

Badminton Scotland Board Meeting



Date: Wednesday 9th March

Venue: via Microsoft Teams

Present: Frank Turnbull – Chair (FT) Keith Russell (KR) Christine Black (CB) Paul Morgan (PM) Bill Blacoe (BB) Morag McCulloch (MM) Carolyn Young (CY) John Craig (JC) Ewen Cameron (EC) part of the meeting

Minutes taken by: Liam Tait (LT) Colleen Walker (CB)

		Action
1	<p>FT opened the meeting</p> <p>Apologies for absence</p> <p>Gordon Haldane</p>	
2	<p>Minutes of Board Meeting held on 12th January 2022</p> <p>PM - regarding previous BSCO action, PM was nominated to take part but not sure if it's taken place or not. KR to send new invite to PM for BSCO meeting.</p> <p>JC – Requested further discussion takes place on the potential move to the Meat Market project. KR noted that there's a large amount of work still to be done and suggested a meeting out with the board meeting due to a number of factors we need to consider. Although the project is moving forward and BS are leading on the sports components we have not made a financial commitment to the project. Moving to the Meat Market does not assume that the SCRBC will be sold. This will be subject to other considerations. KR to organise a follow up at an appropriate time within the overall project development.</p> <p>CR approved minutes, MM seconded the approval of minutes.</p>	<p>KR</p> <p>KR</p>
3	<p>Previously undeclared Declaration of Interest</p> <p>No declarations of interest.</p>	
4	<p>Chief Executive's Report – report circulated</p> <p>KR – Following Nathalie Gordon handing in her notice, we will be advertising a new role that reflects the fact that the Marketing function has matured from its establishment 3 years ago.</p> <p>KR - KPMG governance audit final report was reduced to satisfactory with 2 minor comments. KR thanked Colleen and the rest of the team for the work on the audit, and noted we have come a long way in the 4 years since the last audit.</p> <p>UK Sport are using the KPMG audit as part of their considerations on being able to provide BS with the funding for the BWF para series event.</p> <p>KR updated that there has been further interest in the Equipment Sponsor and that he is in discussion with 2 companies at this time. Due to the timescales KR was not able to confirm the preferred offer but would circulate to the Board with a recommendation prior to approval.</p> <p>CW updated that a new kick start employee started on 09th March and is funded in full for 6 months by kickstart.</p>	<p>KR</p>
5	<p>Finance Report</p>	

	<p>Year end projection and 2022-2023 budget</p> <p>Finance reports to be circulated and not just placed on the Teams group. CW shared finance report. 2022-2023 Budget will be completed for the next board meeting. The 2% staff pay increase from sportscotland has been passed on to staff and doesn't affect the current budget. We are aiming for break-even budget for 22-23, but the cost-cutting efforts we have made over the past two years leaves us in a position where further cost-cutting is not possible so now we will be focussing on increasing our income through holding more coaching courses and increasing the useage of SCRBC in the evenings and weekends. BB received feedback from a community group that would like to use the centre later at night – he will pass the details on to NW.</p> <p>There is currently no replacement for Josh Neil's role yet and we may consider keeping it vacant until we are clearer on the future function of the role and to make further savings in the budget for 22-23.</p> <p>Staffing</p> <p>CW we have had 2 people join us via kickstart scheme, and we are now able to retain one post through the Glasgow Guarantee. We have to guarantee a 2 year contract and sportscotland are assisting with the funding for this. A third young person has now been appointed with full Kickstart funding for 6 months.</p> <p>Cashflow</p> <p>Cashflow remains healthy, we are comfortably covering our 4 months required reserves and are in a better place than projected a year ago.</p> <p>Risk Register</p> <p>A number of changes to the risk register, mostly around Covid restrictions which have been reduced or deleted. Club numbers declining has not occurred despite lockdowns and restrictions over the last 2 years, but they have not increased and the wording has been adjusted to reflect this. Facilities are now re-opening and events taking place but not quickly enough to remove this item from the risk register but it was agreed to reduce the likelihood of it happening.</p> <p>Finance Committee AOB</p> <p>CW discussed setting up a charitable trust for BS to improve access to funding for development activities. Agreed that the Board needs to discuss the pros and cons of having a trust before progressing.</p> <p>JC asked about the energy impact on the budget - we have increased the actual cost to date by 50% in the 22/23 budget to cover for the upcoming increase. Following discussion it was agreed that as part of the ongoing focus on minimising operational costs energy efficiency measures need to be considered.</p>	<p>BB</p> <p>CW/NW</p>
<p>6</p>	<p>Board / SMT Priorities</p> <p>1. Member Survey results – presented at the meeting</p> <p>KR presented the result of the recent member survey which went out to people who play on a regular basis, an engaged audience. Highlighted responses such as a need for more coaching at clubs, cheaper court hire and more competitions. Many disagreed strongly about there being strong connections between schools and clubs. It was interesting to see that the majority of these engaged members prioritised the wider commitment to the sport and the networks that they have through the sport, as more important than transactional member benefits. The results were broadly what we thought but it was important for members to have confirmed these opinions via the survey.</p> <p>The average rating of people's membership satisfaction is 3.29/5.</p> <p>BB noted on the engagement point, there's things we can do short-term within a year. Something we can do quickly is offer more C rank tournaments and questioned MM & FT on the leg work involved in competitions. MM - pre-covid there were far more C & B tournaments, we were</p>	

working on a pyramid system but some of the organisers aren't quite ready for coming back in yet due to facility hire and covid protocol, and hopefully we can build it up again.

