

Board of Directors

Conference Call

Thursday 30 March 2017, 20:00-21:00



Board attendees: Philip Baxter (PB); David Camm (DC); Bob Dredge (BD); Mike Hamilton (MH); Judith Holt (JH); David Maliphant (DM); Martin Ward (MW); Julie Webster (JW)

Minute taker: MH

Apologies received: Elizabeth Pariag (EP); John Flook (JF);

1. Welcome & Meeting Administration

Minutes of the previous meeting

Were signed off as a true and accurate record; the minutes available on the website.

Additional Declarations of Interest

No additional declarations of interest were provided.

2. Sport England 'Letter of Intent'

The letter of intent was welcomed and the decision to continue the staff restructure was taken.

Concern was expressed about the risk of continuing to employ staff when no funding agreement is in place but it was agreed the risk is manageable.

The recent communication from Phil Smith at Sport England regarding Governance Action Plan were discussed. There was concern expressed at the 'moving goalposts' related to governance but a belief that the new criteria could be met.

The matter of an Audit Committee was discussed and BD explained that it is common practice for there to be an Audit Committee. PB asked that the expected role of the committee be determined as there is also often a role to consider risk. MH was tasked to clarify the role of the committee.

MH explained that there is no requirement or expectation for British Orienteering to have an independent Chair although drew the Board attention to the requirement for open recruitment of a Chair which inferred the potential need for an independent Chair.

It was agreed that MH complete the action plan and circulate the final version.

3. Staffing Restructure

MH provided a brief update on staff changes:

- Jackie Newton leaving with effect from 27 April, financial implications
- Sally Pygott leaving with immediate effect
- Natalie Weir, Tim Herod appointed as England Development Officers
- Dan Riley appointed as Orienteering Services Officer – split role
- Jennie Taylor appointed as Communications Officer
- Recruitment of 2 England Development Officers placed on hold until funding contract in place

BD asked when this information was going to be circulated; MH responded that much of the information is already in the members domain. BD stressed the importance of staff and athletes in the talent and performance programme being kept up to date. MH agreed stressing the fact that the situation had been fluid and had only just been resolved with the appointment of Jackie to a post in Northern Ireland. MH agreed to inform athletes, staff and members as soon as possible.

4. Major Events – Problems and Recommendation

JH introduced the paper she had circulated prior to the meeting.

There was considerable discussion about this topic with the following points being made:

- a) JH believes there have been a significant number of 'near' misses and that the Board is responsible for these events which are 'owned' by British Orienteering.
- b) The risks involved fall into a number of categories:
 - Financial: to both British Orienteering, associations/clubs and participants

- Reputational, these are British Orienteering events
 - Duty of care, for those involved in delivering and the participants
- c) The key problems are associated with:
- Venues: access, pressure on good areas, escalating costs of access
 - Event Officials: unrealistic demands, more complex regulation, competition with professionally run events, lack of event officials and the increasingly older age profile of them
 - Scheduling: overcrowding of the major events programme, UKOL, etc; timing in relation to other elite and major events
 - Finance: challenge in raising income from major events with increased costs, management of financial risks, British Orienteering having to manage risk directly if they are underwriting costs, lack of ability/willingness for associations/clubs to underwrite costs and potential loss
- d) Does the Board on behalf of British Orienteering need to take action to address the risks etc outlined above?
 BD stressed the financial need to maintain income from the events – now even greater than before.
 MW queried our appetite for risk as it will be this that determines the outcome to the review. Are we seeking a balance risk position, a risk averse position for example? What evidence is there regarding the risk?
- e) The S6D model is considered to be good practice within orienteering can this be adopted?
 DM stated he did not think it viable with 3 major events every year when compared to 1 S6D event every two-years.
 MH suggested that the number of major events could be reduced by bringing the JK and British Championships together.
 BD who is involved in delivering the JK 2018 did not think the current approach to staging events is a good nor viable one; but highlighted the need to engage the membership in the discussion and to ensure member buy in for any changes is strong.
 DC highlighted the fact that when something goes wrong it will be the level of rigor that has been applied in staging the event that will become critical – can we put hand on heart and say we have done everything we could? OMM disaster a few years ago is the classic example.
 PB asked if the current position regarding the delivery of major events is sustainable?
- f) When would changes be introduced?
 Whilst there might be opportunity from 2019 it is more realistic to consider changes taking effect from 2020.
- It was agreed that a potential solution worth investigating is the bringing together of the JK and BOCs (excepting the nights) and that further discussion will take place at the June meeting of the Board. In the meantime, it is worth floating the idea to gain insight into member views on the idea as well as to obtain any other ideas members might have about creating a more sustainable major event programme.
- It was agreed that evidence from the last few years about the problems would be gathered; MH to determine who should action this. (Post meeting note: Dan Riley has been tasked to provide this support.)

5. Any other business

No other business was brought to the meeting

The Chair thanked members for their input and closed the meeting at 21:10.

Date of next meeting, Saturday, 17 June 2017, venue the National Office, from 10:45 until 17:00 at the latest.