

CONFIDENTIAL

**THE BRITISH ASSOCIATION FOR SHOOTING AND CONSERVATION
CONFIRMED MINUTES OF THE COUNCIL MEETING
HELD AT MARFORD MILL, ROSSETT
ON WEDNESDAY 28 MARCH 2018 AT 9.30AM**

Present:	Peter Glenser QC John Thornley OBE John Dryden Duncan Greaves Ian Grindy Martyn Jones Robin Marshall-Ball Oliver McCullough Eoghan Cameron Paul Shaw Sally-Anne Cockerill Mike Hardy Peter Watson	Chairman Vice-Chairman
Ex-Officio:	Ian Bell Christopher Graffius Steve Bloomfield Dr Colin Shedden Steve Griffiths Tommy Mayne Dan Reynolds Ian Danby Tania Pennill	Chief Executive Director of Communications Director of Operations Director Scotland Director Wales Director Northern Ireland Director England Head of Biodiversity Projects, for part of A6 Head of HR, for item B2
Minute Secretary:	Jayne Danby	

A. OPEN MEETING

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

Apologies had been received from Claire Sadler, Cara Richardson, Sarah Turner, Professor Ann Mortimer and Angela Davies, The Director of Business Management.

A.2 To confirm confidential items

The Chairman confirmed that all of the agenda items in Part B were confidential items.

A.3 To identify suggested items of any other business

The following were identified as additional items of business:

The Welsh Committee.
Gleneagles and London plans.

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A.4 Declarations of interest

There were no declarations of interest.

A.5.1 Minutes of the 25 January 2018 Council meeting

The minutes of the 25 January 2018 Council meeting were considered.

Council noted the following amends:

On page 8, the staff career progression paragraphs should take a separate heading.

Page 5, 2nd paragraph should read Scott Rea not Ray.

Strategic positions in different countries and Council's considered approach to that, for example, medical testing in Northern Ireland, was mentioned at the last meeting and needs adding to the minutes. Devolved legislation needs to be taken into account when discussing strategy.

The paragraph at the top of page 3 is to be removed completely.

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

A.5.2 Minutes of the 24 January 2018 Executive and Finance Committee meeting

The minutes of the 24 January 2018 Executive and Finance Committee meeting were updated at the February meeting of the Executive and Finance Committee.

Most items were carried into the 13 March 2018 meeting.

At C1, the last paragraph should say *verbally* stated.

At B1, it should say Scouts had *been* utilised.

With these amends, the minutes were signed as a true and accurate record of that meeting.

A.5.3 Minutes of the 13 March 2018 Executive and Finance Committee meeting

The minutes of the 13 March 2018 Executive and Finance Committee meeting were considered and were accepted as a true record of that meeting by Council.

The Executive and Finance Committee recommend that, regrettably, the offer for the Glenwherry Trust is withdrawn. This is because BASC are not happy with the terms.

Council noted the position and are disappointed that they can offer no further financial assistance and cannot progress the matter.

Council thanked the Director Northern Ireland, the Director of Business Management and the Chairman of the Executive and Finance Committee who helped with and drafted the proposal

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and the Vice-Chairman who visited the project in Northern Ireland. Wider thanks were extended to the Executive and Finance Committee.

At A5 Glewherry should say Glenwherry.

Council noted that no adjustments were necessary to the draft financial statement, with the amendment noted, the minutes were signed as a true and accurate record of that meeting.

A.6 Matters arising from earlier Council meetings

At B6, papers regarding the holding of the Chairman to account and the incorporating of financial oversight into the governance arrangements is to go on the agenda for the May Council meeting.

Matters regarding the FCA are to be looked at by a sub-committee, including David Ilsley; a paper by the Chairman of the Executive and Finance Committee will come back to Council.

Some matters from the governance review are to be implemented and some of the fall back mechanisms need looking at. The Chairman of the Executive and Finance Committee is to put a paper together to be circulated ahead of and discussed at the May meeting.

A job description for the Chairman is needed by June and the mechanisms for holding the Chairman and the Vice-Chairman to account. This will also go on the agenda for May.

Scrutiny about who is standing for Council elections did take place and voters are allowed to vote for who they choose.

Ian Danby joined the meeting to update Council on the Dyfi appeal.

Council noted that:

BASC's statement of case, comprising a summary document, 5 supporting papers and 17 supporting documents, was provided to the planning inspectorate on 16 March 2018.

There was extensive input from the wildfowling clubs, Ian Danby, Matt Ellis and Mike Montgomery who were thanked for their input.

NRW provided their statement which BASC has seen.

Both organisations have until 20 April 2018 to comment on each other's statements.

The formal hearing takes place on 22 May 2018 on the Dyfi. A decision is expected in July 2018.

