

**THE COUNCIL OF BRITISH ROWING - MINUTES OF AN ORDINARY MEETING OF COUNCIL** held on Tuesday 9<sup>th</sup> June, 2015, at the Hammersmith Club, Rutland Grove, London W6 9DH at 12.00 noon.

**PRESENT AND APOLOGIES**

**BOARD**

A. Phelps, Chairman	Officer	Present
G. Harris, Deputy Chairman	Officer	Present
A. Parkinson	Chief Executive Officer*	Present
M. Morrice	President, Scottish Rowing	Apologies
M. Stallard	Chairman, Sport Committee	Present
A. Crawford	Deputy Chairman, Sport Committee	Present
P. Hill	Athlete Director	Apologies
M. Blandford-Baker	Council Director	Present
J. Hinnigan	Independent Director	Present
A. Johnson	Council Director	Present
F. McAnena	Independent Director	Present
N. Palios	Independent Director	Present
J. Vickers	Independent Director	Present

**NON-VOTING MEMBERS**

Dame Di Ellis, DBE	Honorary President	Present
M. Brandon-Bravo OBE	Hon. Life Vice President	Apologies
M.D. Williams	Hon. Life Vice President	Apologies
C. Cox	Substitute for Chairman Welsh Rowing	Present
S. Worley	Hon. Rowing Safety Adviser	Present

\*CEO is a non-voting member of Council

**REGIONAL CHAIRMEN AND REPRESENTATIVES**

A. Blit	East Chairman	Apologies
C. Callow	East Regional Representative	Apologies
N. Hubble	East Regional Representative	Present
G. Nicholls	East Midlands Chairman	Present
M. Laing	North Chairman	Apologies
B. Millns	North Regional Representative	Present
C. Edwards	North West Chairman	Apologies
J.C. Davies	North West Regional Representative	Present
M. Humphrys	Thames Chairman	Present
A. Weekes	Thames Regional Representative TU-1	Present
J. Lee	Thames Regional Representative TU-2	Present
L. Lion	Thames Regional Representative TU-3	Present
D. Biddulph	Thames Regional Representative TU-4	Present
F. Ljubicic	Thames Regional Representative TL-5	Present
L. Dillon	Thames Regional Representative TL-6	Apologies
C. Harrison	Thames Regional Representative TL-7	Apologies
M. Teale	Thames Regional Representative TSE-8	Present
P. Clements	WAGS Chairman	Present
C. Eales	Wessex & South East Coast Chairman	Apologies
R. Mallett	West Chairman	Present
R. Bayliss	West Midlands Chairman	Present
C. Anton	West Midlands Representative	Present
A. Cawood	Yorkshire Chairman	Apologies

## **BRITISH ROWING STAFF**

H. Mosienko	Finance Director	Present
B. Wyatt	Communications Director	Present
P. Randolph	Minute Secretary	Present

## **ALSO ATTENDED**

C. Curtis	For M. Laing (substitute)	Present
F. Dennis	Chairman National Competition Cttee	Present
S. Lawrence	For A. Blit (substitute)	Present
S. Murray	For C. Edwards (substitute)	Present
M. Orzel	For L. Dillon (substitute)	Present
S. Sullivan	Chairman CPGA (Observer)	Present

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### **1. CHAIRMAN'S WELCOME AND INTRODUCTIONS**

The Chairman welcomed Shane Sullivan, Chairman of the CPGA, and Fiona Dennis, Chairman of the National Competition Committee. She thanked all Council members for responding to her various requests for help over the past months. M. Humphrys was congratulated on the success of the Junior Inter-Regional Regatta and it had been pleasing to see that both the British Universities and National Schools regattas had received excellent entries. There had been extensive coverage by the media of the first Women's Boat Race to be held on Tideway. The Chairman had also enjoyed a recent visit to the Northern Region, where she had received a warm welcome from the organisers of the Gateshead Community Regatta.

Sport England was soon to undertake its tri-ennial review of public spending which would involve public consultation and the Chairman hoped that the response from British Rowing members would match the high numbers who had taken time to respond to the UK Sport consultation earlier this year.

Nationally, in terms of its profile, Rowing had enjoyed a pleasing start to the season and the Chairman wished to thank all volunteers and staff involved.

Internationally, British Rowing had hosted a reception for FISA's Joint Commissions Meeting held in London providing a valuable opportunity for members to meet delegates from around the world. The national team was to be congratulated on achieving great results at the European Championships from which they brought home 10 medals and Council joined the Chairman in wishing the team all success in the coming months.

