

Minutes: Badminton GB Board Limited Meeting Thursday 23rd March 2023 Blended meeting – NBC and Teams 10:30-14:00 Main Board		
Board (in person)	Stephen Baddeley (SB)	Chair and Non-Executive Director
	Sue Storey (SS)	Accountable Officer & CEO Badminton England
	Priya Guha (PG)	Non-Executive Director & Senior Independent Director
Board joining via Teams	Stephen Farrow (SF)	Company Secretary/Non-Executive Director
	Christine Black (CB)	Director (Badminton Scotland)
	Ken Nixon (KN)	Director (Badminton Ireland, Ulster Branch)
	Kelly Aston (KA)	Director (Badminton Wales)
Executives (in person)	Morten Frost (RM)	Performance Director
	Richard Morris (RM)	GB National Coach Paralympics
Invitees (in person)	Jude Taylor (JT)	UK Sport Representative
	Leanne Brown (LB)	EDI Manager (Item 5.1 only)
	Jayne Ellis (JE)	Performance Advisor, UK Sport
Apologies:	James Thomas	Director (Badminton England)
	Mark Beecher (MB)	Head of Performance Operations, Badminton England
	Amanda Fry (AF)	Performance Team Support (minute taker)

Topic
<p>1. WELCOME AND INTRODUCTIONS</p> <p>1.1. SB welcomed everyone to the meeting. There were apologies from Mark Beecher, James Thomas and Amanda Fry.</p> <p>1.2. SB advised that Leanne Brown (EDI Manager) will be attending for item 5.1</p> <p>1.3. SB advised that this meeting is being recorded to help with the minutes.</p>
<p>2. DECLARATIONS OF INTERESTS</p> <p>2.1. There were no declarations of interest.</p>
<p>3. MINUTES OF THE LAST MEEITNG</p> <p>3.1. To receive and approve the minutes of the meeting held on 8th December 2022.</p> <p>For Accuracy Page 3 – item 5.2 – title should be Olympic & Paralympic Selection Policies. These minutes were now approved as a true and accurate record.</p> <p>3.2. Matters Arising</p> <p>3.1. 15th September 2022 minutes – the correct spelling for Julie MacPherson & Kirsty Gilmour have now been made. SB advised that the minutes were not up to date on the website.</p> <p>3.2.6 MB had circulated the operational plan to TAG</p> <p>3.2.7 MB will resend Pathway Prospectus to CB</p> <p>6.2.6 Athlete Disciplinary Template – on agenda</p> <p>4.2.4 Para European Games in 2023 in Rotterdam – RM will update in his report</p> <p>5 Selection policies for European Games, Olympic Games & Paralympic Games were signed off electronically and were formally approved by the Board. CB advised that the</p>

European Games Selection Policy should have come to GB Board before it went on the website and there should have been a TAG meeting. A process is needed to be put in place for future selection policies.

- 6.4 SB, CB & PG are holding online interviews with 4 candidates for a new Independent Board Member.
- 6.6.1 SB & AF will endeavour to keep minutes short
- 6.6.3 Clarity on responsibility between GB & BE will be carried forward to next meeting.
- 6.6.4 Consideration of Corporate Structure will be carried forward to next meeting and PG and Jude Taylor will look at this. SB spoke to Matt Holt at GB Boxing and his recommendation was to continue to have a Limited Company structure.
- 8.1 BDO Scoping document – SB circulated documents this week.
- 8.4 Distribute requirements for UK Sport submission to Board – JE advised that the official process has not been released yet and work will start in the summer.

4. PERFORMANCE

4.1. Performance Update Report by MF

- 4.1.1 MF shared the screen with his update which is attached to these minutes
- 4.1.2 There has not been a lot of movement in the World Rankings
- 4.1.3 GB Olympic player reviews 23/24 took place on 14 Dec 2022. There were 9 players on the programme. [REDACTED] did not meet the criteria and has been taken off the programme and replaced by [REDACTED]. UK Sport awarded four additional Confirmation places
- 4.1.4 Target for Paris has been adjusted to QF medal
- 4.1.5 Olympic TAG will meet in the next few weeks
- 4.1.6 Scottish players on GB Programme plan to visit the NBC from 1st to 4th May which will include UK Sport Athlete annual inductions. Our athlete support services will also visit Scotland to view the training environment there.
- 4.1.7 [REDACTED]
[REDACTED]. MF advised that out of the four Confirmation places three have been selected but the fourth place remains open.
- 4.1.8 PG asked if we are seeing a gender balance through the Pathway Programmes which MF said that we are.

Para Badminton (RM)

- 4.1.9 Recently appointed a new physio
- 4.1.10 Isaac Dalglish has been removed from the programme which leaves 4 players.
- 4.1.11 Rachel Chong has been on the programme for a year with a World ranking of 3.
- 4.1.12 Krysten Coombs had a rocky start to the year and currently has a World ranking of 5
- 4.1.13 Jack Shepherd plays mixed doubles and singles with a World ranking of 2.
- 4.1.14 Daniel Bethell World ranked No. 1
- 4.1.15 UK Sport Review meeting took place last week and [REDACTED] coming off the programme. [REDACTED] will take that Confirmation place.
- 4.1.16 An additional Confirmation place has been awarded by UK Sport and there are three players being reviewed for that.
- 4.1.17 There is funding for an additional 0.5 coach
- 4.1.18 European Para Championships in Rotterdam – the badminton element of these games will be the para badminton European Championships, which is an open event and, therefore, we do not require a selection policy.

