



Minutes subject to approval at the next British Swimming Board Meeting

BRITISH SWIMMING BOARD
Minutes of the meeting held on the 11th-12th February 2022
Crowne Plaza NEC, Birmingham

Present:	Adele Stach-Kevitz (AS)	Interim Chair
	Jack Buckner (JB)	CEO
	Alex Kelham (AK)	Swim England
	Keith Ashton (KA)	Swim England
	Jane Nickerson (JN)	Swim England
	Graeme Marchbank (GM)	Scottish Swimming
	Fergus Feeney (FF)	Swim Wales
	David Carry (DC)	Independent Member
	Corinne Cunningham (CC)	Independent Member
	Ash Cox (AC)	Director of Legal & Governance (DOLAG)
	Kathreen France (KF)	Head of Finance (HOF)
	Wendy Lockton (WL)	Director of Corporate Strategy and Planning (DOCSP)
	Euan Lowe (EL)	Scottish Swimming CEO (Friday evening only)

Apologies: None received

14. Welcome and Apologies

14.1. AS welcomed everyone to the meeting, recognising this was the first meeting where everyone was in attendance in person since the start of the pandemic. No apologies were received.

15. Aquatics in Britain Strategy

15.1. AS handed over to the CEO who would be presenting the Aquatics in Britain strategy. The CEO talked the Board through the genesis of the Strategy highlighting that the Strategy had been put together following a request from the Board at a previous meeting to identify areas of work with the greatest overlap and common interest with the home nations. The CEO outlined that during the pandemic there has had to be a focus on operational work but the CEO's have still continued to work closely together to keep the Strategy ticking along. The CEO added that some big progress has been made in some areas whilst more guidance from the Board is required in other areas.

15.2. The CEO updated that a meeting of the CEO's had taken place in August 2021 at which a full review of the strategy had taken place. Following discussions at this meeting a forward plan from August 2021 is now included in the Strategy. The CEO highlighted that a 6th work area of Governance has now been added to the Strategy. The CEO outlined that the strategy will be reviewed bi-annually moving forward, in

February in line with the Board Strategy meeting and in August/September following the summer events.

- 15.3. DC queried how the working relationship between the CEO and four home nation CEO's had progressed since work on the strategy started. The CEO updated that throughout the pandemic the CEO's have done some phenomenal joint work with strong collective relationships and high levels of communication and trust. EL reinforced this outlining that the four CEO's share challenges openly and look for opportunities as a collective group. AS queried if this joint working has extended to the wider teams. FF responded that this is certainly the case providing the model of the comms teams and how they work closely together as a good example. FF outlined that in his view the way that British Swimming and the four home nations operate together is a unique model with only a handful of other NGB's operating in this way. FF added this is essential as there is an increasing awareness that decisions each organisation makes can affect each other and it is therefore imperative that all have a contributory role in decision making in those areas of work which overlap. JN gave a brief outline of the discussions which have taken place on transgender recently as an excellent example of the importance of working together in some areas of work which interface across all four organisations.
- 15.4. CC queried if any external feedback on the working relationship between the four organisations had been sought. JN outlined the marcomms work which had been undertaken during the Olympic Games which was an excellent example of collaborative work and which had external markers in terms of the reach of the work.
- 15.5.1. GM recognised the excellent work which had been undertaken on the Aquatics in Britain Strategy and queried if any consideration had been given to a joint ambition and vision for British Swimming and the home nations. It was recognised that this would need to be signed off by all four Boards not just British Swimming. The CEO's felt this was a shift from the original thinking about what the Aquatics in Britain Strategy was required for. It was recognised that the original challenge which led to the creation of the Strategy was around funding and the organisational health work had been a driver behind this work.
- 15.5.2. A detailed discussion took place with regards to raising the profile and importance of Swimming in Britain as a wider ambition and looking to make Swimming the most important sport in order to help guide energy and investment into the sport across all home nations. The CEO outlined that, from his experience, in order to be credible with an ambition like this it is essential to complete a thorough analysis and have evidence to back up claims and also to have clearly defined dimensions and evidence. It was recognised that this change in thinking would put extra demand on energy and time and a commitment from all four organisations.
- 15.5.3. A discussion took place on shifting the conversation regarding swimming to focus on it being an essential sport in terms of learning to swim providing a gateway to many other sports. It was recognised that a challenge in swimming is that it does not have

fans who go and watch the sport as seen in football, so swimming is heavily reliant on participants talking about the sport.

