

CONFIDENTIAL

THE BRITISH ASSOCIATION FOR SHOOTING AND CONSERVATION

**CONFIRMED MINUTES OF THE COUNCIL MEETING
HELD AT MARFORD MILL, ROSSETT, WREXHAM
ON THURSDAY, 21 May 2015**

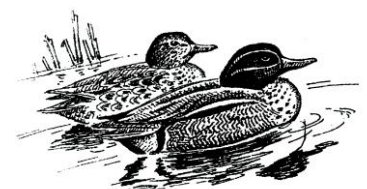
Present:	Alan Jarrett (Chairman) Mike Sherman (Vice-Chairman) Alan Balfour Lee Freeston John Graham Duncan Greaves Neil Griffiths Ian Grindy Mike Hardy John Thornley Alisdair Troup	
Ex-Officio:	Richard Ali Gary Ashton Steve Bloomfield Philippa Bursey Stephen Curtis Christopher Graffius Colin Shedden	Chief Executive Director, Wales Director, England Director of Business Management Director, HR and Operations Director of Communications Director, Scotland
In Attendance:	Tim Russell Sandra Loton-Jones	Agenda item B.4 Agenda item B.5
Guests:	Neil Chalmers Sarah Turner	Candidate standing for election Candidate standing for election
Minutes Secretary:	Pauline Hayward	

Secretarial note: the agenda carried no item B.10 and a number of confidential items were taken out of sequence

A.1 To receive apologies for absence and to note absentees

The Chairman welcomed the two guests – Sarah Turner and Neil Chalmers - who are standing for election to Council. It was explained that they would be asked to leave the meeting during the confidential agenda items.

Apologies had been received from Peter Glenser, Martyn Howat, Sir Roger Jones and Tommy Mayne.



CONFIDENTIAL

THE BRITISH ASSOCIATION FOR SHOOTING AND CONSERVATION

**CONFIRMED MINUTES OF THE COUNCIL MEETING
HELD AT MARFORD MILL, ROSSETT, WREXHAM
ON THURSDAY, 21 May 2015**

A.2 To confirm confidential items

The Chairman confirmed the confidential items on the agenda as items B.12, 13 & 14 and C.5.

A.3 To identify suggested items of any other business

Two Council members identified items of business to be addressed under agenda item D.1.

A.4 Declarations of interest

Alisdair Troup declared an interest in agenda item B.9 – Trophy Measuring

A.5 Minutes of the Council meeting held on 19 March 2015

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

A.6 Matters arising from earlier Council meetings

No matters arising from previous Council meetings were raised.

A.7 Action points outstanding from earlier Council meetings

The Chief Executive confirmed that he was happy with the timescales laid out in the table; he pointed out that within those timeframes he would be working with a Council with a number of new members. It was agreed that item 5, relating to land acquisition, should be deferred until September.

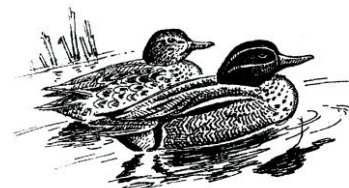
B.1 Health and Safety

One incident, in which a volunteer pulled a muscle in the back of her leg, was noted. There was nothing reasonably practicable that BASC could have done to prevent this incident and no issues exist as a consequence of it.

B.2 Advisory committees' annual reports

The reports take account of the work and activities of each committee from May 2014 to April 2015. The Chairman noted that a report from the England Committee was still awaited and informed the meeting that the supporting paper had been compiled from reports by each of the Country and Advisory Committee Chairmen whom he invited to address the meeting.

Deer Stalking Committee: It was noted that advice had been sought on the Wild Boar policy to which a range of responses had been provided.



CONFIDENTIAL

THE BRITISH ASSOCIATION FOR SHOOTING AND CONSERVATION

CONFIRMED MINUTES OF THE COUNCIL MEETING

HELD AT MARFORD MILL, ROSSETT, WREXHAM

ON THURSDAY, 21 May 2015

Game Shooting and Gamekeeping Committee: Apart from general advice and support being provided to staff it was noted that a questionnaire had been circulated to committee members to comprehensively identify each member's expertise.

Wildfowling Liaison Committee: It was noted that funding had now been secured from the Crown Marine Estates towards the development of an electronic bag return system.

Northern Ireland Committee: The committee had been represented at a meeting with the Forest Service and contributed towards the Green Shoots mapping tool. Conservation issues remained outstanding in relation to red squirrels and the NI Bio-Diversity Group. It was noted that Mike SherOliver McCullough is to be the committee's new chairman.

