

<b>FINAL Minutes: Board of Directors</b>		
<b>Date:</b>	23 September 2020	
<b>Time:</b>	4 - 6 pm	
<b>Venue:</b>	Teams Conference Call	
<b>In attendance:</b>	Mike Robinson	Chairman
	Adrian Christy	Chief Executive
	Joyce Church	Elected Independent Director
	Nick Cox	Elected Independent Director
	Pete Fitzboydon	Elected Independent Director
	Jackie Newcombe	Elected Independent Director
	Mike McSweeney	Elected Independent Director
	Alison Odell	Elected Director
<b>By invitation:</b>	Mark Boote	Finance Director
	Giles Dunning	Chief Operating Officer
	Jon Austin	Performance Director
	Sue Wressell	Executive Assistant to Chief Executive
<b>Apologies:</b>	Jim Mann	Senior Independent Director
	Malcolm Smith	Elected Director

For a summary of the decisions please skip to the end of the document or click [here](#).

<b>1</b>	<b>INTRODUCTION</b>
1.1	Introduction and Report from the Chairman  The Chairman welcomed everyone to the meeting and ran through the content of the agenda.
1.2	To report any new declarations of interest  Mike McSweeney informed the Board that he had recently joined the Premier League's Quality Assurance Board.

2	<b>STRATEGY</b>
2.1	<p>Paris 2024 Submission</p> <p>Jon Austin talked the Board through his paper and updated them on the background of Badminton England as the Lead Home Nation with responsibility for the GB Programme in addition to the English Talent Pathway.</p> <p>JA explained the complexity of four Home Nations working together to ensure funding was secured from UK Sport, who would only fund one body. The Home Nations had collectively agreed that Badminton England should host the GB programme and this had been in place since lottery funding had been secured. JA explained his position as Performance Director for Badminton England but also with responsibility for the GB Programme, funded by UK Sport.</p> <p>In addition, the following points and comments were made:</p> <ul style="list-style-type: none"><li>▪ (REDACTED)</li><li>▪ The Phase 3 Submission, together with the Memorandum of Understanding between the four Home Nations, and the Lead Home Nations Contact were due to be reviewed and agreed at the next GB Board meeting to be held on 6 October (REDACTED).</li><li>▪ As part of the funding submission for the next four years, UK Sport had requested an aligned performance pathway across the four Home Nations, that demonstrates athlete progression from being a confirmed player, through to academy and podium within 12 years. A Technical Advisory Group had been established, which included the Performance Director/Lead from each of the four nations, to assist with this work.</li><li>▪ JA explained that any UK Sport Funding provided for the Programme was expected to be spent for those players only accepted onto the Programme. There were restrictions as to how the money could be spent.</li><li>▪ Any additional investment provided by Badminton England would enhance the support that could be provided to the remainder of the players on the pathway who are not supported by UK Sport funding.</li></ul>
2.1	<p>To receive an update on the approach to mitigating the impact of Covid-19 on Badminton England and planning for Agenda 32</p> <p>The Chief Executive provided an update and the following additional information was noted:</p> <ul style="list-style-type: none"><li>▪ 40% of facilities were now offering badminton courts.</li><li>▪ The recent announcement by Government on the rule of six would not affect Badminton England's Return to Play Guidelines although changes might have to be made for the return to competition.</li><li>▪ A lot of intelligence was being gathered about facilities and clubs' abilities to return to play and it was hoped that a 'mapping exercise' could begin within a few weeks.</li></ul>
3	<b>REPORTING</b>
3.1	To receive the Chief Executive's Report

