


<b>Minutes: Badminton GB Board Limited Meeting</b> <b>Thursday 15<sup>th</sup> September 2022</b> <b>Blended meeting – NBC and Teams</b>  10:30-14:00 Main Board		
<b>Board and invitees:</b>	Stephen Baddeley (SB)	Chair and Non-Executive Director
	Sue Storey (SS)	Accountable Officer & CEO Badminton England
	Derek Batchelor (DB)	Director (Badminton England)
	Graeme Finch (GF)	Non-Executive Director
	Morten Frost	Performance Director
	Mark Beecher (MB)	Head of Performance Operations, Badminton England
	Amanda Fry (AF)	Performance Team Support (minute taker)
<b>Joining via Teams</b>	Stephen Farrow (SF)	Company Secretary/Non-Executive Director
	Christine Black (CB)	Director (Badminton Scotland)
	Kelly Aston (KA)	Director (Badminton Wales)
	Ken Nixon (KN)	Director (Badminton Ireland, Ulster Branch)
<b>Apologies:</b>	Priya Guha (PG)	Non-Executive Director

Topic
<p><b>1. WELCOME AND INTRODUCTIONS</b></p> <p>1.1. SB welcomed everyone to the meeting. There were apologies from Priya Guha.</p> <p>1.2. SB advised that Badminton England will be observing a 2 minutes silence at 12 noon in memory of the Queen which we will observe</p> <p>1.3. SB advised that this meeting is being recorded for help with the minutes.</p>
<p><b>2. DECLARATIONS OF INTERESTS</b></p> <p>2.1. There were no declarations of interest.</p>
<p><b>3. MINUTES OF THE LAST MEETING</b></p> <p>3.1. To receive and approve the minutes of the meeting held on 9<sup>th</sup> June 2022.</p> <p><b>For Accuracy</b></p> <p>Page 2 – item 4.15 – should read ‘who <b>are</b> more open’.</p> <p>Page 4 – item 5.2.9 – should read ‘BE Board Member is appointed’ – no one has yet been identified to take on that specific role but SS will confirm at next meeting who it will be. <b>Action SS</b></p> <p>Page 5 6.1.7 – Regarding the comment ‘charge for using the NBC seemed rather low’. MB advised that there was a discount of 50% off the normal price.</p> <p>Page 6 – 7.2 – should read for Paris 2024 qualification</p> <p><b>3.2. Matters Arising</b></p> <p>3.2.1 page 1 – Johnny Wynne (UK Sport) has not been replaced</p> <p>3.2.2 page 2 item 3.2.6 – MB has been working with lawyers at BOA – MB and SF will discuss the Appeals process when looking at Selection policies – It was suggested to consider going straight to using Sport Resolutions and KN advised that Sport Resolutions have a pro bono element to helping out athletes. <b>Action: MB &amp; SF</b></p> <p>3.2.3 page 2 item 3.27 – research into SH6 category – <b>Action: MB will follow up</b></p> <p>3.2.4 page 2 item 4.1.11 – Glossary of Terms. <b>Action: MB will circulate</b></p>

- 3.2.5 page 2 item 4.1.6 – Players all still agree to the 5 principles
- 3.2.6 page 5 item 4.3 – Technical Advisory Group to review the draft Operation Plan. **Action MB**
- 3.2.7 page 5 item 4.4 – Pathway Prospectus has been circulated to home countries. **Action MB will send one to CB**

**Athlete Rep Group Membership**

MB went through this with the 2 reps. The first meeting will be held soon and any issues raised will be discussed with MF & MB. One of the reps has been invited to the BE Badminton Board Meeting. It was agreed to invite a rep to the GB Badminton Board meeting possibly the December one **Action: MB will add to his monthly report details of the group in order to address points raised in the minutes & invite player rep to December meeting**

- 3.2.8 page 4 item 5.2.8 PG and SS will organise a date. **Action SS & PG**
- 3.2.9 page 4 item 5.2.13 This was due to be done in November but has been pushed back to next year. SS advised there is a scoping meeting sometime in September/October.
- 3.2.10 page 5 item 5.6 There have been 3 meetings of the Para Badminton TAG since the Board last met
- 3.2.11 page 6 item 6.2.1 HMRC are still dealing with appeals from 2021 so there is no update on the possible fine
- 3.2.12 page 6 item 6.2.2 Electronic payments have been set up with Nat West

**4. PERFORMANCE**

**4.1. Performance Update Report by MF**

4.1.1 Commonwealth Games – England won 3 silvers and delivered a fine performance in the team event but lost to placing for third and fourth with Singapore. Scotland performed well in the team event losing the quarter final to Singapore. Scotland had two fourth placings one in the mixed doubles (Adam Hall & Julie McPherson). England (Marcus Ellis & Lauren Smith) beat them in the semi-finals in two games. Kirsty Gilmore did well in the singles despite having Covid a few weeks prior to the Games and was unlucky not to get a medal. Grimley twins from Scotland played a good match but lost against a Malaysian pair who are the current World Champions.

