

**Final Minutes: General Meeting held on
Thursday 27 January 2022
Via Video Conferencing**



The list of decisions is appended as Appendix 1.
The list of actions is appended as Appendix 2.
The registration sheet is appended as Appendix 3.

The minutes are recorded following the order of the agenda.

To simply read a summary of the decisions and actions please refer to the [foot of the minutes](#) (click this link if reading online).

1.0	Quorum
1.1	<p>The Chairman ascertained a quorum of 31 voting members present and advised there were 141 votes in the room.</p> <p>The Chairman welcomed everyone to the meeting and updated the attendees on the process for the meeting.</p>
2.0	Minutes
2.1	<p>To confirm the minutes of the General Meeting that took place on 28 October 2021</p> <p>The minutes were approved nem com. The actions were reviewed and had been completed.</p> <p><u>Decision:</u></p> <p>a) The minutes of the General Meeting of 28 October 2021 (Paper GM/01/22/Min) were approved nem com.</p>
3.0	Report on the Business of the Board of Directors for the period November to January 2022
3.1	<p>To receive the Chairman's report</p> <p>The meeting received the Chairman's report and the following additional points were noted:</p> <ul style="list-style-type: none">• The appointment of a new Performance Director was underway and there were two candidates remaining. It was hoped that an appointment would be made by the end of January/early February and members would be kept informed.• The appointment of a new Chief Executive was also moving along well. There had been a high level of interest and final interviews were being set up for early February.
3.2	<p>To receive the Interim Chief Executive's Report</p> <p>The Interim Chief Executive and the CMT provided a presentation to the General Meeting. A copy of the full presentation would be circulated to members following the meeting (ACTION: Sue Wressell). The following additional points were noted:</p> <p>Return to Play</p>

	<ul style="list-style-type: none"> • Over 90% clubs were back up and running and the staff team were still working to help the remaining 10% who were experiencing difficulties at a local level. • Entry for competitions was high. Counties were thanked for their patience and help with the first weekend of the SCC which had taken place through a difficult period of cancellations and Covid restrictions. Preparations for the ICT were underway. This will be taking place between 11 – 14 April in Nottingham. • There was a strong demand for coach education which was encouraging. <p>Q1. Some Counties must travel a long way to play one match against another County. Is Badminton England going to look at this?</p> <p>A1. Yes, we are looking at additional ways to manage this. Although courts have to be booked quite far in advance, we will try to assist with this wherever possible.</p> <p>Q2. There are always issues getting enough singles players. Could Badminton England do some analysis of singles playing in the SCC to determine if they are seniors or juniors?</p> <p>A2. We will look at the statistics and ask the SCC Management Group to take this on board when they review the year.</p> <p>Q3. Why does Badminton England tell top players not to play County restricted and the SCC?</p> <p>A3. This is a discussion that players will have with their coaches around their schedules. The issue of players being overworked was raised in the Walk the Floor and will be picked up outside of the meeting.</p>
4.0	Membership
4.1	<p>To receive the new Membership Scheme and Membership Fees for the 2022/23 season</p> <p>The Membership Scheme was not yet complete and additional consultation and planning was underway to ensure the Scheme achieves its intention to create a more flexible and tiered model to better suit members and clubs. The following additional comments and points were noted:</p> <ul style="list-style-type: none"> • The final scheme will be deferred to the next General Meeting, with the associated fees. • All Counties will be consulted on the scheme. <p>Q1. Is there a renewal system as members are coming up to the end of their membership?</p> <p>A1. Yes, there is a system in place for this. The renewal for Oxfordshire County would be looked at to ensure it is not missed.</p>

The formal part of the meeting was closed. Other general discussion points were noted as follows:

1	Discussion Items
1.1	<p>Equality Diversity & Inclusion Strategy Work</p> <p>The meeting was provided with an update on the EDI Strategy work and the following additional points and comments were noted:</p> <ul style="list-style-type: none"> • The EDI Strategy would be launched in a few weeks • There were four key areas of the strategy which will focus on:

- providing leadership within Badminton England
- raise awareness as an inclusive sport
- drive diversity and inclusion
- tackle inequalities
- An EDI Manager will be recruited to take the work forward. Initial focus for the next year would be within the organisation before looking outwards
- An EDI Committee will be recruited to help with this work
- An Inclusion hub has been set up and members were asked to contact Nick Rimmer if they had difficulties accessing it
- There were actions within the Code of Sports Governance that will need to be addressed to ensure grant funding continued
- The EDI Strategy was a journey and wouldn't be completed in a year or two
- Members were asked to engage with the Strategy and give some thought as to how they could address EDI and any barriers that they might need assistance with.

Q1. Disability demonstration at the YONEX All England had been taking place over the last few years but mostly at a quiet time when very few spectators were in the arena. Could this be considered for future events?

A1. Yes, this will be reviewed to see how we can make it a more integral part of the event.

Q2. Not many clubs would turn down new members but don't know how they could find new people to join. Fewer volunteers are returning and many counties are struggling to get the numbers back up.