Scottish Committee: The committee had assisted staff by attending a range of representational meetings and events and through its work on consultations; a number of recommendations to Council were noted.

Welsh Committee: The committee had assisted BASC Wales to respond to consultations pertaining to Wales. Support had been given to the launch of the Cross Party Group and assistance provided at the Royal Welsh Winter Fair.

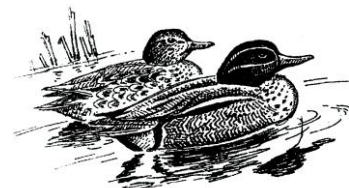
Council considered the function and effectiveness of the committees; the involvement of the committees in consulting on matters before Council was considered key to decision making and, underpinning such decision-making, the Committee Chairmen were seen as invaluable in drawing on a wide-range of relevant expertise.

B.3 Conservation department update

Tim Russell joined the meeting to present his report. It was noted that, generally, good progress is being achieved against the operational plan.

Biodiversity projects: It was noted that up-take of the on-line mapping tool was slightly ahead of target and that Natural Resources Wales had offered funding to extend Green Shoots across Wales until March 2018; further funding would be needed to extend it beyond that date.

Conservation: It was noted that good relations had been achieved with the statutory agencies in England, Northern Ireland and Wales. In the context of the recently signed partnership agreement, BASC was working closely with Natural England (NE) on Biodiversity 2020 targets. It was stressed that to achieve a



CONFIDENTIAL

THE BRITISH ASSOCIATION FOR SHOOTING AND CONSERVATION

CONFIRMED MINUTES OF THE COUNCIL MEETING

HELD AT MARFORD MILL, ROSSETT, WREXHAM

ON THURSDAY, 21 May 2015

partnership agreement with NE is extremely rare; therefore it was essential for BASC to achieve the targets set out in its action plan.

Game and deer management: A number of departmental successes were noted. Council was advised that BASC was in discussion with the Forestry Commission in relation to a new license on land near Thetford – a fully costed proposal will be presented to Council in due course.

Policy development: It was noted that this work was transferred to the Conservation Team in January 2015. The protocol for screening consultations is working well. Links with civil servants and key staff in non-shooting land based organisations need to be cultivated. Key civil servants and contacts in other NGOs have been mapped out and more constructive work will be targeted with these contacts when shooting issues arise.

Taste of game: The Taste of Game programme's focus is now on game as food that can be accessed and enjoyed by anybody.

The meeting determined that should ever a food-scare centring on lead in game meat arise the matter would be dealt with under the BASC food policy not under the Taste of Game banner.

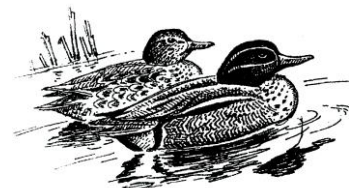
Wildfowling: The Joint Tidal Group is working well and taking NE officers wildfowling has both improved relationships and raised awareness.

The Wildlife Habitat Trust: The Trustees are currently reviewing the structure of the three Trusts – Wildlife Habitat Trust (WHT); Wildlife Habitat Charitable Trust (WHCT); Wildlife Habitat (Conservation Stamp) Trust (WHCST) with a view to merging the WHT and WHCST to reduce accounting costs.

B.4 Firearms department update

Gary Ashton presented his report, highlighting the extent to which the demands being placed on the team have increased as a consequence of membership growth and the introduction of legal expenses insurance cover, both of which were being compounded by the cyclical nature of the certificate renewal process.

It was stressed that the firearms team is operating at the most strategic level of government in the Home Office and within the shooting industry and has reached saturation point despite the structural changes that had been made across the whole organisation. Council was therefore asked to approve the creation of an additional post in the Firearms Department.



CONFIDENTIAL

THE BRITISH ASSOCIATION FOR SHOOTING AND CONSERVATION

CONFIRMED MINUTES OF THE COUNCIL MEETING

HELD AT MARFORD MILL, ROSSETT, WREXHAM

ON THURSDAY, 21 May 2015

The annual cost to BASC for employing another firearms officer would be of the order of £37,000 per annum which would be more than covered by income generated from member growth in excess of that anticipated in the budget.

Subject to Council being provided with documented costings, it was agreed that an additional staff member should be recruited to join the firearms team.

It was acknowledged Scotland and NI have also seen a substantial increase in firearm enquiries.

