.</li> <li>• There would be no need for a GB Operational Group, as suggested by Badminton Scotland, as this work was already overseen by the GB Technical Advisory Group and the GB Board.</li> <li>• It was recognised that more collaboration across the four Home Countries was needed.</li> <li>• There was no plan to have a GB-only National Coach at the current time. This would need some further thought once funding had been confirmed, the GB Technical Advisory Group would monitor this. It was argued that this would not be an efficient use of limited resources.</li> <li>• Discussion was held on whether UK Sport funding should be paid via the GB Board or direct to the Lead Home Nation. It was agreed that the Chair of the GB Board should sign the Agreement with UK Sport but that funds should be sent direct to Badminton England as the Lead Home Nation with the authority to provide the services laid down in the LHNC. AC would seek clarification from Sally Munday and report back to the Board (ACTION: AC)</li> <li>• Those Home Nations with an athlete who will be supported by World Class funding, will be expected to make a payment, on a pro rata basis, towards 15% of the total Award given as required by UK Sport. This had been reduced down by UK Sport from 25% due to recognition of the challenges that Covid-19 was causing many National Governing Bodies. The agreed proportion of the 15% would need to be paid by the Home Nation, irrespective of whether their athlete trains in the GB training Centre (Milton Keynes) or elsewhere.</li> <li>• An additional clause, defining the number of players on the programme on a yearly basis would be added. It was agreed that a formal review would be undertaken in December for a 1 April inclusion or removal of a player on the programme. The players included in the WCP on the 1 April annually would be used to calculate a nations 15% payment. It was further agreed that no repayments to Home Nations would be made if a player left the WCP during the year.</li> <li>• It was agreed that the annual budget (running April-March) would be approved by the GB Board by 31 May each year at the latest.</li> <li>• JN would check with the insurance brokers as to whether our current insurance policy sufficiently indemnities Badminton England as required in the LHNC. (ACTION: JN)</li> <li>• It was recognised that the Athlete Agreements were with UK Sport so the wording would be changed to reflect this in the two relevant clauses.</li> <li>• It was agreed that as the money for the next cycle would be paid in April 2021, that the updated MOU and LHNC would both start from 1/04/2021 and each would run for 4 years.</li> </ul>

	<p>GF was thanked by the Board for all his hard work on the two documents. GF would tidy up both, with the agreed changes, and would re-issue them to the Board. (ACTION: GF)</p> <p>With the above agreed changes, both documents were approved by the Board by a 6-1 majority. CB did not give her approval.</p>
<b>4</b>	<b>PERFORMANCE</b>
<b>4.1</b>	<p><b>Performance Update</b></p> <p>JA provided a presentation which would be circulated with the minutes and the following comments were made:</p> <ul style="list-style-type: none"> <li>• It was yet to be confirmed if there would be world ranking points for the Danish Open.</li> <li>• JA confirmed that Olympic ranking points were currently unchanged but would restart in January 2021.</li> <li>• The BPA were cutting back on pre-Games support, including no team kitting out, due to Covid-related budget challenges.</li> <li>• The BOA will also be cutting back but as yet had not indicated what these would be.</li> <li>• Virtually all players had stopped receiving sponsorship money and prize money due to the lack of international competitions.</li> <li>• Consideration might need to be given to some international training for the para badminton athletes as they will have had no international competition for a year by March 2021, when their next tournament is due to be held.</li> <li>• It was agreed to discuss the possibility of staging a GB Championships across all age groups at the January 2021 meeting.</li> <li>• It was agreed to discuss the possibility of hosting an international para badminton training prior to the Spanish International Championships, which were scheduled for March 2021.</li> </ul>
<b>4.2</b>	<p><b>Paris Funding submission – Phase 3 approval</b></p> <p>The GB Board had received majority of the documentation that would be provided in the Phase 3 submission to UK Sport and JA took the GB Board through several of the papers that he required approval for as they had been updated since the phase 2 submission. The following points were made:</p> <ul style="list-style-type: none"> <li>• UK Sport had turned down the request for an extension of time but had agreed the papers that needed to be submitted by 16 October with a slightly later date for the remainder.</li> <li>• JA took the GB Board through the four-year milestone targets for the Olympic programme and the key strategic priorities. The operational plan would be written once the submission had been made and would be completed by the end of March 2021. It was agreed that it would be useful for the GB Board to see this but they would not need to approve it. (ACTION: JA)</li> <li>• The four-year milestone targets were reviewed for the Paralympic programme but there was currently no pathway for Academy and Confirmation players and therefore no targets set against this level of player</li> <li>• The GB Technical Advisory Group (TAG) would review all of the players who would likely be in Academy and Podium based on the agreed performance matrix and map those players accordingly.</li> </ul>

