

BRITISH FENCING BOARD MEETING

Date of Meeting	21.11.2018
Location	Eversheds
Present	Chair, JC, TC, CH, MO, YH
In Attendance	CEO, David Moseley, Kim Robinson, Jack Magill, James Honeybone

1. INTRODUCTION

Chair welcomed everyone to the meeting.

Apologies were received from Anne-Catrin Sallaba, Tommy Curran Jones, Caryl Oliver, Paul Abrahams, John Troiano and Reedah El-Saie.

Chair confirmed that any Board decisions would be made off-line. This meeting would be discussion based.

New Declarations of Interest: Chair read out a declaration of interest from RE-S, her involvement in the charity CIC. CH declared son involved in TAP (True Athlete Project) and TAP is part of the Sport England Aspiration Fund submission – however, the work was done directly with the CEO of TAP and not with CH's son.

Conflict of interest on Agenda items: none

Interim Decisions/Actions:

Senior and Junior Selection Policy changes – approved.

Introduction the minimum age into the Senior Selections – noted.

Papers to note

Youth panel update

SE EOY Report

Action List: noted.

New Risks: No new identified risks

2. APPROVE PREVIOUS BOARD MINUTES

The minutes of 20th September 2018 were approved by those present. Minutes to be circulated for approval to those unable to attend the meeting.

3. FINANCE PART 2. 18-19 Q2 MANAGEMENT ACCOUNTS

DM briefed the Board on the accounts. A summary had been sent to the Board before the meeting.

‘Camden’ weekend (U17EFC, FIE SMS, FIE SMF) – broken down by entries and costs. The bottom line estimate shows a £4k deficit, not including staff costs. Last year the Camden U17 EFC was underwritten by private patrons so BF did not lose anything, other than staff costs. Next year we risk losing more because of the variables out-with our control – for example international scheduling, FIE requirements on Satellites.

Eden Cup (JMF, JWF, U23 EFC SMF, SWF) had a deficit of £9k – which included the FIE Observer costs [REDACTED] We cannot increase the entry fee for the Eden Cup which does not come close to covering the costs associated with this competition.

GU – the Junior FIE World Cup is our only remaining FIE World Cup – losing would not be good for international relations.

The U23 events generated £8k worth of entries. Based on that it was/is a good idea to run them as they reduce the loss that is associated with running the Junior World Cup.

Management Accounts

Profit and loss summary – DM provided an explanation on the two tabs called Profit and Loss Summary 1 and Profit and Loss Summary 2. Profit and Loss Summary 1 is the actual result for all of the departments in the organisation at once exactly as they are, so it is a complete, actual figure. That includes areas that have a surplus that are not really a surplus. So, for example, if Talent/ADP have not spent all of the money that we have received for it, there will be a surplus showing but obviously we cannot recognise that at the end of the year, we will have to have spend it.

It is the same with Projects and Programs, and Coaching and Workforce, the purpose of the second tab, Profit and Loss Summary 2, is to strip out any of those misleading surpluses. At the bottom of that second tab, you have a little summary of the departments' results, and that what we describe as the real result, that gives you an idea of where we actually are. That result is a surplus of £12,000, which is £2,500 better than budget at this time.

Talent - as we have already discussed, this is the athlete development program, fully funded by Sport England. Currently showing an actual halfway through the year of £29,800 profit, but that will end up being £0 at the end of the year because it is completely ring-fenced.

Projects and Programs - this is a similar department in the sense that it is also completely funded by Sport England. This is the developmental works of participation programs. Again, this is showing a

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surplus just shy of £7000, but will be £0 at the end of the year.

Coaching and Workforce - a bit of a split, there are a number of things within it. There is the Sport England funded area which is the coach development work that Steve Kemp does

[REDACTED] In addition to the Sport England funding, there is a little amount for welfare courses, i.e Time to Listen and the welfare training courses, which we try and run at events. AASE/DiSE income is also showing which does not show as profit or loss as it is a grant funded programme.

Events – BYC's made a surplus. Junior and Cadet and the British Championships made a slightly better result than budgeted. Because we have done better than budget on some of the other events, it may mitigate some of the deficit that wasn't budgeted for on the Camden Cup.

Commercial – we are doing better than budget. Staff costs are currently being funded by Sport England, therefore you will see the Commercial Manager salary in the Projects and Programs department, therefore surplus showing in Commercial is before staff costs.

Corporate Services – this department is the administration costs. The costs of head office, (CEO, Finance Director etc) basically the running costs of the office. There is a small amount of Sport England funding that we get for that, as a contribution to office running costs.

The main message of the finances is that we are slightly better than budget and in a good place for the year, with a deficit of £7,000 budgeted for the year.

Membership - January, February, March are usually very strong months for membership income. We normally flatten out the membership income in the budget for the year so it will not create peaks and trough. If we had for some unknown reason a big dip in the people renewing membership in January, February, or March, that would obviously have an impact. This is not a major concern, but could be an issue if it unexpectedly occurred.

YH asked about generating income from exhibition stands at events.

DM – Leon Paul had a stand, Pulseroll had a stand and there was the BF kit stand.

GU – The case for selling space at events outwith our existing contracted partners is not there – the costs of cold calling and staff administration far exceeds the money that could be generated. If we had a volunteer selling the space this might be different.

Chair thanked DM.

4. SUSTAINABILITY

A Home Country meeting was held in London to discuss how BF and the HC's would work together in the event of a continued reduction in public funding. All HC's attended with the exception of

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Scotland. The CEO, Chair and Finance Director also attended. Ideas were raised and discussed. It was a constructive meeting.

