



MINUTES

Of the meeting of the **British Water Ski & Wakeboard Board** held on **Thursday 23rd February 2023** **Video Conference Call**

1. To Record Attendance and Apologies for Absence.

Present:

Martin Winter
Steve Sopp
Peter James
Michael Lock
Margaret Curtis
Clare Lobb
Nick Fellows
Patrick Donovan

Kylie Cooper
Keir Boissevain
Rod Beattie (Item 6d)

Apologies:

Cathy Hughes EDI Lead

2. Declarations of Interest.

There were no changes made to the register of members interests.

3. To Approve the Minutes of the Meeting Held on 24th November 2022.

The minutes were reviewed and unanimously approved by those who were present at the previous meeting (one minor tweak made).

4. Matters Arising not Covered by this Agenda.

a) Racing / Health & Safety Consultant Update

[Not debated but an important letter of engagement regarding the safety review, previously circulated, had now been signed by both Racing and the consultant and a sub-group of the Racing Committee were actively engaged and progressing this project.]

Action: Patrick would follow progress and was currently being copied in to key communications between the sub-group and the consultant].

b) Board appraisals – Nick provided a quick update on the process, close to completion.

c) Volunteering / Advisory Council – circular encouraging volunteering to be repeated.

Action: Kylie would send the existing circular text to Martin to review.

d) Safety recommendations – no comments from anyone on the recent drafts circulated.

5. To Note Items for AOB.

None recorded.

6. Board Related Matters.

a) BWSW Strategy – a restatement of the BWSW strategy, in a more digestible summary format, was currently in progress and a number of HQ staff would meet next week to begin to scope out the bones of the document. The strategy would consist of circa 10 key ambitions for the sport with four core themes running through these ambitions: EDI, partnership working and community, welfare and safety as well as environmental social governance. A draft would be

circulated once complete followed by a period of consultation with stakeholders.

b) EDI Report & DIAP – an updated Diversity & Inclusion Action Plan (DIAP) and related reports re captured survey data and DIAP actions were circulated for the meeting. Clare outlined and updated everyone on this area of work. The DIAP was a live document and was being continually updated. Cathy and Clare had met with Khembe Clark from AKD solutions (a Sport England DIAP support partner) several times and uploaded relevant documents for assessment as part of the identification of actions to inform the DIAP. A number of potential action points were highlighted for the Board under the key headings of Leadership, Stakeholder Engagement and People (both recruitment and workforce). This prompted some interesting discussion particularly in relation to stakeholder engagement. In terms of data capture in relation to the Board and the membership, a comprehensive document was circulated which highlighted the demographics of the recent EDI survey work.

In terms of the specific questions asked in Cathy's paper under "For discussion and decision":

- the priorities were agreed. There was no perception of any priorities being missed.

- whilst there was a suggestion that in a small office there might be a lesser requirement for formal staff interactions (though there had been a staff survey in a previous year) a discussion was appropriate on this topic (so staff policies remained an equal priority). This would be referred to a Wednesday sub-group call (all directors welcome) including noting a policy, however loose, on home versus office working.

Action: Patrick would liaise with Cathy. Keir would do a report on a competition structure for cable.

c) Code of Sports Governance Compliance – Patrick had started initial work and evidence collation currently on 5 areas of the 7 new requirements with a number of related supporting documents requiring a review and updating. Kylie was assisting with evidence collation and would cast her fresh eyes on the draft commentary on each compliance point once complete, the aim being to circulate these for early April at best. Two areas (Environment and People Plan) would require additional input, it was noted in particular that the organisation's statement on environmental commitment was very dated and had not been maintained (there was at one time an Environmental Committee now disbanded).

Martin, said the aim was, of course, to have the most welcoming, inclusive and diverse environment possible for all comers: both in terms of participation and representation in the running of the sport.

He believed the people plan needed to take cognisance of the following:

(I) given the physical and motorised nature of the sport, safety, available insurance coverage, validated qualifications, accreditation criteria etc. were paramount considerations that required the vigilance of the board and were fundamental to having a fit for purpose sport. Any assumption that there was already a relevant resource in place or that everything was fine "under the bonnet" (so did not require due board interrogation) would be dangerous. The additional input to the board of coaching and driving experience had been very important.

(li) there was a paucity of people of whatever background, and whether privileged or not, to take on the necessary volunteer roles - before even considering time availability, energy and skills. As a small example every member of the Advisory Council had turned down the important chair role. He said, however, that in the years outside BWSW involvement the organisation had appeared to him, at times, as something of a 'closed shop' (so important this was not the case).

(lii) despite very significant time and effort having been devoted to the recruitment of directors from a more diverse background, the candidates who emerged from the processes did not offer obvious diversity, or, in some understandable cases, did not have the appetite for unpaid roles. In many voluntary roles over a good number of years, particularly in small organisations his

experience was that the aim had always been a younger and more diverse officer function and this had been quite a bit easier to demand than achieve.

In terms of participation given the expense of behind the boat skiing and riding, cable probably had to be a key focus for achieving fresh involvement. Nonetheless whilst the lower cost lowered the barrier to entry the cable operators obviously wanted a return on a significant investment. Historically subsidised cable participation had only worked whilst the subsidy was in place. E-membership was potentially a way to bring in what empirically seemed like a much more diverse participation cohort already in cable wakeboarding.

Action: Patrick to action additional input on environmental and the People Plan. Cathy and Clare's input on progressing the bones of the People Plan from an EDI perspective would be very beneficial. Board sign-off of the overall submission would be required with a meeting to be scheduled in mid-April.

d) Advisory Council – Rod Beattie attended the meeting to update the Board on the previous Council meeting. A Board response note had been sent to the Council members relating to clarification of a number of points within the minutes of the January Council meeting. A note of thanks for his time attending today. BWSW Board sub-group members were included in the calendar invite for the April meeting and a board member would attend (as was always intended to be the case)

e) Safety Review Update – dealt with under Matters Arising.

f) Friends of Tournament (FoT) Small Lottery Scheme – the Chair of FoT had very recently resigned. A note of thanks to Mark Beard for all his incredible work over the years in driving the FoT initiative.

Action: Martin / Steve would produce a letter of thanks to a long-term Council member who stood down at the last meeting. Steve to supply draft or details of residual positions held to Martin

7. Finance

a) Finance Report – Peter attended for a short time towards the end of the meeting however a finance report was not available.

8. Confirmation of Future Meeting Dates.

Board:

Thursday 30 th March	14:00	
April	TBC	re Code of Sports Governance Submission
Thursday 22 nd June	14:00	
Thursday 7 th September	14:00	
Thursday 19 th October	14:00	
Thursday 23 rd November	14:00	

Some additional meetings may well be required to address ad hoc issues and the proposed time for these meetings is 9am on Wednesday mornings.

Board Sub-Group

Wednesdays 09:00

Advisory Council:

Wednesday 26th April 11:00

AGM

Sunday 14th January 2024 13:00 Queens Club, London

The meeting closed at 16:00

Minuted by:

Patrick Donovan
CEO