

CONFIDENTIAL

THE BRITISH ASSOCIATION FOR SHOOTING AND CONSERVATION

CONFIRMED MINUTES OF THE COUNCIL MEETING

HELD AT MARFORD MILL, ROSSETT, WREXHAM

ON THURSDAY, 19 NOVEMBER 2015

Present:	Alan Jarrett Mike Sherman Alan Balfour Sally-Anne Cockerill John Dryden Jono Garton Duncan Greaves Ian Grindy 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 Tommy Mayne Colin Shedden	Chief Executive Director, Wales Director, England Director of Business Management Director, HR and Operations Director of Communications Director, Northern Ireland Director, Scotland
In Attendance:	Angela Davies Tim Russell Matt Ellis Debbie Owen	Director of Business Management (designate) Agenda Item B6, D1.2 and D1.4. Agenda Item B7 Agenda Item B6 and B7
Minutes Secretary:	Angela Davies	

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

Apologies had been received from Peter Glenser and Mike Hardy.

A.2 To confirm confidential items

The Chairman confirmed the confidential items on the agenda as items B.3, B.4 and C.5.

A.3 To identify suggested items of any other business

The Chairman had received four items to be raised under any other business; The EU Firearms Directive; fitness check on the EU Birds and Habitats Directive; The Scottish Government's

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consultation on potential controls or prohibition of electronic training aids in Scotland; and the prohibition of shooting on a Sunday in some counties.

A.4 Declarations of interest

No declarations of interest were notified.

A.5 Minutes of the Council meeting held on 22 October 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

There were no matters arising from earlier Council meetings.

A.7 Action points outstanding from earlier Council meetings

The action points were noted. The Chairman confirmed that he and Chief Executive would confirm the date when they would report back on options that could be employed to deal with a simultaneous loss of a large proportion of the Council.

B.1 Health and Safety

It was noted that during the period under review a bi-annual emergency fire drill had been carried out successfully.

Council was made aware of a near miss which occurred early in November 2015 at the Arran stalking scheme. A participant became lost as the rule to stay in pairs was broken, plus the rapidly deteriorating weather escalated the situation. The participant in question was found quickly but it raised the need to reinforce the scheme's rules.

B.2 Annual review of declarations of interests register

It was noted following the resignation of John Graham from Council, his declarations of interest would be removed from the register.

Council was advised that the declarations of interest register is a live document and Council members should confirm any updates or changes to their declarations throughout the year.

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B.3 2016 Budget

(Confidential)

The Director of Business Management presented the proposed budget and subscription rates for 2016, which had previously been approved by the Executive and Finance committee.

B.4 Operational Plan

(Confidential)

The Chief Executive presented the operational plan for 2016, by which the staff team would deliver the Association's strategy during the year.

B.5 Item withdrawn

B.6 HR update

Debbie Owen was present for this item

The Director of HR and Operations presented Council with a briefing on the current work and issues affecting the HR department. It was noted that Debbie Owen had been without a HR Administrator for much of the year and she had undertaken her role diligently and effectively.

Council accepted the report as presented.

B.7 Staff Survey

Matt Ellis and Debbie Owen were present for this item

Matt Ellis presented Council with the results of the annual staff survey. As this is the third year of the survey it is now possible to compare and provide trend analysis. Overall, staff feel more engaged, included and happier than in previous years. There is however a disparity between how engaged head office staff feel compared with country and regional staff.

It was noted, due to the small numbers of staff working in the countries and regions that percentages could be misleading. Overall results have improved in the countries and regions, although results seem to indicate there are a few members of staff who are disengaged with the ongoing changes and remained unhappy in the areas surveyed.

A question was raised on how BASC results compare to industry standards. Matt Ellis confirmed this was not something undertaken previously but could be investigated.

The Chief Executive outlined some of the activities which were taking place to further improve the position. Recently a draft document had been developed outlining what a manager's responsibilities are. Senior Managers have been consulted on the draft and following feedback it has gone out for wider consultation with all staff. The outcome from this work will be that all staff and managers will know what is expected from them / their manager.

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To help address the differences between HO and the countries and regions a meeting has been organised at the end of November 2015 with countries and regional staff (not including Directors). This will be a chance for the HO Directors to actively engage with these teams, bring them up to date on our progress, as well as gaining valuable feedback from them.

B.8 Wildlife Law Review

Tim Russell was present for this item

Tim Russell briefed Council on the Law Commission's wildlife law review report and draft bill, outlining some of the key opportunities and challenges that the Association and sister bodies need to focus on. Council members were also asked to consider how they and the advisory committees should be involved in reviewing and commenting on a proposed risk register, which would focus on the challenges, potential impact and possible mitigations.

Council agreed that, following a meeting of sister organisations, the advisory committees should review the risk register (focusing on their specific areas but continuing to have an overview of the whole risk register) to confirm that there are no omissions and to provide feedback. It was noted that by working with our sister organisation we would have a larger and stronger pool of resources.