Nominations for the Volunteer and Coach of the Year Awards were now open on the website and Regional Chairmen and Representatives were encouraged to bring to the attention of their clubs.  
Link: [www.britishrowing.org/taking-part/volunteering/volunteer-awards-2015](http://www.britishrowing.org/taking-part/volunteering/volunteer-awards-2015).

### **2. APOLOGIES FOR ABSENCE**

Noted and recorded above.

### **3. DECLARATIONS OF INTEREST**

*Non pecuniary*

G. Harris : Coupe de la Jeunesse President  
A. Phelps : BPA Vice Chairman

*Pecuniary*

A. Crawford : Assessor  
G. Harris : Coach Educator  
G. Nicholls : Assessor  
S. Worley : Coach Educator

#### 4. **MINUTES**

The minutes of the meetings held on Saturday 14<sup>th</sup> February, 2015 were agreed to be an accurate record and signed, subject to the following amendment.

**Minute 5.3(i) Appointment of Director:** Jonathan Vickers [was appointed] as Independent Director and Chairman of the ~~Finance~~ Audit and Risk Committee.

#### 4.1 **MATTERS ARISING**

**5.2 Rules of British Rowing:** The suggestion to include a phrase stating that the accompanying person at a panel hearing should not be a lawyer had been considered. However, the advice had been that the guidance should be taken as it stood.

**5.6 Affiliations and Resignations:** Cheney School Oxford BC had been confirmed as the name of the Club. The affiliation process for school clubs had been updated to include sign off from the Headteacher of the school.

It was confirmed that Warwick Graduate Association had changed its name to Ursus Boat Club.

**6.1 Active People Survey:** Failure to meet targets for the 16-25 year group had resulted in three conditions being imposed by Sport England, but no loss of funding. British Rowing was required to continue the implementation of the modernisation programme, develop a strategy for indoor rowing and double its investment in the Adaptive Rowing programme. All these actions were work in progress and British Rowing continued to work well with Sport England.

**7.2 Voting at General Meetings:** C. Anton had held a conference call to consider views raised in connection with representation at general meetings. He advised that neither of the proposers had altered their view that voting should be open to all registered individual members of British Rowing, rather than Members as currently defined in the Articles of the Association, (ie affiliated Clubs and Events). There was no further progress to report.

#### 5. **CEO UPDATE ON STRATEGIC PLAN**

The CEO presented the 2015–2024 Strategic Plan. He talked through the objectives of the plan which would be launched formally in October. Following consultation with the wider sport in 2013 and input from Portas Consulting in 2014, the strategic plan and modernisation programme had received the support of the Board earlier in the year.

The challenge was to put into operation the vision and the ambitions of the sport, ensuring that the skills and expertise were in place to do so. Developing and embedding pathways was crucial to the future success of rowing; teamwork must extend not just across the staff but across volunteers, regions and clubs to ensure that the strategic objectives were met.

To support the delivery of the plan there would be a redesign of the staffing structure, operational systems and the committee framework would be reviewed and realigned if appropriate. Priority would be given to supporting clubs post Rio 2016 and a redesign of the British Rowing website to be more engaging and improve online functions.

The CEO said he welcomed input from Members and urged them to let him know what tools they might need in order to promote the plan.

Questions were invited and discussion covered the following;

Working with BUCS; university students were an untapped market, a greater emphasis on pathways for students would be welcomed. The CEO agreed that in order to maximize the opportunity for growth in the university sector it was important to review pathways across all areas of the sport. There should be a clear life-cycle for rowers and this was a market that the sport had not successfully tapped in the past.

A successful model would have to reflect the needs of the Regions and their constituent clubs. The CEO urged Regional representatives to examine what would work for them and to consider what support was needed in order to grow their particular priority areas.

All the disciplines of rowing should be included so that the feeling of belonging to a family of rowing was fostered. It was noted that Thames Regional events had been approached by coastal rowing with regard to inclusion in Tideway events.

It was agreed that good communication was key to engagement. The CEO said he would be pleased to attend Regional meetings to discuss the plan. The Regional Chairmen undertook to respond to the CEO having talked to their clubs, giving him feedback about the support needed on a local level to realise the vision.

## **6. MATTERS FOR DECISION**

### **6.1 REVIEW OF REGIONAL REPRESENTATION**

In accordance with Article 15(e) Council was required to review the number of Members from each Region once every three years to ensure that both the size and shape of the representation on Council was appropriate.

