

Minutes: Badminton Scotland Board Meeting Conference Call

Wednesday 12 May 2021 at 6:30pm

Board:	David Gilmour	Chair
	Frank Turnbull	President
	Carolyn Young	Vice President
	Keith Russell	Chief Executive
	Morag McCulloch	Events Committee Chair
	Jill O'Neil	Engagement Committee Chair
	Christine Black	Performance Committee Chair
	Gordon Haldane	Finance Committee Chair
Invited:	Ewen Cameron	sportscotland
	Keith Farrell	Connect Marketing
	Colleen Walker	Minute Taker

1	APOLOGIES FOR ABSENCE
	Apologies had been received from Jill O'Neil and Ian Campbell. DG joined the meeting at 7pm.
2	MINUTES OF MEETING HELD ON 10 MARCH 2021
	The minutes of the meeting held on 10 March 2021 were approved; voted by Christine and seconded by Morag
3	PREVIOUSLY UNDECLARED DECLARATIONS OF INTEREST
	All received, none outstanding
4	MATTERS ARISING/OUTSTANDING ITEMS
	None
5	CHIEF EXECUTIVE'S REPORT
	Complaints. None Covid-19 Update. Updated guidance received this morning after yesterdays FM announcement, it is expected that infection rates will go up slightly as restrictions are relaxed, but the key indicator will be if the NHS starts becoming overburdened.

The timetable for return to play continues to progress as per the table below.

 BADMINTON SCOTLAND			From Late June Level 0	From Early June Level 1	From 17 May Level 2	From 26 April Level 3	Up to 25 April Level 4
Indoor	Under 18	Non-Contact	✓	✓	✓	✓	✗
		Contact	✓	✓	✓	✓	✗
	Adult	Non-Contact	✓	✓	Group exercise?	No groups	✗
		Contact	✓	✗	✗	✗	✗

The SCRBC reopened on 26 April with the tier 3 restriction levels in place. The majority of use is currently the Senior Squad, RPS and pay and play customers as Adult Clubs are not permitted to start back any activities until the 17th May. The clubs were communicated with on 14 April to make them aware of the situation and encourage them to make individual bookings. Adult play is restricted to the current household number restrictions of 4 people for 2 households. Bookings are positive to date.

Staffing. All staff have been communicated to regarding the possibility of working from the offices at SCRBC. At this time any return to the office is on a voluntary basis and staff are still able to work from home. This position will be reviewed on an on-going basis, however it is anticipated that a more flexible approach to working from home will become the norm in future. This is similar to the expectation for post pandemic working patterns in most sectors of the economy.

We are applying for 3 kickstart posts. These are funded by the government for 6 months at 25hrs/week at either minimum wage or living wage depending on the individuals age. The 3 posts we are applying for will support admin support tasks across three departments: F&G/Performance/Engagement

AGM/Board away day proposals.

AGM: There has been some difficulty in finding a suitable venue for the AGM, it's looking as if it will have to be a virtual meeting 23rd June. If there is further clarity on hosting indoor meetings by the end of May we could re-consider holding a physical AGM.

Board Away Day: As discussed at the last Board meeting it was considered preferable to hold an actual meeting rather than a virtual meeting. This may be possible by using the SCRBC with appropriate social distancing measures in place however it may be that Board members would prefer a pre AGM meeting with an in person Away Day in August / September. Sportscotland have offered SGB's free access to Inverclyde National Sports Centre for a 2 day and one overnight booking to allow staff and Boards to reconnect following the extensive lockdown period.

Two items for the Board Away day have been updated since the last board meeting:

Safeguarding Training – Children First training is now online (details provided by E. Cameron to the board), so no longer needs to be face to face.

Equality Training – Plan4sport hasn't confirmed availability as yet, but there is a planned meeting for the 17th May where we can discuss availability with them.

Proposals:

Pre AGM meeting on Wed 9th June – approved

In Person away day in August / September - approved

Badminton Scotland Awards

The possibility of establishing a more formal awards process to recognise the contribution of volunteers in the sport was agreed at the last Board meeting. The Chairs of the 3 functional Committees and the CEO met to discuss how this could be structured. The following is the outline of the proposed awards:

Lifetime – Derrick Roarty Trophy

Volunteer of the year

Community Coach of the year

Performance Coach of the year

Senior Performance Athlete of the year

Junior Performance Athlete of the year

Club of the year

Presidents Award

All nominees must be affiliated to Badminton Scotland.

All awards are inclusive of players, coaches and volunteers with disabilities or involved with disability clubs and player

There is a question around the age cutoff for junior/senior which the panel will discuss and finalise asap. Awards will be made between half and semis finals at the Scottish Open. The Selection Panel will consider and approve winners by the end of October each year for the preceding season, however this years award will cover the period Aug19 to Jul21 and be presented at the Scottish Open in August.