This appeal process is happening in parallel with next year's consenting applications. The aim of the appeal is to stimulate improved consenting decisions from NRW on the Dyfi.

In terms of further work, the GWfG partnership next meets in late April or May; it is important to gain agreement from this group about what research happens next. The Wales Director has been in contact with Bangor and Aberystwyth Universities to open discussions about a PhD studentship which might be the route recommended to Council at a later meeting.

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BASC's bid to NRW for further funding for biodiversity work for red squirrels and water voles has succeeded at the Expression of Interest stage; BASC are now invited to make a full application by mid-April. However, NRW's guidance on the cash contribution required from applicants has altered between the two stages; a ten per cent cash contribution is now required from bidding organisations; it was previously five per cent. Council approved a £12,000 spend.

The committee asked for it to be recorded, that the documents produced were of a superb standard.

Comments are invited by 20 April 2018.

A.7 Forward plan for Council

The forward plan for Council meetings through to January 2019 was considered. Council noted the document and resolved that there is a mechanism now for FCA compliance.

A.8 Monthly Health and Safety report

The Chief Executive presented the monthly Health and Safety report, covering the period 11 January to 09 March 2018. During this period there was one accident, no incidents and no near misses.

Council noted that in response to the accident, procedures have been reviewed and adjustments have been made.

A.9 Chairman's Report (oral)

The Chairman presented his report.

Council noted that:

The Chairman has had two meetings with the CEO and is scaling back on emails.

Plaudits are to be dealt with at Council and people should continue to be told when they have done a good job.

A.10 Chief Executive's Report (oral)

The Chief Executive presented his report.

Council noted the following:

During a very busy five weeks, interviews have taken place with all senior staff members and all regional staff. Meetings have taken place with key interlockers. Challenges linked to the restructure and recent difficulties have been noted.

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The CEO:

Met Dave Orford, the national lead on firearms licensing.
Met Tim Bonner in London and attended a shooting press day in London.
Attended the Fundraising Dinner at The Inn at Whitewell.
Recruited a new East of England Director.

Is looking at growth and how BASC functions, particularly the long-term planning cycle linked to resources, not just money and forethought towards future shooting seasons.

Is looking at issues around how BASC treat their data have arisen with the new GDPR rules coming in.
Legal responsibilities around social media are being considered.

The Director of Business Management's absence has highlighted issues around resilience.

A.11 Director of Communications' Report

The Director of Communications presented his report.

Council noted the following:

At a recent meeting with Nick Hurd, policing minister responsible for firearms licensing, attended by Bill Harriman, Sophie Hutchinson, Geoffrey Clifton Brown and Christopher Graffius the issues around medical involvement in the firearms licensing process were revisited.
A press release is being drafted along with letters to the Chairman of the Party, the Defra Minister Responsible for Shooting and the Conservative Whips pointing out that they are alienating the shooting community.

No applications or renewals have been refused in Scotland over the last two years while this system has been in operation. Only a handful of medical practices are refusing to participate and the fees in Scotland can vary from £0 - £200.

Council will be kept updated.

At a recent FACE UK meeting it emerged that the European Chemicals Agency as part of the European Commission could be looking to ban lead ammunition.

British exports of shot game would be severely affected by such action.

Both issues are likely to be discussed at the forthcoming Shoot Liaison Committee meeting in April 2018.

Some articles in *Shooting and Conservation* were proposed highlighting the discrepancy between the sale price of pigeon shot with lead compared with steel and the suitability of guns for steel.

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This issue will be considered in greater depth at the May Council meeting with papers from BASC staff members who have the scientific knowledge on this subject.

A.12 Director of Operations' Report

The Director of Operations presented his report.

Council noted that:

The Wildfowling Officer's resignation is being considered, while the matter regarding the issue is reviewed.

Mike Eveleigh's meeting in London concerned online licencing systems.

A.13 Plaudits and Complaints

The Chief Executive presented his Plaudits and Complaints 2017-2018 paper.

Council noted that there were 2 plaudits and 2 complaints.

A.14 Henson Franklyn Show Branding Bid

The Director of Operations presented his paper regarding the Henson Franklyn show branding bid for some funding to keep shows well branded.

Council approved the funding of around £15,000 for the rebuilding of the internal lining panels and indicated that this funding application should be seen by the Executive and Finance Committee initially.

A.15 Scottish Committee Minutes 15 February 2018

Council considered the minutes of the Scottish Committee meeting of 15 February 2018.

There were no recommendations to Council and no points for noting.

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B. CLOSED MEETING * CONFIDENTIAL *****

B.1 Investigation update (oral)

Dr Colin Shedden, Tommy Mayne, Dan Reynolds and Steve Griffiths and left the room for the first part of B1 and B10.

