



BRITISH FENCING

Minutes of the Board meeting held at EIS Sheffield, on Sunday 17th July 2011 at 12.00
Approved by the Board on Tuesday 4th October 2011

Present		
David Teasdale	Director and Chair	DT/Chair
Ismay Cowen	Director	IC
David King	Director	DK
Murray Morrison	Director	MM
Libby Payne	Director	LP
Keith Smith	Director	KS
Penny Spink MBE	Director	PS
Mike Thornton	Director	MT

Also in attendance (non-voting)		
Ray Stafford	England Fencing Representative (part)	RS
Chris Hyde	Scotland Fencing Representative (part)	CH
Jack Magill	Northern Ireland Representative	JM
Jon Willis	Athlete Commission Representative	JW
Piers Martin	Chief Executive	PM/CEO
Ben Campion	Development Manager	BC
Alex Newton	Performance Manager (part)	AN

Apologies for absence		
Andrew Brannon	Director	AB
Bob Turner	Wales Fencing Representative	BT

Ref	Minute	Action
60.	<u>Chair's Welcome</u>	
60.1	The Chair welcomed everyone to the EIS in Sheffield and to the European Championships 2011. He also welcomed Jon Willis, Chair of the British Fencing (BF) Athletes' Commission and noted apologies as above.	
61.	<u>Conflicts of Interest</u>	
61.1	The Chair noted the following Conflicts:	
61.2	IC: Her husband is a Director of England Fencing (EF).	
61.3	JW: is an athlete who receives funding from the World Class Programme (WCP).	
62.	<u>Report into Havana Mens Foil Trip</u>	
62.1	AN tabled a report on an incident which occurred with the Mens Foil trip to Havana which she had investigated personally.	
62.2	AN summarised that Air France would not allow the team to travel without Tourist Cards, despite being available on arrival and being available as such on previous trips. She added that the Lead Foil Coach had assumed this would be the case again and the Logistics Manager did not follow through to check. The direct cost was estimated at £5,600; the CEO was writing to Air France to recover as much as possible and complain about the service from Air France who were extremely unhelpful.	
62.3	AN concluded by assuring the Board that from the 1 st August, a new WCP would be launched	

	and she would exercise new controls over the Programme.	
62.4	The Chair explained that the Finance Committee Chair suggested BF might recover the direct loss from the Logistics Manager. In discussion, Directors felt it would be wrong to apportion blame in this way, while accepting mistakes were made, as AN's report showed.	
62.5	The Chair informed AN that if she required, the loss to her budget would be made up.	
63.	<u>3G Strategy Update: GOLD</u>	
63.1	AN introduced her Action Plan, which she had produced based on the Board's unanimous approval of her report and performance principles at the last meeting. She added that this plan had been sent to UK Sport who supported the plan and progress made. She tabled the plan and discussed each point, as follows:	
63.2	<ul style="list-style-type: none"> ▪ No clearly identified performance pathway 	
63.3	<ul style="list-style-type: none"> ▪ Significant issues with the way in which coaching is currently being delivered across all disciplines 	
63.4	<ul style="list-style-type: none"> ▪ Unhealthy focus on funding, with APAs and individual funding packages provided to the athletes without any accountability, consequences or rewards 	
63.5	<ul style="list-style-type: none"> ▪ No responsibility or accountability, by both coaches and athletes, to produce consistent high quality performances 	
63.6	<ul style="list-style-type: none"> ▪ Lack of transparent criteria for the Performance Programme 	
63.7	<ul style="list-style-type: none"> ▪ Too many athletes below world class being funded 	
63.8	<ul style="list-style-type: none"> ▪ Current performance planning, target setting and monitoring is poor at best and non-existent in most cases 	
63.9	<ul style="list-style-type: none"> ▪ The current culture is not world class and is not driving up performance standards 	
63.10	<ul style="list-style-type: none"> ▪ There is limited support in terms of medical and science provision 	
63.11	<ul style="list-style-type: none"> ▪ Qualification and selection for international competitions is too low 	
63.12	<ul style="list-style-type: none"> ▪ Efficient and appropriate systems and processes are non-existent across the Performance Programme. 	
63.13	AN informed the Board that the new WCP would start on the 1 st August with greater transparency but with far higher expectations and performance standards. She added that another review would take place after the Worlds.	
63.14	The Board unanimously approved each individual issue and the action plan and thanked AN for her work.	
63.15	JW commented that athletes understood the changes to the programme, particularly the funding conditions which had not been previously explained.	
63.16	It was highlighted that we had not been spending money in accordance with the terms and conditions of award and that this needed to be rectified. The Board asked JW for his assistance with communication; it was agreed to issue joint statements as required.	
	<i>[AN then left the room]</i>	
64.	<u>Minutes of the 13th June 2011</u>	
64.1	The Board approved the minutes of the 13 th June.	
64.2	The Chair informed the Board that he had written to parents who had raised concerns with the Bratislava investigation and explained the process.	
65.	<u>Chair's Report</u>	
65.1	The Chair gave the following verbal report:	
65.2	<u>3G Strategy</u> : This was being publicised as much as possible and the Board were requested to help in communicating the message as widely as possible.	
65.3	<u>Finance and Audit Committee</u> : This had now been established and had met for the first time. The first meeting had focused on the budget for the European Championships.	
65.4	<u>EF/BF Merger</u> : The group is looking at the structure, following feedback from the Board, and taking advice on the legal aspects. This is work in progress.	
65.5	<u>Competitions and Calendar Committee</u> : The Chair and CEO met with several members of the Committee prior to the Board meeting and there was agreement from that group to find an	

