



MINUTES

Of the meeting of the **British Water Ski & Wakeboard Board** held on
Thursday 7th November 2024 via **Video Conference Call**

1. To Record Attendance and Apologies for Absence.

Present:

Martin Winter
Steve Sopp
Andy Phillips
Michael Lock
Anny Wooldridge
Patrick Donovan

Cathy Hughes, EDI Lead
Sarah Wassell, Lead Safeguarding Officer

Apologies:

Margaret Curtis
Kylie Cooper
Keir Boissevain

2. Equality, Diversity & Inclusion (EDI) Strategy Review.

As a funded System Partner * with a role in tackling inequalities to improve access to sport for particular target communities and groups, BWSW had agreed with Sport England long terms aims, related initial steps and medium term steps to achieve these aims. These aims and steps related to the key roles of the Systemic (connecting and influencing) Role, Delivery Role and Governing Role and formed part of a biannual reporting and assessment process. In addition, the Diversity & Inclusion Action Plan (DIAP) which was separately assessed, complemented work in this area with key targets defined within the DIAP itself. These targets were overall very much linked to the People Plan which was a Code requirement.

The long term EDI aims as previously agreed with Sport England were circulated for the meeting and our EDI Lead further circulated a report on current and planned EDI related work across a number of areas to include Women & Girls, Disability and systemic activity in relation to promotion / communications. Additionally, a series of workshop sessions scheduled in relation to 2024 delivery projects to gain feedback and to provide for continuous improvement, sharing and cascading of knowledge.

Ten key actions in relation to the DIAP and related success measures were circulated for the meeting which covered broad areas such as the diversity of senior leadership, succession planning and recruitment, together with stakeholder engagement and communications. The DIAP demonstrated a strong and public commitment by funded partners to promoting, embedding and advancing diversity and inclusion on the Board, senior leadership team and across the people network. Cathy outlined the key targets to include board diversity, the current board recruitment drive included consideration of EDI targets and required essential skills. The Perrett Laver (Sport England recruitment partner) survey data on board diversity across System Partners was imminently due to be published and would be circulated once published. This would provide some interesting insight into shifts in board diversity across national governing bodies.

Broader HR matters and policies in terms of EDI were highlighted with a recent review of BWSW HR policies having taken place and the need for additional policies highlighted (this

was a current work in progress). Eliminating the potential for bias was an aim in any recruitment process and ensuring that interview panels were representative and diverse as far as was possible, any required adjustments made in terms the actual interview process. Promoting the DIAP and wider engagement with stakeholders in particular was highlighted as in need of an imminent plan in readiness for the new season.

Action: Cathy would share the Independent Director applications received to date with Andy and Martin and these would be discussed on a follow up call. Cathy offered to write a short proposal document on board diversity targets re gender, age, disability and ethnicity as appropriate with the organisation's priorities, mindful of course that essential key required skills were the driver of recruitment. HR review re current and new policies was currently a work in progress with Patrick.

Patrick would resurrect documentation in relation to communications and member profiling that he and Kylie had previously produced at the time of the major IT revamp project to assess its current state / fitness for purpose. This documentation aimed to improve reach and communications, a key aim being to gain insight into the membership with the IT system providing a better tool in terms of data capture through online profiling.

In terms of club engagement Cathy offered to speak to Keir about how we might engage with voluntary and commercial clubs as a wider conversation on their needs (to include safeguarding) and whether they are seeking to increase in particular their membership. This could initially be surveys aimed at commercial and voluntary facilities.

The discussion on EDI strategy would continue as part of the discussion at the next scheduled meeting re BWSW overall strategy review which included EDI within the 8 stated key ambitions.

Board members who had not completed the recent EDI survey were requested to do so as soon as possible. Cathy would recirculate the link post today's meeting – please check your junk folder.

Requirements 4.7 (in particular) and 5.2 of the Sports Code highlighted in the board agenda front sheet were duly considered in today's review.

** A System Partner plays a connecting, influencing or governing role within the sport and physical activity sector and is therefore well placed to create the conditions for positive change to help more people engage and reap the benefits of being active.*

3. Confirmation of Future Meeting Dates.

Board

Wednesday 20 th November	9AM	* Additional date re BWSW strategy review *
Thursday 21 st November	9AM	

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	9AM
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Advisory Council

Tuesday 29 th April 2025	TBC
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AGM

Sunday 19 th January	1PM	Queens Club, London
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The meeting closed at 09:50 AM

Minuted by:

Patrick Donovan
CEO