- 15.5.4. It was agreed that a discussion would take place at a forthcoming home nation Board meetings to discuss the potential for a joint strategy around an ambition of making swimming an essential sport. The CEO offered to attend the home nation Board meetings to offer support throughout these discussions.
- 15.6. A discussion took place whether the strategy should be public facing. It was agreed that for the time being the strategy should remain an internal ambition with a view to potentially moving the strategy external when there is clarity of what wants to be achieved and how this can be measured.
- 15.7. AK stressed the need to consider other aquatic sports not just Swimming, which the discussion had mainly focused on.
- 15.8. AS recognised it is clear the CEO's are all working well together which was the number one driver of the initial conversations regarding implementing an Aquatics in Britain Strategy and the discussion regarding a potential joint future ambition had been fantastic.
- 15.9. JB updated the Board on the latest position with regards to the 6 identified areas of work in the Strategy.
 - 15.9.1. Pathway – The CEO outlined this is an area of super strength, one of the best examples of collaborative working in British sport and the British Swimming reorganisation will make it even better. This has been strengthened furthermore throughout the pandemic, a great example being that of the reopening of pools.
 - 15.9.2. Marcomms – The CEO updated that this area is progressing really well particularly following the work around the Olympic Games, the stats of which were shared at the previous meeting. Thoughts are now turning to how messages can be amplified to help influence Government.
 - 15.9.3. Facilities – The CEO provided an update on Manchester and Sheffield, British Swimming have been part of a strategic study influencing renovations in these facilities and ensuring work on each venue did not happen at the same time. JB updated that this area needs picking up again.
 - 15.9.4.1. Events – The CEO outlined that some great work has taken place in this area despite the ongoing challenges in relation to the pandemic. JB updated that the international events strategy will be reviewed in the next year or so once these challenges have calmed down. The Board recognised some of the innovative events which had taken place during the pandemic.

- 15.9.4.2. AK highlighted the number of Open Water events which are now being held as part of a British Triathlon event and the increased interest in Open Water swimming as a whole. The Board were in agreement this is an area which is worth exploring in terms of trying to increase fan base.
- 15.9.5. Commercial – The CEO updated this is a challenging area. Whilst a joint partnership deal has recently been agreed with a new outfitting supplier British Swimming is at an interesting point commercially in terms of how to proceed moving forward. JB updated on the potential models which may emerge in the commercial space across all British sports.
- 15.9.6.1. Governance – The CEO updated that this is an area where all four organisations must be aligned with a consistent strategy in a number of specific areas including EDI, sustainability, safeguarding, transgender. KA queried if GDPR is included in this area and it was agreed this would be added to the forward plan from February 2022. The Board recognised the amount of work which is required in this area and JB updated the Board on discussions which had taken place at the Home Country Partnership meeting particularly with regards to sustainability and how to start tackling this important area.
- 15.9.7. AK queried if an extra column should be added to the strategy for innovation. It was agreed this should be embedded throughout the strategy.
- 15.10. GM queried what role the Chairs should play in the Aquatics in Britain Strategy. It was agreed the Chairs should have this on their agenda also.
- 15.11. There being no further discussion the meeting on Friday evening closed.
16. The meeting recommenced on Saturday morning. The Chair welcomed everyone to meeting and again no apologies were received.
- 17. Declarations of interest**
- 17.1. CC declared that she was now a member of the Royal Yachting Association Board. The CEO declared his membership on the British Olympic Association Board and appointment to the LEN bureau. CC and the CEO have declared these on their recently completed Conflict of Interest Declarations.
- 17.2. KA raised a query with regards to the points the Auditor had recently raised with regards to Conflicts of Interest declaration as part of the annual audit. The DOLAG updated that the Auditors recommendation had been picked up in the cover note which had been circulated with the Conflict of Interest Declaration forms. It was added this would also be applied to sub Committees.
- 18. Minutes of the meeting held 12th-13th November 2021**
- 18.1. GM requested a further discussion and update on progress being made on transgender. It was agreed this would be picked up under EDI on the agenda.

- 18.2. AK queried if anything further had been received in relation to the David Jenkins tragedy. The DOLAG updated that nothing formal had been received. AS asked if British Swimming are planning on making the recent award in David Jenkins' name an annual award. The CEO updated that this has not yet been discussed or decided.
- 18.3. CC clarified the situation with regards to Minute 9.3.1 and confirmed that the Board would have sight of the reserves position each meeting through the management accounts.
- 18.4. A query was raised with regards to Kracken and Unicorns data project in light of Chris Furber no longer being with the organisation. JB updated that British Swimming have an established link with Kracken and Unicorns and Tom Shaw will be responsible for managing this moving forward.
- 18.5. A concern was raised with regards to Minute 12.2 not being time bound. AS agreed it would be positive to have a more specific time on this action and it was agreed the aim will be to carry out a full review of the sub Committees membership once the new Chair is in place.
- 18.6. A query was raised whether the Chairman should be referred to as the Chair and what amendments are required to update the Articles in this regard. It was agreed this would be reviewed by the DOLAG. Any changes would need to be presented to the AGM later in the year for formal approval.
- 18.7. The Minutes were formally approved noting the comments made.
- 19. Matters Arising from the Minutes of the Meeting held 12th-13th November 2021.**
- 19.1. Min 2.6 - AS updated that the accounts and letter of representation has been signed.
- 19.2. Min 7.1.1 - AS updated that the inaccurate initial in Min 72.1. had been amended and the revised Minutes published.
- 19.3. Min 8.4 - AS updated that an Open Water update remains on the agenda for a future meeting.
- 19.4. Min 8.7 – The Aquatics in Britain strategy had been presented and discussed at the meeting the previous evening.
- 19.5. Min 8.8 – The Board recognised that transgender is a significant challenge. This matter to be picked up later in the agenda.
- 19.6. Min 9.1.2 – An update on the home nation contributions was provided in the HOF's management accounts commentary.

- 19.7. Min 9.1.3 - The Board were updated that there had been no further changes to the recruitment costs following what had been reported in November 2021.
- 19.8. Min 9.1.6.1 – The Board were informed that, as outlined the Head of HR Board report, the restructure is now complete. The HOF updated the Board on the termination costs and expected salary savings per year moving forward which will all be savings to the WCP. The CEO added that the restructure process had gone to plan and complimented the Head of HR on managing the process and demonstrating excellent and effective negotiation skills throughout. AS added that a number of staff had gone the extra mile throughout the restructure reassuring the Board that there is a commitment to get things done and commit significant hours to support the organisation. The CEO highlighted the timing of the process had been critical, ensuring it was carried out in a timely manner to ensure a clean run into Paris 2024.
- 19.9. Min 9.2.2 - CC confirmed that she had received a copy of the data agreement.
- 19.10. Min 9.3.1 – The matter of the Reserves position had been discussed earlier in the meeting.
- 19.11. Min 9.4.1 and 9.4.2 – The HOF and CC updated that the risk register had been discussed at the ARC meeting and extra columns had been inserted for actions which have been undertaken, ongoing actions and planned actions moving forward.
- 19.12. Min 9.5.1 – The BDO Finance action plan had been circulated in advance of the meeting and would be discussed later in the meeting.
- 19.13. Min 11.1.1 – The CEO to update the Board on the funding situation later in the meeting.
- 19.14. Min 11.2.3 – The CEO updated that he had spoken to all Board members. A further update on LEN and FINA would be provided later in the meeting.
- 19.15. Min 11.3 – The CEO updated that the home nations have met and discussed a commercial strategy which is being discussed as part of the Aquatics in Britain work. The CEO's will continue to review the commercial approach through the Home Country Partnership forum and the Aquatics in Britain strategy.
- 19.16. Min 12.3 – Papers had been sent out a week in advance of the meeting. AS recognised the pressure both the Chair and Executive team were under due to simultaneous recruitment, sponsorship and re-organisation work streams, which had unfortunately led to the November papers being circulated late.
- 19.17. Min 13.1 – The arrangements for the February 2022 meeting had been overtaken.

- 20. Minutes of the BS Annual General Meeting held 13th November 2021**
- 20.1. The Board approved the Minutes of the British Swimming Annual General Meeting held on the 13th November 2021.
- 21. Finance, Audit and Risk**
- 21.1. BS Management Accounts
- 21.1.1. The HOF provided the Board with a summary of the accounts reporting a £45k deficit end of year forecast. The HOF highlighted this was a significant improvement from the figure which had been reported at the previous meeting and provided an overview of the main reasons for this improved situation. One of the main reasons was the renewal of the Lebara contract and the treatment of the renewal fee which had been discussed at the ARC meeting and agreed with the Auditors.
- 21.2. WCP Management Accounts
- 21.2.1. The HOF updated the Board on the WCP budgets outlining the main reasons for the underspends across the three sports being the lack of international competitions and training camps and the freezing of recruitment until the restructure had been completed.
- 21.2.2. AK queried if underspend would be allowed to be carried forward. The CEO updated that UK Sport are being receptive and will take into account the freezing of activity and associated underspend due to the pandemic.
- 21.2.3. GM queried the reduction in costs for the Glasgow event. JB outlined that the budget had been increased significantly to take into account Covid and associated protocols and also that the venue dressing had been reduced.
- 21.2.4. GM raised a query with regards to forecasting for home nation contributions and how accurate this is. The HOF confirmed that Swim England have confirmed their 11 month figure which is not much short of the annual forecast.
- 21.2.5. AS queried whether there will be any budget challenges following the venue change for the 2022 FINA World Championships. JB outlined that international competitions currently put a massive pressure on budget due to higher costs in relation to the pandemic. As a result of these higher costs it is likely that less athletes will be able to be sent to the event although it is too early to say if this will affect the selection policy.
- 21.2.6. AS raised a suggestion to consider looking at events innovatively to include potential virtual Championships which would significantly reduce travel costs. There have been examples of such events over the pandemic. AK made a suggestion that consideration could be given to approaching potential training camp venues to see if they would pay a fee for the kudos of having a British team train there. It was agreed there could be some scope for creative thinking like this moving forward.

- 21.2.7. A query was raised with regards to the 90-day rule for travel within Europe. Initial thoughts were that no individual will travel for more than the permitted 90 days but it was agreed this situation would be double checked.
- 21.3. The HOF updated that the Artistic Swimming aspiration fund had all been spent and expenditure come in budget. The Water Polo year 1 budget has not all been spent due to the technical lead not being recruited. The HOF confirmed it had been agreed this underspend can be carried over to be used to fund competitions in future years.
- 21.4. The HOF updated that an extension had been requested and given by UK Sport for the Quarter 3 reports and that contracted quadrennial budget submissions from April 2022 are still being finalised by the Performance Leadership team.
- 21.5. **ARC Minutes**
- 21.5.1. CC updated that the recent ARC meeting was extremely productive. CC updated that the ARC looked at parameters of risk profile as was raised by AK at the previous Board meeting.
- 21.5.2. CC informed the Board that she had been in contact with the Chair of the Swim England ARC and it had been agreed that she would attend a Swim England meeting and vice versa and that Minutes of meetings would also be shared. GM raised a concern that other than back of house system sharing the relationship between British Swimming and Swim England should be no different than the relationships between British Swimming and Swim Wales or Scottish Swimming. A detailed discussion took place with regards the potential sharing of ARC minutes and also risk registers across British Swimming and the home nations. The CEO confirmed that from a managerial perspective he would welcome having sight of the home nation risk registers as this may assist in securing resource to manage shared risks.
- 21.5.3. Following a good discussion it was agreed that risk registers would be shared across the 4 organisations but ARC minutes would only be shared for specific items.
- 21.5.4. It was acknowledged that KA and DN had agreed to extend their terms on the ARC and that the ARC had approved these extensions. The Board were also happy to approve these extensions. AS thanked both for extending their terms.
- 21.5.5. AK raised a query with regards to crypto payments. It was agreed this would be added to the May ARC agenda for discussion.
- 21.5.6. AS acknowledged the depth of the ARC minutes outlining they gave the Board comfort that the ARC were comprehensively challenging and managing all aspects.
- 21.6. **Risk Register**

- 21.6.1. The HOF updated the Board on the changes which had been made to the risk register since the previous meeting highlighting the risk scores which had been reviewed.
- 21.6.2. GM suggested that S13 is reviewed in light of the CEO's recent appointment onto the LEN Bureau and also his role on the FINA reform committee.
- 21.6.3. CC updated further on the work which ARC have done in relation to risk appetite and parameters and outlined that she had shared a template with the CEO. A detailed discussion took place regarding how risk appetite should be managed moving forward. In light of the restructure taking place it was felt that it was timely to look at risk appetite with a view to there being an annual review of risk appetite and risk tolerance moving forward.
- 21.6.4. KA raised a concern that perhaps the Board had not had sufficient involvement in the restructure in terms of being made aware of any potential risks. The CEO responded that this process had been carefully managed in conjunction with the Chairman and the Board had got involved in the process at an appropriate time. The CEO added that the Boards steer regarding phasing the restructure had been helpful and implemented. A discussion took place regarding the role of the Board verses the Executive in managing risks.
- 21.6.5. GM offered to share the Scottish Swimming risk appetite document.

