

Minutes: Board of Directors		 BADMINTON ENGLAND
Date:	26 January 2022	
Time:	1 pm	
Venue:	Via Zoom Conference Call	
In attendance:	Mike Robinson	Chairman
	Jackie Newcombe	Senior Independent (Elected) Director
	Pete Fitzboydon	Interim Chief Executive
	Tosin Akinluyi	Co-opted Director
	Joyce Church	Elected Director
	Nick Cox	Elected Director
	Peter Emptage	Elected Director
	Mark King	Elected Director
	Alison Odell CBE	Elected Director
	Mike McSweeney	Elected Director
By Invitation:	Mark Boote	Finance Director
	Giles Dunning	Chief Operating Officer
	Katy Martin	Head of People
	Nick Rimmer	Head of Development
	Mark Beecher	Head of Performance Operations
	Sue Wressell	EA to the Interim Chief Executive (Minutes)
Apologies:		

1	INTRODUCTION
1.1	The Chairman welcomed everyone to the meeting.
1.2	To report any new declarations of interest There were no new declarations of interest.
2	GOVERNANCE
2.1	To receive the Interim CEO Report

	<p>The Board received the Report and the following additional comments were noted:</p> <ul style="list-style-type: none">• Progress had been made on the Pathway Review. The Terms of Reference were complete. External help had been sourced to help Jon Austin (JA) with the project and research was getting underway. JA was concerned that the project might drop down the list, due to other important projects.• Funding bids were being reconsidered by both UK Sport and Sport England although the vast majority of funding had been confirmed.• The office had returned to pre-Christmas working – ie two days per week in the office for most staff. A permanent hybrid option was being discussed.• 9 out of 10 clubs were back and playing. There were localized issues with some events/competitions having to be cancelled due to Covid 19. The team were thanked for all their work on the recent competitions.
2.2	<p>To receive an update on BE 2.0 Organisation Culture delivery</p> <p>The Board received the paper from the Interim Chief Executive and the following comments were noted:</p> <ul style="list-style-type: none">• The BE 2.0 group of staff were looking at the quick wins raised by staff during the consultations.• A middle management group was being set up to help in making BE more effective.• Pulse survey measurements of staff morale will provide information about how this work was affecting the culture.• Morale was still low but progress was starting to be shown.
2.3	<p>To receive an update on the Walk the Floor Action plan</p> <p>The Board received the paper and the following points and comments were noted:</p> <ul style="list-style-type: none">• Around a third of the actions from the 50-point Action Plan had been moved forward or completed.• Being open and transparent with the report had been well received. The reaction to it had been as expected and not particularly worrying. It would be important to communicate the work that is being undertaken to deliver the plan.• [REDACTED] Support had been seconded from UK Sport on a temporary, part-time, basis to help drive forward the Action Plan.• The Board were updated on the appointment of the new Performance Director. It was hoped the new person would be agreed within the next couple of weeks.• The Interim Chief Executive was currently meeting with players in the environment on a monthly basis. A player representative group would help to keep communications open.• Off court experience for players was being looked at which included among other things, performance management guidance and a player room being developed.• The Directors were keen to understand where staff development [REDACTED] was sitting in the Action Plan and this would be communicated to them (ACTION: MBee)

	<ul style="list-style-type: none">• The Action Plan was to be kept on the agenda and additional columns of who was responsible for action and the timescales would be included. (ACTION: PFB/SW)• The Board were updated on the people development plan which would include a review of values, job profiles and gap analysis and skills audit. A meeting was due to be held shortly. <p><u>Please refer to the Action Items Register for updated actions (appended).</u></p>
2.4	<p>To receive the Safeguarding update</p> <p>The Board received the update and the following comments and points were noted:</p> <ul style="list-style-type: none">• Safeguarding training for the Board was discussed and the Head of Development would pick this up with Mike McSweeney (Board Safeguarding Champion) outside of the meeting. (ACTION: MM/NR).• Suspension of coaches and the effects this may have on players was discussed. <p><u>Please refer to the Action Items Register for updated actions (appended).</u></p>
3	STRATEGY
3.1	<p>To approve the revised Membership Scheme</p> <p>The Board received a paper which requested a delay in the approval of a new scheme. The following comments were noted:</p> <ul style="list-style-type: none">• The outline scheme was 85% ready but further work was required on specifying the benefits and features of each package within the scheme in a compelling way.• The Board would be kept informed and engaged on the different options before a final Scheme would be brought to the Board by the end of March. (ACTION: GD)• The Finance & Risk Board would need to review the figures of the revised scheme and how that might impact the organisation. Conversations would also be held with Board members once the final propositions were decided, in order to facilitate appropriate discussions, ahead of approval being given at the Board meeting.• If this plan proves not to be possible then the fall-back position would be tweaking the current Scheme ahead of the new subscription year.• Members would be informed at the General Meeting. <p><u>Please refer to the Action Items Register for updated actions (appended).</u></p>
3.2	<p>To receive an update on the revised Strategy</p> <p>The Board received the update and the following comments and points were noted:</p>

	<ul style="list-style-type: none">• The headline pillars would be published within the next couple of weeks and consultation and feedback would be sought.• A first draft of the targets/metrics, the activities to deliver them and timelines involved would be brought back to the Board at a future meeting.• The Pathway Review outcomes would feed into the system and performance pillars of the Strategy.
3.3	<p>EDI Strategy Update</p> <p>The Board received an update on the EDI Strategy and the following points were noted:</p> <ul style="list-style-type: none">• Interviews for the EDI Manager were due to be held shortly and it was hoped an appointment would be made by early February. Their role would be to drive the strategy across the whole organisation• The EDI Committee will be recruited in a few weeks and this will help to shape the Action Plan.• The Code of Governance was currently being reviewed to check for actions that would need to be reviewed by the Board. It was expected that good governance would be filtered down from national level to Counties and this would be explained to the General Meeting members at the next meeting.• Training for the Board was discussed and the Head of People and Head of Development were currently working through options and would bring this back to the Board as soon as possible. (ACTION: KM/NR) <p><u>Please refer to the Action Items Register for updated actions (appended)</u></p>
3.4	<p>YONEX All England Status Update</p> <p>The Board received the status update for the upcoming YONEX All England Championships and the following comments and points were noted:</p> <ul style="list-style-type: none">• Planning is ongoing for the event with fans. A key challenge is around the Covid protocols and the fluid environment these create.• BBC were filming for online viewing. BT Sport were filming the weekend only, not the full week due to their scheduling challenges. All games for the week would be shown on BETV. Subscription rates for BETV were discussed.• [REDACTED]• Volunteering engagement had been very positive and many diverse volunteers had signed up. Volunteers would not need to be fully vaccinated to take part.• The RFP from the Badminton World Federation was expected shortly [REDACTED]• Directors were asked to let SW know their availability for the week of the Championships so that the engagement strategy could be developed further.

	<ul style="list-style-type: none">• Directors were updated on the sponsorship opportunities for the All England this year. An update on sponsorship engagement would be provided to the Board (ACTION: GD) <p><u>Please refer to the Action Items Register for updated actions (appended).</u></p>
4	AoB
4.1	As the Champion for Anti-Doping, Alison Odell had undertaken two training courses and would update the Board on this at the next meeting.
4.2	The Chair left the meeting and the Board discussed his re-election to Badminton Europe as Director for Finance. The Board agreed to nominate the Chair for a further term, should he be willing to stand.

The meeting closed at 4 pm

Future Meetings 2022

30 March – overnight on 29th and 9 am start

25 May – 1 pm start

27 July – 1 pm start

28 September – overnight on 27th and 9 am start

30 November – 1 pm start