	<p>The Board received and noted the CEO’s Report. In addition, the following comments/points were made:</p> <ul style="list-style-type: none"><li>▪ (REDACTED) The Chief Executive explained the need to build on commercial opportunities, even while the organisation was also considering how to mitigate the current financial losses and he explained the two separate parts of the project and how these would be financed. (REDACTED)</li><li>▪ The risks, mitigations and opportunities highlighted in the CEO Report were discussed.</li><li>▪ Chris Miller and Mark Boote were currently modelling what a ‘behind closed doors’ scenario would look like and the CEO was in discussion with the Badminton World Federation (BWF) about the possibility of postponing the Championships and looking at date alternatives later in 2021. They would also be asked to consider underwriting the event if it goes ahead.</li><li>▪ Current figures on membership were down by 86% on club renewal and 72% down on individual renewal against last year on a like by like basis. However, it was recognised that membership was not due to open for another five weeks and clubs had been given a further two months to pay.</li><li>▪ Opportunities around an OTT platform were being considered if fans were not able to attend the YONEX All England and this might be provided as part of a membership package.</li><li>▪ UK Sport had been contacted about the second round of continuity funding and it was hoped that Badminton England would benefit from this.</li><li>▪ The CMT were currently working on a restructuring paper which would be brought to the October meeting. (ACTION: CMT)</li><li>▪ During a meeting of the Non-Executive Directors, agreement had been made that the work of Agenda 32 could be pushed back from the October Board meeting and it was agreed that this work would be parked until December 2020.</li></ul> <p><u>Please refer to the Action Items Register for updated actions (appended).</u></p>
<b>4</b>	<b>GOVERNANCE</b>
4.1	<p>Board Recruitment</p> <p>The Board received the paper and the following points were noted:</p> <ul style="list-style-type: none"><li>▪ 26 applications had been received, eight from female candidates and ten from BAME candidates.</li><li>▪ 13 interviews were held which included three women and four BAME.</li><li>▪ Peter Emptage was the outstanding candidate during the interview and due to his very strong background in badminton and his breadth of knowledge of the sport and its landscape.</li></ul> <p><u>Decision:</u></p> <p>a) The Board agreed to nominate Peter Emptage as an Elected Director at the AGM.</p>

4.2	<p>Governance Policy</p> <p>The Board received the paper and the following points were noted:</p> <ul style="list-style-type: none"><li>▪ It would be useful to show the Board/Advisory Board with responsibility for updating each policy although this was not required for the Governance Policy.</li></ul> <p><u>Decision:</u></p> <p>a) The Board approved the Governance Paper to go forward to the AGM.</p>
<b>5</b>	<b>MINUTES and ACTION POINTS</b>
5.1	<p>To approve the minutes of the Board of Directors' meetings held on 29 July and 26 August 2020.</p> <p>The Board reviewed the minutes and agreed them nem com.</p> <p><u>Decision:</u></p> <p>a) The minutes of the Board of Directors' meetings of 29 July and 26 August were approved.</p>
5.2	<p>To review progress of the actions requiring attention only contained within the Action Items Register</p> <p>The Board had received the Action Items Register and noted those that needed attention. It was agreed that some of the dates within the Register needed to be moved back and this would be discussed by the Chairman and CEO at their next meeting. (ACTION: Chairman/CEO)</p> <p><u>Please refer to the Action Items Register for updated actions (appended).</u></p>
5.3	<p>Matters arising from the Board Meetings of 29 July and 26 August 2020</p> <p>There were no further matters arising.</p>
<b>6</b>	<b>AOB</b>
6.1	<p>Malcolm Smith</p> <p>The Board agreed to put forward Malcolm Smith as an Honorary Vice President for approval at the AGM in October, in recognition of his long service to the Board of Directors and his services to Junior Badminton Competition.</p> <p><u>Decision:</u></p> <p>a) The Board agreed to nominate Malcolm Smith as an Honorary Vice President for approval at the AGM.</p>

6.2	The Board thanked the Executive Team for the enormous amount of work they were all currently undertaking.
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The meeting closed at 6 pm.

Future Board Meeting Dates:

- 7 October 2020 – 4pm - 5pm
- 28 October 2020 – 4pm – 6pm
- 25 November 2020 - 4pm - 6pm

**Decision Summary:**

Reference	Board of Directors Decision	Decision Maker	Agreed Date
Item 4.1, Board Recruitment	The Board agreed to nominate Peter Emptage as an Elected Director, to go forward to the AGM for approval	BoD	23 September 2020
Item 4.2, Governance Policy	The Board approved the Governance Policy to go forward for approval at the AGM	BoD	23 September 2020
Item 5.1, Minutes of the Board Meeting	The Board approved the minutes of the meetings held on 29 July and 26 August 2020	BoD	23 September 2020
Item 6.1, AOB	The Board agreed to nominate Malcolm Smith as an Honorary Vice President for approval at the AGM	BoD	23 September 2020