A2. The focus of the Strategy was about raising awareness, particularly looking at what could be done differently, not new work. The initial work of the Strategy is focussed on Badminton England as an organisation rather than expectations on the membership, although we feel that the strategy will lead to opportunities to grow the game.

Q3. BETV content could be reviewed to include content. Kent CBA was running a ParaBadminton tournament in May that had received an enormous amount of interest and support.

A3. BETV content is always under consideration.

Q4. Some minority groups/clubs were running their own tournaments and preferred not to join other community clubs. Had they been consulted about whether they wanted to engage with other community clubs?

A4. Yes, Badminton England is seeking to understand the different groups and engage with them.

Q5. It feels as though Counties will have to do more work and an additional burden is going to be placed on them. How can Badminton England support the Counties to produce a plan on how to take this forward.

A5. It was recognised that support may be needed for Counties and this would be different for different size Counties. Initially work would be undertaken internally at Badminton England.

Once the Strategy has been launched, it would be brought back to a future agenda to discuss progress and receive feedback from members.

1.2	<p>Walk the Floor/Performance Environment</p> <p>The Interim Chief Executive updated everyone on the Report and Action Plan from the Walk the Floor exercise and the following additional points and comments were noted:</p> <ul style="list-style-type: none">• A huge amount of progress has been made since the last meeting.• A 50-point plan has been written to address the issues identified in the Report.• Players and coaches have bought into the mediation process and all players are back into the training environment, being fully coached.• Ongoing assessment will be held to monitor progress of the plan. <p>Q1. Will the measurements be shared with the members? A1. Yes, if it doesn't betray confidentiality. As a default position, the more open we can be, the better.</p> <p>Q2. Are you going to include ex county players or people in the County CBAs when you consider the way you are going to set up the new performance system? A2. Many former players have been involved in the plan. Future talent, coming through the Counties, will be addressed during the System Review that was currently being undertaken. The initial findings of this are scheduled by the end of May.</p> <p>Q3. Are you ahead of plan with regards to work already completed? A3. There is a time-based action plan alongside this and we are on target with that. The Performance Director is integral to this work.</p>
1.3	<p>Organisational effectiveness</p> <p>The Interim Chief Executive updated everyone on the work so far on the organisation effectiveness and the following additional points were noted:</p> <ul style="list-style-type: none">• Following the Culture Survey, notified to the members in October, plus 30 hours of consultation and planning with staff, an action plan has been evolved and an internal group are currently working on several areas within it.• Staff morale is improving but is not yet where we would like it to be. <p>Q1. There needs to be standards set about replying to emails as many are not responded to by some staff and this is a problem within the organisation. A1. We are looking at customer services and processes to ensure we are responding to those who are contacting us.</p> <p>The Chairman highlighted that all the work of the organisation that had been discussed at the meeting, pointed to the transformation of Badminton England. However, this would be a long process taking many years not months.</p> <p>The Board of Directors were completely behind the plans for the Equality Diversity & Inclusion Strategy and the Chair hoped that all the members would get behind it to help grow badminton into an even more inclusive sport than it already was.</p>

2.	Any other Items for General Discussion
	<p>The Circuit Management Group has found that some of the tournaments have greater numbers of girls than boys in the competition and this is something that should be looked at as it isn't consistent across the country. Those who want to run tournaments were encouraged to speak to the Circuit Management Group to assist them if doing so. Badminton England staff could provide contact details.</p> <p>An update was given on the ParaBadminton Circuit. Grant support had been received from UK Sport to support this and a Memorandum of Understanding had been signed by the Four Home Nations to assist collaboration across different areas of work (ie ranking and training) together with tournaments, especially the ParaBadminton Circuit Level 1 Tournament, due to begin in Ireland in 2022. Derek Batchelor was thanked for all his work on the MoU.</p> <p>Kent CBA had been trying to tackle the number of female participants in their clubs. Jo Newsom had attended a very good webinar entitled "Train like a Woman – for men" by Well HQ. This webinar could open the eyes of what it was like for a female when taking up/playing sport and the training that they needed. Jo recommended that members should watch the webinar and she would pass the link for the webinar to Sue, who would circulate it to the members (ACTION: JoN/SW)</p> <p>Members were reminded that the YONEX All England would be taking place from 16 to 20 March and the Chair hoped to see as many of them as possible at the event.</p> <p>The next meeting was due at the end of April and a survey would be sent to members to see how they felt about a face-to-face meeting compared to online.</p>

Meeting dates for 2022

Thursday, 28 April 2022

Saturday, 25 June (Annual General meeting - starting at 2pm)

Appendix 1- Decisions

Reference	Decision	Agreed Date
Item 3.1, Minutes of the General Meeting of 28 October 2021	The minutes of the Annual General Meeting of 28 October 2021 (Paper GM/1/22/Min) were approved nem com.	27 January 2022

Appendix 2 – Actions

Reference	Action	Responsible	Agreed Date
Item 3.2, Interim CEO's Report	A copy of the presentation to be circulated with the minutes	Sue Wressell	February 2022
Item 2, Any other items	The link to the workshop "Train Like a Woman For Men" by Wells HQ to be circulated to the members	Jo Newsom & Sue Wressell	February 2022