FT noted it was an excellent survey, the concern is 6% doesn't give a great representation of the entire membership. The Board agreed Nathalie the report was very good and the results very interesting going forward. It was noted that this survey is a first for Badminton Scotland and delighted we have a benchmark to work with. We can hopefully improve the response rate and the next priority is to survey this less engaged audience.

2. Club Development – KR Update report

Retaining club members is important, currently clubs are seeing many people coming in but not staying or returning, which is an issue faced by many other sports. Growing these clubs into bigger entities relies on retention, but this in turn needs people to want to create larger clubs rather than just going along to play socially. KR noted on flagship clubs, the same challenge was that clubs don't have the volunteer structure of clubs in other sports. EC discussed how governing bodies need to find a way to support people who are passionate about a sport, give them the right tools and make sure volunteers shouldn't feel left on their own. A flexible framework can be considered to help them on the journey to building a successful club without it being onerous.

3. Competitions – KR update report

KR – The meetings with Groups to date and the member survey confirms there's still a gap in our provision of competitions. There's a consensus we aren't getting it right in terms of the number and level of competitions. There is something we need to discuss further in terms of what the competition structure looks like across the country, we need to investigate further to come back with proposals on the event calendar. The competition structure would make a significant impact on membership. It was agreed that the competition structure was an important part of the sport that we need to consider. BB noted if there is a separate meeting required for how we expand the opportunities of a ranking system. KR noted Ireland have 8 grades and it works really well for them but it didn't happen overnight. KR noted we can bring something back to a council meeting, then to the board.

KR - we have a meeting with "Find A Player" which could provide solutions to what we are looking for in terms of clubs and competitions, the app has real potential to ease the communication and the way people get information about competitions and support clubs to engage new players. KR to update at the next meeting.

BB left the meeting due to prior commitments.

4. Strategy outline schedule – KR update report

KR shared a presentation on the strategy review process. He has so far met with stakeholders in Lanarkshire, Borders, Midlands and GNS. Lothian and West still to be finalised.

Key issues emerging based on competitions, need more competitions for clubs. Clubs – agreement that larger clubs would be good but not sure sport is ready to support them. Coaching – mixed response suggests there's a demand and need for more coaches but not clear on deployment and role. KR proposed pushing back council meeting to April to allow completion of consultation and present clear discussion topics. KR suggests working group meetings set up fairly soon before council meeting, potential to commission pieces of work to inform discussion at the council meeting. KR noted an interesting discussion with various trusts and their future direction of funding.

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Organisational Development and Communication – Draft Plan from Paul Morgan

No longer part of agenda, included in error as it was part of January's meeting agenda.

8	<p>Committee Reports questions / comments – reports circulated prior to meeting</p> <p>Events: MM main concern is the Scottish Open issues, hoping KR and Peter will get past the obstacles. If we moved Scottish Open to the practice halls instead of the arena at the Emirates it would still be an excellent event compared to other European venues. KR confirmed nothing back yet from Glasgow Life. Discussion on lowering the event level but it's felt this isn't an acceptable option.</p> <p>MM noted when selection dates are required for any age group team selection, its good if there are the right tournaments before it and calendar to be reviewed. All player affiliations are now being checked before being added in tournaments.</p> <p>Engagement: JC asked for the boards formal approval on the UK Anti-doping. KR highlighted excellent job done by Nicky Waterson. <i>The Board of Badminton Scotland hereby resolves that the anti-doping rules of Badminton Scotland are the UK Anti-Doping Rules published by UK Anti-Doping Limited (or its successor), as amended from time to time. Such rules shall take effect and be construed as rules of Badminton Scotland.</i> Approved by Board.</p> <p>JC noted we are very close to 4,500 members and we have lots of clubs that aren't affiliated yet and a lot of initiatives, and can see a pathway to achieving higher club affiliation numbers. Recognition that there's an improvement to be made with identifying who are members within clubs, we will rectify this by working with club secretaries. FT noted some players from sports centres entering competitions without being affiliated members - we need to get them to affiliate which will give them the accompanying benefits. JC mentioned we can email players following tournaments asking them to sign up.</p> <p>Performance: Commonwealth Games have confirmed we have another 2 places at Birmingham 2022 taking us to 6 assured places, 3 men and 3 women which allow us to play in team event. Opportunity to still nominate more players at final selection on 30 May. BE have appointed former World No. 1 Morten Frost as new Performance Director, and CEO of Volleyball England Sue Storey has been appointed as CEO for BE.</p> <p>FT requested list of senior squad and senior development squad, asked to circulate to the board. KR we will be finalising squads who get sportscotland institute of sport support, once its confirmed Josh and Ingo will update the board. FT asked for clarification on how many receive funding from us for tournaments along with this list.</p>	KR/IK
9	<p>Proposed Dates for 2022 meetings</p> <p>"March" Groups meeting date - move to April to allow time to collate info from Groups</p> <p>AGM Sunday 5th June venue - Perth College</p> <p>LT to confirm with Perth college</p>	LT
10	<p>AOB</p> <p>FT conscious of Ukraine situation and noted KR had been in contact with Ukrainian Badminton President, asked if there are any updates on Ukrainian badminton. KR noted he was surprised that he'd had an e-mail from the Ukrainian association. Badminton Europe and BWF were strong on their wording in the response for Badminton as a sport. KR noted a number of our players play in European clubs and leagues, and are waiting to hear whether they will still allow Russian or Belarusian players to play in those games. Awaiting league decisions.</p>	
11	<p>Confirmation of next meeting date</p>	

	May 11 th – 6.30pm	
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