	<ul style="list-style-type: none"> <li>For Confirmation, the GB Technical Advisory Group will utilise the agreed performance matrix but will also take account of the expert coach view before allocating places.</li> <li>UK Sport has indicated that they may challenge the Olympic performance matrix which may mean the player list will need to be revisited.</li> <li>The GB Board approved the Olympic Pathway Alignment proposal</li> <li>The Paris Cycle Investment Overview was discussed and it was pointed out that the 15% figure quoted as payment back to UK Sport for the overall core costs appeared not to be correct, if based on the core cost figures listed. MB advised it was correct but would re-circulate the figures to the Board to show how this number had been calculated. (ACTION: MB)</li> <li>The GB Board gave a majority approval for the submission (6-0), albeit with work outstanding to refine the Terms of Reference for the GB Technical Advisory Group. CB abstained.</li> </ul>
<b>4.3</b>	<p><b>Olympic and Paralympic Games Selection and Appeal policies</b></p> <p>The GB Board reviewed the policies and the following notes and agreements were made:</p> <p><u>Olympic Games Selection Policy:</u></p> <ul style="list-style-type: none"> <li>The eligible tournaments table, for the period 4 January – 2 May 2021 would be checked to ensure no tournament was missing. (ACTION: JA)</li> <li>DB would pass on a number of typographical errors outside of the meeting</li> <li>The qualifying period shown on page 1 as 29 April 2019 -15 March 2020 would be checked as the dates were different later in the document (29 April 2019 – 26 April 2020). (ACTION: JA)</li> <li>The Olympic Selection Policy would be approved electronically, after the review of issues raised. (ACTION: JA)</li> </ul> <p><u>Olympic Games Appeals Procedures:</u></p> <ul style="list-style-type: none"> <li>The Olympic Games Appeals Procedures were approved by the GB Board.</li> </ul> <p><u>Paralympic Games Selection Policy:</u></p> <ul style="list-style-type: none"> <li>It was noted that the entry numbers as shown in table 1.3 had been taken directly from the BWF website.</li> <li>The Paralympic Selection Policy was approved by the GB Board</li> </ul> <p><u>Paralympic Games “Fast” Appeals Procedures:</u></p> <ul style="list-style-type: none"> <li>The clause on the make up the appeal panel, i.e. three independent members, would be altered to align with the wording in the Olympic Appeals Procedures (ACTION: JA)</li> <li>JA wanted to remove the word “Fast” from the title of the procedures.</li> <li>The Paralympic Games Appeals Procedures would be re-circulated with the above amendments for electronic approval (ACTION: JA)</li> </ul>
<b>4.4</b>	<p><b>Paralympic Team Leader Role</b></p> <p>The Board received the paper prepared and agreed that the role of Paralympic Team Leader should be moved from JA and given to MB. (ACTION: JA/SB)</p>
<b>5</b>	<b>FINANCE UPDATE</b>
<b>5.1</b>	<b>To receive the management accounts</b>

	The GB Board noted the management accounts.
<b>6</b>	<b>GOVERNANCE</b>
<b>6.1</b>	<b>Chair's Appraisal Outcome</b>  Owing to time constraints, this item was held over until the January 2021 meeting.
<b>6.2</b>	<b>Recruitment of a new Board member</b>  The GB Board received the paper prepared by the Chairman and agreed that work should continue to appoint another Independent Director. Focus would be given to providing opportunities for those to apply from BAME backgrounds as set out in the Board's Diversity Action plan. (ACTION: SB)
<b>6.3</b>	<b>Terms of Reference of Technical Advisory Group</b>  The GB Board received the Draft Terms of Reference for the Technical Advisory Group and the following comments were made: <ul style="list-style-type: none"> <li>• The final sentence of point 6 in the Purpose of the Group, starting with "However, the final selection ...." would be removed.</li> <li>• Under the Reporting Structure, any member of the Group should be able to raise a concern to the GB Board, either through the GB Performance Director, their Home Country member on the Board or the Chairman. This was agreed.</li> <li>• An update of the work of the Technical Advisory Group should be included in the GB Performance Director's report to the GB Board. This was agreed.</li> <li>• Reference to the Home Nations Chief Executive Officers Group would be removed from the Reporting Structure.</li> <li>• The TORs would take effect from 1 January 2021.</li> <li>• GF would redraft the TORs and circulate them for electronic approval (ACTION: GF)</li> </ul>
<b>7</b>	<b>AOB</b> <ul style="list-style-type: none"> <li>• It was confirmed that whilst CB had not approved the MOU and LHNC, the Scottish players should still be included within the UK Sport submission.</li> </ul>
<b>8</b>	<b>Dates of next meeting:</b> <ul style="list-style-type: none"> <li>• Following a doodle poll, the next two meeting dates were confirmed as: 13 January 2021 at 10.30 am 20 May 2021 at 10.30 am</li> </ul>
	There being no other business, the meeting closed at 2.15 pm

## Appendix 2: Actions

Reference	Action	Responsible/Lead	Deadline Date
Item 3.2	MB to provide an update on the Badminton Europe Regional Project with the minutes	MB and SW	When minutes are circulated
Item 3.3	AC to seek clarification from Sally Munday about signing of the Funding Agreement with UK Sport.	AC	At his meeting on 7 October
Item 3.3	JN to speak to the insurance brokers about indemnity for Badminton England	JN	ASAP
Item 3.3	GF to tidy up the MOU and LHNC with the agreed changes and re-issue for approval	GF	ASAP
Item 4.1	JA Presentation to be circulated with the minutes	SW	When the minute are circulated
Item 4.2	JA to share the operational plan for the Olympic Programme with the GB Board	JA	Once written
Item 4.2	MB to circulate the figures to show how the 15% of the total costs had been calculated	MB	When the minute are circulated
Item 4.3	JA/MB to review the tournaments table and the qualifying period and re-circulate the Olympic Games Selection Policy for electronic approval	JA/MB	October 2020
Item 4.3	JA/MB to make the required amendments to the Paralympic Games Appeals Procedures and re-circulate for electronic approval	JA/MB	October 2020
Item 4.4	JA and SB to provide a formal nomination of Mark Beecher to the Paralympic Team Leader role to the BPA	JA/SB	October 2020
Item 6.2	SB to ensure a focus of opportunity for applications from the BAME community within the recruitment of a new Independent Director	SB	October/ November 2020
Item 6.3	GF to redraft the Terms of Reference for the Technical Advisory Group with the amendments provided and recirculate for electronic approval	GF	October 2020