	<p>BDO Audit</p> <p>PG asked about the Governance Review and whether it had provided any guidance on the questions that have been discussed at the GB Board around the division of responsibility between the GB Board and Badminton England. SS advised that the review has now been completed but had not really addressed this question. She stated that the audit had been complimentary about the GB Board and she would share relevant areas of the report once it is available.</p> <p>4.2. Athlete Disciplinary template from UK Sport</p> <p>4.2.1 SB advised that MB will have a discussion with SF on this. SF advised that given the issues we have had with selections where, in his view, too much responsibility has been put on the Performance Director and coaches, he feels the template is too loose and will discuss his concerns with MB. PG will then pick up with Jude around Governance complexity. PG asked if the policy that is currently drafted would enable us to have the right agreement in place to pre-empt and take action against any bad behaviour. The Board wasn't sure which emphasised the importance of getting appropriate procedures in place asap.</p> <p>4.3. Operation Plan – TAG Review and other updates</p> <p>No further updates.</p>
	<p>5. GOVERNANCE</p> <p>5.1 <u>EDI Strategy (Leanne Brown)</u></p> <p>5.1.1 Will be discussed after lunch</p> <p>5.2 <u>Disciplinary jurisdiction update – draft policy</u></p> <p>5.2.1 Discussed under 4.2.</p> <p>5.3 <u>Para Badminton TAG - update</u></p> <p>5.3.1 SB will ask MB to circulate an update.</p> <p>5.4 <u>New Independent Board Member – update on recruitment</u></p> <p>5.4.1 Discussed earlier under 6.4 of Matters Arising.</p> <p>5.5 <u>Correct Corporate Structure – to be carried forward</u></p>
	<p>6 FINANCE</p> <p>6.1 <u>Finance Paper – Q3 Report and 2023-2024 Forecast</u></p> <p>6.1.1 SS advised that there is a new Finance Director starting in the next couple of weeks. CB asked about the 3-year forecast – there is nothing under domestic or international training. SB will ask MB to send a note around explaining it.</p> <p>6.2 <u>Electronic payments with Nat West</u></p> <p>6.2.1 SF has re-applied for online payments and NAT West has sent a form to SB for signature.</p> <p>6.3 <u>Risk Register – to review updated Risk Register</u></p> <p>6.3.1 SB & PG had met the previous week to review the Register. The recommendations are 'Significant or frequent failures by BE to deliver according to the LHN Agreement' should be changed to green from amber which all agreed. Financial – Insufficient resources to deliver a high-quality Paralympic World Class Programme should also be changed from amber to green which all agreed. An updated Risk Register is attached.</p>

	<p>7 ANY OTHER BUSINESS</p> <p>7.1 PG questioned why there was no Player Rep. present. SB undertook to ensure a Play Rep was invited to all future meetings.</p> <p>There was a break for lunch</p>
	<p>8 GOVERNANCE</p> <p>8.1 EDI Strategy (Leanne Brown)</p> <p>8.1.1 PG explained that she had met with Leanne Brown, EDI Manager for BE, and she proposed that the GB Board EDI focus would be attached as a one-page supplement to the BE Strategy. This would ensure total integration with BE while pulling out areas of particular focus and relevance at a GB level. Leanne took the Board through a presentation (attached) which finished with the three areas of GB focus: -</p> <ul style="list-style-type: none"> ○ One DIAP (Diversity and Inclusion Action Plan) for Badminton England and GB Board ○ Commitment to EDI from GB Board ○ Focus on 3-4 key elements building on Badminton England priorities but focused on elite <ul style="list-style-type: none"> - Diversity data mapping pathway - Para Badminton programme - Inclusivity <p>Leanne also offered to share best practice with other Home Nations if that were of interest.</p> <p>The Board fully supported this approach</p>
	<p>9 DATE OF NEXT MEETINGS: Wednesday 22nd June 2023</p>
	<p>10 2023 Meeting dates</p> <p>Wednesday 27th September 2023 – Dinner with BE & GB Boards + overnight stay Thursday 28th September 2023 (Sheffield) GB board meeting plus visit to see the Para badminton training environment. Wednesday 29th November 2023</p>
	<p>11 ITEMS TO CARRY FORWARD</p> <ul style="list-style-type: none"> • Clarity on responsibility between GB & BE • Corporate Structure

Meeting finished at 1.45 pm

Action Points

<u>Item No</u>	<u>Action</u>	<u>Action By</u>
3.1	Agenda & Minutes of meetings to go on website	AF
3.2	Matters Arising	
3.2.7	Pathway Prospectus to be re-circulated to CB	MB
5	Document to be produced outlining process to be followed for approval of Selection Policies – to include TAG, Players Reps, BOA/BPA, UK Sport and GB Board	MB
4.2 & 5.2	Athlete Disciplinary template from UK Sport/Disciplinary Jurisdiction update – MB will discuss with SF	MB/SF
5.3	Para Badminton TAG update – MB to circulate an update	MB
6.1	Finance Paper – MB to circulate a note explaining why there is nothing under Domestic and International training	MB
6.2	Update on application for electronic payments with Nat West	SF
7.1	Player Rep to be invited to all future meetings	SB/MB