

CONFIDENTIAL

THE BRITISH ASSOCIATION FOR SHOOTING and CONSERVATION

**UNCONFIRMED MINUTES OF THE COUNCIL MEETING
HELD AT MARFORD MILL, ROSSETT, WREXHAM,
ON THURSDAY 19th MARCH, 2009**

Present:

Robert Irvine Chairman
Michael Alldis
Jan Andrews
Simon Breasley
Robert Crofts
Paul Culley
Lee Freeston
Andrew Macfarlane
Peter Pursglove
Michael Sherman
John Thornley
Ray Walters
Tom Wylie

Ex-Officio Members	John Swift Philippa Bursey Glynn Cook Christopher Graffius Simon Hamlyn Roger Pollen Colin Shedden	Chief Executive Officer Director of Business Management Director, Wales Director of Communications Director of Operations Director, Northern Ireland Director, Scotland
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In attendance	Peter Marshall Jane Harris	Agenda Item B.4 Agenda Item B5
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Minute Secretary **Amanda Forshaw**

A.1. Apologies for Absence

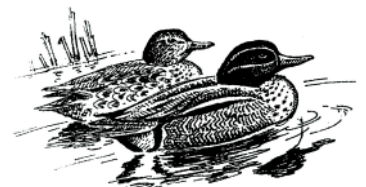
Apologies for absence had been received from Walter Cole, John Dryden and Mike Robinson,

A.2 To confirm Confidential agenda items.

Agenda Items B.4 and C.6 should be regarded as confidential.

A.3. Declaration of Interests

Michael Alldis and Peter Pursglove declared an interest in Agenda Item B.4.



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A.4. To confirm the Minutes of the Council Meeting held on 19th February, 2009.

The minutes of the meeting having been circulated were approved as a true and accurate record of the proceedings.

A.5. To take matters arising from the meeting held on 19th February, 2009

P.5. D.1 (i) Communications Centre development -

Council agreed that to enable the Council to give its final approval for proceeding with the development, the Chairman, Vice-Chairman, Chief Executive and Director of Business Management will assess and report back, giving their recommendations to Council on the tenders received together with a review of the cost estimate background, confirmation that the tenders represent value for money, estimates of fit out and running costs, and the value of the Marford Mill site post-construction.

A.5.1. Lead in Game

Council noted that the previously circulated paper produced jointly by John Harradine and Steve Tapper was confidential and that it will be brought back to Council later in 2009 for a more detailed discussion in the light of the emerging evidence and progress of events.

A.6 To take the tabled action points from earlier Council Meetings.

A.6.1. WHT Progress and Development Plan

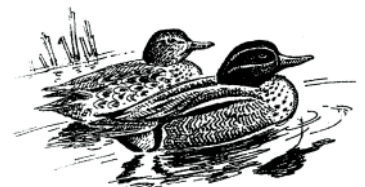
WHT Trustees to provide Council with a progress report and Business Plan for the forthcoming 3 - 5 year period in October 2009.

A.6.2 Objects

The Chief Executive to present a review of the Objects of the organisation for consideration at the April 2009 Council meeting

A.6.3 Structure, Role and Function of Principal Officers, Council and Committees - Policy & Practice

Consideration of Chairmanship for 2009/2010 at April 2009 meeting of Council, for confirmation at the post-AGM Council meeting.



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A.6.4. Structure, Role and Function of Principal Officers, Council and Committees
- Policy & Practice

A paper to be presented to the September 2009 meeting of Council regarding the possibility of BASC employing a Chairman on a three year term.

A.6.5. Regional Committees

The Chief Executive to undertake a SWOT analysis with a subsequent implementation plan on how a regional committee structure could be funded, governed, empowered, operated and maintained in order to maximise the success of regional committees.

A.6.6. Devolution

The Chief Executive is organising a workshop to discuss “devolution” on 15 April, 2009. The following people have been invited to participate - the Chairman, Vice Chairman, Chairmen of the three country committees, the three country directors, Director of Business Management, Director of Communications, Director of Operations and Alan Balfour.

B.1. To approve the Financial Statements for year ending 31st December, 2008.

Council approved the Financial Statements for year ending 31st December, 2008.

B.2. To consider items for the 2009 AGM

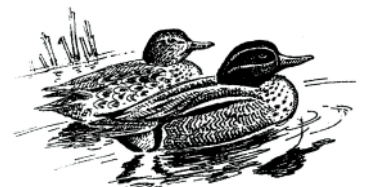
B.2.1. To receive a paper on Conflict of Interest motion for resolution

Council had been presented with a paper detailing a proposed form of words for a motion for resolution on Conflict of Interest to be considered at the 2009 AGM.

Council resolved that a resolution in the form presented should be proposed as a motion at the 2009 AGM.

B.2.2. To approve the draft agenda for the 2009 Annual General Meeting

The agenda for the 2009 Annual General Meeting was approved by Council.



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B.3. To receive a paper on Plaudits and Complaints

Council was presented with a paper prepared by the Chief Executive summarising the Plaudits and Complaints recorded from April 2008 to March 2009. It was noted that there had been a reduction in the overall number of complaints.

