

Minutes: Board of Directors		 BADMINTON ENGLAND
Date:	23 June 2021	
Time:	3 pm	
Venue:	Via Zoom Conference Call	
In attendance:	Mike Robinson	Chairman
	Jim Mann	Senior Independent Director (Items 2.1 and 3 only)
	Tosin Akinluyi	Co-opted Director
	Adrian Christy	Chief Executive
	Joyce Church	Elected Director
	Nick Cox	Elected Director
	Peter Emptage	Elected Director
	Pete Fitzboydon	Elected Director
	Mike McSweeney	Elected Director
	Jackie Newcombe	Elected Director
	Alison Odell CBE	Elected Director
By invitation:	John Harris	Consultant (Item 2.2 only)
	Mark King	Elected Director Elect
	Mark Boote	Finance Director
	Giles Dunning	Chief Operating Officer
	Nick Rimmer	Head of Development
	Sue Wressell	Executive Assistant to Chief Executive (Minutes)
Apologies:	Jon Austin	Performance Director

	INTRODUCTION
	<p>The Chairman welcomed everyone to the meeting, especially Mark King, who was joining the Board as an Elected Director following the Badminton England AGM on Saturday 26 June 2021. Everyone introduced themselves to Mark.</p> <p>This was the last Board meeting for Jim Mann and he was warmly thanked for all his support and contribution while on the Board.</p>
1	DECLARATION OF INTEREST
1.1	To report any new declarations of interest

	There were no new declarations of interest.
2	GOVERNANCE
2.1	<p>To receive the revised Disciplinary Regulations</p> <p>The Board received the three documents: The revised Disciplinary Regulations that had been combined with the Child Protection Disciplinary Procedures and appendices; the Badminton England Disciplinary Regulations Sanctions Guidance and the Badminton England Volunteer Grievance Procedure.</p> <p>The following additional points and comments were noted:</p> <ul style="list-style-type: none">• Thanks were given to the team and those on the Disciplinary Committee for their work in reviewing the documents.• Ray Marley, an independent voluntary member of the Badminton England Case Management Group and an independent safeguarding consultant undertook a review of the safeguarding and case management procedures on completion of two very complex safeguarding cases. All of his recommendations had been incorporated into the Regulations.• The updated Disciplinary Regulations have been written in consultation with members of the Disciplinary Committee and Case Management Group and County Badminton Associations. The consultation was also posted on the Badminton England website and open for anyone to provide written comments.• The revised Regulations would provide for Badminton England to publish all suspensions on the governance section of its website and this was widely welcomed during the consultation process.• Publication on the website was in addition to the standard process already in place of notification being sent to those who need to know, ie the County, clubs and venues where that person worked/played.• The Regulations will be placed on the website and will be circulated to all member organisations and individual members. (ACTION: NR)• It was recognised that coaches are required to sign up to a Code of Conduct when they join Badminton England and, as such, individual members would receive a copy of the new Regulations. However, it was agreed that a link would be sent to them so that they could review the new Regulations and they, together with other key volunteers, would also be encouraged to review the revised sanctions. (ACTION: NR)• Exploration was being undertaken about renewal of membership sign-up so that review and acceptance of the Disciplinary Regulations could be included at that point.• The Terms of Reference for the Disciplinary Committee and the Case Management Group would be brought to the Board, together with a chart as to how they work together. (ACTION: NR)• GD to give consideration to the position on the website for safeguarding information. <p><u>Decision:</u></p> <p>a) The Board approved the revised Disciplinary Regulations.</p>

	<p><u>Please refer to the Action Items Register for updated actions (appended).</u></p>
2.1i	[REDACTED]
2.2	<p>To discuss further the organisation culture and values:</p> <p>Following the separate meetings of the Board and CMT with the facilitator, it was encouraging to see that there was broad agreement from both groups around three key areas:</p> <ol style="list-style-type: none">1. Responsibilities and role of the Board.2. A need for greater collaboration. Need to get the best out of the relationships between Board and CMT.3. Information flow between Board and CMT must be improved <p>[REDACTED]</p> <p>Values:</p> <ul style="list-style-type: none">• The current values were written in 2012 and the work to construct them had been delegated to a representation of staff, at all levels, with the exception of senior management. The final draft was presented to Board for approval, by the staff representation. This had been a great project for staff and enjoyed by them. It was also recognised that this was a great way of ensuring buy-in from all staff.• The values needed to be reviewed as part of this process - our values should reflect the way we want the people in our organisation to behave. Is the Board the best group to decide what those values/behaviours should be or should it be the people working within the organisation who should establish and drive this?• Consider how the organisation might want to be perceived externally. The Board had undertaken some previous work in January 2020 about thinking on the kind of organisation we wanted to be. <p>[REDACTED]</p>
3	AoB
3.1	<p>To receive an update on BWF plans to introduce a Para Badminton World Circuit from 2022</p> <ul style="list-style-type: none">• The Badminton World Federation are seeking to introduce a world tour equivalent for para badminton from 2022.• The feasibility of this was being explored and there was clearly an appetite within the organisation from discussions with the Chairs of the two Advisory Boards and the Chairman of the Board. Discussions had been held with various potential hosts, venues and funding partners.• The preferred venue currently was EIS, Sheffield and the Chief Executive planned to discuss this with Sheffield City Council at an upcoming meeting.

	<ul style="list-style-type: none">• The Chief Executive was currently exploring the possibility of co-hosting the event with the Four Nations group, so each would host one in turn. (ACTION: AC)• This event would support much of the current work including the EDI strategy and the Para Badminton Pathway.• The Board agreed that the proposal sounded very good and looked forward to receiving the proposal at the next meeting.• A formal proposal would be brought forward to the Board meeting in July.
3.2	<p>To receive an update on selection for the Tokyo 2020 Olympic and Paralympic Games</p> <ul style="list-style-type: none">• Jack Shepherd and Dan Bethel had been selected to represent GB at the Paralympics. A bi-partite application had been submitted for Krysten Coombes and the selection for Martin Rooke was also currently awaited.• The Olympic Selection had been undertaken and the following had been chosen to represent GB: <p>Toby Penty – men’s singles Kirsty Gilmour – women’s singles Lauren Smith/Chloe Birch – women’s doubles Lauren Smith/Marcus Ellis – mixed doubles</p> <p>[REDACTED]</p>
3.3	<p>The Board were reminded of the AGM that was due to take place on Saturday 26 June at 2pm and all Directors were welcome to attend.</p>
3.4	<p>The 2nd interviews for the Head of Marketing had been completed and an offer had been made to the preferred candidate who was delighted to accept. The Head of People role was currently being shortlisted and interviews were due to be held on 8 July.</p>
3.5	<p>The revision of the Governance Code was due to be published on 2 July and a copy would be circulated when available.</p>
3.6	<p>The Board were updated on hedging for the All England with regards to purchase of US Dollars had been recently approved by the Finance and Risk Board and \$400K had been purchased at a rate of 1.37. This would protect from exchange rate fluctuations on the amount of net paid out to the BWF.</p>

The meeting closed at 6 pm

Future Meetings 2021

Board (4pm, unless stated)	Board/CMT Strategy Planning Sessions	General Meeting (1pm, unless stated)
Wednesday 25 August (Q1)		Saturday 26 June (AGM, starting at 2pm)
Wednesday 24 November (Q2)	Wednesday 29 September	Thursday 28 October

Decision Summary:

Reference	Board of Directors Decision	Agreed Date
2.1, Revised Disciplinary Regulations	The Board approved the revised Disciplinary Regulations	23 June 2021