The Vice-Chairman updated Council on various investigation matters.

B.2 Restructure update (oral)

The Head of HR joined the meeting for this agenda item.

The Chief Executive updated Council on the restructure with reference to an A0 chart which was colour coded for each department and other papers which were distributed in the meeting outlining his proposals and recommendations.

Council noted that:

The focus has been on growth over the next few years.

Staff engagement has been high and has involved mainly positive and constructive feedback which has been collated; some of their recommendations shaped the draft presented although the independence of HR was maintained at all times.

At a staff meeting following the Council meeting, employees will be given an abridged version of the decisions made, with regional staff being contacted afterwards by video conference.

Outline costs were presented in addition to those previously agreed.

The CEO is to resolve the cross cutting of his role to avoid risk to the Association.

Council noted the outstanding work by the Head of HR - Tania Pennill and Sandra Forkin with the staff on this.

B.3 BDL – AGM including adoption of financial statements

A brief meeting of the BDL took place after the Council meeting at which Martyn Jones, Ian Bell, John Thornley and Peter Glenser approved and signed the financial statements.

B.4 Approval of Final Accounts

The Chairman of the Executive and Finance Committee presented the Financial Statements for the Year Ended 31 December 2017.

Council noted the following:

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That minor details in an otherwise favourable audit include:

The auditors want the £2.2 million investments held in a bond to be shown separately.

The land committee are looking to potentially invest in property and this needs to become a priority.

The Acting Chief Executive stood down, rather than resigned as mentioned in the report.

BASC are considering appointing a new auditor.

The budget was commended to Council.

The auditors have provided a management letter which will be circulated and signed by the outgoing Acting Chief Executive.

The accounts are to be signed by The Director of Business Management, the Chairman and the Vice-Chairman.

On page 3, O Misselbrook should read P Misselbrook.

The contingency element has been removed.

Council expressed thanks to the Financial Controller and the Chief Executive PA who will receive flowers and acting up allowances.

B.5 Update on Strategic Indicators

The Chief Executive presented a report by Kate Ives entitled Key Performance Indicators.

Council noted the report and approved the KPIs for July to December 2018.

B.6 British Game Alliance

The Chief Executive introduced a discussion regarding the British Game Alliance, as per an email he had circulated.

Council resolved that:

A discussion is needed about how an initiative which could drive up standards by 2020 is delivered.

This will be the main agenda item at the forthcoming Shoot Liaison Committee.

If this is the path to improve standards then BASC are supportive and want to be involved but that it is paramount that the Code is adhered to.

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B.7 Labour – Animal Welfare Policy

The Director of Communications presented his report regarding Labour's Animal Welfare Policy.

B.8 Honours and Awards (AGM) - decisions

The Chief Executive presented his report regarding Honours and Awards.

Council resolved that:

Bryn Parry has done quite a lot for shooting over the years and warrants a special presentation.

Sir Johnny Scott should receive a special presentation for services to shooting. England Director to check details with North Director.

Sean Adamson should receive a special presentation.

Lindisfarne Wildfowlers Management Group – Stanley Duncan Trophy.

The list to be checked against the criteria and previous awards; an update will give Council more information on contested awards.

Bob and Wendy Pittaway, gundog volunteers for 48 years, were recommended to receive a special presentation at the game fair at Ragley.

Other special presentations were recommended for:

Paul Reed and Simon Wade
Patsy McGlone
Curtiss Mossop

B.9 Motions for the AGM – Approve Constitution

The Chairman presented his report

B.10 Expression of interest for BASC Chairman and Vice-Chairman (oral)

The Chief Executive presented an oral discussion about expressions of interest for BASC Chairman and Vice-Chairman.

Peter Glenser, Ian Grindy and Sally-Anne Cockerill expressed an interest in Chairman.
Peter Watson, Eoghan Cameron, Sally-Anne Cockerill, Ian Grindy, John Dryden and John Thornley expressed an interest in Vice-Chairman.

The CEO is to email absent Council members to ask if they have any expressions of interest and the issue is to be discussed at the May Council meeting.

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B.11 Director of Business Management's report

Reports collated by Louise Murray were presented.

Council noted that specific questions should go to the CEO.

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C. OTHER ISSUES

C.1 Any other business by leave of the Chairman

Council noted that:

An awards dinner in London will come back to Council later.

A season-opening ball at Gleneagles in 2019 will come back to Council with costs and figures.

Names of members of the Welsh Committee were circulated and approved by Council.

C.2 Date of next meeting

The next meeting will take place on Thursday 24 May 2018 at Walton Park Hotel, Clevedon. Bristol.

Signed:

Date:

Chairman