

Chair

Jem Lawson

Date of issue

25th March 2016

Participants

Jem Lawson; Trevor Hoskins; Jatinder Rakhra; Liz Riley; Shaherah Jordan; Ellen Morris; Ian Wiggett; Tony Melling; Yvonne Ball; Mark Pollin

Secretary

Colin Nicholson

Apologies: Barry Pollin

Day 1: + Steve Bentley; Eric Ciake

Day 2: + Daniela Bauch [Arrived 6th March 12:30]

Meeting date

5th/6th March 2016

Location

East Midlands Hilton

Subject

34th Board Meeting:

Reference

Day 1 – Strategy Development – facilitated by Steve Bentley, First Ascent Group

- The objectives of day were for the Board to get to know each other, particularly the new board members. Also to examine Board effectiveness, review the BWA mission, identify the values of the BWA and agree how to approach the strategic planning process
- The Board discussed who are/would be the key stakeholders and what are they saying about BWA in 2020, i.e. Home nations/Clubs/Regions; Coaches/Officials/Volunteers; Elite Athletes; and Participants / Parents
- The Board drafted a revised mission and objectives
 - Action: JL** to develop/confirm
 - New Mission:
 - “To promote and develop the sport of wrestling so everyone within it achieves their full potential on and off the mat.”*
 - New Objectives:
 1. *To develop a sustainable structure*
 2. *To increase awareness, participation and standards*
 3. *To promote a safe and inclusive wrestling community*
- The Board identified the Values important to the BWA (priority order)
 - *Respect; Fairness*
 - *Community; Transparency; Realism; Discipline*
 - *Celebrate Success; Recognition; Honesty; Communication; Valuing*
 - Action: Board:** Identify a set of behaviours under each value
- The Board identified strategic priorities with the following workstreams
 - *Money/Funding*
 - *Community*
 - *Governance*
 - *Participation*
 - *Performance*
 - *Profile/Image*
- Next steps:
 - Action: JL: Decide Work-Stream Leaders**
 - Action: JL/CN/YB:** to send coordinated Work-Stream e-mail
 - Action: Board,** by workstream, to carry out the following, by July Board Meeting:
 - *Assess current state*

- Agree future state
- Where do we want to be?
- What does success look like?
- Objectives?
- Measurement?
- Targets?
- Propose Timescales / Accountability
- Explore interdependencies/relationships with other work streams

Day 2 – “Standard” Board Meeting

- Day 1 was reviewed BY JL
- Sport England’s strategy (responding to the Government’s new sport strategy) will be available early May, with British Wrestling needing to submit its plan to Sport England in July
- JL highlighted the FIVE outcomes that define why government invests in sport:
 - (1) *physical wellbeing*; (2) *mental wellbeing*; (3) *individual development*;
 - (4) *social and community development*; and (5) *economic development*.
- SE had carried out 10x consultation meetings to guide its strategy development. SE and UKS had no cuts in overall funding but the funding will be distributed differently, e.g. Sport England’s responsibility is now taken down to 5yrs old (from the previous 14yrs) although this is outside of the school environment which remains the responsibility of Department for Education and Youth Sport Trust. The government is expecting more coordination and sharing between National Governing Bodies

JL opened the formal part of the Board meeting saying that he had received a communication from Malcolm Morley with his resignation from the role of Acting-Performance Director. JL said that Malcolm had successfully led the organisation over many years and thanked Malcolm for all he had done for the sport during that time. Special note was made of Malcolm’s work on developing the Talent Pathway.

1. Standing item - Introductions

- i) Apologies for Absence: Barry Pollin, (welcomed Mark Pollin as observer); Apologies from SWA, but for no named person; IW late due to traffic; DB late as flying in from Tanzania
- ii) No conflicts associated with Board agenda. Board reviewed & agreed Register of Interests
- iii) Actions from last meeting
 - i. Social Media Policy: ER had sourced model policies from NSPCC. What as required was a policy, but also guidelines for athletes, education for parents
Action: ER/SJ/CN/YB work towards education session for Parents to coincide with Anti-Bullying Week (to include bullying, managing challenging behaviours)
 - ii. UKCC/UWW L1 courses: UWW has approx 10 deliverers, of which 2 are from GBR. UWW had recent Educators’ course so there will now be more. UWW is working on its L2. The BWA view is that UWW courses are parallel to UKCC and individuals will need to do UKCC certificates for UK coaching (e.g. it is accepted in Schools) and do UWW certificates for international work.
 - iii. Possibility of holding UWW L1 course in UK, to include Eire and Iceland.
- iv) Decisions by e-mail since last meeting - none

2. Ratifications

- i) Elizabeth Riley INED (Business & Legal)
 - ii) Daniela Bauch INED (Finance)
 - iii) Shaherah Jordan INED (Marketing and Communications)
- All INEDs ratified by Board. JL reported that Barry Pollin, who had been on the selection panel, supported the appointments. The next/final stage is ratification by Voting Members.