Badminton Scotland Communications Hub (BSCH)– The initial meeting of the BSCH was very positive with good contributions from the members on the call from Lanarkshire, GNS, Borders, Lothian, BSCO and SSBU. Midland, HBG and North East will provide a contact shortly. A closed Facebook Group has been established to share content and ideas about engagement with the membership and recreational players in their areas.

The groups are benefitting from advice on marketing/IT/websites from Badminton Scotland. There will be a greater emphasis on sharing social media content on the National squad players. Re-engaging Sportsbeat to provide specific content before and during competitions will be considered.

Marketing Discussion around old magazine that used to be produced twice a year, but this stopped once social media became more prevalent. There is value in having a discussion about whether there is a demand/audience for a printed newsletter.

Commercial Potential sponsorship targets for the main BS sponsorship have been identified and we will go through a process of contacting them.

Badminton Europe/BWF.

BWF AGM on 22nd May : The main proposal is the new scoring system which BWF is positive about and agree that the rationale is valid, however will remain neutral on the proposal.

The BEC is going to recommend that European countries vote in favour; a 75% agreement is required for it to be voted through. There are a number of people in Scotland who do not think it's the right move, including our Senior Squad (as advised by the Players Rep). We could keep national events on the current scoring format, but international events would have to be on the new format if it's voted it. If the proposal is passed we need to feed it right down to grassroots level.

One of the main things they consider is injuries to players, which have been steadily increasing. There is a commercial side to the proposal in that if there's a finite time (eg 90 minutes) it will be easier to allocate TV time.

The vote is anonymous, and if its approved will be effective from 2022, so will affect the Commonwealth games

Membership

Affiliation fees – these are staying the same cost for next year. There is no change to categories planned but we need to develop the free supporter membership. Agreed by board.

Target of membership levels as per our 3 year plan (with 2021-2022 being year 1) and budgets based around these levels.

Coach membership has not been much lower than previous years; schools have been really low.

The number of representatives on groups is dependant on the number of affiliated clubs in their region.

There has historically been a problem with checking that players entered in tournaments are properly affiliated ; BS staff are working together to cross check Azolve and Tournament Software to assess whether there is the possibility of each person only having 1 membership number. We are also looking to see if Azolve is really the best one to keep, and we may co-ordinate with other home countries to select 1 system that works best for everyone.

Problem with schools affiliation – they don't have to list childrens names (only the head teacher), so this needs to be tightened up for checking membership purposes for tournament entries. The additional problem is that we have a large number of members that we don't have a record of, but it is recognised that this is a data protection issue for schools in not being allowed to pass names on. Active schools initiatives are going to receive a lot of extra money from sportscotland, so need is there to be more open about junior memberships for measuring and reporting.

AGM for SSBU (schools) is next week – Head of Engagement and two BS board members are attending and will discuss membership issues and the difficulties it causes. SSBU has a problem with recruiting new children to play the sport; compared to gymnastics and football (who have waiting lists) there are not as many kids playing badminton – the key might be that a lot of these smaller clubs in other sports are parent run and organised, rather than schools or more formal clubs.

It may also be ideal to consolidate some small clubs into central points to make them stronger and show what the sport can do and deliver.

The club infrastructure needs to be developed to support the pathway of kids from playing in schools to outside schools. Our pathway model has been developed to support the continued growth and

	<p>strength of clubs, and feeds into staff KPI's as recognition that the model is essential to the development of the sport in Scotland.</p>
	<p>INDEPENDENT BOARD</p> <p>There are 2 recruits, will be agreed before AGM</p>
6	<p>COMMITTEE REPORTS</p>
	<p>6.1 <u>Finance</u></p> <p>GH advised that we have received the full £120k grant/loan from sportscotland, helping us retain the required four month reserves position. This releases pressure on cashflow.</p> <p>Furlough and Covid 19 grants – BS has received just under £40k in 2020-2021 financial year. SCRBC staff are now all back working, and we have some Engagement and Events staff still on flexible furlough until the new season begins, saving us around £3,500/month.</p> <p>Budgets – BS finished the year with a deficit of £44k as budgeted; it was an exceptional year resulting significantly reduced income, but the management team has done excellent work in keeping costs controlled. Many of the efficiency savings achieved are not one offs, but are being carried forward to future years. This years budget is a £40k deficit, with some bounce available if costs need to be brought even further down if income is negatively affected by return to play.</p> <p>sportscotland have extended their flexibility in how they are paying the 2021-2022 grants (6 monthly in advance instead of quarterly) as well as measuring of KPIs.</p> <p>Staff salary increases are on hold until we are seeing higher income, but even then will only be at inflation levels.</p> <p>6.2 <u>Performance Report</u></p> <p>European Champs – we saw some excellent results, Kirsty won bronze after only four weeks training after her injury.</p> <p>Badminton Scotland Mission 2022 Birmingham Commonwealth Games document – there are three areas: athlete, system, culture, and each has various measurable elements which attract a traffic light classification (red, orange, green, where green is excellent). This is aimed to help us have strong team heading to all tournaments including the Commonwealth.</p> <p>RPS squads improvement is phenomenal and has a clear upward projectory, and a complete change in culture. Organisation of sessions – coaches and players see huge improvements and sessions are run more effectively. SIS sees the improvements and are very positive about supporting our initiatives.</p> <p>Our head coach has made superb improvements in culture and effectiveness of performance department.</p> <p>World Junior U19 – supposed to be in China in October – due to health reasons and cost of the event we are not likely to enter anyone. Board agrees that the value to the athletes is not representative of the costs. In future years the Board agrees that players can only be selected if they achieve certain results/criteria (still to be determined) to ensure that any athletes going to this self-funding event will see benefits to going.</p>