	alternative format in order to avoid a clash with the Welsh Open. The Chair would liaise with the Welsh on this issue and a notice would be published once the Committee had finalised an alternative proposal.	
66.	<u>Strategy Update: GROW</u>	
66.1	The Chair informed the Board that BF had a contract with Sport England to deliver on participation targets, as measured through the <i>Active People</i> survey. He explained that Sport England was moving into “special measures” with several sports who were failing to achieve. The total funding for NGBs represents a significant investment, for which results were vital.	
66.2	As BF was not yet hitting its agreed targets, to secure continued funding we needed to convince Sport England with a new plan.	
66.3	Most existing plans like BF’s were supply-led and based on traditional sports development techniques. There was now a need for change.	
66.4	BC then gave a presentation on the revised Grow Strategy proposed to the Board. In discussion the Board gave their support to the plan update, to be discussed with England Fencing. For the latter RS gave his broad support for a plan update but said he would give detailed comments on behalf of his Board.	
67.	<u>Strategy Update: Green</u>	
67.1	The Chair reported to the Board that UK Sport and Sport England had acknowledged the step changes in governance and recognised the move from red to amber/green flag.	
67.2	The Chair explained that the Self Assurance process would be finalised by the end of September but that he and the CEO had agreed to complete during August.	
68.	<u>Disciplinary and Grievance Codes</u>	
68.1	The Board discussed the Disciplinary and Grievance codes and following resolutions presented by Teddy Bourne:	
68.2	1. To adopt the amended Disciplinary Code.	
68.3	2. To adopt the amended Grievance Code.	
68.4	3. To appoint Teddy Bourne as Chair of the Disciplinary Panel and Chair of the Grievance Panel.	
68.5	4. To appoint Miles Bennett as Deputy Chair of the Disciplinary Panel and Deputy Chair of the Grievance Panel.	
68.6	The Board approved these actions subject to the following: The Board noted the removal of paragraph 3.5 and stated clearly that it reserves the right to intervene in the Disciplinary and Grievance process if it saw fit and appropriate to do so.	
68.7	The Board then discussed the following supplementary actions:	
68.8	1. To encourage organisers of fencing competitions to notify everyone participating in or attending a competition, in whatever capacity, that the Rules for Competitions, the Disciplinary Code and the Grievance Code apply to all such persons. (See para. 1.2 of the Code.)	
68.9	2. To ensure that appropriate general or specific delegations of powers to team managers and other officials have been made as contemplated by 3.5 above.	
68.10	3. To ensure that a maximum fine is set. (See para. 5.1.6.)	
68.11	4. To consider and, if thought fit, make the necessary delegation to the Chief Executive of the power to instigate disciplinary complaints and grievance complaints on behalf of the BF Board. (See para. 7.1.)	
68.12	5. To ensure that the amended Disciplinary Code and Grievance Code, the appointments of Teddy Bourne and Miles Bennett, and the supplementary actions 1 to 4 above, are duly published on the BF website.	
68.13	6. To draw the attention of the selectors to the need to review the selection rules in the light of new paragraphs 12.4 to 12.6 of the Disciplinary Code.	
68.14	7. To authorise Teddy Bourne and Peter Cadman to check the final drafts of the new Disciplinary Code and Grievance Code again before publication on the BF website and	