Appendix 3

Voting Attendees	Name of First Delegate	Signature of Voting Delegate	Name of Second Delegate * = NVD can take the vote	Signature of Non-Voting Delegate
AVON	Gene Joyner		Ian Nicholls	
BEDFORDSHIRE	Derek Batchelor	Attending	Barbara Lincoln	
BERKSHIRE	Scott Ellis/Bob Reed	Attending	Vikie Primmer	
BUCKINGHAMSHIRE	Dave Constantine	Attending	John Lau	Apologies received
CAMBRIDGESHIRE	Daniel Bates		Campbell Wilson	
CHESHIRE	Brenda Andrew		None	N/A
CORNWALL	Robert Bell	Attending	Sue Biscoe	Attending
CUMBRIA	John Parkinson		None	N/A
DERBYSHIRE	Nigel Cook	Attending	Gary Brealey	
DEVON	Malcolm Slack		Susan Jarvis	
DORSET	Roy Carder		Russell Clarke	
DURHAM	Andrew Pollard		Kim Robson	
ESSEX	Simon Gilhooly	Attending	None	N/A
GLOUCESTERSHIRE	Andrew Woolway		James Siddle	
GUERNSEY	Daryl Tapp		None	N/A
HAMPSHIRE	Margaret Houlton	Attending	Diana Troke	Apologies received
HEREFORDSHIRE	Andrew West		None	N/A
HERTFORDSHIRE	Paul Kempster		Paul Widdicombe	Attending
ISLE OF MAN	Roberta Cannell		Sharon Nicholson	
ISLE OF WIGHT	Michael West	Attending	Anthony Isaacs	
JERSEY	Mark Constable		None	N/A
KENT	Joanna Newson	Attending	Mike Stimson	Attending
LANCASHIRE	Brian Greenwood	Attending	David Greer	N/A
LEICESTERSHIRE	Greg Howes		Ian Bosworth	

LINCOLNSHIRE	Robin Jackson		Leslie Diggle	
MIDDLESEX	Sheila Collins	Attending	None	
NORFOLK	Simon Piff	Attending	Robin Cooper	
NORTHAMPTONSHIRE	Jermaine Lovelace		Tom Rockingham	
NORTHUMBERLAND	Steve Abbott	Attending	Dennis Gray	
NOTTINGHAMSHIRE	Paul Adcock	Attending	None	N/A
OXFORDSHIRE	Paul Casey	Attending	None	N/A
SHROPSHIRE	Sue Warnock	Attending	Dave Robinson	
SOMERSET	Catherine Sertin	Attending	None	N/A
STAFFORDSHIRE	Benson Greatrex	Attending	None	N/A
SUFFOLK	Stephen Smith	Apologies received	Mike Tee	
SURREY	Dennis Higgins	Apologies received	Christine Thompson	Attending
SUSSEX	Derek Webb	Attending	Mark Russ	
WARWICKSHIRE	Julia Hammerton	Attending	None	N/A
WILTSHIRE	Diana Wilmott	Attending	Geoff Hinder	
WORCESTERSHIRE	Douglas Woodhouse		June Totney	Attending
YORKSHIRE	Roger Cook	Attending	Gordon Milne	Apologies received
BUAofE	Ian Collett	Attending	Amanda Balaam	
BLJAofE	Kate Rowlatt	Attending	Suzanne Benton	Attending
President	Diana Troke	Apologies received	None	N/A
Vice President	Abby Kumar	Attending	None	N/A
Vice President	Geoff Hinder	Attending	None	N/A
Vice President	Eric Brown	Attending	None	N/A
Vice President	Nora Perry		None	N/A
Vice President	Derek Batchelor	Attending	None	N/A
Vice President	Vacancy		None	N/A

Elected Member	Brenda Bird	Attending	None	N/A
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Non-Voting Attendees

Role	Name of Attendee	Signature of Attendee
HLVP	Dennis Blazye	
HLVP	Ciro Ciniglio	
HLVP	Heather Nielsen	
HLVP	Frank Wilson	
HLVP	Malcolm Smith	
HLVP	John Briggs	Apologies received
HLVP	Roger Ewing	
HLVP	Mike Gilks	
HLVP	William Andrew	
HLVP	Jim Mann	
Board of Director	Mike Robinson	Attending
Board of Director/CMT	Pete Fitzboydon	Attending
Board of Director	Joyce Church	
Board of Director	Nick Cox	
Board of Director	Mark King	Apologies received
Board of Director	Mike McSweeney	Registered
Board of Director	Jackie Newcombe	Attending
Board of Director	Alison Odell	Attending
Board of Director	Tosin Akinluyi	Attending
Board of Director	Peter Emptage	Attending
Corporate Management Team, Chief Operating Officer	Giles Dunning	Attending
Corporate Management Team, Finance Director	Mark Boote	Attending
Corporate Management Team, Head of Performance Operations	Mark Beecher	
Corporate Management Team, Head of People	Katy Martin	
Corporate Management Team, Head of Development	Nick Rimmer	Attending
BADMINTON England - Minute taker	Sue Wressell	Registered
Attendee		