

# CEO News - 21<sup>st</sup> September 2018

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## Club & Association Conference

The next Club & Association Conference will be held at The Studio, 7 Cannon Street, Birmingham, B2 5EP on the 20th October 2018.

The focus will be on the Chief Executive review of British Orienteering and strategic priorities followed by a discussion on the future of performance, talent support in the future.

British Orienteering is facing some challenging times following the withdrawal of funding to the performance programme and the potential withdrawal of funding for talent at the end of the 2020 season.

The purpose of the session is to discuss this and identify what we should prioritize and what we can do to work together in order to ensure that we maximize the resources for the benefits of our current and future champions.

It is important that we hear the views from as many people as possible from current and future performance athletes, to parents, coaches and other interested parties and groups including clubs and associations to help shape future direction.

As part of the potential resources there will be a short session from the orienteering Foundation on an initiative that they are launching this autumn.

Finally, British Orienteering recognizes that we should embrace new technologies and there will be a short presentation on Maprunner on how this can provide opportunities for clubs to organise local events without them being a strain on resources.

Further details can be found [here](#).

## Success of athletes

Just a reminder and a belated congratulations to our performance athletes who are having a successful run in the sprint events at all levels.

- **Megan Keith**, Gold at the European Youth Championships
- **Matt Fellbaum**, Silver medal at the Junior World Championships
- **Kris Jones**, Bronze Medal at the Senior European Championships

## Governance

### Chair's Position

**Judith is handing on the role of the chair a year before the end of her nine-year term on the board in order to offer continuity. Judith was first elected to the board in 2011 and then as Vice Chair from 2014 and Chair from 2016.**

As part of the Board, Judith has overseen British Orienteering's 50th Anniversary and the difficult decisions that have had to be made following the reduction in funding support from Sport England. During this time, she has been a champion of the volunteers in clubs and associations and encouraging women and younger people to be fully represented at all levels in the sport - we now have a mix of 50-50 male/females on the Board of Directors.

There will be an open recruitment process in the autumn of 2018 to fill this exciting and important role and if you are interested please feel free to contact any of the Board members or the Chief Executive, Peter Hart [PHart@britishorienteering.org.uk](mailto:PHart@britishorienteering.org.uk)

**The Chair of British Orienteering Judith Holt will stand down from the role at the Annual General Meeting in April 2019 after eight years at the helm. Judith is selflessly standing down a year earlier than is required by the Articles in order to be in a position to support the new Chair during the transitional period.**

### British Orienteering appoints Lauren Pagé as the new Independent Director of British Orienteering.

Following a recruitment process, British Orienteering is delighted to announce the appointment of Lauren Pagé as the new Independent Non-Executive Director.

The Board of Directors of British Orienteering look forward to working with Lauren in shaping the strategy for the development of orienteering in the UK at a key time in the history of the sport



Lauren works as a solicitor for the international law firm Bird & Bird. She is a senior associate in the firm's Media Entertainment and Sports Group, based in London. She advises on a range of sports-related issues including anti-doping, anti-corruption and other disciplinary matters, membership disputes, challenges to regulatory decisions, rules and regulations, contractual disputes and sport governance issues. She acts for international and national governing bodies and organisations, event organisers, clubs, and other rights holders across a range of sports including (among others) tennis, motor sports, rugby, cricket, athletics, and equestrian.

Lauren is qualified to practise law in three jurisdictions: New York (2013), Quebec (2013), and England and Wales (2015). She studied at McGill University in Montreal, where she obtained degrees in Civil Law and Common Law, as well as a Bachelor of Commerce with concentrations in Finance and Strategic Management.

### Electronic voting

Friday, 19<sup>th</sup> April 2019 will be the next Annual General Meeting of British Orienteering.

The AGM is an important event and is the Board's opportunity to present its view of British Orienteer's performance and strategy.

This year we will be for the first time introducing electronic voting. The benefits are:



- It will encourage more members to engage in the process of voting whilst still offering a traditional postal ballot for members who wish to use this.
- We are hoping for an increased "turnout" to ensure we represent a wider breath of British Orienteering
- It is much easier to use than the current format and independently verified.

We hope that as many of you as possible will engage in voting at the AGM in 2019 to ensure that your views are heard.

### Board Portfolio Holders

The Officers of British Orienteering are Chair, Vice Chair and Treasurer are all appointed via the Board Operating Procedures.