3. Standing Item: Chairman’s Report

- i) The Chair gave his report, covering Board composition; Background for Strategy Review; Talent and Performance; Wrestling Tournaments; and other matters
- ii) EM asked about participation at Boards by observers. JL said the status quo would remain under the current articles, but change with the new Articles that envisage a Board Director for each Home Nation (HN).

4. Standing Item: Financial Items

- i) CN presented the Sport England Expenditure Forecast Overview and BWA Expenditure/Forecast Overview. Membership receipts were down but Academy costs had been constrained as much as possible. Academy income, that had been expected to develop in Jan/Feb/Mar 2016 was zero as a result of the Boxing Day flood. The budgeting process would be JL/DB/CN/TH (representing N&R)
- ii) The Board agreed to add Jem Lawson and Daniela Bauch to the Santander, Co-Op and RBS bank accounts as signature and/or on-line access as appropriate
"it was resolved that the authorised signatories in the current mandate, for the British Wrestling RBS Account Sort Code: 16-16-18 Account 10116343 should have added to it Jem Lawson and Daniela Bauch"

5. Standing items:

- i) Safeguarding LSO:
Since the last Board there had been two incidents. Review of the cases indicated that the level of understanding of Coaches should be reviewed. JL underlined that Safeguarding Children and Vulnerable Adults was a key area
Action: TM/YB to follow up with CPSU in meeting on 14 April
Action: YB to ascertain CPSU availability for next Board, ideal to talk to Board a.m. and Coaches p.m.
Action: YB to set up briefing session for young people/parents as part of Anti-Bullying Week (14th-18th Nov 2016)
Action: England Regions to ensure each club has a Safeguarding Officer who has had Safeguarding training within past 3 years. There should be a Welcome Pack with photo of Safeguarding Officer
- ii) Risk Register was reviewed
ER asked for Commercial Inventory so that Board could assess liabilities if inventory promised to partners.
Action: CN to produce commercial inventory
Action: CN/IW: Separate out Safeguarding and raise in importance. Review list to include Financial Sustainability and avoid Risk Register being a simple list
- iii) Complaints: There has been 1x complaint with tribunal since last Board. Complaint upheld and deposit returned. Potential of appeal.

6. Standing Item: Committees

- i) Competition Committee: A re-draft of the Competition Regulations was required. Next version expected by end-March
- ii) Academy Update
 - There was a discussion about the long-term viability of the Academy and the distraction it caused the BWA from its core Wrestling activities as well as the need for a training and storage facility. But for the flood the Academy would be generating income (it needs £180 pw to break even)
 - JL said that the Academy had not been used effectively for some time but that the BWA did not have an HQ and should do, with staff on the end of a telephone/computer. Other alternatives to the Academy should be investigated. However, the short-term future of the Academy was to get it back on its feet following the flood and get it open for business and earning.
 - **Action: CN** to generate business plan for the Academy, with costs/alternatives (including selling the site)

7. Standing Item: Self-Assurance

- i) Documents for update
 - i. Board Code of Conduct - approved
 - ii. Register Signatories Delegations Representation – amended and approved
 - iii. Board Skills Audit – approved
Need to identify HR contact. Property input via Sport England’s facilities
 - iv. Register of Interests - approved

8. Changes to Articles:

JL said that he would redesignate the Final Draft as Early Draft. The Board reviewed a submission from the SWA, but whilst agreeing with some of the points were unable to agree on all. Whilst the intended Articles give more autonomy to Home Nations (HN’s) than formally given up until now, which would help to reduce the likelihood of tensions, there was a need to identify areas of BWA primacy and HN primacy. There also needed to be a commercial inventory so that the effects of changes in the Articles could be understood. Currently 90% of the membership is from England. It was felt that there was little advantage and no enthusiasm for having a separate England Wrestling Association

Action: JL to respond to SWA

Action: JL to convene meeting with HN Chairs to discuss primacy and the issues/mechanisms of HN’s becoming membership organisations and companies limited by guarantee. Issues needing clarification are: insurance; types of membership; use of IMG membership system (as it includes competition registration); the role of Region Associations

9. Partnership Updates - UFC and Pure Gym

- i) The Board supported the requirement for partnerships but said that the BWA needed to understand the value of its assets.
- ii) There was the possibility of putting together a merchandising shop
- iii) CN was taking forward a limited redesign of the website such that it could include partners

10. AoB of which the chair has had previous notice - none

11. Any items that need notifying to Companies House

- Addition of Liz Riley; Daniela Bauch; Shaherah Jordan and INEDs
- Notification of Malcolm Morley’s resignation