B.5 Reputation risk review

The Director of Communications and the Head of Commercial Services reported to the meeting on the Reputation Risk Review which had been undertaken to ensure that processes were in place to prevent misuse of BASC's name and logo.

It was noted that the BASC logo had been changed; it was suggested that those organisations that are entitled to use it should be provided with the new version. Membership cards would carry the new logo when the current stock is exhausted.

It was stressed that legal action should be taken in the case of those illegally using the logo.

It was noted that membership cards do not show how long the holder has been in membership because many long-standing members joined before the records were computerised so BASC does not actually have a means for determining their length of membership.

The recommendations in the paper were approved.

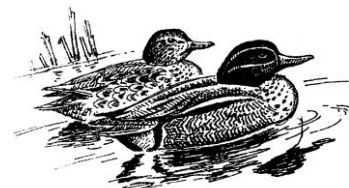
B.6 BASC/NE partnership

This matter had been addressed by Tim Russell during his presentation on the work of the Conservation departments (agenda item B.3).

B.7 IT review

The Chief Executive addressed the meeting in relation to the IT review.

It was noted that the Head of IT had been on sick leave since Christmas and it was not known when he might be fit enough to return; as a consequence



**CONFIRMED MINUTES OF THE COUNCIL MEETING
HELD AT MARFORD MILL, ROSSETT, WREXHAM
ON THURSDAY, 21 May 2015**

of this and the Director of Business Management's impending retirement the Chief Executive had taken direct responsibility for IT

It was noted that a change in the accounting system would be recommended; the cost was anticipated to be of the order of £75,000. It was explained that that which is currently in use, which will be fully depreciated by the end of March 2016, does not operate in the manner anticipated when it was purchased and, in the context of the high levels of deferred expenditure and income received in advance, is very cumbersome. BASC's complex VAT position will also be a factor in determining a suitable alternative.

B.8 General Election review

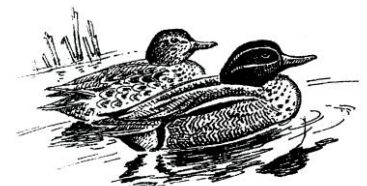
The Director of Communications gave his oral review on the General Election. Unexpectedly the country now has a majority Conservative government. From the point of view of shooting it is considered to be a victory in that the new government is sympathetic to shooting with at least 54% of the current MPs in the House of Commons publicly declared as supporters of shooting. It is to be noted that there are caveats attached to the new government:

- With only a small majority a determined cross party group would be a threat
- Shooting is not a priority interest and could be sacrificed for something considered more important
- There is a large third party (the SNP) and a lot of work is required for BASC to get alongside them

The priorities are:

- BASC to remain the authority on shooting – t
- he Chief Executive has written personally to all the newly appointed ministers seeking briefing meetings as well as to the 54% of MPs who are supportive. Personal letters from the regional directors will be sent to their MPs; it is considered important to keep the BASC political contact campaign local as such links are powerful with elected representatives.
- Re-forming the All-party Group on Shooting and Conservation; the first meeting has been set for 2 June 2015 when officers will be elected and further meeting dates agreed.
- Maintaining contact with the main opposition parties.

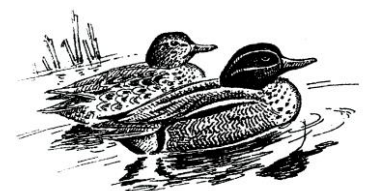
Council commented on the position in Scotland noting the possible impact of land reforms. The advisability and options for working with other conservation bodies, even those that are opposed to shooting, were considered but it was agreed that BASC should just remain watchful.



CONFIDENTIAL

THE BRITISH ASSOCIATION FOR SHOOTING AND CONSERVATION

**CONFIRMED MINUTES OF THE COUNCIL MEETING
HELD AT MARFORD MILL, ROSSETT, WREXHAM
ON THURSDAY, 21 May 2015**



**CONFIRMED MINUTES OF THE COUNCIL MEETING
HELD AT MARFORD MILL, ROSSETT, WREXHAM
ON THURSDAY, 21 May 2015**

B.9 Trophy measuring update

Mike Sherman referred to his report and pointed out that the trophy measuring scheme is an operational matter; however, Council had delegated to the Deer Stalking Committee the approach by the BDS regarding joint working with BASC. It had subsequently transpired that the BASC scheme had itself been founded in partnership with Blaze Publishing; accordingly, references in the paper to BASC should be read as BASC/Sporting Rifle.

