

CONFIDENTIAL

THE BRITISH ASSOCIATION FOR SHOOTING AND CONSERVATION

**CONFIRMED MINUTES OF THE COUNCIL MEETING
HELD AT MARFORD MILL, ROSSETT, WREXHAM
ON THURSDAY, 22 OCTOBER 2015**

Present:	Alan Jarrett Mike Sherman Alan Balfour John Dryden Jono Garton Duncan Greaves Ian Grindy Mike Hardy Martyn Jones Oliver McCullough Professor Ann Mortimer John Thornley OBE Sarah Turner	Chairman Vice-Chairman
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:	Angela Davies Tim Russell Glynn Evans	Director of Business Management designate Agenda items B.5 and B.6 Agenda item B.5
Minutes Secretary:	Philippa Bursey	Registered Society Secretary

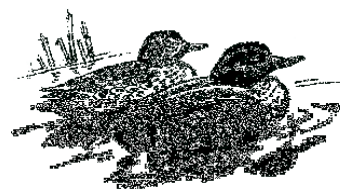
A.1 To receive apologies for absence and to note absentees

Apologies had been received from Sally-Anne Cockerill and Tommy Mayne; Peter Glenser was not present.

The Chairman welcomed Angela Davies who had been appointed to succeed Philippa Bursey as Director of Business Management on her retirement.

A.2 To confirm confidential items

The Chairman confirmed the confidential items on the agenda as items B.9 and C.5.



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A.3 To identify suggested items of any other business

The Chief Executive wished to raise an invitation received from the Lancashire Wildfowlers' Forum. The Chairman wished to raise a confidential matter for which all staff members, save the Chief Executive, would be asked to leave the meeting; it would not be necessary to include it in the minutes of the meeting.

A.4 Minutes of the Council meeting held on 23 September 2015

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

A.5 Matters arising from earlier Council meetings

The Chairman of the Scottish committee, who had not been present at the previous meeting, reported that the committee was very active and undertaking a lot of work.

A.6 Action points outstanding from earlier Council meetings

The action points, which had been re-issued just before the meeting, were noted; a number of items were on the meeting's agenda.

A.7 Declarations of interest

In their capacity as Trustees, the Chairman and Chief Executive both declared an interest in the WHT annual report (agenda item B.6).

Council members were reminded of the need to review and, as necessary, update their declaration of interest forms.

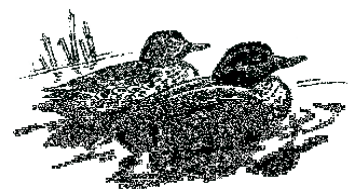
B.1 Health and Safety

B.1.1 Monthly health and safety report

It was noted that during the period under review one "near miss" had occurred and steps had already been put in place to prevent a recurrence.

B.1.2 Annual health and safety report

The Director of Business Management presented the report. During 2015 no reportable or other serious incidents had occurred and a full health and safety audit had been undertaken to confirm the findings of the questionnaire-based assessments made in prior years.



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Generally there was a good awareness of health and safety within BASC, it was being well managed and appropriate corrective actions were taken as they proved necessary. Noting that lone workers can include office-based regional staff as well as those working in remote locations, a particular emphasis was being placed on ensuring that the lone-working policies and procedures are appropriate and that they are being followed by everyone affected.

B.2 Executive and Finance Committee

Prior to his resignation from Council on grounds of ill health, John Graham had chaired the Executive and Finance Committee. Being keen to draw E&F members from the new intake of Council members he had invited a number to join the committee; of these only Oliver McCullough had been in a position to accept the invitation. Council approved his appointment to E&F.

Noting that, in the absence of John Graham, the Chairman of Council had chaired the last two E&F meetings, it was further agreed that the he and Vice-Chairman should consult with other members of the committee and come back to the November Council meeting with proposals for a new E&F chairman.

B.3 Council membership

Number of members

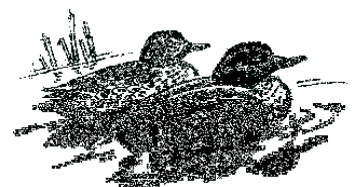
The Chairman reminded Council that, under the constitution, elected Council members must number at least 10 but no more than 19; that it had been agreed that, subject to an annual review, the number sitting should be reduced to 16; and, in 2014, the number had been left unchanged. Based on maintaining 16 on Council, there would be two vacancies in 2016, one of which would be used to fill the England seat that had been created when the constitution was changed in the summer.

With a number of experienced members seeing the end of their terms in the next few years and such a large intake of new Council members in 2015, the meeting envisaged significant difficulties arising from knowledge loss when a large proportion of Council's membership simultaneously come to the end of their service terms. Accordingly, the meeting considered a number of options that might serve to address this issue including both increasing the size of Council and staggering the election of the vacant seats.

