

Date	Wednesday 24 th of January 2024
Time	09:00 – 11:30
Venue	Wallace House, Stirling / Teams

Attendees

BC Board: Paul Bush (Chair), John Harris, Kirsten Sibbit-Johnston, Nigel Holl (Executive Performance Director), Fraser Montgomery, Graham Cormack

Plus: Stephanie Stewart (Interim Chief Operations Officer), David Leith (Interim Performance Director), Kate Weldon (Media and Comms Manager), Nikki Gibson (Interim Head of Performance Support)

	Item	Action Owner
1.0	<p>Welcome</p> <p>PB welcomed the attendees to the meeting and thanked the board for attending.</p> <p>The following people sent their apologies to the meeting.</p> <ul style="list-style-type: none"> • Tino Nombro (Director) • David Aitken (PF Manager) • Sheila Swan (PHC) • Greg Drummond (OHC) 	
2.0	<p>Conflicts of Interest</p> <p>No new conflicts were noted.</p>	
3.0	<p>Finance Deep Dive</p> <p>Papers covering all items pertaining this agenda item were circulated to the Board in advance.</p> <p>3.a- Audit & Examination of Year end accounts</p> <p>SS confirmed the audit process had concluded and confirmed it was a clean audit with no areas of significant concern, however there were two areas which were explored in detail that SS highlighted to the Board.</p> <p>(i) Potential going concern with Active Stirling lease – auditors concerned that the current one-year agreement combined with the climate local authorities are operating is a potential going concern for British Curling. SS advised that after several discussions with auditors they are satisfied that any current risk can be managed within the 4-year investment and concluded that there were no areas of going concern.</p> <p>PB advised that now would be a suitable time to pick up the discussion with Stirling Councils Chief Ex. Carol Beattie around venue use.</p> <p>Action: SS to set up meeting with PB, NH and the CEO of Stirling Council and Active Stirling Chair to progress this discussion.</p> <p>(ii) Beijing Surplus – the auditors wanted to check that we were correctly reporting the surplus Beijing and queried whether this should be reported as a profit. SS advised this had been picked up with UK Sport at year end and UK Sport were comfortable for the surplus to be spent in the 2023/24 financial year. The auditors sought confirmation from UK Sport which we were able to get in writing from the sport investment manager resulting in no changes to the accounts.</p> <p>FM raised a query about corporation tax liabilities however SS advised that this was low due to the nature of the business and essentially after Y4 we should be net zero and therefore have no profit requiring tax declaration.</p>	SS

<p>FM also asked about apprentice coaches employment which was explained by both SSt and NH.</p> <p>NH noted that the auditors are going through a rebranding process and assured the board that it has already been confirmed to him would not impact BC, the service provided or who dealt with BC accounts.</p> <p>The board unanimously agreed to approve the accounts subject to approval of the Audit Committee.</p> <p>SSt shared that an audit committee would meet in the next few weeks, and final accounts would be signed off.</p> <p>4.b- UK Sport data shared on the financial year Oly & Para</p> <p>SSt shared the UK Sport insight reports on our expenditure in year one compared to other winter world class programmes and ran through the data with the Board.</p> <p>SSt highlighted the international competition budget, and how spend and risk was being managed in this area. GC queried how BC would be able to support more teams qualifying for slam events in the future. NH confirmed that BC would need to alter the approach of support in other ways. Using a top team going through a season as an example NH explained a rough breakdown of cost and why BC would not be able to afford to do this for all teams in the future, highlighting that the challenge was a good one.</p> <p>GC asked whether only the Olympic Programme teams would be fully funded for all slam events with other teams needing to self-fund. NH confirmed that for the reasons BC must ensure they are prioritising the strongest options to make sure medals are achieved. In turn this provides funding, which of course helps the programme and curling on a much wider scale. Having several successful teams though is a great achievement for curling as a sport and something that should be celebrated.</p> <p>There was agreement that having younger, lower ranked teams attending GSOC events and the benefits of being exposed to that level of competition and pressure is great exposure and prepares them well.</p> <p>4.c - Perf foundation accounts</p> <p>SSt informed the Board that a cross-party group between Scottish Curling and BC had been set up to regularly review the pathway programme activities, milestone targets and sportscotland investment expenditure. SSt advised that the group would receive regular finance updates and talked though the current financial position of the PF investment.</p> <p>4.d - Q1 2023-4 analysis (Oly, Para, PF & business as a whole)</p> <p>SSt informed the group of the Q1 projected figures for OLY/Para and that there was nothing of concern to flag to the board. There are a few final payments to be made but nothing major to highlight.</p> <p>There was no further question surrounding finance for SSt. PB thank SSt for the reports and the great level of detail.</p>	
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4.0

<p>Interim Performance Directors Report</p> <p>A report and papers were shared with the directors in advance of the meeting.</p> <p>DL requested that the order of agenda be switched to cover Europeans first.</p>	
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4.a - European Championships Report

DL talked through the selection for the Europeans, and the performances seen in Aberdeen.

FM asked what the long-term plan was with the women's programme and the Mixed Doubles programme. DL advised that in MD, challenges are still there with scheduling, but confident in the approach.

PB advised that Euros was a great competition, successful and a wonderful event.

4.b - Coaching

DL shared with the board the progression and structure being implemented within the apprentice coaching staff. Where their time is being spent and the benefit they are having to the coaching staff and the athletes.

There is still a coaching gap and opportunity to grow the workforce of curling coaches. There has been a recent conversation with Scott and Eilidh at Scottish Curling and further coaching development funding applied for.

Action: SC and BC to follow up on coaching and what this could look like.

4.c. - Culture Feedback Survey - UK Sport

DL explained the breakdown of the culture feedback survey, the process, and the outcome figures.

A follow up with the culture advisor (who is new to their role) highlighted that the return rates of the survey was positive, some of the questions focus on professional aspects and some on the personal. BC focus to work person to person – sessions for athletes, staff – a great approach, and over all a great report.

PB asked how BC compare to other sports. DL and NH advised whilst we have not seen data of other sports the UKS team are pleased with our results and advised we are scoring highly.

No further questions, DL handed over for NG to present point 4.d.

4.d - Mental Health Report and Survey Tool

NG discussed how BC can help athletes know their mental health needs and how we can support with the appropriate support a plan that can be best tailored to their needs and current support in place:

- Weekly clinic with the in-house doc Dave Pugh
- psychology is now available with Rob Morris who has recently become f/t with BC
- Support staff meet every 2 weeks to catch up and ensure all athletes of concerned are being reviewed
- There is a direct referral to an Edinburgh clinic keeping all BC athletes and staff in the same loop.
- The Doc has sent out 2 questionnaires for new and established athletes.

All the above allows Rob and Rachel to work more closely with the women's programme and ability to put procedure in place for para.

PB highlighted whether there was a risk of losing the Doc to Scottish rugby full time. NG/DL are aware and not currently concerned about this.

FM asked if there was support for retired/retiring athletes. NG explained that this is managed by the Performance Lifestyle team. There is an exit procedure in place for both planned and unplanned departures/retirements for athletes. FM said that SC would value a discussion around this at another time.

5.0

CEO Report

NH shared a report ahead of the board meeting with all attendees and wished to highlight two main points.

(i) Possible Hosting of World Wheelchair Curling Championships

NH said Scotland hosting would be a great opportunity to build on the success of 2019 however financially further investment would be required to deliver and as it stands no organisation is prepared to underwrite it.

FM agreed that it was a great opportunity for Scottish Curling and British Curling to work together.

	<p>(ii) NH discussed facilities challenges in light of the news that Perth could close. The impact of Ayr and potentially Perth facilities closing, whilst it does not affect BC directly, over time however it will. Taking playing ice away from communities will start effecting the programme over time by limiting access to local clubs, and pathway programmes that lead to OLY. BC recognise this, know our athletes are showing support and BC are here to support too.</p> <p>PB advised he was happy to support if needed.</p> <p>GC asked if there would ever be a balance between Canada/Europe hosting events as slams currently dominate the season. NH confirmed that this had been recognised and there is already a conversation in progress. There are challenges as some countries/programmes do not have the same control over their teams the way BC do. GD is playing a great part in ensuring that conversations are being had between other countries and teams. Issues lie with WCF having little control over the event calendar - eg allowing European's and slams to run adjacent to each other.</p>	
5.0	<p>Governance Update</p> <p>SSt shared the People Plan in advance of the meeting and asked the board for any questions/feedback or comments.</p> <p>PB queries why there was no timeline attached to the plan. SS confirmed that on approval a timeline would be added to focus on now to 2030.</p> <p>The Board unanimously approved the people plan.</p> <p>SS explained the business continuity programme and risk management policy will be sent via email once finalised. SS confirmed the Diversity, Inclusion and action plan was due on the 31st of March therefore this and the sustainability update for the next 12 months will be covered at the next board meeting.</p>	
6.0	<p>Sport Org</p> <p>NH shared slides in relation to the UK Sport system Master planning work which was ongoing and presented to Chairs and CEO's during the conference in November. Slides were summarised and discussed through with the board. Main points highlighted included.</p> <ul style="list-style-type: none"> • OLY funding not increasing, but additional sports are still being added. • BC funded by UKSport/Government, and the pressures there are there. • Highlighted that turnover of staff (CEO, Chairs, PD's) is high & rising • Data shows young people's thoughts on OLY games/sports – losing relevance. <p>The board discussed the information provided by NH and agreed that a follow up meeting would be required to dive into the detail. NH stressed he wanted to share as much with the board as possible today to reflect the amount of work being done and what is going on. Sport Org sits in the mix of the system master planning.</p>	
7.0	<p>Minutes of Last Meeting</p> <p>The minutes of the previous meeting (November 2023) were formally approved by the Board.</p>	
8.0	<p>Matters Arising</p> <p>PB raised the challenges of closures of ice rinks. FM to pick up with PB to discuss further.</p>	
9.0	<p>Date of Next Board Meeting</p> <p>NH to pick up offline with PB and circulate options. PB thanked all for attending and closed the meeting.</p>	



BC Board Meeting MEETING MINUTES