**Goalball UK**

**Minutes of Board meeting at EIS, Sheffield on Thursday 28th November 2019 at 11am**

Present: John Grosvenor (JG – Chair), Mark Winder (MW), Mark Martin (MM), Peter Elliott (PE), Dyfrig Lewis Smith (DLS)

Apologies: Alison Burchell, Grace Clancey

1. The minutes from the Board meeting of 13th September 2019 were approved.
2. JG reminded the Board of the need to declare their interest in any items requiring a decision; there were no new declarations of interest.
3. JG informed the Board that interviews for the additional non-executive director were taking place during December and it was intended to reach a decision later in the month.
4. MW presented his CEO report.
* UK Sport continue to support us with improving our relationships with BBS and IBSA and are happy with our work in this regard. We continue to work domestically with BBS.
* We are still working on developing our major event strategy. We will be submitting a bid to host the 2023 IBSA World Games.
* Becky Ashworth has now started her period of secondment. We have taken on Alex Bunney (AB) as an employee as development lead, whilst Steve Cox has been given additional opportunities as Operational Manager.
* Challenges remain in the source for future funding for our high performance programmes. However, Smurfit Kappa has agreed to sponsor next year’s Summer Camp.
* The recent appearance by Kelsey Trevett on the Children in Need Rickshaw Challenge generated a phenomenal amount of publicity for the sport. We are in ongoing negotiations with CIN to extend this partnership.
* The UK Sport funding submission has been a considerable drain on staffing resources. It has provided further evidence of the difficulties of not having a performance director.
* We are moving to new offices within the EIS building from April 2020 onwards for which we have been offered a favourable rate
* York University has started a project examining the social impact of goalball. There is an opportunity to explore the purchase a site from them to be a future home for the sport.
* Sport England has confirmed that they will continue to support our sustainability work and will provide a grant to aid this in the 2021-5 funding cycle.
1. PE updated the Board on the most recent meeting of the PAT Group. The Group focussed exclusively on reviewing a draft of the submission to UKS for Paris funding. UKS also attended. The document has now been submitted. The project has been somewhat fragmented. UKS has acknowledged the limitations of us not having a Performance Director and will provide support for a consultant facilitator later in the process. The Board endorsed the work done so far and recorded thanks to all those involved.
2. With the men’s and women’s high performance Head Coaches focussing their energies on preparing the Paris submissions, there were no individual performance and talent reports presented on this occasion. However the Board did acknowledge the exceptional efforts of the female squad who narrowly missed out on Tokyo qualification at October’s European A Championships. The tournament demonstrated the ability of the team to put in competitive performances against the world’s leading sides, all of whom have the advantage of fully-funded centralised programmes.
3. As AB is new in post, presentation of his first development report was deferred until the next meeting.
4. MM updated the Board on recent meetings of the AFR Group. Amongst the various recent items dealt with by the Group were reviewing the employment status of contractors, reviewing payroll providers and considering leasing a company vehicle.
5. MM presented his finance and governance report. Although the second quarter’s management accounts were showing a deficit, this is attributable to the timing of grant income and expenditure and is rectified later in the 2019/20 financial year. Both high performance funds have sufficient funds to execute their budgets for the whole of the current financial year. Three prospective firms have been issued with the tender document for the board evaluation project.
6. The Board approved a draft salary banding framework and identified the need to ensure that over a period of time the remuneration of all employees should be aligned to this framework.
7. The Board acknowledged the long-term strategic objective of the creation of a charitable company. It was agreed to defer decisions regarding the directors and activities of this company until a later date.
8. DLS updated verbally on safeguarding and equality issues. There were no incidents to report. The updated equality policy is now finalised and just requires formatting.
9. MM presented the risk reports. The major risk identified continues to be the limited high performance funding.
10. The revamped Club and Competitions Committee is now in operation and DLS updated the Board as its representative. The Committee was already getting to grips with a number of issues including the implementation of new rules, grading challenges, improving respect for officials and in general dealing with the challenges posed by the continual growth of the game.
11. No other business was raised.