Recognising both the importance of giving the matter proper consideration and the timetable for promoting Council elections, it was agreed that for 2016/17 the size of Council would stay at 16 and that the Chairman and Chief Executive would further consider the matter and bring it back to Council.

Skills audit

The Chairman had apologised to Council for the late circulation of the Council skills audit report. With the resignation of John Graham there was no elected member with an accountancy



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qualification; accordingly the meeting considered whether it wished to highlight this when seeking candidates for election in 2016 but ultimately felt this to be inappropriate given BASC's democratic structure. The need for the skills audit was questioned; having considered this challenge, it was agreed that the audit findings would simply be noted but would be considered by Council members when encouraging candidates to stand for election.

B.4 IT audit

The Chief Executive presented the findings of an audit of the Association's IT systems noting that out of 164 possible failure scenarios improvements were needed in 16 areas. Accordingly the systems were considered to be 90% resilient; and of the remaining 10%, 3% were considered to be high priority, 2% were of medium priority and 5% were low priority.

Having been without the IT manager for the whole of the year, the IT staff team, for which Angela Davies was now assuming responsibility, was commended for their efforts.

Tim Russell joined the meeting for agenda items B.5 and B6; Glynn Evans joined the meeting for item B.5

B.5 Deer stalking schemes

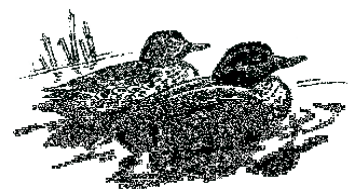
Financial viability

Tim Russell presented a report that reviewed the financial performance of each of the stalking schemes noting that the uptake was good and that a modest overall surplus was being achieved. The schemes were seen as an important member service.

B.6 WHT annual report

It was noted that Anthony Holliday had stepped down as a trustee and had been replaced by David Steel of Smiths Gore (which had recently been acquired by Savills). Four loans had been approved and two clubs did not proceed with purchases for which they had made applications. The charitable trust had continued to provide grant aid for widgeon-related projects in Belarus and Lithuania. It was noted that the trustees were taking advice on the reorganisation of two of the trusts in order to reduced operating costs.

Council approved the report and, noting its commitment to support the trusts, agreed that for 2015 BASC should again make a donation in the sum of £40,000 (forty-thousand Pounds only) to the Wildlife Habitat Charitable Trust.



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B.7 Champions' reports

Business intelligence

The champion, Jono Garton, was very positive about the work he had been doing with the Business Intelligence team but, given the common line manager, felt that it might be beneficial to combine his role with that of the champion for Marketing

Communications

John Thornley emphasised the importance of communications and noted the staffing difficulties currently being experienced by the Media team.

Conservation

Mike Sherman highlighted the volume and range of work being undertaken in the background by this team; he particularly noted the number of consultations being managed.

Marketing

Martyn Jones felt that the approach to marketing being taken was restrained; he appreciated that resources were finite and while he understood that airgunners were the current focus, he felt that opportunities existed in relation shooters in other target disciplines.

Sporting Services

Mike Hardy felt that the team was working well, they are stretched and busy and improvements had been seen.

The Director of HR and Operations, whose teams were the most involved in the programme, felt the champion system was working really well but any decision regarding the combining of champion roles should be made by the champions themselves. Jono Garton and Martyn Jones agreed to work more closely and review the situation in twelve months' time.

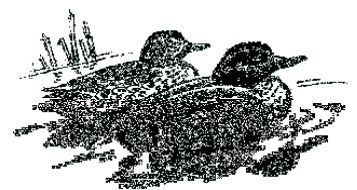
It was suggested that other sector organisations might be doing better at marketing their easy payment options and their trade membership packages.

B.8 Departmental updates – Countries

With the Chief Executive reporting on Northern Ireland, each country director presented his section of the report which identified the progress being made on the activities planned for the year as well as the most significant challenges and successes for the 2015 and the priorities for 2016.

England

The need is to consolidate and maintain the momentum. The delivery of activities had to continue at a high standard while working with the available financial and human resources. Social committees had been established in every region some of which are delivering good quality events on BASC's behalf. The situation regarding the CLA Game Fair remained to be resolved; however, the emphasis was being placed on delivering the 40th Gamekeepers' Fair as a flagship event.



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Northern Ireland

The team had made good progress and this was expected to accelerate with the appointment of a new country officer. During the year they had successfully faced a number of political and regulatory challenges relating to firearms legislation, mandatory testing and firearms dealers' security specifications; they had also developed a better working relationship with the PSNI. In membership terms there were too many non-members who expected BASC to deliver for all ; grass roots work was needed to address member recruitment and retention.