Role descriptions exist for Chair, Vice Chair and Treasurer and were approved at the December 2011 Board meeting.

Board members agreed the director liaison with associations and committees would be as follows;

### British Orienteering Board Portfolio Holders

Event and Competitions Committee	Scott Collier / Peter Hart
Talent & Performance Steering Group	Ruth Holmes / Craig Anthony
Welfare & Safeguarding Steering Group	Judith Holt
TrailO	Julie Webster
Development Steering Group	

## Association Liaison

EAOA	Julie Webster
EMOA	Julie Webster
NEOA	Andy Robinson
NIOA	Peter Hart
NWOA	Andy Robinson
SCOA	Ruth Holmes
SEOA	Scott Collier
SOA	Peter Hart
SWOA	Judith Holt / Peter Hart
WMOA	Bob Dredge
WOA	Bob Dredge
YHOA	Judith Holt / Peter Hart
BSOA	Judith Holt

## Portfolio Holder, Specific Duties & Responsibilities

The Portfolio holder will not have decision making powers or operational responsibility in relation to the assigned portfolio area – this is the responsibility of the Board or has been delegated by the Board to management under British Orienteering’s Articles.

### Responsibilities

- Ensure that any decisions are in line with British Orienteering’s strategic aims and objectives.
- Holding regular briefings with staff and or committee/working group chairs
- Participate in relevant committees and working groups
- Background research
- Attending training sessions, seminars and conferences in areas relating to the assigned portfolio
- Brief other Board members from time to time on issues relating to the assigned portfolio
- Assist in the investigating issues with clubs and associations when required.

## Association Liaison

- To endeavour to attend one Association meeting per year
- To communicate information to Associations and to bring feedback to the Board
- Work with other portfolio holders on consultation with Associations

## Competitions

### JK 2018 Survey

Following the event, a survey was carried out using SurveyMonkey and some of the key findings were:

- The event has an excellent brand loyalty with 93% of people attending being a returning customer and with 79% willing to attend in 2019.
- The demographic profile suggests that the event mostly attracts people that are 50+ and male, though a good proportion of females participants do take part.
- The average spend per person is £280
- The day two event (middle distance) reports the highest levels of satisfaction with (80%+) and therefore can be considered the best offered.

On behalf of British Orienteering and I am sure many of you, I would like to thank the West Midlands Orienteering Association and in particular Andy Yeates and his team for a highly successful event in what was difficult and challenging conditions.

### JK surplus

It feels so long ago since the JK in the West Midlands, but it does take time for all the invoices to be paid.

We all know that it was a successful event and that the organising committee led by Andy Yeates delivered an enjoyable event in a very demanding environment.

British Orienteering and the West Midlands Orienteering Association are delighted to report that in addition to delivering a great event that it was a financial success with a surplus of £60,000 being achieved and it will benefit both the British Orienteering programmes, the WMOA and its clubs.

There were several contributory factors that led to this surplus, including:

1. Higher than expected and previous trend in entries
2. Significantly more entries at later entry price increases 2 and 3 than previous years and hence unexpected revenue
3. Compactness of event that meant volunteer and officials expenses were below previous years as was the outlay on equipment and arena sites
4. Tight and well-planned expenditure and contract/cost tracking that meant no late surprises in costs.

Whilst some may think this is an excessive sum the real costs of the event if all the volunteer time and efforts were paid for would easily outweigh this by several times, and ultimately the sport of orienteering is the only beneficiary of the surplus.

### UK Sport Consultation on the funding for elite sport

British Orienteering responded, and the consultation period is now closed. In total, 4923 people submitted responses to the consultation.

All consultation responses will now be analysed by Future Thinking and The Sports Consultancy and summarised for the UK Sport Board in an independent report.

The UK Sport Board will then decide the future funding strategy by early 2019, when the final independent consultation report will also be published externally.

### Access to Military Land (DIO)

Thank you to all of the individuals and clubs that have replied to my questions about the challenges that you have faced accessing military land. British Orienteering is looking at negotiating a single access agreement with the managers of the land (DIO) providing it is mutually beneficial.

## Staffing

### Helen Errington - Major Events Consultant

British Orienteering is pleased to announce that Helen Errington from Maprunner has been awarded a short-term contract to support British Orienteering's Major Events, in particular the JK 2019 which is being held in the South-Central Region from 19<sup>th</sup> – 22<sup>nd</sup> April 2019 in the Aldershot and Newbury areas.