The current representation on Council was broadly in line with the proportion of members in each Region and therefore no adjustment was proposed.

### **6.2 AFFILIATION & REGISTRATION**

Council approved the following Club affiliations:

**Gosforth Community Rowing Club – (N) GSF** The objectives of the Club were to promote the building, rowing and racing of the St Ayles Skiff and other such-like rowing craft as the Club shall choose from time to time, as decided by a General Meeting of the Members. The required documentation had been seen and approved by the acting Chairman of the Northern Regional Rowing Council.

**Row2Recovery Rowing Club – (TU-3) RTR** The objectives of the Club were to facilitate adaptive rowing for wounded, injured, and sick members of the British Armed Forces. The club was to be hosted by Marlow Rowing Club. The required documentation had been seen and approved by the Chairman of the Thames Regional Rowing Council.

Council noted affiliations approved by the Board on 19th May 2015:

**Pennine Rowing Club – (Y) PRC** The objectives of the Club were to promote and facilitate rowing to all ages and abilities. The required documentation had been seen and approved by the Chairman of the Yorkshire Regional Rowing Council.

**Bishopsgate School Boat Club – (TU3) BIS** The objective of the Club was to give children between the ages of 10 and 13 the opportunity to experience rowing, both on rowing machines and on the water. The required documentation had been seen and approved by the Chairman of the Thames Regional Rowing Council.

**London Otters Rowing Club – (TSE-8) LOT** The objective of the Club was to promote, support and encourage the sport and recreation of the amateur rowing, more particularly in and around the Royal Albert Docks, and community participation in the same, promoting Gay Friendly rowing. The Club would boat from the London Regatta Centre. The required documentation had been seen and approved by the Chairman of the Thames Regional Rowing Council.

**Brightlingsea Coastal Rowing Club – (E) BCR** The objective of the Club was to promote rowing for all. The required documentation had been seen and approved by the Chairman of the Eastern Region.

Council also noted a change of name approved by the Board on 19th May, 2015:

**Tyne Rowing Club to Tyne Amateur Rowing Club.** In line with the recommendation of the Rules Panel, the Acting Chairman of the Northern Regional Rowing Council had been asked to confirm that the above application for a change of name had the support and formal approval of the Regional Council and that there were no objections from any affiliated Clubs and organisations in the Region. C. Curtis had confirmed that the Region did not oppose the change and this was therefore approved by the Board.

## **7. REPORTS & INFORMATION**

### **7.1 UPDATE ON THE COMPETITION REVIEW**

The CEO gave a brief presentation covering background to the current position and a summary of progress.

The review had been set up in 2013 following a mandate from Council to find a fair, progressive and sustainable framework for competition that excited rowers and encouraged them to compete. To date the review had been led by volunteer experts. The CEO gave an assurance that HQ would support their work and to this end a project group, comprising staff and volunteers had been established to drive the implementation. The key areas of focus were the BROE system, rules and guidance, the financial implications and communications and education.

The project milestones to present an operational system by April 2016 were at this stage in draft format and due to be agreed in the near future after input from various experts. It was anticipated that by April 2016 there would be an option for competitions to implement on a voluntary basis.

The new framework had the potential to increase participation, retain life-long rowers and encourage innovative and flexible events.

Data collection was in hand and events would be reminded that they were required to include all placings (as was normal during the Head racing season).

The CEO would make the milestones available in due course, subject to their approval by the project group.

### **7.2 BRITISH ROWING CONFERENCE**

The biennial British Rowing Conference would be held at the Queen's Hotel in Leeds on 3<sup>rd</sup> – 4<sup>th</sup> October 2015. In addition to Council and Committee members, representatives from open, school and university clubs and other stakeholders and organisations within the wider rowing community would be invited to attend.

British Rowing's Strategic Plan was relevant for the wider rowing community; it was important to raise awareness and to give delegates the opportunity to network. The Regional Chairmen noted the proposal that they may wish to support the event by providing a financial contribution for their own clubs.

The CEO undertook to send more detail will be sent to the Regional Chairmen by 30<sup>th</sup> June. He noted that that in the past there had been Regional Conferences (still held by the Northern Region) and the view that it might be a good idea to resurrect them.

### **7.3 CEO AND BOARD REPORT**

The report covered major operational developments since the Council meeting in February. The following areas were highlighted from the Report;

**Annex I - Membership:** Annex I gave analysis of the current figures, showing that numbers were stable.

**Education & Training:** The current strategy was under review and further detail would be circulated once it had been to the Board.