	to make any typographical or non-substantive corrections without referring back to the Board.	
68.15	8. To draw the attention of the selectors to the need to review the selection rules in the light of new paragraphs 12.4 to 12.6 of the Disciplinary Code.	
68.16	9. To authorise Teddy Bourne and Peter Cadman to check the final drafts of the new Disciplinary Code and Grievance Code again before publication on the BF website and to make any typographical or non-substantive corrections without referring back to the Board.	
68.17	The Board approved these supplementary actions, subject to the following:	
68.18	MT and LP agreed to produce a statement for the Competitions and Calendar Committee to disseminate for point 1.	MT/LP
68.19	The Board asked the CEO to liaise with Teddy Bourne to implement the supplementary actions.	PM
69.	<u>Board Elections</u>	
69.1	The Board approved the election timeline, subject to discussion with Teddy Bourne on the precise AGM date; it asked the CEO to liaise with him for implementation. The Board noted that a notice on the AGM would follow when venues were finalised.	PM
70.	<u>Safety Committee Proposal</u>	
70.1	The Board then considered a proposal from the Safety Committee in relation to masks. The Board Approved the proposal subject to non-substantive re-wording of 2. (a) iii. MT and LP agreed to liaise with Peter Jacobs to finalise before publishing.	MT/LP
71.	<u>International Committee Review</u>	
71.1	The Board then discussed the International Committee and Weapon Committee Review along with proposals for the future structure, to replace the Weapon Committees with Weapon teams and to focus solely on the management of the Youth International Programme.	
71.2	Directors expressed concern that selection decisions should now be made by AN. To confirm this It was suggested that the Committee be renamed the Youth International Committee. The Chair raised the question then also of the role of the PMG. He said he and the CEO would review with AN how she should work with both Committees and report back to the Board.	
71.3	It was highlighted that the organisational hierarchy diagram needed amendment separating the Senior programme and Academy programme, as they were not responsible to the Chair of this Committee.	
71.3	The Board then approved the proposal, with the above amendments, subject to further review by the Chair and CEO with AN.	PM
72.	<u>Finance and Audit Committee</u>	
72.1	The Board approved the amendments to the Terms of Reference.	
72.2	The Board approved Milind Pradhan as a Committee member and noted that Alex Spofforth would attend some meetings as an observer, representing the auditors.	
72.3	It was proposed that since VAT had become a complex problem, Julian Ghosh should be approached to sit on the committee. The Chair agreed to raise with the Committee Chair.	DT
73.	<u>London 2012 Ticketing</u>	
73.1	The CEO explained that he would need the assistance of a sub-group to advise on ticketing, in accordance with the plan agreed with the BOA and LOCOG.	
73.2	The Board agreed for DK, MT and IC to advise.	DK/MT IC
74.	<u>London 2012 Torchbearer</u>	
74.1	The CEO explained that he had been asked for an Olympic Torchbearer contact. PS agreed to take this on and liaise with the BOA.	PS

75.	<u>Performance Management Group</u>	
75.1	The Board received the minutes of the inaugural Performance Management Group (PMG) and approved them.	
75.2	KS highlighted that if AN was to be responsible for the whole performance programme then perhaps there were questions about the need for both the PMG and the just discussed "International Youth Committee".	
75.3	The Chair responded that this was already agreed for review, see above.	DT/PM
76.	<u>Welfare</u>	
76.1	The CEO informed the Board that he had brought in a consultant to work on the Welfare rules and structure.	
76.2	IC presented a revised Welfare policy and procedures and it was agreed that these would be discussed urgently with PM and the Welfare consultant before being published. The Board thanked IC for her hard work and stressed its importance.	PM/IC
77.	<u>Sword Magazine</u>	
77.1	It was raised that the Sword Magazine had been publishing an increasing level of inaccurate and conflicting information which had led to reactive communications on the forum to correct. The Directors agreed that it was important that the Sword helped the BF to communicate clearly with the membership.	
77.2	It was noted that the Sword Magazine cost £32k to produce.	
77.3	DK agreed to review contacts and exchanges with the Sword magazine and to meet with Malcolm Fare to review and assist with communication.	
78.	<u>Any other Business</u>	
78.1	LP requested that she be given time at the beginning of the next Board meeting to explain the impact of the Bribery Act.	
79.	<u>Date of the next meeting</u>	
79.1	The dates of the next meeting would be circulated with dates to the end of the year.	
80.	<u>Close</u>	
80.1	There being no further business, the Chair closed the meeting at 15.20.	