UK Anti-doping – NGBs have received notification to adopt the new assurance framework by 2022. Penny Dougray has been named as our co-ordinator representative. A board lead needs to be named and has to do an annual report to the board. Christine Black nominated, seconded.

GB Paralympic Technical Advisory Group (“TAG”) – there have been no further meetings with their board. We have nominated Kirsty Flockhart as our representative. The Paris 2024 Olympics MOU and Lead Home Nations documents remained unsigned by Badminton Scotland. Non-signature would not affect the selection of players into the World Class Performance Programme (WCPP).

World Class performance programme for 2024 – 4 English podium players, 4 English confirmation places. There are many questions around the performance programme which is going to be reviewed post Tokyo.

6.3 Events Report

Tournament plan to start in August – approved by board.

Coaching breaks – many unregistered coaches have not had ample opportunity to undergo training and become registered coaches, and there could also be some who are not aware of the changes. We have courses starting in June, and communications will be sent out across many channels so that everyone is aware and can become qualified registered coaches in time for the new season starting in August.

List of directors and referees for this season – director will be a BS person, John Holland coming on as new referee; Aileen Travers helping at Nationals as Morags deputy referee, and Rebekka Reid coming from Orkney to assist; Keigan Friel planned to train as referee??

Ranking – working group had made changes, have to decide now how the rankings will start up again after Covid19 (?). Responsibility of the events committee, so there is an option to disband the working group. Agreed by board.

Proposal : If there are any delays (return to restrictions/higher tiers nationwide) in holding coaching education courses postpone the starting date for implementing the new coaching breaks. Approved

6.4 Engagement Report

We have requested up to 12 places on the **sportscotland** Professional Development Award (PDA) over the next 2 years. This is the qualification required to become a sport coach Tutor, and we have 5 people on the waiting list for the next course.

New Scottish Coaching Certificate Level 1 – the content for the new outcomes has been discussed and started to be developed. A positive note is that there will not be much change to the content, duration and assessment aspects of the course and we will be able to use some information from the old (pre 2007) level 1 course and the BWF level 1 course.

Wing Badminton Club from Dunfermline have become the second Club in the country to be awarded Gold Shuttlemark status. They have also signed up the Badminton Scotland Shuttlemark Disability Inclusive Charter (SIDC).

The Equality Policy has been updated – proposal for board to approve. Board voted and approved

VLE – We have developed our first course and are currently testing this. We focused on the Curriculum for Excellence modules 1 and 2 which we have turned into a virtual course that Teachers and others can access and use. It was a difficult and time consuming process and we are thankful for the help and support we had from Caroline Townsend from **sportscotland**. It is hoped that we will

	<p>continue to develop content and use the system for the delivery and administration of our new Scottish Coaching Certificate courses.</p> <p>We currently have 1 Coach/Tutor going through the sportscotland funded Professional Development Award (PDA). This is a generic course that provides individuals with the skills, knowledge and understanding of becoming a Tutor. It is preferred that Tutors have this qualification before they instruct any courses. We also have another 5 Coaches/Tutors on the list for the up and coming courses over the next year and we are looking to get more Coaches/Tutors involved and attending this course so we can build our bank of appropriately qualified Tutors to instruct our formal courses.</p>
<p>10</p>	<p>DATE OF NEXT MEETING</p> <p>Wednesday ?? Aug 2021 Board Meeting</p>
<p>11</p>	<p>AOCB</p> <p>Kelly Aspen – CEO of Wales has asked Christine Black to sit on a disciplinary panel. Board agrees it would be acceptable and no conflict of interest for Christine to sit on the panel.</p>
	<p>There being no other business, the meeting closed at 21:40 pm.</p>