

CEO News – 15th February 2019

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Governance

Chair's Position

At the AGM this year, Judith Holt, Chair will be stepping down but remaining on the board in order to support and help with a smooth transition/handover to the new Chair.

In addition to this, Julie Webster will not be seeking re-election as a Director as she wishes to support development activities within her club.

Bob Dredge, resigned from the Board in January 2019 to take up the appointment as Financial Director of the World Championships in 2022. However, he would not be able to re-stand as he would have completed his third term as a Director.

Would you like to influence the future direction of British Orienteering

This year we have two vacancies for elected directors to be voted on to the Board at this year's AGM. These positions are open to any member of British Orienteering; no previous committee work is necessary. If you have knowledge of how organisations work and can step back and think strategically about the sport then you could contribute to the work of the Board.

Particular areas of expertise such as commercial fundraising or marketing are useful but the essential is to be able to assimilate a wide range of views and work with the other Board members to reach decisions about the ongoing governance and future of the sport.

We are looking for people from diverse backgrounds to stand for the Board, including gender, race, age, disability, to give us a rounded point of view. In 2019 we particularly want to encourage people from other parts of the UK to put themselves forward for election. Our current elected directors all come from England and we would like to extend our reach further afield across the UK. There are 4-5 meetings per year plus the occasional teleconference between meetings. All reasonable travel expenses will be covered.

If you would like to discuss the opportunity please contact either Judith Holt (Chair@britishorienteering.org.uk) or Peter Hart (phart@britishorienteering.org.uk) Tel: 07384 462432.

Any applications have to be formally submitted and seconded by **27th February 2019** and sent to info@britishorienteering.org.uk

Key issues at AGM (*still required to be formally agreed at the Board meeting on 6th March*)

Increase in the number of Directors

The Board will be proposing an increase in the number of Directors on the Board by one which has an impact on the Articles (constitution) of the Association.

Currently, we have 6 elected Directors from the membership, three independent Directors plus the Chief Executive.

The reason behind the change is when recruiting and appointing a new Chair we require some capacity to appoint someone who could be independent of the sport without 'de-selecting' a current Independent Director.

Some of you will have noticed in the autumn of 2018, that an open advert was published on the British Orienteering Website for the position of Chair. The advert was also replicated in a number of other areas including UK Sport, the Home Nation Sports Councils and sites such as Women on Boards websites.

In some sports, the funding agencies actually state that the Chair has to be independent of the sport. However, providing we advertised and recruited openly they were happy with the arrangements that we have made.

I am pleased to say that following interviews the Board will recommend a person that is both independent e.g. never having been involved at a club or association in any capacity but is also an active orienteer. The person we will recommend to the membership at the AGM will be Drew

Vanbeck from South Midlands Orienteering Club (SMOC) and we hope the membership will support his appointment as a Director.

The new Articles (subject to approval in March) will be:

19. Methods of appointing Directors

19.1 The Board shall have eleven (11) members, including:

19.1.1 The Chair (who must be either an Independent Director or an Elected Director);

19.1.2 Six (6) Elected directors;

19.1.3 Three (3) Independent Directors, one of whom will be appointed by the Board to be the Senior Independent Director; and

19.1.4 The Chief Executive (ex officio).

There are additional changes to the Articles to support the above proposal.

I would invite any member who would like to review the draft articles to get in touch (phart@britishorienteering.org.uk). The Board meeting where they are being formally proposed by the Board is being held on 6th March 2019.

Increase in Membership fees for 2020

Increasing the cost of the sport I appreciate is always a thorny issue.

However, the next three years are pivotal in the future of the sport and an opportunity for British Orienteering to be completely self-sustaining without any reliance on the funding from the Sports Councils.

This will present the sport with some difficult choices in terms of supporting areas such as promoting and growing the base of the sport (development) and the performance pathway as parts of these areas are heavily supported by the Home Nation Sports Councils.

In addition to this, over the next two years, we are investing more into supporting competitions, competition development, World Championships in 2022 and using reserves to short term fund a position to raise our commercial revenue from orienteering products such as Xplorer and Teaching Orienteering.

The newly proposed costs are:

From 1st January 2020 until amended, fees will be as follows:

Membership and Levy Fees 2020	
Senior	£15.00
Junior	£5.00 - No change
Club	£70.00
University Club	£20.00 – No change
No Changes to Levy	

Whilst I appreciate for some, the increases do appear to be high. However, within the sport sector we still have one of the lowest cost membership schemes but at the same time one of the largest membership benefit schemes with a large variety of offers where you can recoup your costs of membership.

We welcome your support for this motion at the AGM or via voting for it using the electronic voting system.

Changes to AGM Proxy Voting

British Orienteering will have an electronic voting system in place that enables members an easier way to cast their votes - and encourage all members to have their say in a more convenient way.

On/around 25th March 2019, you will receive your AGM email which will include the Agenda and Voting by Proxy Process from the email address: elections@mi-voice.com with instructions on how to participate. This information will also be posted on the British Orienteering website. If the email does not arrive in your inbox please ensure that you check your junk folder.

The system being used have been designed for ease of use, allowing a voter to simply (but securely) click on a button to vote. Please note: There will still be a process for postal voting if members should wish to continue to vote in this way.