Part of the process is to get input from the Board and some steer on where we go. There is no defined process at this stage.

There were questions put such as;

- What parts of the BF roles are essential?
- What sort of events should BF be running?
- Should the Sword be online only?
- Should we charge for processing international entries?
- Should we be charging more to access our ADP?
- Should we be funding the writing of proposals for additional funding around some of our community projects?

There followed a discussion on the various questions with the following comments/ideas:

We need to begin with what kind of finance the sport gets from the Home Countries Funding Bodies. i.e. sportEngland money coming in that is managed by BF. It is not clear what level Scotland, Wales and Northern Ireland are getting, but it tends to not be a great deal and ring fenced.

MO asked about the split of the membership fees. CEO confirmed that 40% of the membership fees are sent back to the Home Countries.

Insurance, Safeguarding, National Championships, International representation (FIE, EFC) are some of the essential services that BF should provide.

Coaching, referees, volunteers, team manager, training of welfare officers are things that should be in place.

ADP funded entirely by Sport England and ring fenced.



5. WORKGROUP - EVENTS ADVISORY MONITORING

Nothing to report.

6. OVERVIEW

- a) Sport England Talent Submission
Application was received by Sport England and we should hear back after the 8th December.
- b) BF (Talent) Athlete Development Strategy
The proposal gave us an opportunity to rewrite the original proposal based on our current strategy as the original 2017 proposal was on the back of the World Class Programme.
- c) The current (and future) ADP staff structure

The ADP staff structure has been adapted around the work that will be delivered, as described in the submission

7. SENIOR ATHLETE REP PANEL ITEMS

James Honeybone gave the Board a brief update on the Senior Athlete Rep Panel.

There were 5 important topics that the panel wanted to put before the Board as areas that they can work with BF on;

1. Improvement in communications between BF and Senior GB fencers – this has already started to happen as panel members become an additional channel
2. Selection Policy – more clarity at the beginning of the season on qualification for Senior European and World Championships.
GU noted that the qualification standard was one of the lowest it has ever been for these events.
JH the panel is not advocating any reduction
3. Athlete wellbeing. When the WCP ended athlete support services, ie physio, sports psychology etc, ended with it. The period around Olympic qualification is an incredibly stressful time it would be helpful to have a channel that a fencer struggling could go down.
4. Women in fencing. Women competing on the world cup circuit so much lower than men competing.

CEO – we do not have many female coaches and that could be part of the problem. It also reflects on the membership where it has gone from 40% to 30% in the last 5-7 years.

CEO asked if the Board were willing to support a piece of research on why there is such a drop of in women in fencing. The Board agreed.

5. A combination of the last two, athlete wellbeing and women in fencing tying into hashtag 'Me Too'. Over the years there have been too many incidents of male coaches/referees abusing their power to an extent.

Chair – The Board has zero tolerance for inappropriate behaviour. We will deal with anything that needs to be dealt with in a confidential way. It is important that any incident is reported to BF so it can be dealt with.

CEO and CH are working with the FIE, looking at safeguarding procedures at international level.

8. BREAK

There then followed a presentation for a new award that had been anonymously donated to British Fencing in memory of Anne Hanrahan.

The Chair made this tribute: Anne was uncompromisingly fair, who never allowed any club or personal knowledge of fencers to sway her decision making. Her devotion, passion, honesty, and

hard-working ethic meant that she was liked by all, and she consistently went above and beyond the call of duty for the benefit of fencing.

The recipient of this award must have demonstrated some, if not all, of the qualities that Anne demonstrated in her various roles with British Fencing, specifically going above and beyond their role for the sport, demonstrating impartiality, hard work, passion, honesty, over a period of four to five years involvement in British Fencing.

The inaugural winner of this trophy is Kim Robinson, who demonstrates all of those qualities.

The Board congratulated Kim.

9. BOARD SUB-COMMITTEE ITEMS: NOMCOM

Nothing to report.

10. BOARD WORK GROUP UPDATES

Chair had received a paper from the Board Membership Working group, that had been circulated to the Board. It discussed the benefits of membership and how to communicate them. Benefits included the insurance and safeguarding. By providing a safe environment for qualifying coaches and referees and quality competitions, and the data to back that up was, we have approx. 500 coaches, on the coach register and approx 560 referees with a referee qualification. We processed over 500 FIE and EFC licences and processed entries for around 121 competitions in the last year.

The benefits and promoting them needs more work.

Action - Board will follow up and discuss at the Board Away Day.

11. CEO INFORMATION ITEMS

- a) Q2 Balanced Scorecard
CEO to send a note around, there is nothing to note on that. Everything is progressing as it should for quarter two.
- b) Summary of safeguarding, disputes, complaints
Nothing to report or than we have had another Subject Access Request. These are significantly time-consuming.
- c) WUSG Selection Policy
With BUCS. We need them to agree our selection Policy. We have published our policy as a consultation subject to approval by BUCS.
- d) Olympics Selection Policy
Currently with the BOA but not anticipating any major changes.

12. AOB

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- Aspiration Fund Submission – Submission has been submitted, expected to hear back later in December
- World Veteran Championships Results – Board congratulated the athletes and referees on their results. Best wishes were also passed on to the two members of the team who were hospitalised. Board agreed to write to them.

Action: ML

- Board Meeting Dates and Venue –2019 Board meetings will be held at Schroders.
- Board Strategy Day – hoping to hold this at Sport England again.
- Eversheds - Chair agreed to write to Eversheds to thank them for all their support over the last 3 years.

Date of next meeting 18th January 2019 (Directors Strategy Day)