

Badminton Scotland



13th October 2021 Board Meeting

AGENDA for the meeting of the Badminton Scotland Board to be held virtually on October 13th 2021 at 6.30pm.

1. **Apologies for Absence**

Gordon Haldane ; Christine Black & Ewen Cameron

2. **Minutes of Board Meeting held on 4th August 2021**– for approval

Query on events report – volunteers getting expenses paid was not in their report, rather it was noted that only some groups pay gratuities – once this paragraph has been taken out minutes will be correct

Based on above amendment - Approval voted by: D. Gilmour

Seconded by: M. McCulloch

3. **Previously undeclared Declaration of Interest**

1 amended declaration of interest - this will be spoken about in the CEO's report

4. **Matters Arising / Outstanding Action**

AOB – SMT-Board away day - new dates suggested for 3rd / 10th November 4pm-9pm

5. **Chief Executive's Report – report circulated**

Appeals

The Performance Committee reviewed and have consensus that the number of appeals are directly in relation to Covid over last 18 months and to be expected. None were upheld and original selections were ratified.

- Discussion around changes made to the appeals process – to allow appeals on Junior Teams selections - resulted in agreement that the timescales for team selection and notification of team need to be amended to allow more time for outcome of appeals to be re-appealed if necessary..

Staff movements

Andy's replacement interviews will be between Nov/Dec with anticipated start Jan22.

- Query as to why two full time coaches have left in a short period of time, and whether selection process needs to be reviewed. Reasons for resignations discussed in light of the high level of professionalism we are building for our elite squad – and the company – together with the robustness of our recruitment process; agreement reached that the Chair will keep the rest of the board more in the loop in between board meetings if there are significant staff changes in the future.

Para Badminton funding

Particular recognition that Peter Dean has secured a significant amount of funding for future Para Series.

Meat Market development

We have received agreement that we are on the steering group to take the project forward. There is no exposure for us; Heritage Lottery Fund and the Glasgow City Council are part of the steering group and are contributing substantial amounts. 2024 is the projected completion; we will be lead Sport Tenant in the development, focusing on wider sport and health alongside Badminton.

Performance temporary self-employed part-time Coach

A short-term solution was required for the Performance Team's coaching up to the 2022 Commonwealth. sportscotland were involved in the structure and creation of the role and how the applicants were chosen.

David Gilmour's appointment is a possible conflict of interest.

sportscotland also consider it a conflict of interest for Mr. Gilmour to remain as Chair although they are comfortable with him staying on the Board in a different role.

The succession planning – of which this self-employed role was part – has resulted in sportscotland awarding us an additional grant for coach development.

Mr. Gilmour left the meeting in order for the Board to discuss.

There is a precedent for the President to stand in as Interim Chair until the next AGM; discussion ensued that Mr Gilmour should temporarily step down from the Board and the position as Chair and Secretary, and Prof. Turnbull will step in as Interim Chair. Voted and agreed.

Upon his return to the meeting, Mr Gilmour agrees this is the best decision and agrees that he will temporarily step down from the Board effective 31st October 2021.

6. **Independent Director and Board appointments**

Excellent quantity and quality of candidates, the shortlist of 6 invited for interview will all be equally beneficial to the board and bring in strong skill sets. Due consideration has been given to maintaining and improving the diversity on the board.

Jill O'Neil is reluctantly standing down from the Board as she feels she can no longer commit the required time to be fully effective as a Board Member. She gives her thanks to her fellow Board Members for the time that they have all successfully worked together.

Every Board member expresses their thanks for everything Jill has contributed and wishes her the best.

Recommendation to advertise for a replacement as the Engagement Committee Chairperson for the remainder of the term – approved.

7. **GB Badminton MOU**

Badminton England Chief Exec standing down is significant for us as the MOU was at the point of being agreed; recognition by UK Sport that GB system needs to be fully reviewed and the preference is for us to be actively working towards improvements from within.

MOU needs to be much more explicit about the difference between the GB programme vs the Badminton England programme, however based on us being active in improving from within, it is recommended that we sign the MOU – unanimously approved.

8. **Committee Reports**

8.1 Finance

Year to Date profit and loss is on track against budget, with year end projections showing that we will achieve the set budget.

Cashflow is healthy, with us covering our reserves requirement. sportscotland have now paid us the 2nd tranche of this financial years funding.

2020-2021 Accounts for SBU and Cockburn have both been signed off and lodged with Companies House; previously confirmed that Cockburn has been dissolved.

Staffing – 2 roles have successfully been recruited for through the Kickstart Scheme and we still have funding for 1 more. We are already seeing the benefits of the added admin support in Finance, Governance and Engagement. The third role will provide much needed admin support for the Performance department. Although the kickstart funding is for 6 months, there is the possibility that this will be extended for longer, but this is still to be confirmed by Glasgow Chamber of Commerce.

Risk Register – our highest risks remain unchanged with the 2 highest still being Sponsorship and Volunteer workforce with inherent risk scores of 12.

If our Sponsorship target cannot be met our annual budget is at a high risk of not being met, which will be particularly disappointing after the considerable effort which has gone into achieving our individual departmental budgets.

There is a significant risk to the Scottish Open if we cannot train enough new volunteers in time – at the moment we only have half the number of officials needed to run the event successfully.

We have now been able to remove the risk related to facilities not opening by August 2021, however there is still a fairly high risk that lockdowns could re-occur and facilities close.

8.2 Performance

- Euro Mens & Womens Team Champs

Timescale will be extended to allow for appeals process if necessary

- Senior Quad

Players are still reviewed on a six monthly basis.

There has been one player promoted from the Senior Development Squad to the Senior Performance Squad; 3 players have joined the Senior Development Squad with a further 3 being assessed.

There is a new focus within the Regional Performance Squad to increase the number of U13 player.

- Birmingham 2022 – a further 2 places have been ring-fenced for Badminton, in addition to the 4 guaranteed places.

8.3 Events

- Scottish Open

Continuing difficulties with recruiting line-judges and umpires, as there are regulations for minimum number of officials at each tournament.

All other planning is going very well, we have an excellent level of global entries. We have an excellent offering of peripheral activities with lots of interest and entries from schools, universities and other groups including para-athletes.

- U11's Nationals
There are not enough players in this age group for them to get enough competitive practice, so we may have to discontinue the U11 Nationals for the time being. Similar problem across the 4 Nations.
RPS are going to look at improving the intake for this age-group; this might need to be co-ordinated with primary schools with assistance from our Competitions Co-Ordinator.
- U15 Quadrangular
Some Welsh players have tested Covid positive after leaving the competition.
- Particular recognition from the Board that Head of Events, Committee Chair and their teams have done phenomenal work on managing events over the last few months, particularly with the Covid difficulties.

8.4 Engagement

- Coach Education
A plan for the next 12 months has been put in place and we have had an excellent level of entries onto coaching and CPD courses.
- Competitions
Special notice of how much Josh has contributed
- Membership
We were one of the last sports to get back to playing after lockdowns, so affiliations have been slow but are now picking up.
- Disability working group
A new person stepping in to continue the development of the group.

9. AOCB

- Frank needs the Nationals trophy from Peter to present to Robert Gaw
- **CGF Strategy**
Badmintons place in the Games is one of the strongest sports, so there is unlikely to be a risk to being included in the Games. Medals are well represented across bigger countries, and CGF is working to get smaller countries to participate.

10. **Date of Next Meeting – 12/01/2022**

Meeting concluded at 21:45