CONFIDENTIAL

THE BRITISH ASSOCIATION FOR SHOOTING AND CONSERVATION
CONFIRMED MINUTES OF THE COUNCIL MEETING
HELD AT MARFORD MILL ON THURSDAY 28 SEPTEMBER 2017 AT 9.30AM

Present:	Peter Glenser	Chairman
	John Thornley OBE	Vice-Chairman
	Sally-Anne Cockerill	
	John Dryden	
	Duncan Greaves	
	Ian Grindy	
	Martyn Jones	
	Robin Marshall-Ball	
	Oliver McCullough	
	Sarah Turner	
	Eoghan Cameron	
	Paul Shaw	
	Peter Watson	
	Claire Sadler	
Ex-Officio:	Christopher Graffius	Acting Chief Executive/Director of Communications
	Angela Davies	Director of Business Management
	Steve Bloomfield	Director of Operations
	Dr Colin Shedden	Director Scotland
	Tommy Mayne	Director Northern Ireland
In Attendance	Tania Pennill	Head of HR (Items A1 – A7 & B8)
	Kate Ives	BIU Manager (Item B8)
	Amanda Bothwell	Business Intelligence Officer (Item B8)
Minute Secretary:	Jayne Danby	

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

Apologies had been received from Cara Richardson and Professor Ann Mortimer.

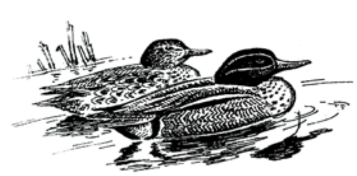
A.2 To confirm confidential items

The Chairman confirmed the confidential items on the agenda as items B2, B4, B6, B8 and C4.

A.3 To identify suggested items of any other business

The following were identified as additional items of business:

Membership categories
Staff meeting
Legal issues



A.4 Declarations of interest

There were no declarations of interest.

A.5.1 Minutes of the 27 July 2017 Council meeting

Page nine, second line should say these posts need *filling*.

Claire Sadler should have an 'i' in her name on page two at A6.1.

With these amendments, the minutes were signed as an accurate record of that meeting.

A.5.2 Minutes of the 27 July 2017 Closed Council meeting ***Confidential***

The minutes of the 27 July 2017 closed Council meeting were signed as an accurate record of that meeting.

A.6 Matters arising from earlier Council meetings

The Chairman reported that we have been informed that Kent Wildfowling and Conservation Association (KWCA), at their recent AGM, had voted to disaffiliate from BASC.

Once BASC has received official confirmation from KWCA, a letter to each member of the KWCA is to be drafted by the regional director. Council will be copied in on the letter.

The Acting Chief Executive announced that Brigadier Ian Bell has been appointed as the new CEO of BASC. Staff were to be informed at the meeting following Council. This was to be followed by a press release which was read out by the Chairman and approved by Council.

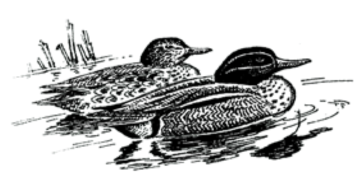
Mr Bell will take up the post in February 2018 but will be invited to a Council meeting before then. The Acting CEO, will continue in the role until then.

Council expressed their thanks to The Acting CEO/Director of Communications for his work and for agreeing to continue as the Acting CEO until Ian Bell takes up his post. Council also thanked everyone who has supported him in the role, particularly the Director of Business Management and Director of Operations, the Chairman and Vice-Chairman of BASC.

Council also expressed their thanks to the interview panel and the Head of HR, for their professional approach and work during the CEO recruitment.

In the light of the political climate and challenges, the Chairman announced that he intends to bring a restructuring plan to Council later in the year, which will include a proposal to create a new political affairs department.

Council raised that they had been consulted by email recently on two matters. The first concerned salary negotiations with the new CEO, so that his contract could be signed and the



announcement could go out to quell the rumours. The second pertained to the sub-contracting of an interim manager in the sporting services team, which, as it adds to the establishment of the organisation, required ratification from Council under the approved scheme of delegation. Council understood the reasons why these decisions had to be made in this way, but would not like this to become a commonplace modus operandi, particularly given the proximity of the dates of the emails to the Council meeting.

A.7 Forward plan for Council

The forward plan for Council was considered. Council resolved that:

Council Liaisons to be removed from October. Council members with a particular skills set are to be approached separately to this.

Treasury and cash management policy is to be moved from next month to either November or January due to other priorities.

The head of HR left the meeting.

B.1 Health and Safety

The Director of Business Management presented the monthly health and safety report, covering the period 1 July 2017 to 31 August 2017. During this period there was one accident which required no medical attention or further action.

B.2 Investigation Update ***Confidential*** (oral)

B.3 Country and Advisory Committee membership (oral)

B.3.1 The England Committee

The Chairman of the England Committee reported no change.

B.3.2 The Northern Ireland Committee

The Chairman of the Northern Ireland Committee reported no change.

B.3.3 The Scottish Committee

The Chairman of the Scottish Committee reported no changes. The membership is to be updated on the website.

B.3.4 The Welsh Committee

The Chairman of the Welsh Committee reported that there was now a way forward. The position of Director of Wales had been offered to an individual but was waiting confirmation. The appointment of an administrator will follow. There follows a meeting on 26 October.

B.3.5 The Deer Stalking Committee

The Chairman of the Deer Stalking Committee reported that there will be a work plan available for scrutiny at the next meeting and that the Committee is being repopulated.

B.3.6 The Game shooting and Game keeping Committee

The chairman of the Game shooting and Game keeping Committee reported no changes.

B.3.7 The Wildfowling Liaison Committee

The Chairman of the Wildfowling Liaison Committee reported that Alan Jarrett and Lee Freeston are no longer on the Committee.

B.4 Update on Strategic indicators

The Acting Chief Executive/Director of Communications' report updated Council on the status of the Key Performance Indicators. Council noted that the report gives a current best measure of how BASC is doing as an organisation over the four key areas of financial, process, members and employees. The business is expecting to meet if not exceed the majority of targets this year; and indications are that the business is heading in the right direction.

Council approved the report.

B.5 Lead Ammunition update

The Acting Chief Executive/Director of Communications briefed Council on knowledge gaps around the safe and effective use of non-lead ammunition and the updating of BASC's lead ammunition policy in his report to Council. Council noted the following:

- The lead ammunition policy has been redrafted in two paragraphs with supporting references. Council felt that the first sentence of the second paragraph should read 'BASC recognises that there are risks'.

Council approved that all of the recommendations outlined in the report should be costed out and presented to Council for consideration.

B.6 Raptor persecution – reward ***CONFIDENTIAL***

The Acting CEO/Director of Communications provided Council with an oral update regarding raptor persecution.

B.7 Declaration of interest

The Director of Business Management presented the updated declaration of interest policy.

Council approved the policy.

B.8 Staff survey report ***CONFIDENTIAL***

Tania Pennill, Kate Ives and Amanda Bothwell joined the meeting for this item only

The Acting Chief Executive/Director of Communications gave a presentation to Council on the results from the latest staff survey.

It was noted that the survey was undertaken in May/June before the recent employment tribunal decision was known. Also that there was still a lot of uncertainty about where BASC was headed.

It was agreed that directors and the head of HR would work through the survey results together and come up with a plan to address the issues that the survey has identified. Council will be kept informed.

B.9 Constitutional Review – Update

The Director of Business Management provided Council with an update on the Constitutional review. Council noted the report and agree with the proposed plan to take forward the review.

C.1.1 Executive & Finance Committee minutes 27 July 2017 ***Confidential***

Council noted and approved the minutes of the Executive & Finance Committee meeting held on 27 July 2017.

Council noted the following matters arising:

The Chairman of Executive and Finance raised the issue of council members allowance and if they should also be paid to Council members when they attend committee meetings. Following a discussion Council agreed to continue with the status quo.

The Chairman also raised the issue of setting up a panel of solicitors to provide legal services. Following a discussion Council agreed to not procure a panel of solicitors but to continue to engage solicitors as and when required, based on current procurement policy and processes.

C.1.2 Game shooting and Game keeping Committee draft minutes April 2017

Council noted the Game shooting and Game keeping Committee meeting minutes from 3 April 2017. The Chairman of the Committee pointed out that the raptor issue was on the agenda. Problems in Scotland regarding the sale of game were also reported.

C.1.3 Northern Ireland Committee draft minutes 17 May 2017

Council noted the minutes of the Northern Ireland Committee minutes of the meeting on 17 May 2017.

C.2 Chairman’s report (oral)

The Chairman delivered his oral report. Council noted the following:

The Chairman attended a strategy meeting with the Vice-Chairman, The Acting CEO/Director of Communications, The Director of Business Management, The Director of Operations, Sarah Turner and Peter Watson. The next meeting will likely be in November and the incoming CEO will probably attend as well.

In the last months the Chairman also attended the Deer Conference, which was a great success, as well as being involved in the CEO interview weekend. This weekend he will be attending Chelsea Bun Club conference.

C.3 Acting Chief Executive/Director of Communication’s report (oral)

The Acting Chief Executive/Director of Communication’s report was presented and accepted with Council noting that:

Helen Benson from the Gamekeepers’ Welfare Trust was to deliver a short presentation over lunch.

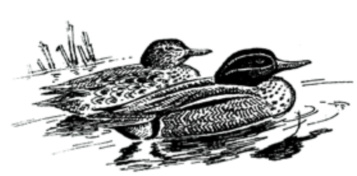
The Acting CEO recently attended the Liberal Democrat conference where a small reception was held. At the Labour Party Conference in Brighton there was a reception for over 70 people, at which Sue Hayman spoke, underlining the need for shooting to be sustainable and to have high standards; raptor persecution was also highlighted as an issue. Labour has a draft policy proposing no firearms in homes, no snaring, no shooting for fun and no commercial shooting. Council felt that we need to keep Sue Hayman well informed and strong in the role against extremists to ensure that their policy doesn’t threaten shooting.

C.4 Director of Business Management’s report ***Confidential***

The Director of Business Management’s report for the period ending August 2017 was accepted as presented.

Council approved the two recommendations in the report:

- An in-year capital bid to replace the organisations multi-functional copiers and printers



- The new agenda format for Council and report template.

C.5 Director of Operations' report

The Director of Operations' report, as circulated, was accepted as presented.

Council raised that the gundog volunteers at the Midland game fair had raised over £2,000 and expressed their thanks to them all.

C.6 To consider requests for advice from Country and Advisory Committees (oral)

There were no requests for advice from Country and Advisory Committees.

D.1 Any other business by leave of the Chairman

Council asked if it was possible to include a category of membership for disabled members. The Director of Business Management confirmed that a review of the current membership categories is due to be undertaken next year and she would feed Councils views on this and other changes to the current categories and new opportunities into the review.

All Council members were invited to attend the staff meeting taking place at 2pm, at which there was to be a presentation on the governance review.

D.2 Date of next meeting

The next meeting will take place at 9.30am on 26 October 2017 at The La Mon Hotel, Northern Ireland.

Signed: …………………………….. Date: ………………………..

Chairman