

Meeting notes of the BHA Board Meeting
Thursday 10th September 2020 - 2.30-5.30pm
(Meeting to start immediately after conclusion of the EGM)



Present: Paul Bray (PB) Chair
Mike Bain (MB)
Iain McKinven (IM)
Anna Garside (AG)
Lucy McClements (LM)
Elisavet Manoli (EM)
Stevie Neilson (SN)
Julia Stenhouse (JS)

Apologies: Tracy Watkinson (TW)

Venue: Virtual - Microsoft Teams

Meeting opened: 14:40

1. Welcome

PB welcomed everyone to this regular quarterly Board meeting, particularly JS on her new role at SHA.

2. Apologies & Declarations of interest

Apologies received from TW

3. Approve meeting notes of previous meetings

- a. Notes of 16 May 2020 meeting
 - i. **approved** with no amendments.
- b. Action items
 - i. Discussion surrounding outstanding **2019** action items.
 1. 17) AOB - Issue with emails. **LM** gave an overview on the current storage & email addresses situation – **ongoing**
 2. 19) Selecting the next BHA chair - Letter to parents on hold as this issue has eased. – **ongoing**
 3. 8) BHA events – British Playoffs were cancelled. Proposed Scotland to host this tournament annually. SN & England to discuss offline about the future of this competition. SN raised concerns about the rights of the tournament, how to formalise it. PB & AG agreed and suggested future possibilities for the tournament. AG made a point surrounding the importance of the tournament being recognised by BHA for sponsorship opportunities. - **ongoing**
 4. 9) Date of next Board meetings – **complete**
 5. 7) Publication of Board mins - **complete**

Action:

SN & MB to discuss offline about the future of the British Playoffs

- ii. Discussion surrounding **2020** outstanding action items
 1. 9) Performance Group update L2 coaches – **ongoing**
 2. 4) UKS Progression bid – **complete**
 3. 4) UKS Progression bid, All Sports Matter – PB has had some conversation – **ongoing**
 4. 4) UKS Progression bid, Feedback SS and SE on grassroots funding – **complete**
 5. 4) UKS Progression bid - Expressed disappointment. PB stated point regarding issues with UKS' difficult process with lack of flexibility for smaller NGBs – **complete**.
 6. 6) Performance Group update - **complete** 7) Financial update
 7. 7) Financial update - IHF Equipment & kit – **complete**. MB & SN discussed equipment given. PB discussed call from IHF regarding SHA & EHA requests, where IHF wanted a UK-wide proposal. PB suggested a phase 3 to IHF where funding would be continued from 2021. SN raised concerns over SHA Primary school (PS) proposal. PB hoped the separation wouldn't affect BHA bid for junior national teams. Value of SHA PS proposal is around £25000. IM stated his empathy for the difficulty IHF have with the separation of the Home Nations. LM also stated concern for pushing for the differing agendas between SHA & EHA with the possibility of losing all funding. PB to speak to IHF about grassroots funding and separating from phase 2 requests.
 8. 7) Financial update, Masterfund – **ongoing**
 9. 8) Commercial update – **ongoing**
 10. 9) BHA playoffs – **complete**

Action:

PB to speak to IHF about grassroots funding and how this will fit with next stage of funding.

4. UK Sport Progression Fund bid – Phase 2

PB/AG/LM

PB discussed the bid stating it was a large undertaking. AG provided update. Amended information which will go into phase 3. There will be more focus on the next 4 years strategy in the next phase.

PB discussed the need for budget submission. AG stated that the presentation will be updated, and some content removed. AG will pass on the presentation to Oaks for consultation before completion of final draft. PB stated about written support from IHF/EHF for proposal. 29th September as deadline for draft and a week turnaround before final submission. Deadline for submission is 16th October. Blueprint document for BHA is also supplied with proposal as an appendix. LM asked about milestones for the proposal after

feedback is received. PB suggested waiting to receive feedback to decide if a follow up call is needed.

Action:

All to give feedback on the proposal by Friday 18th.

AG to send 11th on the updated presentation.

5. Financial update

LM gave an overview of the finances. Bank account healthy. UK strategy support fund money has nearly all been spent. Did not bid for the COVID support fund, and financial accounts are currently being pulled together.

PB not given a huge amount of guidance on COVID funds from the EHF so decision needs to be made on how to spend this money. IM suggest money should be put towards EHA/SHA as clubs are struggling to restart. MB stated that EHA received equipment, but no money from EHF as part of their Covid fund assistance. SHA received €1,500 funding & €3,000 of Handballs. SN stated his disappointment at the way the money was allocated, suggests a lack of understanding about British Handball.

PB stated that the EHF grassroots support fund will be fed back to SHA/EHA. LM confirmed the funding split to go to EHA with remainder to SHA.

AG queried the lack of criteria for the remaining EHF Covid fund. Consideration for keeping a provision for medical COVID support. PB suggests that consultation needs to be had on COVID costs associated with junior national programme. PB suggests once this has been done could look at how the money will be split. SN suggested the funding to be focussed on the clubs that support the national players. MB suggested he would rather spread the money equally across the clubs. LM suggested going back to EHF to ask for criteria which PB agreed. Discussion around COVID officer requirements across different sports and associations.