Scotland

Evidenced by the vote on the Air Weapons Licencing Bill, "all party backing" was identified as the one area of weakness such that a priority in 2016 would be the establishment in the Scottish parliament of an all-party group for shooting and conservation. The creation of a single police force had resulted in a more consistent approach but also identified the more-relaxed attitude that had been taken to the grant of licences in certain parts of the country. With the introduction of licencing for air weapons it was already being seen that a proportion of the affected people are electing to apply for a firearms or shotgun certificates, making them better prospects for BASC membership. The existence of cheap competition for members was noted; it was hoped that the formation of RELM (Rural, Environmental, Land Management) Scotland would serve to identify which bodies actually do the work for shooting.

Wales

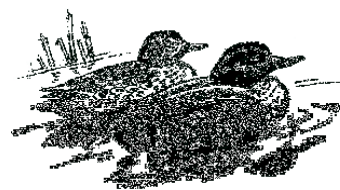
The membership milestone for the year had already been surpassed and Wales is recording the fastest growing membership. BASC had now achieved a foothold in many of the land-based colleges in Wales. However, progress was being made on political engagement but it was not as good as had been hoped due illness of the CPG chair. Labour members in the assembly had still not engaged with the cross-party group. Training course uptake remained disappointing and the extended absence of the administrator had also had an impact.

In concluding, Council was reminded that, geographically, BASC's member demographic reflects that of the general UK population; accordingly, considerable time had been spent in determining how members in London might best be supported and how to ensure that regional boundaries, in particular that between Hampshire and Wiltshire, remain porous.

B.9 Land acquisition working group

(Confidential)

Having made a constitutional change, BASC was now clearly empowered to acquire land so there was no longer any risk that, in approving an acquisition, Council would be acting ultra vires.



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B.10 Airgun pilot study update

A review of the airgun coaching award course had demonstrated that, as originally conceived, it was not fit for purpose; an alternative 1-day course had been developed and was fully booked for when it is first run in November. The pricing structure of the new course is such that the previously approved subsidy would no longer be required.

C.1 Executive & Finance Committee meeting minutes

Council noted and approved the minutes Executive & Finance Committee meeting held on 23 September 2015.

C.2 Chairman's report

The Chairman highlighted how successful BASC's party conference attendances had been and noted the intention to include in the proposed budget attendance at the Local Government Association conference.

C.3 Chief Executive's report

The short paper belied the amount of work that was going on.

The Chief Executive highlighted the Secretary of State's clear message at a recent Defra environmental workshop that Defra and its agencies would no longer have independent strategies; he also noted the concerns being expressed regarding the possible level of budgetary cuts. At the same conference the environment minister had given a warning regarding the likelihood of disagreement in relation to land use and the environment; what will be delivered will be that which it is practical to deliver in a small island with a large population.

The meeting was given an update in relation to the transportation of live birds by ferry companies.

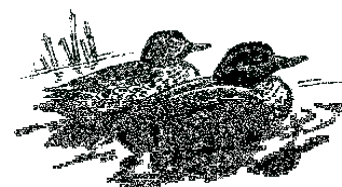
C.4 Director of Communications report

BASC had been quoted in the Daily Telegraph in a story concerning the catapult killing of pheasants. A number of similar incidents, including cross-bow killings, were noted. The meeting conjectured that they were more likely to be retaliative since antis are disinclined to kill.

C.5 Director of Business Management's report

(Confidential)

In presenting her report, which was approved, the Director of Business Management noted that a profit share was due to be paid on the members' liability policies.



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C.6 Director of HR & Operations' report

The Director of HR & Operations noted that he would be attending the meeting of the Home Office working group. The NPCC was also convening a meeting with shooting interests with a view to revitalising the Firearms Safety Line.

The Commercial Board would be considering how best BASC might capitalise on the success of Taste of Game crisps.

When questioned on staff turnover levels, it was felt that they were comparable with other organisations though for those with very specialist shooting-sports related skills opportunities without BASC were limited. It was pointed out that, in 2016, the figures would reflect a number of changes resulting from retirements. When recruiting, BASC experiences no difficulty in securing applications.

C.7 To consider requests for advice from country and advisory committees

Council did not identify any matters that it wished to refer to country or advisory committees.

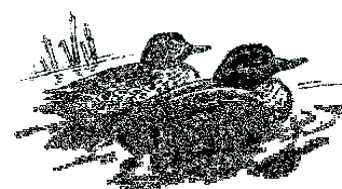
D.1 Any other business

Lancashire Wildfowling Forum

An invitation had been tendered to any member of Council who so wished to attend forum meetings; Council members were also invited to go wildfowling with forum members. It was agreed that the Chief Executive would circulate the information so that Council members could take up the invitations on an individual basis, as was most appropriate to them.

John Graham

The meeting wished John Graham well and thanked him for his enormous contribution to BASC and to Council.



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D.2 Date of next meeting

The next Council meeting will take place at Marford Mill on 19 November 2015 commencing at 08.30hrs

Signed:
Chairman

Date:

