


Confirmed Minutes: Board of Directors		 BADMINTON ENGLAND
Date:	Wednesday 28 September 2022	
Time:	13:30-15:30	
Venue:	All England Room, National Badminton Centre, Milton Keynes	
In attendance:	Mike Robinson	Chair
	Jackie Newcombe	Senior Independent Director
	Sue Storey	Chief Executive
	Peter Emptage	Elected Director
	Mark King	Elected Director
	Joyce Church	Elected Director
	Nick Cox	Elected Director
	Mike McSweeney	Elected Director
	James Thomas	Elected Director
	Tosin Akinluyi	Co Opted Director
By Invitation:	Nick Rimmer	Head of Development
	Craig Russell	Head of Finance
	Mark Beecher	Head of Performance Operations
	Katy Martin	Head of People
	Jenny Clark	Interim Commercial Director
	Morten Frost	Performance Director
	Melissa Wyley	EA to CEO (minutes)
	Chloe Birch	Athlete Rep

1	INTRODUCTION
1.1	<p><u>Welcome by the Chair</u></p> <p>The Chairman welcomed Board members to the meeting. Chloe Birch was introduced by the Chairman as the new Athlete Representative. The Board is looking forward to having a players’ perspective going forward.</p> <p>All attendees were reminded about confidentiality and that the role of the Board was to make decisions and take collective responsibility for them.</p>

1.2	<p><u>Declarations of interest</u></p> <p>None were declared.</p>
2	<p>STANDING ITEMS</p>
2.1	<p><u>Minutes of meeting on 27 July</u></p> <p>The minutes were confirmed and approved by the Board.</p>
2.2	<p><u>Actions register</u></p> <p>The Chairman listed outstanding and completed actions (see action register).</p>
2.3	<p><u>Executive Report</u></p> <p>BD.280922.P1 was received by the Board with the following comments:</p> <ul style="list-style-type: none"> • The Board felt the NBC needed to fit into the wider facilities strategy. PE/SS to review repairs and maintenance quotes with Andy Royles. Action PE/SS • A small group from NBC are visiting Loughborough University to review the elite training facilities, including looking at how a nutritional chef can support athletes’ performance. • The increased number of disciplinary cases was queried. It was felt this was due to the start of the season after COVID, although it is higher than last year. NR commended the Safeguarding Team for their work and Victoria Brown (Safeguarding Manager) will be invited to the next Board. Action: NR/MW • Players are encouraged to play at National Tournaments, but this is sometimes difficult due to competition calendar constraints. CB asked for understanding and consideration of player schedules. The Board wished to minute that the National tournaments are important events but they do understand the complexity of athlete calendars. MF/MB to look further into this. Action: MF/MB
3	<p>SIGNIFICANT DECISIONS REQUIRED AND PRINCIPAL DISCUSSION ITEMS</p>
3.1	<p>Transgender Policy Process</p> <p>BD.280922.P2 was received by the Board with the following comments:</p> <ul style="list-style-type: none"> • This is a complex issue with many differing opinions. Consultation with both the community and the trans community is the next step. The report suggested to form a group to take a view, which would then go out for consultation. • It was felt that we must try to give the community the best opportunities to be included, whilst not disadvantaging others. • There is currently no clear stance from BWF, but research has now been commissioned. NR will update as and when. • PE was suggested as a representative on the group from the Board and the community. • MK can link to colleagues undertaking research in this area. Action: NR/MK

	<p><u>Decision:</u></p> <p>The Board agreed the process for consultation.</p>
3.2	<p><u>Approval of James Thomas as GB Board Representative</u></p> <p>The Board discussed the role of England rep on the GB Board and approved the appointment of James Thomas as the England rep. This will enable a greater link between the GB agenda and our Board. The Board noted their appreciation for Derek Bachelor, who will stand down.</p> <p>The Board also noted that the operational framework for anti-doping was in place, but the Board still needed training. Action: MB It was agreed that James Thomas would become the Board Anti-Doping champion.</p> <p><u>Decision:</u></p> <p>The Board approved James Thomas as its GB Board representative and Anti-Doping champion.</p>
3.3	<p><u>Annual Leave</u></p> <p>BD.280922.P3 was received by the Board with the following comments:</p> <ul style="list-style-type: none">• To support operational delivery, the annual leave year will be move from January-December starting 1st January 2023. During the 6-month transition period, staff can carry over 5-10 days. Going forward, staff will not be allowed to carry over more than 5 days and managers must encourage taking leave during 1-1s.• There would be a small non-cash financial impact in our financial statements. <p><u>Decision</u></p> <p>The Board agreed this change and for the change to be communicated during the next All Staff Briefing.</p>
3.4	<p><u>Job evaluation and salary review process</u></p> <p>BD.280922.P4 was received by the Board. The Chairman confirmed this discussion was embargoed until further notice from the CEO.</p> <ul style="list-style-type: none">• [REDACTED]• [REDACTED]• [REDACTED] <p>[REDACTED]</p> <ul style="list-style-type: none">• [REDACTED] <p><u>Decision</u></p> <p>The Board agreed BD.280922.P4 subject to upcoming conversations with the Management team.</p> <p>The Chairman thanked KM, MM, JC and CR for their work on this.</p>

3.5

WCP/EPP

CB gave her perspective on the last twelve months as a WCP player:

- This time last year, there were significant tensions between certain coaches and players. This week CB had done a personal performance plan which showed the distance we have come.
- Personally, it had been hard work getting through what happened with athletes not being heard. Since then, steps have been made to combat problems and the athlete voice is now seen in a positive light and players feel more involved. This needs to continue.
- Investment in the programme is great but needs joined up connectivity between what we are doing on a bigger scale across the organisation. Athletes need to understand the rest of the organisation's priorities, as they may be able to help or have a view from their perspective. It was agreed to increase athlete involvement in projects and campaigns (with forward planning).
- We need to focus on bringing the performance environment forward, including things such as the nutritional chef at Loughborough.
- It was agreed that we should work more closely together, having visibility of each other and building togetherness.

The Chairman and CEO are keen to involve more athletes in promoting the game. There are opportunities to talk with athletes staying at lunch time. **Action: NR**

Management team updates should go to athletes too. Athletes should join staff briefings online and in person. **Action: MW**

The Board wished to make more informal connections with the athletes around their break times and create opportunities for discussion. **Action: SS/MR/MF**

Approval of operational plan

MB explained the WCP/EPP is still on a journey:

- Most of the structures are in place although in infancy.
- The last new physio started in August.
- We are considering bringing a performance psychologist into the environment.
- There is commitment to make the programme the environment of choice, so that players want to come and train here.
- Plan is up until the end of Paris but can be tweaked on going.
- Coach development is about moving forward. Coaches want more IT proficiency and to visit other performance environments.
- PLX Conference in Manchester in November, attended by Julian Robinson and Julia Quinn.
- BE doing safeguarding and EDI training and well HQ. KM involved.

CB raised whether women's health needs are being addressed? SS confirmed there is a plan being worked on in relation to education for other coaches about how we can support female athletes. Currently there are three main support staff who are all male. This needs to be embedded into our culture and requires work as other sports are further ahead on this.

Decision

The Board approved the Performance Operational Plan.

4	UPDATES
4.1	<u>N/A</u>
4.2	<u>Updates from Advisory Board and Steering Group Chairs (by exception/as required)</u> No updates to received.
4.3	<u>Q1 – FRACS Head of Finance Report</u> Received. There will be a financial (6 + 6) reforecast, to be presented at the November meeting.
4.4	<u>Calendar of dates 2023</u> The draft calendar of dates will be circulated for comment to the Board. Action: MW/All
5	ADMINISTRATIVE
5.1	Future Board meetings - 30 November (1.00 - 4.00): Board meeting @ NBC.
5.2	Other representative duties The Board received the VIP's for Events calendar with the following comments: <ul style="list-style-type: none"> Board Members to volunteer to attend an event (at least one) every year to present prizes. Please contact MW to confirm attendance.
6	ANY OTHER BUSINESS
6.1	<u>Selection policy & process</u> There was discussion around the mechanism of how we develop selection policies and appeals, from both a governance and athlete perspective. JT will come back having met with GB Board members, to discuss how we implement our selection policies. This would then be passed by player rep group when finalised, for comment. KM reminded the Board to update gender pro-nouns as they will be added to email signatures on Friday. If anyone wishes to make an EDI pledge , please share with KM to have it put on the pledge wall. Jenny Clark thanked the Board for being so welcoming during her first week as Commercial Director. JN wished to understand how the EDI money has been allocated. Action: SS/JN/NR The management team left the meeting at 3.30pm.
7	INDEPENDENT DIRECTORS' PRIVATE SESSION

Decision Summary

Reference	Board of Directors Decision
2.1 Minutes 27 th July 2022	Approved.
3.1 Transgender Policy	Agreed – proceed with consultation plan.
3.2 Approval of James Thomas as GB Board Representative and Anti-Doping Rep.	Approved.
3.3 Annual Leave	Agreed.
3.4 Job evaluation and salary review process	Agreed, subject to upcoming conversations with the Management team.
3.5 WCP/EPP – Approval of operational plan	Approved.

Actions Register

The following items were added to the actions register:

Reference	Agreed Action	Responsibility
2.3 Executive Report	PE/SS to review repairs and maintenance quotes with Andy Royle	SS/PE
	Invite Safeguarding Manager to the next Board meeting.	NR/MW
	Look into athlete calendars and National competition dates.	MF/MB
3.1 Transgender Policy Process	Link to colleague doing research on Transgender Policy in Sport.	MK/NR
3.2 Approval of James Thomas as GB Board Representative	Anti-doping training for Board.	JT/ MB
3.4 Job evaluation and salary review process	[REDACTED]	MMc/KM/MF/MB
3.5 WCP/EPP – Approval of operational plan	Arrange opportunities to engage with players.	NR
	Athletes invited to staff briefings and sent management team updates.	MW
	Explore opportunities for Board/Athlete interactions.	SS/MR/MF
4.4 Calendar of dates 2023	The draft calendar of dates will be circulated for comment to the Board.	MW/All
6.1 AOB	Allocation of EDI Money	SS/JN/NR