22. BDO Finance Action Plan

- 22.1. The HOF introduced the first draft of the BDO Finance Action Plan which showed the recommendations from the report and also an update on each recommendation. The HOF clarified that red meant work against that recommendation had not yet commenced, this mainly being down to resource available.
- 22.2. AS queried how well British Swimming had done in the audit and if it had been valuable. The HOF confirmed that UK Sport had advised it had been a positive audit and that some constructive comments had come out of it. The DOLAG advised the Board and ARC members to feed back if they had any comments which he would then take back to UK Sport.
- 22.3. The HOF highlighted the ARC's decision to go out to tender for audit for the year ended 31st March 2023.

23. Chairs Report

- 23.1. The Chair updated the Board on the recruitment process for the new Chair highlighting that the process was still moving at an aggressive pace. The Chair updated on plans for the next steps of the process.
- 23.2. The Chair highlighted the challenges faced throughout the process in terms of diversity with a very disappointing number of applications being received from

ethnically diverse backgrounds. The Board requested for the Chair and DOLAG to provide insight on the diversity reach of the recruitment agency. In addition, the Chair outlined the calibre required for the new Chair position made it extremely difficult to get age diversity. The Chair challenged the Board to consider an inclusive engagement strategy moving forward to help address this challenge.

23.3. FF also provided an update on the process to date adding that the experience of the candidates was extremely high and at the next stage there would also be focus on motivation and why candidates were interested in working with British Swimming. FF outlined that the recruitment process was also helping to identify suitable back up for SID and NED positions, although these posts would still be advertised.

23.4. GM sought clarification on when the Board are likely to meet the preferred candidates and the Chair outlined that the timing and logistics for the Board to meet the preferred candidates had still to be finalised. The Board expressed a wish to meet the preferred candidates in person if possible.

24. **Strategic Issues**

24.1. 2024 Strategy

24.1.1. The CEO updated the Board on the restructure and thanked the Board for their support throughout. The CEO confirmed he feels the restructure is a positive step forward for the organisation. The CEO updated that posts not filled through the internal process were now being advertised externally. The CEO updated that the restructure had been based on the lower budget received from UK Sport which gives flexibility to recruit further positions as the restructure beds in. The CEO will invite Chris Spice or Tim Jones to a meeting later in the year to update the Board on their experiences.

24.1.2. JB updated that when the new Chair is in place he would like to see a re-engagement strategy with UK Sport.

24.1.3. GM expressed a desire for further Executive staff to have exposure to present to the Board. It was agreed this would be considered moving forward.

24.1.4. The CEO updated the Board on the back to back events which were taking place in Plymouth and Aberdeen. A concern was raised with regards to the number of vacant positions in the Marcomms team. The CEO updated that, as outlined earlier, posts are now being advertised externally. The CEO added that unfortunately until there is more resource in this area British Swimming are likely to continue to lose good staff to bigger roles external to the organisation. The CEO highlighted that the Director of Events and Marcomms is currently under pressure in terms of staffing levels and is using temporary staff to help run the February domestic events.

24.1.5. AK queried if medal targets have been set for 2024. The CEO confirmed they have been but may need to be updated following the restructure. The CEO to address this.

24.2. International Relations Update

24.2.1. The CEO updated the Board on his attendance at the LEN Congress and the LEN Bureau appointments which had been made at the Congress. The Board congratulated the CEO on his LEN Bureau member appointment. It was noted that the DOLAG had also attended the Congress.

24.2.2. AK queried if any further discussion has taken place with KA following initial discussions at the November Board meeting with regards to KA potentially being a future candidate for a role within LEN. The CEO updated that a discussion with KA had taken place and it had subsequently been agreed that putting himself forward for the Bureau at this point in time was the right thing to do. However, the CEO outlined the importance of the Board giving careful consideration to positioning individuals for certain roles within LEN in advance of the elections in 2024.

