



**Agenda for an additional special virtual meeting of the
Development Committee
by video call on Friday 24 May 2019 from 15:00-16:00**

Video call will be initiated from BPA HQ

Expected participants by video:
Development Committee Members:
Craig Poxon (Development Chair)
Paul Applegate
Tash Higman
Graham Spicer

Guest:

Cathy Hughes, Head of Equality and Diversity at Sport England (**by mobile/audio only**)

Staff (video call to be initiated from HQ, from where staff participants will take part):

Tony Butler (Chief Operating Officer)
Martin Shuttleworth (Secretary-General) - Secretary to the meeting
Angel Fernandez (Communications Manager)

Item nr	Business	Lead	Pre-read paper
1	Welcome to Cathy Hughes, Head of Equality and Diversity at Sport England, who is kindly joining the meeting (by mobile phone) to provide expert input (Sport England is unable to provide legal advice).	-	-
2	Apologies for absence Adrian Bond, Debbie Carter, Yassi Molazadeh	-	-
3	Declaration of any conflicts of interest	-	-
4	Minutes As this is an additional special meeting for a single item of business, the Chair proposes to consider the minutes of the meeting held on Tuesday 30 April at the next regular meeting on Tuesday 11 June at 14:00 at BPA HQ. The DRAFT minute in relation to today's single item of business is included in the supporting paper.	Chair	-

5 Encouraging diversity in the sport

Item 16 of the minutes of the Council meeting on Tuesday 19 February includes this referral to the Development Committee:

COUNCIL AGREED UNANIMOUSLY to task the Development Committee to consider, and recommend to Council, means by which to encourage female participation in the sport. Seconded by Tash Higman.



**Supporting paper for an additional special meeting by Skype of the
Development Committee
by Skype on Friday 24 May 2019 from 15:30-16:30**

**Extract from the minutes of the BPA Council meeting held on
Tuesday 19 February 2019**

16/19 Competitions: open and female category funding

This item was held in camera with only Council Members, IPC Delegate and staff in the room.

The Chair re-declared an interest (as set out at minute 10).

Discussion was held concerning the Equality Act 2010 in relation to holding competitions comprising an Open (to men and women) and a Female category without a Male category.

COUNCIL AGREED UNANIMOUSLY to honour the results of the National 4-way FS Female Championship event 2018 (send medals, record results, and allocate sponsorship for 2019 based on current criteria). Proposed by Georgie Vacher as a recommendation of the Competitions Committee, seconded by Yassi Molazadeh.

Georgie Vacher proposed, as a recommendation from the Competitions Committee, seconded by Tash Higman, to allocate sponsorship for 2019 using the Competitions Committee's criteria from its November 2018 meeting, as adjusted for athletes who had declined or were no longer eligible for sponsorship. The criteria for allocation included a weighting for the size of each discipline. The vote was tied: For - 4, Against - 4, Abstain - 2.

Yassi Molazadeh then counter-proposed, and Craig Poxon seconded, a motion to allow sponsored athletes to decide which FCE event category [for which they needed to be eligible] they chose to compete in. The vote was tied: For - 4, Against - 4, Abstain - 2

Yassi Molazadeh then proposed, and Craig Poxon seconded, a motion to allocate sponsorship differently: all 4-way FS sponsorship from one pot, based on performance alone, and to leave the decision to sponsored athletes of which FCE event category [for which they needed to be eligible to enter] they chose to compete in. The motion was lost: For - 3, Against - 7.

Georgie Vacher returned to her earlier proposal (paragraph 16.12), seconded by Tash Higman, which had resulted in a tied vote. This was to allocate sponsorship for 2019 using the Competitions Committee's criteria from its November 2018 meeting, as adjusted for athletes who had declined or were no longer eligible for sponsorship, based on the size of each discipline.

COUNCIL AGREED to allocate sponsorship based on the November 2018 allocations by the Competitions Committee, as adjusted for any athletes who were not now participating in the World Cup 2019. The vote was For - 9, Against - 1.

Georgie Vacher continued with a suite of further proposals she made on behalf of the Competitions Committee, as follows.

- 1 **COUNCIL AGREED** going forward, from this year (2019), no longer to hold Nationals, or International meets in the UK or at any BPA-Affiliated Drop Zone, that have an Open and Female category in the same event, because of concerns over possible discrimination on the protected characteristic of gender. Seconded by Tash Higman. For - 8, Against - 0, Abstain - 2.

- 2 **COUNCIL AGREED UNANIMOUSLY** to initiate a dialogue with FAI/IPC to make them aware of the issues of gender as a protected characteristic under the Equality Act being discussed at BPA Council. Georgie Vacher offered to lead this, working alongside our IPC Delegation. Seconded by Nick Bunting.
- 3 **COUNCIL AGREED** that, going forward, BPA would no longer be able to support the category of Female 4-way FS through sponsorship. However, logistical support, including provision of a Head of Delegation as appropriate, would continue to be provided. Seconded by Adrian Bond. For - 7, Against - 1, Abstain - 2.
- 4 **COUNCIL AGREED UNANIMOUSLY** to task the Development Committee to consider, and recommend to Council, means by which to encourage female participation in the sport. Seconded by Tash Higman. Nick Bunting then proposed, Tash Higman seconded, and Council unanimously agreed, that this should be extended to encourage participation and retention in the sport by people of all protected characteristics.