Actions:

- PB to seek clarification on specific criteria from EHF on Covid fund.
- PB to look at the costs associated with COVID protocol requirements.

6. IHF programme update

SN states cannot extend the programme, the SHA needs the money to fund the project now. PB update on IHF events whether they will be cancelled. Women's emerging nations is thought to be pushed back two years.

Action:

- PB to ask IHF about next tranche of funding

7. Performance Group update

a. Overview & upcoming PG meeting

Ricardo is going to mentor Matt Durber (W17) to support his development as a National team coach. Matt has proposed Ollie Sutcliffe as assistant. AG asked for sign off for Ollie Sutcliffe as question over his experience.

Board agrees on provisional Ollie Sutcliffe appointment

MB stated that a new top-level coach, João Castro, has started at the EHA Elite Performance Academy in Loughborough. AG suggested adding him to the BHA Performance Group to spread his knowledge. A goalkeeping working group is being formed.

AG, a new GB blueprint is in its final draft after integration of two previous blueprints.

Coach Recruitment

AG stated all coaches are under impression they must go through a new recruitment process after completing their 4-year term. AG & SN agreed this was disproportionate and hoped to add a review and extension on to term on a 2-year basis. IM asked how to avoid the risk of a bottle neck or losing the potential for a better candidate. PB & AG suggested that as long there is a robust review process that is credible, the process should work. IM suggested an 'exception clause' that is implemented 3 months prior to end of term. LM & AG state that GB blueprint should be referred to as coaching criteria. Discussion regarding coaches' terms that are coming up for renewal.

Coaching

AG stated the need to focus on how we will go ahead if do not receive UK sport funding. AG asks for EHA and SHA to look over the performance strategy as some responsibilities fall under both associations. Further addition to the document will be work on female coaching and leadership roles. SN raises a point regarding differences in coaching qualification processes for Scotland & England.

MB stated the point that there is a huge gap between what is currently happening at a grassroots level and performance level. AG states that they are working hard to create a good system first allowing the grassroots to develop and then join a good pathway down the line. SN raises concerns over lack of GB ready coaches, AG notes this being a point in the BHA performance strategy. AG notes that in the Strategy coaches have made commitments to be utilised further to support developments at grassroot level.

Euro 2024 Qualifiers

PB gives update on European Qualifiers, poses question are we comfortable to reapply, as a player funded for Euro 2024 qualifiers in January. SN asks what the guidance would be on COVID enforced protocols that leads to cancellation. AG states that they would get quarantine exemption due to 'elite' status.

Board is in principle supportive but need more information on COVID protocols.

Action:

- EHA and SHA to look over the Performance Strategy

Partnership with Forum Club Handball

PB gave an overview on the partnership. PB states there is an opportunity to open up an additional channel to place more players into Europe.

8. GB Team Sponsorship policy

EM gave overview on need for player fundraising due to lack of funds. PB raised point regarding issues with U18 'sponsorship' with money being out with control of BHA.

Board agrees for the fundraising policy to be adopted.

9. Marketing/Commercial update

EM gave an update. Still some interest through COVID, however push for interest to sponsor for BHA 'events'. Potential for collective 'UK Handball' sponsorship. SN suggests the commercial directors from each of the organisations to open a dialogue. IM suggests that is not the best time to focus on commercial partnerships. PB states that planning should still be undertaken.

Action:

EHA/SHA commercial directors to have discussion with EM regarding current organisational assists.

10. Chairman's update

PB gave an update. Most points had been covered earlier in the meeting.

Hummel have furloughed staff, unfortunately kit conversations have taken steps backwards.

11. Risk Register

LM states risk register has been updated with COVID, however no large-scale adaptations to the register, and asks whether there should be major changes. PB states back to considerations for COVID protocol regulations. MB explained what extent the EHF insurance covers regarding COVID. AG states importance of being extra robust and suggests a review. LM suggests this is a good time to push safeguarding and suggests changes to process of DBS/PVG renewal. Discussion had on different processes around DBS/PVG renewal and promotion of safeguarding. AG suggests LM to attend Performance Group meeting (6th December), or distribution of visuals.

Board recognised LM's work on the register.

Action:

- LM to attend next Performance group meeting to raise awareness of safeguarding

12. GB Team calendar

SN states a need to have a formal signing off process for calendar dates.

Action:

- SN to put steering group together to formalise calendar

13. IHF/EHF Congresses

SN states that EHF is April / IHF November and are looking for countries to nominate, also considerations on motions to raise. SN intends to stand for IHF executive. SN states that this position will help with exposure of UK and other developing nations. Discussion had on the voting process for IHF election.

Action:

- SN to look at the process for being voted in to IHF executive

14. BHA media activities

PB notes thanks to Andrew McSteen for his work on International Handball Week and throwback to 2012 Olympics. Live conversations with EHF surrounding media opportunities and looking to create a media network. BHA are looking to develop their media presence in further areas.

15. AOB

SN raises a question on the current IHF project. PB states should hear back in December and will have further conversations after a decision has been made.

16. Date of next meetings

Wednesday 25th Nov 10 am – 1 pm.

Meeting closed: 17:25