



# BRITISH FENCING

Minutes of the Board meeting held at Sport England, London, on Monday 13<sup>th</sup> June 2011 at 18.30  
Approved by the Board on Sunday 17<sup>th</sup> July 2011

| <b>Present</b>  |                    |          |
|-----------------|--------------------|----------|
| David Teasdale  | Director and Chair | DT/Chair |
| Andrew Brannon  | Director           | AB       |
| 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       |

| <b>Also in attendance (non-voting)</b> |  |        |
|--|--|--------|
| Ray Stafford                           | England Fencing Representative (part)  | RS     |
| Chris Hyde                             | Scotland Fencing Representative (part) | CH     |
| Bob Turner                             | Wales Fencing Representative (part)    | BT     |
| Piers Martin                           | Chief Executive                        | PM/CEO |
| Alex Newton                            | Performance Manager (part)             | AN     |

| <b>Apologies for absence</b> |                                   |    |
|------------------------------|-----------------------------------|----|
| Jack Magill                  | Northern Ireland Representative   | JM |
| Jon Willis                   | Athlete Commission Representative | JW |

| Ref        | Minute  | Action |
|------------|---|--------|
| <b>50.</b> | <b><u>Minutes of the 5<sup>th</sup> May 2011</u></b>  |        |
| 50.1       | The Board approved the minutes of the 5 <sup>th</sup> May 2011 with the following amendment:<br>45.1: To read "Board directors can claim expenses on official business, once approved by the Chair".  |        |
| <b>51.</b> | <b><u>3G Strategy Update: GOLD</u></b>  |        |
| 51.1       | AN then spoke to the GOLD update adding the following reflections from her first month: <ul style="list-style-type: none"> <li>▪ Fundamental changes need to take place to ensure a coherent and 'fit for purpose' performance programme can be developed</li> <li>▪ Current performance planning, target setting and monitoring is poor or non-existent</li> <li>▪ There is no responsibility or accountability of the athlete to produce consistent high quality performances</li> <li>▪ A significant step change needs to be made in terms of culture and approach of athletes, staff and volunteers if we really want to become world class</li> <li>▪ Current senior performances are not where they should be 13 months out from an Olympic Games</li> <li>▪ Qualification and selection standards for the World Class Programme (WCP) are too low and breed mediocrity</li> <li>▪ Qualification and selection for international competitions are too low if we want to drive up performance standards</li> <li>▪ Athletes have no understanding of what standards are required of the WCP, or why they may be on it.</li> </ul> |        |
| 51.2       | AN explained that she was reviewing the awards for athletes and would align these awards with both UK Sport requirements and also detailed individual plans for each athlete. Plans   |        |