Refer to the Development Committee

The Chair asked the Competitions Committee to codify to Council the BPA sponsorship allocations (by providing a list together with the criteria applied to determine the allocation) in the light of the above decisions taken by Council.

Action: Competitions Committee

The meeting returned to open session.

DRAFT minute of Development Committee meeting on Tuesday 30 April 2019 (afternoon)

22/1 Development deliverables / actions 2019

22.2 Referral from Council

At its meeting on Tuesday 19 February, Council had referred the following to the Development Committee (Council minute 16):

COUNCIL AGREED UNANIMOUSLY to task the Development Committee to consider, and recommend to Council, means by which to encourage female participation in the sport. Seconded by Tash Higman. Nick Bunting then proposed, Tash Higman seconded, and Council unanimously agreed, that this should be extended to encourage participation and retention in the sport by people of all protected characteristics.

The issue was how to increase participation by under-represented demographic groups in the sport. Tash Higman said that everyone needed to feel welcome in our skydiving community.

The Chair said the sport needed actively to promote diversity and inclusivity; the question was what actions would help to achieve this? As an action on Council, Yassi Molazadeh had sent a first draft of an equality policy to her colleague Equality Working Party members Tash Higman and Sue Stanhope.

Nick Bunting said the issue was broader: (i) to retain and promote everybody; (ii) affirmative action to encourage participation by people from groups with protected characteristics who were currently under-represented. The issue was not just about demographics and gender, the need was for a philosophical approach to participation in the sport across the whole piece. This Committee needed to formulate those actions and recommend them to Council.

Yassi Molazadeh believed that the starting point should be to know the extent of under-representation, the number of jumpers who belong to groups with protected characteristics. Nick Bunting advised the Committee to be agile and bear in mind that questions on protected characteristics must be optional, by law. The philosophical issue was: does the sport believe it should take action, or not?

The Treasurer cited the 'rugby club' atmosphere of some DZs, at least in the past, which could put women off. Nick Bunting was familiar with the sport of rugby itself and said cultural change had been brought about by the Board of its NGB making a clear policy statement and then empowering people on the ground to commit to the strategic intent and make it happen. Questions and answers on the lines to take were set out in a policy document. He realised it could be highly intimidating to call out inappropriate language and behaviour, but that needed to be done to bring about cultural change. He recognised that it was not easy to ban an offender as DZs were individual organisations.

The Chair noted that a paper was in process from Council's Equality Working Group, and the Development Committee looked forward to considering that at its next meeting as a starting point for formulating recommendations to Council on affirmative action.

Action: Next meeting

DRAFT minute of Council meeting on Tuesday 30 April 2019 (evening)

26/19 Sponsorship of competitors

26.1 Representations to Council to its decisions in February (minute 16)

A letter of 'appeal' from team NFTO had been circulated in advance. A 'bundle' of representations to Council from members (including some lapsed or former members and some non-members), compiled by the Administration Secretary, had also been circulated. A letter from a Vice President had been received the morning of the meeting, too late for circulation.

Council noted that 'appeal' was the wrong word in team NFTO's letter to Council. The Secretary had already advised the team of the grievance procedure should they choose to pursue a formal grievance against a decision of Council.

The Chair said that Council's decisions at its February meeting had evoked a reaction from some members, who sought assurance that Council had considered all relevant information and perspectives.

The Chair advised that this item should be carried over until the June meeting to allow enough time to consider the representations and to take advice.

Nick Bunting questioned the Chair in some detail as to the precise nature of what was being proposed to carry over to the June meeting. After significant debate by Council, **COUNCIL AGREED** that the following items shall be reported to the next (June) meeting of Council. Supported by papers from the relevant Committees (The Committee Chairs were reminded of the requirement to provide the papers for Council 10 days prior to the meeting.)

1 Sponsorship criteria as currently used by the Competitions Committee should be fully documented and explained; and that any proposed future variations should be documented along with any options considered along with the intended consequences of the proposals for approval by Council before implementation.

Action: Competitions Committee

2 Recommendations to address the issue of whether BPA should be funding female 4-way FS in the context of an inclusivity policy as per Minute 16/19 4.

Action: Development Committee

3 A specific communications plan to support the recommendations and agreed actions of the Council.

Action: Communications Manager

Proposed by Nick Bunting, seconded by Tash Higman and carried unanimously

Other reference documents / links / supporting papers:

Link: <http://equalityinsport.org/>

Supporting papers in SharePoint folder for this meeting

- 1 Equality champion role description (Sport Resolutions)
- 2 Representations to BPA Council
- 3 Letter from Chris Allen, BPA Vice President, received on 30 April 2019
- 4 Paper from Graham Spicer, Member of the Development Committee.

Legal advice

Cathy Hughes, Head of Equality and Diversity at Sport England, says, 'I have to make it clear that neither I nor Sport England can give you legal advice. I can only give you my understanding of any given situation. If you want legal advice, you should approach EHRC which may be able to help.'

Martin Shuttleworth
Secretary-General

22 May 2019