Council was advised of a meeting of the parties, the content of which had been mainly operational, which had resulted in a decision that everything relating to the scheme will be split three ways and people being allocated to various tasks. A new agreement will be drawn up with the draft being considered by the BASC Chief Executive. It was noted that the costs involved in this matter are already within the BASC budget. Council was informed that although the historical nature of the scheme's agreement documentation left much to be desired there was now a governance procedure in place to ensure that the scheme will carry on with BASC being in a better position than heretofore. Therefore, future running of the scheme will be promotionally beneficial to BASC.

Training will continue in the same way but the new agreement will put the scheme on a more formal footing. The standards of the scheme will be maintained.

Council was concerned to ensure the limitation of reputational risk, to see that properly defined rules were in place and that there should be a formal mechanism for terminating the arrangement.

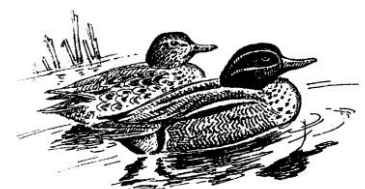
The matter was left for the Chairman of the Deer Stalking Committee to continue heading up discussions relating to the scheme with any resulting documentation being considered by the Chief Executive.

B.11 Confirmation of AGM motions

Council was reminded that its approval of the motions which were to be laid before the AGM had only been secured electronically; formal approval was being sought for the purposes of the minutes.

The motions were all duly approved.

The BASC election candidates withdrew from the meeting for agenda items B.12; B.13; B.14; C.5 and part of D.1.



CONFIDENTIAL

THE BRITISH ASSOCIATION FOR SHOOTING AND CONSERVATION

**CONFIRMED MINUTES OF THE COUNCIL MEETING
HELD AT MARFORD MILL, ROSSETT, WREXHAM
ON THURSDAY, 21 May 2015**

**B.12 Lead – known organisational positions
(Confidential)**

The report from the Director of HR & Operations contains sensitive information for internal use only; it shows the stance taken by the various environmental/countryside organisations on the continued use of lead ammunition.

Those organisations that would “follow guidance”, most particularly those that seek legal opinion, could be swayed to go lead free.

BASC is making an application to join UK Woodland Assurance Scheme (UKWAS) which is based in Edinburgh (RSPB sit on that committee) with a view to ensuring that a lead ban does not come in just as an accepted reality.

Noting FC’s proposals to be lead free in Scotland, England and Wales by March 2016 Council considered the implications and options. If the decision has been based on commercial factors then BASC will have great difficulty in securing a change in approach; however, if it relates to products that are not FC’s then they have no right to impose a ban and BASC will strenuously challenge the decision.

It was decided the Chief Executive should write to the FC setting out BASC’s outrage at their announcement to be lead-free and he will report back to Council.

**B.13 Structure update
(Confidential)**

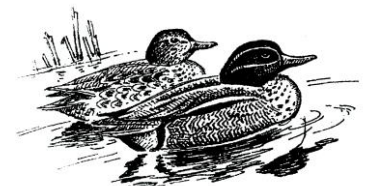
This matter, which was to have been the subject of an oral report, was not discussed

**B.14 Lead update (oral)
(Strictly Confidential – Oral Report only)
Staff members left the meeting for this agenda item.**

BASC Council expressed support for the decision of Sir Barney White-Spunner, the representative of the shooting associations, to resign from the Lead Ammunition Group.

In view of the serious concerns around process, BASC Council unanimously voted to withdraw support for the group, agreeing to the following motion:

“BASC Council has always insisted that the LAG process should be coherent, consistent, clear and unbiased. We were disappointed to be told by our representative that this has not been the case.



CONFIDENTIAL

THE BRITISH ASSOCIATION FOR SHOOTING AND CONSERVATION

**CONFIRMED MINUTES OF THE COUNCIL MEETING
HELD AT MARFORD MILL, ROSSETT, WREXHAM
ON THURSDAY, 21 May 2015**

“We remain committed to working with Defra/FSA to ensure that an entirely evidence-based approach is followed.”

Staff members re-joined the meeting.

**C.5 Director of Business Management’s report
(Confidential)**

The Director of Business Management’s report had been circulated to Council and was accepted as presented.

D1 Any other business – confidential item

The Chief Executive informed the meeting that at the end of July BASC is going to launch “Taste of Game” crisps in two flavours: Grouse & Whinberry and Smoked Pheasant & Wild Mushroom. There are three primary objectives in developing this product:

1. To encourage people to try them and then buy the real thing
2. To show people that game, and therefore shooting, is a normal part of life
3. To use the packaging to deliver conservation messages

An announcement of the launch will be made to Members at the beginning of July. It was noted that this is the first time that such a product has been offered to the public – 6 billion packets of crisps are sold in the UK each year. Members will be encouraged to attend their shooting pubs, restaurants, gun shops and clay pigeon grounds with the message that they need to stock the crisps.

