

Date	Tuesday 30th of April 2024
Time	10:30
Venue	NCA, Stirling / Teams

Attendees

BC Board: Paul Bush (Chair), Kirsten Sibbit-Johnston, Nigel Holl, Tino Nombro, Fraser Montgomery

- **Plus:** Stephanie Stewart (Interim Chief Operations Officer), David Leith (Interim Performance Director)

Item

1.0 Welcome

PB welcomed the attendees to the meeting.

2.0 Apologies for Absence

The following people sent their apologies to the meeting.

- David Aitken (PF Manager)
- Sheila Swan (PHC)
- Nikki Gibson (Interim Head of Performance Services)
- Greg Drummond (OHC)
- John Harris
- Kate Weldon (Media and Comms Manager)
- Graham Cormack

PB shared with the group that UKSport have announced that there will be staff changes- and a 25% staff reduction which will be concluded by end of June/start of July.

3.0 Conflicts of Interest

No new conflicts of interest

- **Action** - SSt to update spreadsheet.

4.0 Reflections and actions from Annual General Meeting

PB Invited any further thoughts from the AGM.

5.0 Diversity & Inclusion Action Plan (previously circulated) – for approval

SSt advised that the DIAP is the final requirement for tier 3 sports to submit.

Currently awaiting official feedback from external consultant– but so far, all comms have been positive.

SSt opened to the meeting attendees for any initial thoughts/questions.

FM asked about whether BC would consider adding in the theme of Learning Disabilities. SSt advised that Neurodiversity is included as a key area for BC to focus on and are looking at education options to help us develop our own knowledge and understanding further to best support this area.

FM asked how the broader curling network could support. SSt advised the key action should be a partnership meeting, targeting key priorities, and sharing information and learnings to help direct an inclusive programme.

- **Action** – SSt to set up specific meeting to address. FM happy to support.

NH advised that a discussion was needed around optimising how we create diversity together, especially at grass route level. TN agreed that a change is needed in culture, behaviours, and attitude but also acknowledged there were no quick fixes.

DL said there was a big change in British Sport in looking at how we support athletes that are neuro diverse. This has now moved to sit under medical and can now retain a diagnosis – a positive change.

PB suggested that corporate governance guidelines are a standard point to keep us focused and up to date with where timings are. Take stock annually and pick up quarterly. **SSt to Action.**

The board approved British Curling's Diversity and Inclusion Action Plan.

*Kirstin joined @ 11:05

6.0 World Championships 2024 – Summary and Review

NH presented to the board on the recent World Championships running through the key performance and learning from each event noting that no medals had been secured and that it was time to dig deep and look to the future and improve.

FM asked about possibility to host the OQE if qualification is not achieved by Morrison – NH stated that this would be something to consider but not to decide or discuss further at this time. Will take offline with VB.

NH said that overall the World Championship season had been disappointing, BC (and SC) wanted to see teams on podiums and medals achieved, but must renew, reset and look forward to the next season and hit the ground running with improvement.

DL also highlighted the concept of winning well matches what we are trying to achieve but we must also incorporate losing well. He further added on the topic of hosting events, it is a positive for engaging community and building awareness and showcase the sport and venue however it is not an automatic benefit to performance to host major events.

TN asked if other competing countries/teams are developing do we need to evolve WITTW. DL responded that data is reflective of the performance that has happened. We are not seeing a big mismatch in the data and performance, and still highlights where improvements are needed. We need agility to challenge as data evolves. The landscape is shifting internationally, tweaks to be made to WITTW over summer but nothing drastic.

TN asked of any possible action from UK Sport in light of the performances. NH advised that conversations and contextualising would take place, however there was no threat to a change to the support we receive at this point, they recognise that performance is not linear. It will be a tough meeting but confident in what can be done.

KS asked how have the athletes responded to the results in terms of Perspective/appetite/emotional and mental state.

NH said:

- Juniors – it's a case of discipline and maturing, the athletes are emerging, and the age and stage is still in the learning process.
- Men's – Mouat are positive reactions, recognise areas to do better, the appetite to do better is there, are focus on making even small changes to improve and continue to develop.
- Women's – Morrison are disappointed, concerns around leadership may involve a tweak in roles. They have had honest hard reflections and are committed to come back stronger, physically, and mentally. Places are in jeopardy if change is not seen.

NH confirmed that BC are now in the next stages post competition reviews and will update the board with progress at the next board meeting.

NH will be meeting with the Scottish Curling board to discuss results. Additional challenges that will be faced in the future will be that World Championships may go to a new structure and only include the top 10 teams, which means qualification and jeopardy of qualifying will increase.

8.0 Minutes of the Last Meeting (January 2024)

The board approved the minutes of the last meeting as an accurate record.

9.0 Matters Arising from the Last Meeting not covered on the Agenda

PB advised there will be a meeting taking place with Stirling Council on the 28th of May with wider trustees and local authorities.

10. AOB and Date of Next Meeting

No other business was brought to the table.

Dates to be circulated to capture most attendees for next meeting.

PB thanked all for attending closed meeting @ 12:00 noon.