

## Minutes

British Handball Association  
Regular Board Meeting

**Monday 27<sup>th</sup> September 2021 - 9.00am-12.00pm**  
**by Video Conference**



**Present:** Paul Bray (PB) Chair  
Mike Bain (MB)  
Diaraye Diallo (DD)  
Iain McKinven (IM)  
Colleen Walker (CW)  
Stevie Neilson (SN)  
Angie Deakin (AD) - minutes

Meeting Opened 09:00

### 1. Welcome

- i. Welcome from PB
  - 1. Thanks to AD for minuting this meeting

### 2. Apologies & declarations of interest

- i. Apologies from Anna Garside and Elisavet Manoli
- ii. No declarations of interest

### 3. Approve meeting notes of previous meetings

- i. Minutes of 15<sup>th</sup> June 2021 meeting
  - i. SN queried point 10e – ‘SHA using a social media crowd sourcing route’, should be IM
  - ii. Other than this minutes approved
- ii. Action items
  - i. SN Confirmed that calendar had been recirculated
  - ii. CW confirmed that the financial update, and expenses policy, had been circulated to Board and approved
  - iii. EHA Commercial Strategy will follow in early December after the Sport England funding announcement. MB confirmed that EHA (BW) had shared EHA hardship guidelines with AG. IM suggested a different word to hardship, MB confirmed that the EHA used ‘bursary scheme’.
  - iv. No update on female coach development
  - v. No update on sponsorship/marketing due to EM being on maternity leave.

#### **4. Review 7<sup>th</sup> July 2021 BHA Strategy discussion**

- i. PB advised that we had still not received notes from John Bull on the BHA strategy meeting held on 7<sup>th</sup> July.
- ii. PB stated that the work overload issue on some Board members needed to be addressed, but that this would have to wait for the next Board meeting when we had the notes of the strategy meeting.
- iii. Discussion took place around EM cover while on maternity leave. Agreed to approach Scott McMillan regarding his interest in taking on Special Advisor role and covering marketing activities initially, Board agreed this would be great help. IM to contact

#### Actions:

- PB to chase John Bull for Strategy meeting notes
- IM to contact Scott McMillan and discuss BHA Special Advisor proposal
- PB to contact EM and advise her of proposed route

#### **5. Financial update**

- a) BHA accounts
  - i. Lucy McClements shared BHA accounts with the Board ahead of meeting
  - ii. CW shared accounts on screen, up to July, with August still to be updated. Board members were asked if more information was required, but were comfortable with accounts as presented.
  - iii. CW confirmed that the GB account was showing lower than the Euro account, financial gain last year (mainly due to foreign exchange) not recognised in the accounts for now.
  - iv. BHA accounts show a healthy balance, but much of this funding is earmarked for age group European Championships next summer.
  - v. PB is chasing IHF for final tranche of phase 2 New Markets funding, normally expected in August. Funding request has not been submitted due to delays in receiving EHA report (received 20 Sept 2021)
  - vi. CW would like to budget a 12-month cashflow programme, and ideally needs confirmation of next three years funding, not just six months.
  - vii. CW suggested establishing one workbook, using different tabs for each squad, filtering back to a master sheet at the front with a summary. All agreed this would be useful.
  - viii. CW confirmed difficulty in understanding squads' money, and the lack of oversight on how much each squad is contributing. Players make contributions to each of their squads on a monthly, quarterly, or annual basis, which often go to squad managers, rather than the BHA account, making it hard to keep track. It would be useful to have guidance on how the team managers manage their finances. PB has written a manager's manual, which is currently being reviewed by Kevin Matthews.
  - ix. Discussions were held around the use of a separate debit card, or petty cash, to deal with emergency scenarios, etc.
  - x. BHA EHF account is still in credit, but funds are insufficient to meet the EHF requirement for a 4,000 euro credit balance. This is mainly due to EHF recovering advance funds

provided for age group competitions which BHA pulled out of in Summer 2021. BHA will need to top-up EHF account.