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|            | would be linked to rewards for hitting training and competition targets. The WCP was currently spending over £120k on APAs and over £300k on athlete “packages” which BF has not had control over.   |    |
| 51.3       | AN added that athletes “presumed” they would be selected for the European and World Championships even though they had not qualified. There was need for a significant step change with selections and she had made proposals to the International Committee, based on lengthy discussions with coaches and athletes.  |    |
| 51.4       | The Board asked if the athletes had contracts. AN responded that they did not appear to have had one, which was surprising as it is a stipulation of the UK Sport Terms and Conditions of Award. However she explained that she was working on producing one which would align with the one being produced for Beazley.  |    |
| 51.5       | The Chair thanked AN on behalf of the Board and explained that the Performance Management Group (PMG), approved by the Board to oversee the Performance Manager and our Performance Programmes, had been established and was due to meet imminently.   |    |
| 51.6       | KS said he was glad to note AN’s “get tough” attitude. The Board noted the point about selections for the Europeans and agreed that henceforward AN had to be responsible for selection, taking advice from the International Committee and the PMG.   | PM |
|            | <i>[AN then left the meeting]</i>  |    |
| <b>52.</b> | <b><u>3G Strategy Update: GREEN and GROW</u></b>   |    |
| 52.1       | The CEO informed the Board that he had received only one question on the 3G update and that was in relation to Bratislava. He explained that, at the Board’s instruction, he had appointed Mr. Mick Turner of Sancus to undertake an independent investigation and given him a letter of delegated authority from the Board. Mr. Turner had now reported that he had been unable to undertake a satisfactory investigation due to the lack of response to his requests for information.  |    |
| 52.2       | The Board agreed that this was unacceptable and asked the CEO to draft a letter for the Chair to send to all concerned, taking advice from Teddy Bourne on the process.  |    |
| <b>53.</b> | <b><u>EF/BF Working Group</u></b>  |    |
| 53.1       | DT introduced the report from the EF/BF working group, saying that there had been an approach from EF to consider being one body with BF and the BF Board had agreed that talks should take place to see if agreement could be reached. RS explained the following benefits behind the report’s recommendations: <ul style="list-style-type: none"> <li>▪ Efficient use of human resources (staff and volunteers)</li> <li>▪ Small financial savings and economies</li> <li>▪ Reduction in duplicated programmes – both organisations do the same thing</li> <li>▪ Increase in understanding from the membership</li> <li>▪ Better management of and accountability for public funds.</li> </ul> |    |
| 53.2       | He added that both parties were aware of the history but felt there was a need for change.   |    |
| 53.3       | The Board had a lengthy discussion of the pros and cons of the report, in which all Directors gave views, many of them responded to by RS; the debate was also enhanced by contributions from the Welsh and Scottish observers. Summing up, the Chair said that he was clear the BF Board saw broad benefits in the proposed merger but Directors wanted more detailed work now to be done, by the working group, specifically on two areas: <ol style="list-style-type: none"> <li>1. Whether the proposed structure, with three Boards, was likely to be appropriate and effective;</li> <li>2. How the other Home Countries could best be represented on the main UKF Board.</li> </ol>       |    |
| 53.4       | DT reminded the HCs of the offer for the HCs to join the discussions at any point. KS asked about the proposed timeframe; DT and RS said that the Working Group would still try to work within that in the report.   |    |
| <b>54.</b> | <b><u>AGM and Elections</u></b>  |    |

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| 54.1       | The Board noted that the AGM and Elections proposed for this year were affected by the EF/BF discussions, but that a decision needed to be made.  |          |
| 54.2       | After discussion, and on MT's proposal, the Board agreed that an election would be held for one person and asked the Chair and CEO to set the date and process with Teddy Bourne, who was appointed as Electoral Officer.   | DT/PM    |
| <b>55.</b> | <b><u>Finance and Audit Committee</u></b>   |          |
| 55.1       | The Board approved the amended Terms of Reference and that the Committee should include a member and an independent, appointments still to be discussed with AB.  |          |
| <b>56.</b> | <b><u>Questions on the Disciplinary Code from the Honorary Legal Adviser (HLA)</u></b>  |          |
| 56.1       | The Board discussed the questions from the Honorary Legal Adviser and asked MT and LP to form a response on their behalf.   | MT/LP    |
| <b>57.</b> | <b><u>Any other Business</u></b>  |          |
| 57.1       | David King informed the Board of a posting telling people to enter the Welsh Open and not the British Championships. BT explained that he had no knowledge of this but would enquire. The Board asked the CEO to update with the Competitions and Calendar Committee, who had initially stated that the British Championships could be held in a venue close to the Welsh Open and on alternate days. | BT<br>PM |
| <b>58.</b> | <b><u>Date of the next meeting</u></b>  |          |
| 58.1       | The date of the next meeting was set as the 17 <sup>th</sup> July 2011, 12-3pm at the European Championships in Sheffield.  |          |
| <b>59.</b> | <b><u>Close</u></b>   |          |
| 59.1       | There being no further business, the Chair closed the meeting at 20.45.   |          |