



BOARD MEETING MINUTES

Date: 22nd May 2024

Location: Virtually

Present:

Russell Bell, Interim Chair (RB)
Paul Mundy-Castle (PMC)
Graham Biggs (GB)
Chris Walsh (CW)
Egemen Onen (EO)
Joel Baynes (JB)
Brandie Deignan (BD)

Executives:

Stewart Kellett (SK)
Victoria Jones (VJ)
Antony Platt (AP)

Apologies:

Mat Newby (MNY)
Sadie Mason (SM)

Note Taker: Karen Bailey (KB)

Item No. 1 - Apologies for Absence

The apologies were noted.

Item No. 2 - Declaration of Conflicts of Interest

There were no conflicts of interest that had not been previously disclosed.

Item No. 3 – Appointment of Board Chair and Vice Chair

In the absence of SM, RB presented the Board Chair and Vice Chair report, requesting that the Board approve the appointment of Mr Paul Blanchard as the BE Independent Chair for an initial term of three years. Also, approving the appointment of Mr Born Barikor as the BE Independent Vice Chair and as Senior Independent Director for an initial term of three years (serving with Russell Bell as Joint Vice Chairs until October 2024) The Board agreed the appointments,

Item No. 4 - Workforce Review – Final Approval

SK provided an overview of the Workforce Review, advising that the entire process was conducted internally, in collaboration with AP, VJ, EMT and the People Committee. The review not only focussed on role changes, but on 5 pillars of improvement, which include:

1. Leadership capability, business performance, culture change.
2. Reorientation, improvement and marketing of our Member/Customer Service.
3. Strengthening the quality and delivery of our coaching and officiating functions.
4. Changes of roles, configuration, flexibility and redesignation.
5. Cultural & Staff training programme, business process improvements.

The discussion concluded with the Board approving the Workforce Review.

Item No. 5 – EDI Review Update

BD thanked the Board and AP for their contributions to the EDI Review stating that from this input the Board has investment and the drive to deliver in an equitable way for our members.

AP provided a summary of the feedback with the 4 following recommendations

1. Review the ED&I data set for key findings.
2. Review and confirm the recommended actions that the BE Executive Team will take to shape our next steps, prioritising and targeting activities and resources.
3. Note how we measure and manage ED&I data, as we are setting a benchmark to measure our progress in the future.
4. Note that these findings and recommendations will be aligned to demonstrate delivery in the context of the DIAP.

AP advised that as a result 4 sub-committees are being developed in the following areas:

1. Women and girls – advising that this will be urgently addressed.
2. Demographic of Officials and Coaches – with a view to creating greater diversity.
3. Female representation across the Board – the People Committee will discuss succession planning in June 2024.
4. Staff retention – looking to move into a more fluid structure, providing opportunities based on the breadth of experience of the BE staff.

Item No. 6 – Membership Feedback

SK provided an overview of the Regional Roadshows that have been conducted for all regions, either virtually, face to face or both. There were 15 scheduled, with 14 completed and 1 remaining on the 29th of May 2024. The presentations contain an overview of who BE are, what we do, what we stand for and how we do it. It also includes full disclosure on how the members money is spent. SK also advised that an open letter was sent to the membership, which overall has been very well received.

Item No. 7 – Any Other Business

RB took the opportunity to thank AP, on behalf of the Board, for his work and contribution, wishing him well in his new role.

Item No. 8 - Date of Next Meeting

19th June 2024

END OF MEETING AT 11:20