**Women in Rowing:** A report compiled by P. Thompson and Dr A. Maitland had been presented to the Board and would be more widely circulated in due course.

Questions were invited:

**Membership:** The CEO noted that many major competitions were heavily oversubscribed and were forced to close entries early, leaving members disappointed.

**Education & Training:** The CEO said he would investigate the availability of subsidies from other bodies to support training. British Rowing courses had excellent content but must be delivered in a cost effective way. G. Harris said it was important to be able to deliver a consistent programme across the country, there were hurdles to overcome but it was important to revisit.

The CEO agreed that e-learning models such as those used successfully in Safety training could be rolled out more widely.

**Event Budgets:** Discussions had been held with the OC of the British Rowing Championships to consider ways to bring together the main national events in the British Rowing calendar. It was important to achieve consistency in branding and the delivery of a great experience for competitors and spectators. F. Dennis said that less people were currently taking part in the British Rowing Senior Championships but numbers were expected to rise and the quality of competition improve as the event bedded down.

The success of the Masters Championships was due in part to racing over 1000m which allowed for more entries with more events.

**Annex 2 – Draft Management Accounts:** The Board had received the draft financial results for the 12 months to 31<sup>st</sup> March at the meeting on 19<sup>th</sup> May. The draft was presented for Council's information, subject to external audit and final adjustments.

In response to a question regarding the budget, H. Mosienko said that she would circulate the 2015/2016 Budget Summary to Council.

**Annex 3 – Disciplinary & Grievance Panel Membership:** Council noted the composition of the D&G Panel which had been approved by the Board on 19<sup>th</sup> May.

#### 7.4 **SPORT COMMITTEE REPORT**

Council received the Report which highlighted key points from the meeting held on 18<sup>th</sup> April, 2015.

**Annual Club Safety Audit:** Council supported the request for an earlier completion and submission of safety audits, to go live on 1st September with a closing date 30th November.

**Rowability:** Information for event organisers regarding special measures or considerations for rowers with a disability had been drawn together and would be circulated in the Autumn.

**Club membership:** The National Competition Committee requested that the British Rowing database be amended so that only Club Management administrators could add or remove clubs on individual member records. British Rowing staff to be asked to investigate.

**Racing Colours:** Any proposed change to the Articles of Association would need to be proposed to the Board for its meeting on 8<sup>th</sup> September in order to meet the timetable for the AGM agenda. The interim arrangements, as detailed in the report, were noted.

**Anti-Doping:** A. Crawford reported that a number of events had demonstrated that they had no knowledge or understanding of their responsibilities with regard to the Anti-Doping regulations. This was a matter of concern and he urged all Representatives to encourage their clubs to attend the informative workshops that were being run.

#### **7.5 NATIONAL OLYMPIC COMMITTEE REPORT**

Council received a report of the meeting held on 28<sup>th</sup> April, 2015. Dame Di Ellis asked about the quality of the water in Rio. She was advised that FISA were monitoring the situation closely ahead of the World Rowing Junior Championships in August.

#### **7.6 NATIONAL PARALYMPIC COMMITTEE REPORT**

Council received a report of the meeting held on 6<sup>th</sup> May, 2015, written by Helene Dyson. The Chairman hoped that Members might be able to support the events taking place on 26<sup>th</sup> July to mark National Paralympic Day 2015. Link: <http://paralympics.org.uk/npd2015>

#### **7.7 NATIONAL COMMITTEES**

This brief paper was a reminder that under the terms of reference for the National Committees, elections were due in September. This applied to the following Committees; Sport, British Rowing, Junior, National Coaching, National Competition, National Umpiring, Recreational.

#### **8. FOR DISCUSSION**

##### **8.1 BRAND IDENTITY GUIDELINES**

There was discussion about the application of the brand identity guidelines in relation to use of the logo on on-water kit. Currently, the guidelines do not permit use of the logo in that context. The CEO said that he would report back to the next meeting of Council with clarification.

#### **9. ANY OTHER BUSINESS**

**CASC Update:** The Chairman asked Council to read the information about the new guidelines and to follow up with Alan Meegan if there were any questions arising. A letter was also to be sent to the secretaries of all British Rowing CASC clubs.

#### **10. DATE OF NEXT MEETING**

The next meeting of Council would be held on Saturday 3<sup>rd</sup> October, 2015, immediately following the AGM which will take place at 09.30am at the Queen's Hotel, City Square, Leeds.

*The meeting ended at 3.15pm*