B.9 Legacy Policy

The Director of Business Management presented the draft legacy policy. It was noted that the Executive and Finance committee has taken some time to review and develop this policy.

Council questioned when the Association would or would not accept a legacy donation. Assurance was given that each legacy would be reviewed separately and any conditions would be discussed with the testator's estate to ensure they do not conflict with Association's objects or strategic plans. It was noted that legacies usually provide capital funding, and that this has revenue consequences. Therefore, the Association would need to be apprised of the full details before a legacy was accepted and used.

Council approved the policy, commenting that use of legacies should be promoted to highlight the positive impact that they have on shooting sports.

B.10 Game Fair Update

The Director of England presented an oral update on the potential replacements for the CLA game fair.

Currently there are two potential replacements to the CLA game fair in 2016.

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- 22nd – 24th July, Blaze publishing, Stoneleigh Park. Reporting to be the replacement to the CLA game fair
- 29th – 31st July, Ragley Hall. Promoted and organised by existing CLA Game Fair team but funded by TLMG. Reporting to be 58th game fair but without the CLA

Another company, Time Inc. is expected to announce a replacement for the game fair in the next few weeks.

BASC has been asked to attend and support each of the events. Organisers have been advised until we have further information and a strong business case from each then BASC is not in a position to confirm attendance at any of the events.

Council was informed that a series of questions had been developed that would go out to each of the event organisers. The responses to these questions will enable BASC to assess the potential costs and benefits of each event. Until this assessment had been completed BASC will not commit to attending any of the events.

C.1.1 Scotland Committee Minutes

The minutes of the Scotland Committee were presented and accepted as presented.

Council noted the comment relating to the disposal of unwanted air weapons following the new Air Weapons and Licensing (Scotland) Act. Council agreed that offering such a facility could result in significant work and issues and therefore BASC should only assist and not become directly involved.

C.1.2 Wildfowling Liaison Committee Minutes

The minutes of the Wildfowling Liaison Committee were presented and accepted as presented.

C.2 Chairman's report

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

C.2 Chief Executive's report

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

C.4 Director of Communications report

The Director of Communications report had been circulated to Council.

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In addition to the report The Director of Communications advised the Council of two additional items. The lead ammunition petition is currently in circulation and Council members should have received a communication regarding this. Garry Doolan will start as a temporary press officer on the 23rd November to cover for the ongoing long-term absence in the press team.

Council commented on the snaring video which is due to be released. It was requested the video is carefully reviewed to ensure the different legislation in the Home Countries was clearly noted.

Council asked to see a copy of the features list for 2016 which has been compiled for *Shooting and Conservation*.

The Director of Communications report was accepted as presented.

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.

C.6 Director of HR & Operations' report

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

The Director of HR and Operations in presenting the report provided Council with an oral update on the Firearm Safety Line (previously Crime Stoppers). BASC is reviewing draft communication materials and has agreed to feedback in January 2016

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

D.1.1 The EU Firearms Directive

A press release from the European Commission on strengthening control of firearms across the EU was circulated to Council.

BASC is in touch with the Home Office, FACE and the MEPs regarding the consequences that the amendments to the EU Firearms Directive will have on shooting and the ownership of firearms.

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Council agreed that BASC support the position that illegal firearms control should be subject to greater EU involvement, but that unjustified regulations affecting legally held firearms should be opposed.

D.1.2 Fitness check on the EU Birds and Habitats Directive

Tim Russell was present for this item

Tim Russell provided Council with an update following the circulation of a briefing paper. The paper was accepted as presented.

D.1.3 The Scottish Governments Consultation on Potential Controls or Prohibition of Electronic Training Aids in Scotland

The Director of Scotland asked the Council's approval to respond to the consultation on potential controls or prohibitions of electronic training aids in Scotland, of which there are four proposed outcomes.

- 1 Status Quo
- 2 Develop guidance or statutory welfare code
- 3 Develop regulations on the use of electronic collars
- 4 Ban the use of electronic collars

In presenting the oral update, the Director for Scotland noted that the pre-consultation research was inconclusive and does not reach any conclusion on the effectiveness of electronic collars. In addition it was noted that current animal welfare legislation was already in place to protect animals from unnecessary suffering and consequently the misuse of electronic training aids is already covered by this Act.

Council approved that BASC response to the consultation would be for option 1 – remaining with the status quo.

D.1.4 The prohibition of shooting on a Sunday in some counties

Tim Russell was present for this item

In relation to the prohibition of shooting on a Sunday it was raised that this is still an importance issue for some members. The Chief Executive was asked to raise the subject with relevant government department and see if the priority could be raised.

D.2 Date of next meeting

The next Council meeting will take place at Marford Mill on 28 January 2016 commencing at 08.30hrs. There would be a members' event the evening before.

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Signed:
Chairman

Date: