

CONFIDENTIAL

**THE BRITISH ASSOCIATION FOR SHOOTING AND CONSERVATION
CONFIRMED MINUTES OF THE COUNCIL MEETING
HELD AT SOUTHCREST MANOR HOTEL, REDDITCH
ON THURSDAY 26 JULY 2018 AT 9.30AM**

Present:	Peter Glenser QC Eoghan Cameron John Thornley OBE John Dryden Martyn Jones Robin Marshall-Ball Oliver McCullough Eoghan Cameron Paul Shaw Sally-Anne Cockerill Peter Watson Claire Sadler Cara Richardson Sarah Turner Professor Ann Mortimer Peter Watson Carl Woodall Alasdair Mitchell Ian Grindy	Chairman Vice-Chairman
Ex-Officio:	Ian Bell Christopher Graffius Steve Bloomfield Angela Davies Dan Reynolds	Chief Executive Executive Director of Communications and Public Affairs Executive Director of Operations Executive Director of Business Management Director England
Minute Secretary:	Jayne Danby	
Guest for the first item:	Lewis Thornley	

A. OPEN MEETING

Chairman's Welcome

The Chairman welcomed all to the meeting. Thanks were expressed to John Thornley for his exemplary service as Vice-Chairman. The Executive Director of Communications and Public Affairs and his team were congratulated on the production of a *Shooting Times* dedicated to BASC coming out in the week of The Game Fair.

Game Fair Brief – BASC's part in pulling the Game Fair together

Lewis Thornley gave a short presentation on Game Fair preparations.

The suggestion was made that a barcode is put on membership cards going forward which could be scanned, thereby avoiding the requirement for tickets.

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Feedback on The Game Fair will be sought from members via an email address such as feedback@basc.org which will be advertised through *Shooting and Conservation*.

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

Apologies had been received from the President, Lord Dear; Tommy Mayne, Steve Griffiths and Colin Shedden.

A.2 To confirm confidential items

The Chairman confirmed that all of the agenda items in the closed meeting, i.e. 7, 8 and 9 were confidential along with elements of the CEO, the Chairman, the Executive Director of Communications and Public Affairs and the Executive Director of Business Management's reports and the staff issue in AOB.

A.3 To identify suggested items of any other business

The following were identified as additional items of business:

25-year government plan
Estate for sale

A.4 Declarations of interest

There were no declarations of interest.

A.5.1 Minutes of the 24 May 2018 Council meeting

The minutes of the 24 May 2018 Council meeting were considered and were approved as a true and accurate record of that meeting.

A.5.2 Minutes of the 23 May 2018 Executive and Finance Committee meeting

The minutes of the 23 May 2018 Executive and Finance Committee meeting were considered and were approved as a true record of that meeting.

A.5.3 Minutes of the 31 May 2018 Scottish Committee meeting

The minutes of the 09 April 2018 Game Shooting and Game Keeping meeting were considered and were approved as a true record of that meeting.

A.6 Matters arising from earlier Council meetings

Council noted that due to the Lobbying Registration Act 2016 in Scotland, lobbying organisations in Scotland must now be on a register.

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CLOSED MEETING *CONFIDENTIAL*****

A.7 Investigation update (oral)

Only elected and co-opted Council members, the CEO and the Executive Directors were present for this part of the meeting. Dan Reynolds was not present for this item.

John Thornley updated the meeting on investigation matters:

A.8 Chairman's Honorarium 2018/19

The Vice-Chairman led a discussion about the Chairman's honorarium.

Council noted that the honorarium is designed to compensate the individual for lost earnings.

A.9 Vice-Chairman Honorarium 2018/19

Only elected and co-opted Council members, the CEO and the Registered Society Secretary were present for this part of the meeting.

The Chairman led a discussion about the Vice-Chairman's honorarium.

A.10 Lead Ammunition (oral)

The Executive Director of Communications and Public Affairs updated Council on lead ammunition matters.

A point of decision about lead is being reached in Europe; by the beginning of next year, it is likely that there could be a European Parliament ban on lead use over wetlands, including peat, and near water courses. This could affect the UK's European trade in game, even after Brexit.

The CEO is to start investigations, including talking to manufacturers about viable alternatives and about a BASC cartridge with a paper case, a non-plastic wad and appropriate shot and to come back to Council with options for consideration.

A.11 Election of Chairs for the advisory committees

Council discussed and agreed that the committees should be working to BASC's strategic outcomes and objectives. These will be explored in September at the strategy setting session.

It was proposed and seconded that Ian Coghill should be co-opted onto Council for the conservation skills, expertise and the credibility he would bring to the Association. Council discussed the proposal

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and unanimously agreed that Ian Coghill's experience and knowledge would provide significant support to the Association.

All advisory committee members are to be written to thanking them for their term in office and new expressions of interest are to be sought. A form of words will be circulated for approval.

A.11.1 The England Committee

Sarah Turner was elected Chair of the England Committee.

A.11.2 The Northern Ireland Committee

Oliver McCullough was elected Chair of the Northern Ireland Committee.

A.11.3 The Scottish Committee

Cara Richardson was elected Chair of the Scottish Committee.

A.11.4 The Welsh Committee

Peter Watson was elected Chair of the Welsh Committee.

A.11.5 The Deer Stalking Committee

Peter Watson was elected Chair of the Deer Stalking Committee.

A.11.6 The Game Shooting and Gamekeeping Committee

Ian Grindy was elected Chair of the Game Shooting and Gamekeeping Committee.

A.11.7 The Wildfowling Liaison Committee

This will henceforth be known as the Wildfowling Committee.

John Dryden was elected Chair of the Wildfowling Committee.

A.11.8 The Centre of Excellence Committee

It was proposed that the estates group should be replaced by The Centre of Excellence Committee. Following a discussion Council agreed that the Estates Committee is a more suitable title for the Committee. It was discussed and agreed that Council should see minutes of the committee meetings.

Sally-Anne Cockerill was elected Chair of the Estates Committee.

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A.11.9 The Disciplinary Committee

Council agreed, as previously discussed that this Committee and its terms of reference need to be reviewed.

In addition, Council discussed and agreed there is a need for an Uplands Committee and Pathways to Shooting Committee. Of which Ian Coghill could be asked to be Chair and a Pathways to Shooting Committee which Claire Sadler expressed an interest in.

It was agreed to discuss the setting up of these committee's in September at the strategy setting session.

A.12 Chairman's Report

The Chairman had circulated his report. Council noted the report and the following oral updates:

The Chairman attended the Game Fair at Scone where the Mini MacNab was the highlight for the young people there.

Lords won the Lords/Commons shoot. The Chairman, the CEO and Sophie Hutchinson were in attendance and the Executive Director of Communications and Public Affairs was congratulated on his team's preparation for this event.

A.13 Chief Executive's Report – to include Restructure update and Strategy Setting

The Chief Executive presented his report and Council noted the report and that:

With regards to the re-structure, the project is on target and currently under budget in terms of staffing and non- staffing costs.

There will be a strategy setting session before Council in September, Ahead of this some examples of strategic objectives will be circulated and all Council members will be asked to undertake a short SWOT analysis.

Celtic Manor, South Wales will deliver a proposed Taste of Game week.

The mobile and flexible working project is currently progressing well. As part of the project all Council members will be provided with a BASC email account and instructions on how to access this account from your own devices. This is to ensure that all the Associations information is kept and owned by the Association; and we comply with Data Protection regulations.

Also in the near future council members will be contacted to understand what technological requirements you have. We understand that given everyone the same equipment would not be suitable and therefore we will tailor the equipment to your needs.

A revised schedule for the AGM was proposed which moved the Council meeting following the AGM to after lunch instead of before lunch. Council unanimously approved the change in the schedule.

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In order to further empower staff and give them the belief they are being listened to we are setting up an email depository for staff to email their ideas into. Not all the ideas will be suitable to be taken forward but some will.

Steve Bloomfield attended the first BGA advisory group meeting at which many issues were ironed out. A brief paper was circulated to Council on current position with the BGA.

Based on the paper Steve Bloomfield recommended to Council that the Association should now support the BGA to ensure it doesn't fail. The CEO confirmed to Council that Association has provided support to the BGA in terms of advice and guidance.

A.14 Executive Director of Communications and Public Affairs Report

The Executive Director of Communications and Public Affairs presented his report.

Council noted that in addition:

The Welsh Assembly Government (WAG) are planning an announcement on their Animal Welfare Policy in the autumn. Council discussed the Associations political engagement with the WAG. It was proposed that additional resources should be considered to improve engagement between the Association and WAG. Following a discussion it was agreed to adjourn the decision on the proposal until the September Council meeting after the proposal had been fully explored and discussed.

A.15 Executive Director of Shooting and Operations' Report

The Executive Director of Shooting and Operations presented his report.

Council noted that, in addition:

More detailed regional reports are available on request.

James Green has been recruited to Head of Wildfowling and Shane Robinson is BASC Wildfowling Officer.

Peter Marshall is now head of the Training and Education department.

A Pathways to Shooting Officer is to be recruited. Initially this role was reporting to the head of training and education but following various discussions we have increased the level of this role so it now reports in the Executive Director of Shooting and Operations.

HR are on the BASC stand at The Game Fair with details of all the vacancies.

Council asked if there is any way that Membership recruitment and retention figures could be reported in the format for each region. The Executive Director of Shooting and Operations confirm this would be possible and will be provide in the future.

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A.16 Executive Director of Business Management's report (oral)

The Executive Director of Business Management presented an oral report

Council noted that:

Thistle (our FCA Consultant) are currently working with Anya Walker, trainee compliance officer, and are currently undertaking an audit of BASC's FCA compliance. Anya and Thistle will produce an improvement plan from the audit which will be taken forward. Further information will be provided to Council at the September meeting.

Membership insurances have been renewed. Increases will be reflected in the budget for next year going forward,

The review on the future of legal expenses insurance has started with Antares and the Firearms department. This will return to Council once it has been completed.

ICT have achieved the first level of cyber security accreditation which is vital for the continuation of some commercial developments.

Penetration testing for 2018 been completed; no critical or high risk were identified.

The new members' area is live.

With regards to the mobile and flexible working project. Smart phones are being rolled out and linked to a centralised mobile device software package. Council members will be consulted in due course regarding their requirements.

Financially, surpluses are ahead of budget at present. Financials are positive but we are about to enter our busiest time of year.

A.17 Staff Counsellor report (oral)

The Staff Counsellor presented her report.

After being appointed by Council in January various concerns were raised initially by staff. However, once the restructure consultation was completed and final structure was briefed to all staff no further concerns were raised.

A.18 Council forward plan

Council noted the report.

Council asked why we go out externally to have the Council photo done. It was agreed that a member of staff should be asked to take the photo and save the cost.

A.19 Monthly Health and Safety report

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Council noted the report.

A.20 Council and AGM dates for 2019

Council noted the dates.

The Executive and Finance Committee meeting discussed having both meetings on same day other than in November and March.

Council felt that three meetings on the road are sufficient.

The AGM venue is still to be decided for next year however, the M6 corridor near the west midlands (Telford, Walsall etc.) was been source for venues. Council were asked to email the Executive Director of Business Management if they have any suggestions for the area or venue next year which was still near enough to the Mill to avoid additional costs.

C.1 Any other business by leave of the Chairman

25 year Environment Plan.

Council resolved that, following instruction by Sarah Turner and the CEO, Paul Williamson is to write a briefing paper to Council and that a working group be set up to look at various pertinent issues in the government's 25-year plan specifically. Sally-Anne Cockerill is also to be involved. This issue will return to the September Council meeting.

Clarification is to be sought at the next meeting regarding clarification of the roles of Council members at The Game Fair.

C.2 Date of next meeting

The next meeting will take place on Thursday 27 September 2018.

Signed:

Date:

Chairman