

**British Ski and Snowboarding (the “Company” or “BSS”)  
(Company Number: 7237547)**

**Summary Minutes of the Board of Directors meeting on 26<sup>th</sup> March 2014**

- The minutes of the Board meeting held on 12<sup>th</sup> February 2014 were agreed by the Board as a true and accurate record of the meeting.
- The Board received a presentation from Mary Nicholls, a consultant provided by UK Sport to help BSS navigate their way through the Equality standards foundation level. A copy of the presentation is attached to these minutes. The Board then discussed a variety of matters including Home Nations help in gaining a representative ethnic mix across the Sport and the appointment of Mr Edwards as the Company’s equality Champion. Finally, the Board agreed to devote the necessary resources to address some of the weaknesses that had been identified in the communications audit but taking in to consideration the size of the organisation and the resources that we have at our disposal.
- The Chairman noted that the results of the Paralympic team in Sochi in 2014 brought tremendous credit to Disability Snowsports UK. The Board asked the Chairman to write to Mr Lockerbie to congratulate him on the results that had been achieved. The Chairman was also asked to write to Lord Moynihan to thank him for his contribution in the set up of BSS. Finally the Board asked the Chairman to write to Chemmy Alcott on the occasion of her retirement from International competition.
- The Chairman also recorded that he and Mr Lund had met with Mr Malcolm Erskine and exchanged emails subsequently in order to seek to address the concerns that Mr Erskine had raised.
- The Board discussed the appointment process for Independent Directors and the need to consider the appointment or reappointment of an Independent Director following the expiry of Mr Lund’s term as Senior Independent Director. Mr Lund agreed that he was happy to stand as an Independent Director for a further four years. After some discussion the Board agreed to appoint Mr Lund as Vice Chair of the Board and Senior Independent Director for a four year term beginning in July 2014, subject to approval at the company’s next Annual General Meeting.
- Mr Edwards noted that there was a significant amount of work to undertake to address some of the issues raised in the UK Sport Self Assurance Audit. He also expressed his continued concern at the amount of time the two office staff were needing to spend to tackle the administration that the organisation seemed to require.

- Mr Edwards also introduced a proposal for a two phase budget to take in to account the uncertainty around UK Sport funding from October 2014 onwards and the need to close additional sponsorship revenue and secure any future donations. The Board noted that the UK Sport funding decision, upon which so much depended, would be announced at the end of June or early July and firm plans can be created for the remainder of the year after that decision is made public. The Board discussed all aspects of the proposal made by Mr Edwards. The Board approved the proposal for a five month budget.
- The Board had a lengthy discussion about the Olympic Qualification Standards that were put in place between BSS and the BOA for the Sochi 2014 Olympic winter games. The background to the establishment of the OQS was described including the BOA's clear and stated disappointment with snowsport's performance in Vancouver and their demands that snowsport athletes achieve better results in Sochi. The Board would like as many athletes as possible to qualify for an Olympics and compete credibly on the world stage. Qualification standards had been agreed with the Discipline Committees and published and processes had been followed appropriately. Examination of the athletes who had and had not qualified for Sochi revealed that standards had been applied appropriately and unfortunately the athletes that did not qualify were short of the required qualification standards.
- The Board agreed that the Chairman should seek to get an Independent review of our OQS carried out. Mr Lund offered to assist with this review including helping to put the Terms of Reference for the review together.
- Mr Fawke also reported on the following activities from Snowport England including:
  - (a) A record attendance at the English Alpine Championships
  - (b) The coaching conference to be held in Castleford on 20<sup>th</sup> and 21<sup>st</sup> of September
  - (c) Nomination of Coaches for Coach of the year with Sports Coach UK
- The Discipline Committee Chairman provided updates to the Board including Mr Holden introducing the concept of creating a "Woodward" type venture in the UK. Mr Bartelski described a change in the ASTC with the appointment of an Alpine Business Planning manager.