#### **Peter Hart, Chief Executive said:**

*"After a thorough and rigorous recruitment process we are delighted that Helen Errington has agreed to work with British Orienteering as their Major Events Consultant. Helen has very significant experience in organising and supporting major events in orienteering.*

*She has excellent event organisational experience and the drive to help us support our Major Events programme and development.*

*I am personally very pleased that we have been able to attract someone with her calibre, track record and further potential. I look forward to working with her over the next few months."*

This appointment has been made from the surplus of the JK 2018 and it is intended to continue in future years.

### Rayan Sammut

Rayan Sammut has recently been appointed as the English Competitions Development Officer, the post is funded by Sport England.

The purpose of the post is:

1. To improve participant retention through supporting the delivery of orienteering events and competitions.
2. To increase regular participation in orienteering
3. To support competition organisers with resources to assist them in delivering competitions.

Rayan has previously worked for British Canoeing where she was responsible for defining and implementing a multi-dimensional coaching strategy, including the management of a national programme of events and services.

She has extensive personal experience volunteering at major sports competitions, including the London2012 Olympic Games, and two Toulouse Marathons. She is a keen rock climber and occasional mountaineer.

We look forward to her joining the team this autumn.

### Natalie Weir

We are delighted to announce that Natalie (England Development Officer) and Richard Weir are expecting their first child at the end of the year and we all wish her well in the lead up to this exciting time in their life.

The advert for this post has recently gone live.

## Susan Lambe / Juls Hanvey

In the meantime, in Northern Ireland, Susan Lambe (maternity cover) has been covering Juls Hanvey in developing orienteering in Northern Ireland a post funded by Sport Northern Ireland.

Juls will be returning to work this autumn and we would like to thank Susan for the work that she has been doing over the last nine months and the contribution that she has made to the sport. I know that on behalf of all the people that have had contact with her that she will be missed, and we wish her well in the future.

## On-line training launched

An exciting new programme of on-line training has been launched. As originally announced in the August member newsletter, the pilot sees three different live training sessions delivered on-line and free. The subjects are:

- Thursday 27<sup>th</sup> September – Coaching for mixed abilities (Hilary Palmer)
- Thursday 4<sup>th</sup> October – Planning (Barry Elkington)
- Thursday 18<sup>th</sup> October – Developing you club (Pauline Tryner)

All sessions will start at 7pm and run for approximately 45 minutes.

To access each session, you simply need to follow the advertised link and log on at the right time and date.

With the first session fast approaching the link for coaching for mixed abilities is;

[Coaching for mixed abilities](#)

To send in any questions to be answered during the webinar or want to know more information, simply contact Peter Brooke on [pbrooke@britishorienteering.org.uk](mailto:pbrooke@britishorienteering.org.uk)

## Insurance

We have received some questions about those clubs that organise activities of events which have a number of non-members from schools. We understand that at times there has been some resistance/safeguarding issues from some teachers and parents acting in loco parentis about providing the individuals home addresses and consent to take part in the event/activity.

British Orienteering has sought clarification from the insurers on this:

Howdens have confirmed that in these cases it is acceptable to only have the child's name, School name and school address if a school group or the address of the parent that has loco parentis

## Equality and Diversity in orienteering

The Code for Sports Governance sets out the levels of governance, transparency, and accountability required from those who received funding from Sport England in April 2017. It outlines new gold standards in governance, which include increasing diversity within the leadership of sporting organisations that British Orienteering fully supports and endorses.

British Orienteering understands the need for specific diversity provisions, outlined in Requirements 2.1 to 2.3 of the Code. Implemented together with the broader Code Requirements, these will bring about significant change, creating a more open and diverse Association.

The Board have agreed to adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on our Board.

British Orienteering, working with Inclusive Boards have developed a Diversity Action Plan using the template designed by them. This Action Plan identifies some key actions that the Association will address to ensure that British Orienteering has a strong Equality and Diversity Policy and overall culture with the whole Membership and publicly endorses the position.

The Chair, Judith Holt, has drawn together the ideas and work of a range of colleagues from within British Orienteering to produce this Diversity Action Plan.

The Board recognises that we still need to work to achieve greater general diversity amongst people involved in decision-making at all levels in the sport.

The Board is committed to strengthening the diversity and inclusiveness of the Board and across the decision-making infrastructures of the sport. Consequently, the Board supports the development and reporting of the Diversity Action Plan.