



BAC GOVERNANCE STATEMENT – 1st April 2019 – 31st March 2020

CORE OBJECTIVES

1. **WORLD CLASS ADVICE AND SUPPORT**
2. **INTERESTS OF ATHLETE AT HEART OF DECISION MAKING**
3. **VALUED AND RESPECTED REPUTATION**
4. **UPHOLD STRONG GOVERNANCE & LEADERSHIP**

Our Mission: We champion the athlete voice and work in partnership to enhance athlete wellbeing.

Our Vision: To Empower and Support Great Britain's Athletes.

BOARD

The BAC board consists of 8 members and has two sub-committees (Nomination & Remuneration Committee and the Audit):

Victoria Aggar (Chair)

Donna Fraser (Athlete Member – Equality, Diversity & Inclusion Champion)

Dougie Dryburgh (Senior Independent Director - Audit Committee Chair)

Peter Crowther (Legal - Nomination & Remuneration Committee Member)

Dr Rod Jaques (Athlete Health - Nomination & Remuneration Committee Chair)

Chris Smith (Finance – Audit Committee Member)

Lee Murgatroyd (Communications)

Lizzie Simmonds (Athlete Member – Safeguarding Champion)

There has been no board recruitment in the last year.

The Board met four times during this period. 95% attendance was recorded at all meetings.

The Board approved the recruitment of a new CEO in June 2019, an Athlete Engagement Manager in October 2019 and an Athlete Support Manager in March 2020.

BOARD EVALUATION

The BAC engaged a third-party organisation to complete an external Board Effectiveness Review by the end of March 2020. The review addressed the following areas.

1. **Governance:** The mechanics of how the Board works, makes decisions, tracks actions and delivers its functions.
2. **Interactions:** The quality of relationships and behaviours between Board members, and how these enable critical conversations and effective decisions.
3. **Focus:** How the Board ensures its work delivers impact for the benefit of the organisation and its stakeholders.
4. **Team:** How the Board is constructed, selected, resourced, inducted and developed.

The Board Effectiveness Evaluation has helped the Board to:

- Build a shared understanding of current strengths and opportunities for improvement.
- Identify how the Board delivers value to the organisation and its stakeholders.
- Shape an action plan to develop Board effectiveness in line with the organisation's ambitions



STAFF SURVEY

BAC staff were surveyed in September 2019. Being such a small team, there were no immediate actions arising from the survey.

STRATEGY

The BAC has developed a proposed strategic framework for the Paris cycle and has consulted with its athlete members, national governing bodies and wider stakeholders to ensure it meets their expectations and needs.

These results will be used alongside other sources of feedback we will be gathering and will ensure the BAC Strategic Plan 2021 – 2024 is one that reflects the needs of athletes as a priority, but also those of their sports and wider stakeholders.

BAC Objectives

1. Give quality, timely advice and support to athletes so that they can thrive in elite sport and in life
2. Be considered by decision makers as an authentic and independent voice for athlete concerns and opinions
3. Build community amongst athletes to provide mutual support and mentoring throughout the journey
4. Widen BAC's membership to include non-World Class funded and Pathway athletes

BAC Strategies

1. Provide quality, expert advice, signposting and support in the areas of mediation, health and wellbeing and integrity issues
2. Build awareness of BAC, its profile and reputation amongst athletes from entry to alumni
3. Ensure the athlete voice is heard and influential in decision making bodies in the UK and internationally
4. Provide support, advice and a community for athletes transitioning out of elite sport.
5. Engage proactively with athletes within BACs membership to understand issues

HEADLINE WORK ACHIEVED

- Advanced Safeguarding Standard AWARDED in November 2019
- Intermediate Equality and Diversity Standard AWARDED in October 2019
- Introduction of Mothers in Sport Network
- Board Evaluation Process Completed (including skills matrix)

SAFEGUARDING ACTIVITY

- Upskilling of all staff and board with training and professional development
- Establishment of professional relationships with CPSU and ACT for advice and guidance
- Achievement of CPSU Advanced Safeguarding Standards in September 2019:

"I would like to commend the BAC, Lead Officer and wider organisation showing a sound safeguarding journey; a strong safeguarding structure with robust safeguarding planning and implementation is evident" – CPSU Assessor

- Achieved ACT benchmarking framework March 2020 (Satisfactory)



EQUALITY, DIVERSITY & INCLUSION ACTIVITY

- Achieved Intermediate Level of the Equality Standard for Sport in November 2019
- Staff training and development conducted
- Strategic relationships with Stonewall, Activity Alliance and MIND for athlete support
- Ongoing work to establish wider athlete networks to reflect diversity of membership

MAINTAINING COMPLIANCE TO THE CODE OF SPORTS GOVERNANCE

The BAC is now classified as Tier 3 within the Code, despite being a lower funded organisation. Against our Governance Action Plan, the BAC considers itself to have maintained that compliance with focus on Principle 5 of the Code.

POLICIES

During the last 12 months has conducted a policy audit and has adopted a revised Maternity and Paternity Policy (ratified in September 2019) and a revised Financial Controls Policy (ratified in December 2019).

Victoria Aggar
Chair

The British Athletes Commission

June 2020