4.1.2 English participation in individual tournaments

In Commonwealth games, Sean and Ben did extremely well in Men’s doubles beating Malaysian pair who were ranked No. 6 at the time and are now the World Champions. Sean and Ben also beat World ranked No. 1 Indonesian pair in the World Championships and in the Japan Open the following week they beat the Olympic champions from Chinese Taipei. Ben & Sean are now 15 in the World Rankings.

4.1.3 Marcus Ellis has had a hip operation and is recovering well – could be out of action from anything from 4-6 months but is already back in the gym. Marcus & Lauren’s World Ranking has been locked at No.10 so they will not have problems getting into tournaments when Marcus is fit.

4.1.4 Jess Pugh & Callum Hemming did OK in Commonwealth Games and European Championships but more is expected from that partnership. Not official yet but the partnership is at risk. If they are not at World Ranking 25 by 1<sup>st</sup> May 2023 they might face the situation of splitting up the partnership as they will not qualify – they are currently at 39.

4.1.5 Lauren & Chloe in the Women’s doubles are doing really well and the partnership will continue to the Olympic Games in Paris.

4.1.6 Working relationship with Scotland going well. MF went to Scotland for 2 days to spend time with the players and see the set up. The Scotland and England teams went to Japan for the World Championship and the Japan Open – Ingo put a request in for the Scotland players to make use of the England Physio which was agreed.

- 4.1.7 A new structure has been implemented for the senior programme and a National Squad has been created – currently there are only three doubles pairs in the squad, one in each category. Others will be added as performances justify.
- 4.1.8 There is a change in how to get into the England National Squad in that you do not have to be based in Milton Keynes. You can train anywhere and will get the full support package. Setting up relationships with Universities for players to train.
- 4.1.9 A new coaching structure is being put in place and employed Coaches have been asked to re-apply for their own jobs. There will be one less doubles' coach.
- 4.1.10 Joint programme is being investigated with Scotland re a tracking device to measure the workload on court.
- 4.1.11 Relationships will be developed with Wales and Northern Ireland.
- 4.1.12 9 Players (2 podium, 4 Academy and 3 Confirmation) will hopefully be increased so we can get more funding from UK Sport. Need to apply through the Annual Investment Review which starts in October with outcome in early January – looking at a further 3 to 4 places at Confirmation level. However, UK Sport is not sure it will take on additional athletes mid-way through the cycle.
- 4.1.13 BWF is going through a clearing system of the World Rankings so every week they take four weeks off from 2019 going into 2020. Huge advantage is where we have frozen Marcus and Lauren. Nov/Dec we will get a true picture of where they are sitting. MB will keep the Olympic World Ranking table updated and will circulate in monthly updates. **Action: MB**
- 4.1.14 MB, MF and Ingo will start looking at the potential players through the Technical Working Group and will start tracking them

**Para Badminton Update – MB shared the screen with his presentation (attached to minutes)**

- 4.1.15 Gone into new BWF Tournament structure so we know which tournaments to go to get the maximum ranking points. SL3 Men's singles - had four tournaments up to now; two in Spain, and one each in Dubai and Thailand. Dan Bethell (WR 1) is unbeaten only dropped one set in the four tournaments.
- 4.1.16 SL6 Men's Singles – Jack Shephard retaining his WR1, Krysten Coombs (WR 7) and Isaak Dalglish (WR 9)
- 4.1.17 SH6 Women's Singles – Rachel Chong (WR 3) came onto the programme in April
- 4.1.18 SH6 Mixed Doubles which is a new entry - Jack Shephard & Rachel Chong (WR 6) and a new partnership. Andrew Martin & Rachel Chong partnership no longer exists.

**Walk the Floor – August Pulse Survey**

- 4.1.19 Circulated to players in the NBC environment including new players – very encouraging and in a positive direction

**4.2. Operation Plan (circulated with the agenda)**

MB has pulled together a more detailed operational plan covering the period from October to the end of the cycle. Took 3 components in pulling this together:

- I. Recommendations and action plan from Walk the Floor,
- II. What was submitted originally in the Paris cycle – TAG to review this again
- III. Aims to keep it at a high level rather than go into micro detail

Points raised;

- The appendices need to be completed.

	<ul style="list-style-type: none"> <li>• No. 3 Embrace the Values needs to be renamed ‘Value Led Behaviours’ as the 5 points are behaviours not values.</li> <li>• Any further comments on the Operation Plan to MB – <b>Action - ALL</b></li> </ul> <p><b>4.3. EYOG update</b></p> <p>4.3.1 The female player who was selected did eventually confirm her place but there was a Family bereavement and she had not been accessing emails. PG and MB had a discussion to ensure that this does not happen again.</p> <p>4.3.2 The female player carried the flag which was a great honour.</p> <p>4.3.3 Players performed well in the Games but need to look at a better preparation programme for future games</p> <p>4.3.4 The female singles player had to withdraw in the third round with a rupture in her calf muscle</p> <p>4.3.5 Team Leader did a good job and was very complimentary of the BOA and the support that was wrapped around him</p> <p>4.3.6 Badminton is not expected to be in the next event but MB will lobby to be back in in four years’ time</p> <p>4.3.7 MB will circulate his report. <b>Action: MB</b></p> <p>There was a two-minutes silence at 1200 as a mark of remembrance and respect of Her Majesty the Queen</p>
	<p><b>5 Selection Policies</b></p> <p><b>5.1.1</b> MB should have sent just the Olympic and Paralympic Qualification Standards and not the Selection policies as these were from last year.</p> <p><b>5.1.2</b> MB will work with SF to produce draft policies for the Board’s consideration. <b>Action: MB/SF</b></p> <p><b>5.1.3</b> The Players Reps will be consulted on the policies prior to approval</p> <p><b>5.1.4 European Games Selection Policy</b> – MB will send draft to SF next week. MB has registered 10 players but team size has not been announced yet. MR advised that DRM is the cut-off date. MB will also check what MEGOC qualification means. There is a rumour that there will be a Paralympic European Games next year, possibly 26<sup>th</sup> July 2023 in Rotterdam with 9 paralympic sports, which will carry significant qualifying points and would also need a selection policy. In the European Games Selection Policy there are two 1.4’s – MB will amend. <b>Action MB</b></p> <p><b>5.1.5 Paralympic Selection Policy</b> – SB advised that the performance objective did not seem very ambitious as it should be around winning medals. MB advised that will be changed. <b>Action MB</b></p> <p>Any comments on the selection policies to be emailed to MB and further drafts will be circulated in due course. SB reiterated that this is an area that the Board needs to focus on. Once approved by the Board, they then go to the BOA for ratification. <b>Action: MB</b></p>
	<p><b>6 GOVERNANCE</b></p> <p><b>6.1 Review of Diversity Plan</b></p> <p><b>6.1.1</b> SS and PG are yet to meet. SS will arrange and include BE’s EDI Manager. <b>Action SS &amp; PG</b></p> <p><b>6.2 Disciplinary jurisdiction update</b> (paper circulated with agenda)</p> <p><b>6.2.1</b> SB had tabled a paper outlining how GB Hockey approaches this issue by delegating all disciplinary matters relating to GB level athletes to England. GB hockey view this area as an operational matter.</p>

- 6.2.2 SF said that it is GB Badminton's responsibility to allocate the funding and is responsible for the Programme so it does not feel right delegating a decision to remove someone from the programme to another body. However, he accepted that a case can be made for GB Hockey's approach.
- 6.2.3 SS said that as all operational activity is delegated to BE, it is easier to do it that way. If GB did do it, that would require a resource of some description that is not currently costed or available and would have to be sourced and developed. In contrast, BE has everything in place to carry out disciplinary processes.
- 6.2.4 GF said the hockey approach could work but is dependent on the other home nations accepting any imposed sanctions and he could see that working. SS said that it is the sanction coming from GB so it is GB sanctioning the home nation.
- 6.2.5 CB said that as a GB player you sign a UK Sport Player Agreement. She suggested that if BE took on responsibility for this area, could there be a GB Board member and a member of the home nation involved in the process. SB said that building trust and confidence in the system would be important and this approach would help.
- 6.2.6 MB said that a GB funded athlete is in receipt of an APA and signs a UK Sport Athlete agreement and such players have that badge for 365 days of the year. Options are (1) suspension from the programme (2) Removal of APA (3) Removal from programme. There is an Athlete Disciplinary template from UK Sport which gives that clarity of areas that fall under a GB athlete which MB will circulate - **Action: MB**
- 6.2.7 KN advised he had put in a call to Sports Resolutions and is meeting them in six weeks' time and will report back. **Action KN**
- 6.2.8 SB said we have already delegated responsibility to BE to make selection decisions for performance reasons and extending this for disciplinary reasons is reasonable in his view. SF said that if we did go down this route, the Board must sign off a clear policy. SB added that he would want Scotland, Wales and Ireland to be comfortable with this approach.
- 6.2.9 SS undertook the lead home nation to develop the policy and then present it to the Board
- 6.2.10 It was agreed the BE would develop a policy for taking disciplinary actions against GB players, setting out when and how it would operate but using the mechanisms that BE has already in place and will come back with a proposal to the next meeting. **Action SS**

### 6.3 Para Badminton TAG - update (paper circulated with agenda)

- 6.3.1 Following the last Board Meeting, the first TAG meeting took place and discussed individual pathways and five Home Nations Elite Programme training weekends. There were two further meetings which discussed these areas in greater depth.
- 6.3.2 At the second meeting, it was agreed the training weekends should include;
  - a) S & C guidance and S & C session
  - b) Sports psychology session
  - c) Nutrition session
- 6.3.3 Coaching is spread across the four nation coaches
- 6.3.4 The third meeting was around pathways – how we are attracting people into the sport and how we are retaining and developing them. It was noted that there are a lot of festivals but not a lot of talent coming out of it.
- 6.3.5 Meeting again 17<sup>th</sup> October to see if we can support each other's festivals and include talent development.
- 6.3.6 Need to mentor two/three coaches to deliver talent ID and also competition.
- 6.3.7 TAG Members: Mark Beecher, Richard Morris (GB Head Coach), Dan Font (Wales), Leslie Dewart (Northern Ireland) Kirsty Flockhart (Scotland), James Farmer (England), Lyndon Williams (Independent).

	<p><b>6.3.8</b> CB sits on the Badminton Scotland Working Group for Disability Badminton and Sport Scotland give £5,000 with quite a bit of that money going into festivals.</p> <p><b>6.3.9</b> Through UK Champs there is a cohort of about 7/8 good talented 15/16 year olds but home countries need to support them.</p>
	<p><b>7 FINANCE</b></p> <p><b>7.1 Finance Paper – Q1 Report (paper was circulated with the agenda)</b></p> <p><b>7.1.1</b> MB advised the paper is in a new format and thanked GF for his help with this.</p> <p><b>7.1.2</b> The appendices give an understanding of what the money is being spent on.</p> <p><b>7.1.3</b> It's a 4-year investment — any underspends will be reforecast into the future</p> <p><b>7.1.4</b> Figures for the last quarter, the previous month and the month after are now included.</p> <p><b>7.1.5</b> Pages 3 and 4 shows where we are today including forecast July and Q1.</p> <p><b>7.1.6</b> Pages 6 and 7 gives the breakdown for Q1 for Olympic and Paralympic with comments in the right column which are submitted to UK Sport</p> <p><b>7.1.7</b> MB meets with UK Sport about two weeks after the submission of the quarter's response.</p> <p><b>7.1.8</b> Equipment – an order into Yonex was deferred as there is a lack of shuttles worldwide but are guaranteed a delivery in Q2 and have readjusted to 6 monthly purchasing. There is a stock of 400 dozen currently and we go through around 120 dozen a month</p> <p><b>7.1.9</b> GF advised that what has changed the most in the report is being able to see what has been happening in the past and what is planned over the 4-year cycle.</p> <p><b>7.2 Electronic payments with Nat West</b></p> <p><b>7.2.1</b> This is in hand as discussed earlier.</p> <p><b>7.3 Risk Register – proposed new set of risks (circulated with agenda)</b></p> <p><b>7.3.1</b> SB, GF, PG &amp; MB met last Friday to review the register. The changes are in the comments section. The colour of the first risk 'Significant or frequent failures by BE to deliver according to the LHN Agreement' has changed from red to amber as it is improving.</p> <p><b>7.3.2</b> SB is to check on compliance levels set out in the Code for Sports Governance. SB has circulated a list with comments of different areas where we need to be compliant and where action is required. <b><i>This will be reviewed at the next RR pre-meeting. Action SB</i></b></p> <p><b>7.3.3</b> SB advised there should be a regular review where he should be talking to Board members at least once a year 1-2-1 to find out how things are going. He will schedule in calls with each Board member prior to the next meeting. <b><i>Action SB</i></b></p> <p><b>7.3.4</b> With reference to the relationship between the BE &amp; GB Boards SS said she had a discussion with MR about this and wondered if there was an opportunity of having a GB Board Meeting on the same day as the BE Board Meeting to enable time over lunch for some joint conversations to work closer together. SB advised that would be very welcome, perhaps meeting in the evening prior to Board meetings. <b><i>Action AF &amp; Mel to look at dates in 2023 to see what would work</i></b></p>
	<p><b>8 ANY OTHER BUSINESS</b></p> <p><b>8.1 Representative to be on the GB Player Reviews)</b></p> <p><b>8.1.1</b> GB Annual Reviews are on 14<sup>th</sup> December 2022 from 1100 – 1600 and KA had sat on the panel last year. KA offered to sit on the panel this year. <b><i>Action: AF will send KA a calendar invite</i></b></p> <p><b>8.2</b> KN advised that David McGill, CEO Badminton Ireland, is moving on and out of sport</p>

	<p><b>8.3</b> DB asked how we are responding to the energy costs – SS advised that solar panels have been installed on the NBC roof and the yield we are getting back is significantly higher than had been expected.</p> <p><b>8.4</b> DB advised this might be his last meeting as BE has appointed a NED, James Thomas, to lead on performance and come onto the GB Board although this has not been formally agreed yet. SB advised that if that is the case, on behalf of the Board, he wished to thank DB for his contribution over recent years, saying his knowledge of and passion for Para Badminton has been extremely useful. He added that DB and GF had done a sterling job on the contracts. He wished him luck with everything he does.</p>
	<p><b>9 DATE OF NEXT MEETINGS:</b></p> <p><b>9.1</b> Thursday 8<sup>th</sup> December 2022</p> <p>GF advised that it would be more helpful, from a financial point of view, if the meetings are in the third week of the month</p>
	<p><b>10 2023 Meeting dates</b></p> <p><b>Thursday 23<sup>rd</sup> March 2023</b> <b>Wednesday 22<sup>nd</sup> June 2023</b> <b>Thursday 28<sup>th</sup> September 2023</b> (Sheffield) TBC to show support for Para programme and staying overnight the night before for those who want to. <b>Wednesday 29<sup>th</sup> November 2023</b></p>
	<p><b>11 ITEMS TO CARRY FORWARD</b></p> <p><b>No additional items to those actioned above</b></p>

**Meeting finished at 1.50 pm**

**Action Points**

<b><u>Item No</u></b>	<b><u>Action</u></b>	<b><u>Action By</u></b>
3.1	Identify a BE Board Member to take responsibility for welfare of employees and players	SS
3.2.2	Discuss Appeals Process when looking at Selection policies	MB & SF
3.2.3	Research into SH6 category	MB
3.2.4	Circulate Glossary of Terms	MB
3.2.6	TAG to review Operation Plan	MB
3.2.7	Pathway Prospectus to be circulated to Christine Black	MB
	Athlete Group membership – add to monthly report and invite player rep to December meeting	MB
3.2.8 & 6.1.1	Review of BE Diversity Plan	SS & PG
4.1.13	Keep Olympic World Ranking table updated and circulate in between meetings	MB
4.2	Any comments on Operational Plan to MB	All
4.3	Circulate EYOG Report & check what MEGOC Qualification is	MB
5.1.2	Go through Olympic & Paralympic Selection Policies and make them 'DRAFT'	MB & SF
5.1.4	Draft European Games Selection Policy to be sent to Stephen Farrow	MB
5.1.5	Paralympic Selection policy performance objective to be changed as it should be around winning medals	MB
6.2.6	Circulate Athlete Disciplinary template from UK Sport	MB
6.2.7	Contact Sports Resolutions	KN
6.2.10	BE to develop a policy for taking actions against infringements by GB Players	SS
7.3.2	Check on compliance levels set out in the Code for Sports Governance – Review at next RR meeting	SB
7.3.3	1-2-1 calls with the Board Members	SB
7.3.4	Sort out BE Board & GB Board Meeting on same day for joint conversations over lunch	AF
8.1.1	Send calendar invite to KA for Player Reviews on 14 December	AF