24.2.3. The CEO updated the Board on the planning which is taking place to host the FINA Reform Committee in London the following weekend. The CEO outlined that a number of key individuals from FINA will be attending this meeting along with a number of Board members. Careful consideration has been given to who will attend from a British Swimming point of view to try and use the opportunity to influence where possible. It was agreed that the CEO would send a briefing note to the Board following the event.

24.2.4. The CEO updated the Board on the tender process underway for hosting World Para Swimming and World Para Athletics. The CEO to keep the Board updated as this progresses.

24.3. Commercial Update

24.3.1. The CEO updated the Board that a new 3-year deal with Lebara had recently been signed with an upfront payment which was greatly helping with cash flow, as had been outlined the HOF report.

24.3.2. The CEO updated that negotiations are still taking place with Up&Go with regards to a potential extension to the partnership which is currently in its last year of delivery.

24.3.3. Following on from the update at the November Board meeting the CEO outlined that the Sports Consultancy remain in discussions with some strong brands.

24.3.4. The CEO updated that the Heads of Terms have now been signed with the new kit partner and we are waiting for the contract to review. The CEO updated on provisional plans for the launch of the partnership.

24.3.5. The CEO updated that the contract for Manchester to host the 2023 World Para Swimming World Championships has been signed. AK raised a query that the Contract Approval Group had not had sight of any contracts lately. The DOLAG advised that the Terms of Reference for this group together with the drafting of

Commercial Group TOR are under review. CC advised she was happy to replace Urvashi Dattani, who is no longer on the Board, on this group if required.

25. EDI

25.1. The CEO further updated the Board on the latest discussions on the topic of transgender as part of the Aquatics in Britain work and also outlined the work USA Swimming have been doing with FINA in this area. The CEO updated that a call is being arranged for NGB CEO's which he will attend to share thinking on this matter. The DOLAG highlighted the importance of obtaining a clear steer and understanding of what both British Swimming and the home nations are trying to achieve. JN outlined that she felt the focus for British Swimming should be on fairness but at home nation level it must be on inclusion. The Board were in agreement it is imperative that collaborative work takes place on this to ensure that policies identify and address the critical stage where there is a shift from inclusion to fairness as an athlete moves up the pathway.

25.2. The DOLAG outlined the next stages for addressing this important matter and it was agreed this would remain a standing item on future Board agendas.

26. Matters for Decision

26.1. The Board were asked to approve the appointment of Terry Wilkinson as the Swim England representative on the British Swimming Judicial Appointments Panel for a term of three years from the date of the Board meeting. The Board unanimously approved this appointment.

27. The DOLAG thanked the Board for their timely responses to his email communication relating to a recently received funding appeal. The DOLAG will be bringing a proposed change to the British Swimming Funding Appeal Review Policy for the Board's consideration and outlined the desire to move towards bi-annual reviews of this and similar policies.

28. A confidential paper has been circulated in advance of the meeting and a detailed discussion took place.

29. The DOLAG provided the Board with an update on the recruitment for an Athlete Representative.

30. Board Liaison Updates

30.1. Due to time commitments it was agreed that the Board liaisons could circulate a written update following the meeting if felt beneficial. It was agreed Board Liaison updates would take place in more detail at the April 2022 meeting.

30.2. JN updated that Swim England had secured resource to go out to recruitment for a coach to lead the duet and team through to Paris 2024. This news was well received by the Board.



30.3. CC queried if Board liaisons should be reviewed in light of Board changes. It was agreed this matter would be discussed at the forthcoming Senior Management Team (SMT) meeting. It was agreed that Board liaisons would not arrange any further meetings until the SMT had met and further guidance had been received.

31. AOB

31.1. CC queried why athlete trackers had not been received for Para Swimming and Diving. The DOCSP updated that she had discussed this matter with Adam Clarke and reassured the Board that trackers for all three disciplines would be provided for the April meeting. This matter to be discussed at the forthcoming Senior Management team meeting.

31.2. It was highlighted that DC's term on the agenda had not been updated to reflect the extension to his term. The DOCSP to update for the April agenda.

32. Date of next meeting

32.1. The next meeting will take place on 8th-9th April 2022. The Board expressed a wish for the meeting to take place in person in Sheffield with an opportunity to attend the British Championships. The DOCSP to explore options and keep the Board updated accordingly.