B.4. To receive a presentation on Standards Across Sporting Shooting

Council had received a paper prepared by Peter Marshall as an outcome of the Forward Plan 2008-2013 which requires BASC to work towards ensuring a coherent strategy for shooting standards across the United Kingdom. The paper explored how the new system of recognising skills and qualifications will work from 2010 onwards and the role of the governing bodies, industry, employers and educational bodies will play in this process.

Council agreed the key considerations presented to Council that:

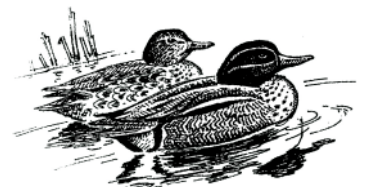
- 1. Under the heading of self-regulation BASC will work with the Game and Wildlife Industry Group to develop National Occupational Standards and units covering firearms, shotgun and air rifle safety.*
- 2. Under the heading of devolution BASC will work more closely with the four national offices of LANTRA to continue to influence the developing National Occupational Standards, associated qualifications and funding allocation, and*
- 3. That BASC invests time and resource to ensure that BASC is properly represented within the Skills Active Sector Skills Council (that covers active leisure and learning, sport and fitness, outdoors and adventure sector and with which target shooting sports are connected).*

B.5 To receive a presentation on the strategic importance of HR

Council received presentation by Jane Harris, Head of Human Resources focussing on the strategic importance of HR. It was noted that priority is currently being given to ensuring that BASC's HR policy framework is in place, that management skills are developed and that a succession plan is put in place reflecting the number of key staff members who will be retiring within the next few years.

Council agreed Jane Harris's three critical next steps as priority:

- 1. Get the HR policy framework in place and understand the priority of 'getting it wrong'*
- 2. Continually improve our people management skills and*
- 3. Develop the succession plan*



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C.1. To receive the Minutes of Advisory Committees

C.1.1 To note the Minutes of the Northern Ireland Committee Meeting held on 21st December, 2008.

There were no recommendations to Council.

The Minutes of the Northern Ireland Committee were noted.

C.1.2. To note the Minutes of the Gamekeeping Advisory Committee Meeting held on 18th February, 2009.

There were no recommendations to Council.

The Minutes of the Gamekeeping Advisory Committee were noted.

C.2 To approve the Minutes of the Executive & Finance Committee Meeting held on 22nd January, 2009

The Minutes of the Executive & Finance Committee were approved.

C.3 To take the Chairman's Activities Report

The Chairman's activity report had been circulated to Council and was accepted as presented.

C4 To take the Chief Executive's Report

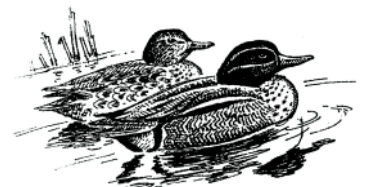
Having only recently returned from leave, the Chief Executive's provided a brief oral report to Council. It was noted that the day-to-day business of the Association continues to go well and will be closely monitored, and that the Chief Executive had also attended a Board Meeting of FACE on 17th March.

C.5 To take the Director of Communications' Report

The Director of Communications' report had been circulated to Council and was accepted as presented. The Director of Communications drew Council's attention to the launch of the new BASC website and invited feedback on this from Council members. Close communication is being maintained with all of the major political parties to ensure that they remain in support of shooting.

C.6 To take the Director of Business Management's Report

The Director of Business Management's report had been circulated to Council and was accepted as presented. It was noted that the reduced membership subscription for those in receipt of Jobseekers Allowance had been very well received. Council members were informed that



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more than 50% of BASC members who are able so to do now pay their subscriptions by Direct Debit; it was also reported that electronic terminals are now being used at game fairs for the processing of credit and debit card payments.

C.6 To take the Director of Operations' Report

The Director of Operations' report had been circulated to Council and was accepted as presented. It was noted that the vacancies for the Game and Gamekeeping Officer and for the Midland regional administrator had been filled. Thanks were extended to Jan Andrews, BASC staff and volunteers who helped at the recent Crufts event.

D.1 To take Any Other Business by leave of the Chairman

(i) It was noted that a supply of the Scottish Country Sports Tourism Group's magazine "Shoot in Scotland" is available through the Scotland Office. It is intended that this will be an annual publication.

(ii) Council members were asked to consider nominations for awards and special presentations at the 2009 AGM.

(iii) Simon Breasley claimed that the Land Registry recorded Marford Mill as registered in the names of the Trustees of the unincorporated association and accordingly clarification of the Corporation Tax position on its transfer to the IPS was needed. The Chief Executive confirmed that when the Association was being incorporated the matter had been addressed so that no tax liability arose and this had been agreed by the Inland Revenue at the time.

(A subsequent search by the Director of Business Management, later notified to Council members, confirms that this claim is incorrect).

D.2. Date of Next Meeting

It was confirmed that the next meeting of Council will be on Thursday 16th April, 2009, at 9.30 am.

This will be preceded by a meeting of elected Council members only at 9.00 am.

Signed.....Date.....
Chairman