The Chief Executive confirmed that all the necessary legal checks had been undertaken in relation to the production and packaging of this product.

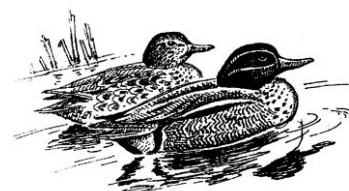
The Chief Executive continued the presentation of his report later in the meeting

BASC election candidates re-joined the meeting

C.1 Approval of minutes

C.1.1 Executive and Finance Committee minutes 18 March 2015

The minutes of the Executive & Finance Committee meeting held on 18 March 2015 were noted.



CONFIDENTIAL

THE BRITISH ASSOCIATION FOR SHOOTING AND CONSERVATION

**CONFIRMED MINUTES OF THE COUNCIL MEETING
HELD AT MARFORD MILL, ROSSETT, WREXHAM
ON THURSDAY, 21 May 2015**

C.1.2 Scottish Committee minutes 26 March 2015

This matter was addressed under agenda item C.7

The meeting considered the committee's recommendation and, noting that the Northern Ireland Committee has made similar comments, approved the proposal that BASC should, without undue delay, offer guidance on the use of thermal and night vision sights, by revising the Lamping (Night Shooting) Code of Practice.

With regard to the Crook of Baldoon, it was confirmed that the maps are now available but implementation of the new byelaws would probably not be affected this year.

The minutes of the Scottish Committee meeting held on 26 March 2015 having been circulated were approved.

C.2 Chairman's report

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

C.3 Chief Executive's report

The Chief Executive presented his report. He referred to the Staff Day, held on the previous day, making particular mention of a team exercise to develop a board game which had highlighted a lot of hard work and enormous creativity; it was expected that this exercise would be taken forward into a commercial product. The presentations made to staff members showing where BASC is and where its focus needs to be would be distributed to Council.

The Chief Executive's report was accepted as presented.

C.4 Director of Communications' report

The Director of Communications' report had been circulated to Council and was accepted as presented

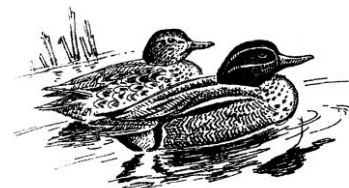
C.6 Director of HR & Operations' report

The Director of HR and Operations' report had been circulated to Council and was accepted as presented.

In presenting it, the Director of HR and Operations undertook to advise Council, in due course, who would be attending the disturbance symposium.

C.7 To consider requests for advice from County and Advisory Committees

No matters were identified under this agenda heading.



CONFIDENTIAL

THE BRITISH ASSOCIATION FOR SHOOTING AND CONSERVATION

CONFIRMED MINUTES OF THE COUNCIL MEETING

HELD AT MARFORD MILL, ROSSETT, WREXHAM

ON THURSDAY, 21 May 2015

D.1 Any Other Business

- D.1.1 In relation to staff recruitment the Chief Executive was asked whether any research had been undertaken into the requirement for more staff in line with the rise in membership. No such research had been conducted but a review of BASC's regional presence was currently being undertaken; in other areas, staff had been added where it had been deemed necessary and, with some regularity, people are temporarily redeployed when resource needs are identified. The Chief Executive will produce a report noting the importance of communicating with staff that their workloads and welfare are being considered.
- D.1.2 At a recent partnership meeting of the Deer Initiative the DI's position with regard to lynx had been clarified from which it seemed that their view had been misquoted in the media. Council was also advised that the BDS is embarking on a graded skills award for experienced stalkers – this initiative is currently not in the public arena.
- D.1.3 Council agreed that a vote of thanks was due to all those responsible for putting on the preceding day's Clay Shoot and barbeque.
- D.1.4 The Chairman noted that there will be quite a few changes to Council after the AGM in June; Lee Freeston, Neil Griffiths, Martyn Howat and Sir Roger Jones would all be leaving Council. Council thanked them all for their services to Council and BASC.

D.2 Date of next meeting

The next meeting of Council will take place immediately following the AGM on 13 June 2015; the meeting after that will be on 9 July 2015 commencing at 08:30 hours.

Signed:

Chairman

Date:

