

# BRITISH FENCING STRATEGIC AND ORGANISATIONAL STRUCTURE

(BOARD DIRECTOR PORTFOLIOS IN BRACKETS; STAFF IN ITALICS)

## GROW

NATIONAL DEVELOPMENT MANAGER: BEN CAMPION

### MORE PEOPLE

#### Strategic Goals

- More people fencing
- More members

#### Programmes & Products (to be reviewed)

- GO/FENCE
- Fencing Ladder/Duel
- *Fencercise*
- URBAN:FENCE/Street:Fence
- "Spar in the Park"
- "On the Fence"

#### People

- Grow Group
- Membership Review Group

### CLUB NETWORK

(PENNY SPINK)

#### Strategic Goals

- Quality fencing pathway

#### Programmes & Products

- Academy (Clubs)
- SwordMark (Clubs)
- National Fencing Plan
- Awards Framework
- School Clubs (C4L)

#### People

- *Schools & Clubs Officer: Holly Miles*
- *Academy Manager (shared): Alan Rapley*
- *Project Officer (shared): Neil Brown*

### WORKFORCE

(MURRAY MORRISON)

#### Strategic Goals

- A skilled, active workforce

#### Programmes & Products

- Academy (Workforce)
- SwordMark

#### People

- Academy Manager (shared): Alan Rapley
- Project Officer (shared): Neil Brown
- Young Leadership: Jack Boteler
- Referees Committee
- Coaches Committee
- Armourers Committee

### EVENTS

(ALP ORGE)

#### Strategic Goals

- World class events

#### Programmes & Products

- BF Championships
- BF World Cups
- Competition Framework
- SwordMark (Events)

#### People

- *Events Coordinator: Katie Dolan*
- Competition and Calendar Committee

### TALENT DEVELOPMENT

(KEITH SMITH)

#### Strategic Goals

- Effective talent system

#### Programmes & Products

- Academy (Talent)
- National & Regional Academies

#### People

- *Academy Manager (shared): Alan Rapley*
- *Project Officer (shared): Neil Brown*

### INTERNATIONAL

(MIKE THORNTON)

#### Strategic Goals

- Olympic Gold

#### Programmes & Products

- World Class Programme
- GBR Teams
- Olympic Preparation Centre

#### People

- Performance Management Group
- WC Coaches
- International Committee
- Weapon Committees

## GREEN

OPERATIONS AND FINANCE MANAGER: TBC

### GOVERNANCE & OPERATIONS (LIBBY PAYNE)

**Strategic Goals:** An outstanding NGB

**Programmes & Products:** - Governance & Leadership – Fencing:2020 Strategy and Delivery Structures - Membership Services; - Head Office administration

**People:** - *CEO: Piers Martin - Head Office Manager: Kim Robinson – Administrators: Charlie Miller & Jen Bathurst - BF Board - Legal Adviser: Peter Cadman - Rules Committee - Safety Committee - Equality Group - Welfare Officer: Ismay Cowen - Medical Officer: Dr. Clare Halsted - Electoral Officer: Teddy Bourne - Disciplinary & Grievance Officer: Teddy Bourne - Insurance Adviser: Catherine Nicoll - Honours Committee*

### COMMUNICATIONS & RELATIONS (DAVID KING)

**Strategic Goals:** Positive, uniform messages

**Programmes & Products:** - Website & Digital Communications - Published Communications - Key Partner Relations

**People:** - *Communications Officer: Karim Bashir - MarComms Group - International Relations Committee - Editor of "The Sword" magazine: Malcolm Fare*

### FINANCIAL SUSTAINABILITY (ANDREW BRANNON)

**Strategic Goals:** A sustainable business

**Programmes & Products:** - Strategic financial planning; - Budgetary Control; - Asset Management; - Programme Sustainability

**People:** - Accounts Manager - Remuneration Committee; - Finance Committee (Investment Sub-Committee) - [Auditors: Spofforths]