Actions:

- PB to send final report and new phase 3 bid to IHF
  - PB/CW to discuss top-up of EHF funds
  - CW to modify accounts to show workbook, with GB squad tabs
  - PB to chase Kevin Matthews for feedback on Manager's manual
- b) Expenses policy
- i. Board members confirmed they had not seen the latest draft expenses policy. The principles were agreed at the June meeting, but a final version not circulated.
  - ii. NSSF and IHF need detailed records of where moneys are spent, and the expenses form a key part of this process
  - iii. The draft works on the basis of slightly different expenses principles for the senior squads and the age group squads (due to NSSF funding)

Actions:

- PB to share expenses policy with Board for approval

## **6. IHF New Market programme update**

PB has drafted the IHF phase 2 review and phase 3 bid, a joint document as requested by IHF, and has now received EHA/SHA input, but has asked for some clarifications from EHA/MB. Once these are returned, PB will finalise and send document to IHF.

Actions:

- PB to send phase 2 report/phase 3 bid to IHF, once info received from EHA
- PB to contact IHF Executive members to lobby for their support on BHA new bid

## **7. UK Sport NSSF programme update**

- a. General update
  - i. AG circulated a written update in advance of the meeting.
  - ii. A campaign plan and Budgetary principles has been shared with UK Sport ahead of the deadline. No feedback received from UK Sport yet.
- b. Programme Coordinator role
  - i. Job description drafted and shared with UK Sport two months ago. It was approved by UK Sport only two weeks ago, due to internal discussions about the proposed zero hours contract.
  - ii. BHA will proceed with advertising the role. PB will discuss with AG where to advertise and deadline, we will also discuss with UK Sport, in case they have other ideas.

- iii. PB advised that BHA needs to agree who is the 'accountable officer', as per the UK Sport NSSF contract, but that it seems likely it will end up being PB as it likely has to be a Board member.
- iv. PB advised that the NSSF contract required the BHA to publish anti-bribery and corruption policies. These were drafted by LM and shared with the Board on 20 July. With no comments received, these were taken as approved.
- v. PB shared the UK Sport Funding Agreement gap analysis/action plan. We are working through the 27 requirements, and most are now completed, but we still have some work to do on the remaining items.
- vi. PB reported that UK Sport were satisfied with the way we had managed the NSSF programme so far.
- vii. PB has spoken to Chris Harvey from the UK Sport International Relations Department, and it appears that we may be eligible for some international relations funding to support our lobbying efforts. A formal submission needs to be drafted, which PB will endeavour to do and consult with MB/SN

Actions:

- PB/AG to agree process for NSSF Programme Recruitment
- PB to be appointed as 'accountable officer' for NSSF purposes
- PB to publish Anti-Bribery and anti-corruption policies on BHA website
- PB to continue to manage the requirements in the NSSF contract
- PB to draft UK Sport International Relations funding bid

**8. Performance Group Update**

- i. AG shared with the Board the minutes of the last BHA Performance Group meeting, with bullet points and key actions.
- ii. BHA had withdrawn teams from all competitions this summer. Board agreed this had been the right decision under the circumstances, due to Covid and travel bans.
- iii. For the BHA Covid Protocol the decision has been taken to revert to venue-based policies, with LTFs used for all training sessions.
- iv. GB men have been registered for the 2023 Men's World Championship Qualifiers – Phase 1. This was approved by email by Board members. The decision was taken after assurances from EHF that we could play on a tournament basis, rather than home & away. EHF had agreed that we could withdraw, without penalty, if other teams didn't agree to a tournament format. In the event GB was drawn in group 2, with Finland, Estonia and Georgia, who agreed to a tournament. GB were drawn to host, but declined, and Finland agreed to host instead. The tournament will be played from 5-7 November in Helsinki.
- v. IM thanked the BHA for being allowed to sit-in, as an observer, on the last Performance Group meeting, stating it had been a useful experience to better understand the challenges we faced.
- vi. Concerns have been raised with the calendar, with several EHA league fixtures being scheduled on GB weekends. This is being addressed, but MB/SN agreed that, given the limited number of GB dates, the calendar can be built around these dates next season.

vii. PB thanked SN for his work leading the Calendar Group

Actions:

- MB/SN to work together during upcoming calendar discussions for the 2022-23 season

**9. Anti-Doping Strategy Update**

- i. PB explained that meeting the UKAD Anti-Doping Assurance Framework is one of the 27 requirements of the NSSF contract. But this one anti-doping line has 24 requirements of its own.
- ii. PB has agreed to be the BHA Board Lead for anti-doping and has attended a couple of online courses/seminars, as well as taken two online training sessions/exams
- iii. PB gave an update on progress in working through the 24 requirements. The main element is the BHA anti-doping and training strategy, which the Board approved at the last meeting, and which has now been uploaded onto the BHA page on the UKAD Clean Sport hub. It is awaiting review/approval by UKAD.
- iv. Bobby White, who is Anti-Doping Lead for EHA, has agreed to act in the same role for BHA. He is also a qualified UKAD trainer. PB expressed his gratitude to BW for agreeing to do this but explained that he hoped to limit any additional workload by remaining active in his Board Lead role.
- v. PB has discussed with BW how BHA can use EHA anti-doping learning platform and monitoring to support GB teams
- vi. The UKAD requirements will also require GB team staff to undertake several courses of their own.
- vii. PB will continue to work through the other requirements.
- viii. The Board discussed player testing and DD suggested that we look into the feasibility of organising our own anti-doping testing for GB teams at training camps in the UK. This would show our commitment to the process. EHF/IHF arrange anti-doping training at all official events and can also arrange unannounced testing in the UK. The focus now is on education.

Actions:

- PB to continue to lead on completing the UKAD Assurance Framework and report back to the Board
- PB/BW to discuss using EHA platform for GB team education programme
- PB to investigate possibility of running own testing programme in UK

**10. Risk Register**

- i. Risk register has been update following the discussion at the last Board meeting
- ii. The risk of losing UK Sport funding due to failure to comply with requirements of the agreement has been added. This includes not complying with UKAD Anti-Doping requirements

iii. CW raised the issue of the risk of reliance on key individuals and asked if this should be red. After discussion it was agreed to leave at amber, pending the appointment of the NSSG Programme Coordinator and the outcome of the BHA strategic review.

## **11. AOB**

- i. SN gave an update on his campaign to get elected to the IHF Executive Committee during the IHF Congress on 6 November 2021. He is working with representatives from the Estonian, Portuguese, and Irish handball associations to support his campaign. He has also liaised with UK Sport's International Relations team (having previously attended the UK Sport Executive Development programme in 2008). He has produced a leaflet, which BHA will look to support if it gets IR funding. SN is hoping to secure votes from the HFE group and Commonwealth countries, but it is challenging and time consuming.
- ii. DD advised that she had been elected as the women's developing country representative on Forum Club Handball, while London GD's Theo Bourgoïn had been elected to the men's developing country role. PB congratulated DD on her appointment. There may be opportunities to seek FCH help with development work. PB advised that he had already approached FCH about help with placing young players with clubs in Europe, the previous Chair of FCH had replied that there might be a possibility for female players, but PB would follow-up with the new Chair, Xavier O'Callaghan. SN welcomed the potential opportunity, but also feels it is important to develop talent at home and maybe stage a showcase international event – PB suggested this be part of strategy discussion.
- iii. PB advised that the IHF and EHF congresses were coming up. The IHF congress is due to take place in Antalya in Turkey from 5-7 November, while the EHF Congress was scheduled for Vienna on 20/21 November. Both congresses were considering switching to virtual meetings. BHA has one place at each (with one free room). PB happy to go, but open to any of the other independent members going instead (EHA/SHA have their own place) – it was agreed PB would attend.
- iv. MB informed the Board that the EHA had appointed Rosie Williams OBE as its new Chair. She has a strong background in sport and runs her own consultancy. She will take over from Tracy Watkinson on 27 October 2021. EHA will decide then whether she resumes the EHA Chair presence on the BHA Board, or if DD continues in that role. PB offered the Boards congratulations on Rosie Williams' appointment.

## **12. Date of next meeting**

Friday 26 November (pm). Further information to follow.

Meeting closed at 11.25am