AGM voting electronically will close at **17:00 Wednesday, 17th April 2019.**

Access to Military Land (DIO)

Discussions are still ongoing to try and resolve a couple of issues, in particular, the cost of access. Within the next couple of weeks I will be sending a letter to the new Minister for Sport about this – the new Minister is the MP for Eastleigh where Southampton Orienteering Club is based who are experiencing problems accessing military land.

Insurance – 3 times only

I receive a fair amount of communication concerning requesting clarification on insurance for non-members at events and activities, at times from members who are aware of the situation but do not wish to follow the guidance which is risky (for them as individuals and club) and disappointing.

All activities, events and volunteers organised under the umbrella of British Orienteering will be covered providing the guidelines and policies in respect of the organisation of the event are followed e.g. risk assessment, coaching qualifications, first aid, membership etc.

British Orienteering is clear in what is covered. The [Insurance Frequently Asked Questions](#) give a reasonable overview of the insurance which specifically includes:

Question 19 - Are non-members covered by the policy for 'taster' sessions? (A taster session could be an activity, training or event.)

*Individuals who may be interested in joining a club are insured for a **maximum of 3 initial "taster"** sessions. For indemnity to apply it is essential that the club records their name, address and dates of attendance. These details must be retained as they may be called upon in the event of a claim.*

The individual must be a member of British Orienteering from their 4th visit/event.

Failure to follow the above may mean that the insurance will be invalidated in the event of a claim.

It must be recognised that we are in an era where the trend is toward individuals with any grievance whatsoever immediately pursuing litigation as their preferred recourse. One of the roles of the governing body is ensuring that we have the necessary insurance cover in place. It is imperative that a wide range of people involved including clubs, staff, officials, coaches and administrators – be aware of and are familiar with the details and scope of the insurance policy to avoid the problems arising. However, accidents do happen, it might not have happened yet but it doesn't mean it is not just around the corner – there are many governing bodies and clubs that have experienced the pain of a claim. If the Policies and procedures are followed then the pain is reduced because the insurers will cover this and support any resulting court action – if not the individuals/clubs may be personally liable.

It is recommended that at all events and activities clubs capture emergency/next of kin contact details and any relevant medical information as well as contact details for the participant. This will help first aiders and other responders in event of an accident or emergency where medical treatment is necessary.

Staffing

Howard Blackman joins British Orienteering as the Business Development Officer. The purpose of the role is to secure and manage new business development opportunities in relation to the delivery



of orienteering services such as development programmes, education, and external sponsorship.

Howard has a background in the outdoors and trained and worked as an Outdoor Pursuits Instructor over 30 years ago, before managing a ski school and has spent the last 20 years working at British Canoeing within the development team leading on Youth participation, Clubs and Centre development.

In his spare time, Howard enjoys competing in Sprint, Marathon and Wild Water Canoe racing within the 'Masters' classes and spending quality time with his family enjoying Ski holidays, the outdoor environment, keeping fit & active with a passion for life.

Event Safety Courses

Just a gentle reminder, if you are running an Event Safety Workshop please could you ensure that you register it with British Orienteering.

You can do this by emailing: info@britishorienteering.org.uk and requesting an Event Registration form.

If you need any assistance please contact the office on 01629 583037.

GDPR

Can I take this opportunity to thank you all for the work that you must have done in complying with the GDPR legislation that was implemented last May. I fully appreciate that the message from the media was frightening to us all and it was and is still a big change in the way we manage data. Like you, we still find documentation that requires updating.

This is a gentle reminder to be aware of the implications of GDPR, in particular, the way one circulates names and addresses to other members and the use of email address lists. Where possible it is safer when sending emails to send using the BCC (blind copy) button.

Association & Club Conference 2019

We are at the point of considering the Club & Association Conference for 2019. I would like to thank all of those that attended the 2018 Conference in October. We had some very interesting and constructive discussions and I look forward to hearing the results of the Performance Pathway Working Group in due course.

I am already looking at ideas for the 2019 Agenda. If you have any ideas or suggestions of what you would like to discuss – please can you let me know ideally by email:
phart@britishorienteering.org.uk

New Appeals Procedure for international Selections

Following a review of the current procedure and new Appeals Procedure has been agreed by the Board for International Selections for the Performance, Talent and TrailO teams.

We obviously hope that it is never used but it can be downloaded from:

<https://www.britishorienteering.org.uk/Selection>

Any Appeal would be heard by a Panel which now includes a barrister who is from outside the sport. We are keen to encourage additional panel members from the sport especially if they have a legal background. If you are interested, please could you contact me (phart@britishorienteering.org.uk).

I would like to thank the Board for their expertise and input into making this a clearer and more appropriate Procedure.

Competitions

Since starting at British Orienteering one of the common discussions has been over the competition programme. The statements range from the lack of structure, too many events, lack of organisers. It does feel like orienteering's own Brexit as everyone has an opinion but few solutions.

One of the key areas of work going forward is to look at the competition structure and models for delivering the British Championships and JK and what needs to be done to ensure that it is fit for our sport and most importantly can be sustained. There will be a number of consultations done around this to ensure that all views are obtained.

Further communication will be forthcoming about this, but I welcome your thoughts on this at any point.

I wish you all well for the season ahead.



Peter Hart

Chief Executive Officer, British Orienteering

February 2019