



British Skydiving
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Member Development Committee (MDC)

Minutes of the meeting held on

Tuesday 9 February 2021 at 18.00hrs

Virtual meeting via Microsoft Teams

Present:

Mark Bayada	-	Chair
Mary Barratt		
Alex Busby-Hicks		
Robert Hartley	-	INED
Kate Lindsley		
Robert Spour		

In attendance:

Tony Butler	-	Chief Operating Officer (COO)
Angel Fernandez	-	Communications Manager
Lise Moore	-	Acting Secretary
Jeff Montgomery	-	STO
Martin Reynolds	-	TEA - CP
Martin Soulsby	-	Vice President
Ratul Ahmed	-	Artistics TEA
Liz Ashley	-	Editor Skydive the Mag
Craig Poxon		
Eleanor Southworth		
Joanne Shaw	-	INED
Matt Cumming	-	FS TEA

Apologies

None Received

Item Minute

01/21

Welcome

Mark Bayada welcomed everyone to the meeting and reminded all that TEAs are invited to attend both EPC and MDC meetings, but they are not required to attend. Some items were taken out of agenda order, but minuted in agenda order. The acting Secretary reminded all that the meeting was being recorded for the benefit of minute taking but would be deleted once the minutes had been agreed.

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02/21 **Declarations of Interest**

Committee members were reminded that they should declare any conflict of interest and should not take part in the discussion unless invited to do so by the Chair. They are not eligible to vote on any item where they have a conflict of interest.

03/21 **Minutes of previous meeting**

The minutes to the meeting held Tuesday 20 October 2020 had been circulated prior to the meeting and were taken as read. These minutes had been approved electronically and published on 26 October 2020.

04/21 **Matters arising**

Mark reminded committee members that papers for consideration at the meeting must be received at least seven days prior to that meeting unless there are extenuating circumstances or matters of safety. This is so that members had time to read, review and properly research them beforehand. The matter can then be properly discussed and voted on at the meeting.

05/21 **Composition of the Committee**

Mark welcomed all the new members to the committee and gave a brief overview of the committee structure, voting and non-voting members. He explained the terms of reference for MDC is 'how we can make better the members journey', from how we encourage people into the sport, through to retention of skydivers for as long as possible, and how to get them to get the most out of the sport.

Working Groups

There are two inherited working groups,

Equality, Diversity and Inclusivity Working Group – priority working group focused initially on equality for women in the sport and to be used as the framework for inclusivity and diversity and chaired by Mary Barratt.

Coaching Roadshows Review Working Group -Also a priority group chaired by Mary Barratt and its remit is to manage roadshows now they no longer fall under the EPC formerly competitions committee.

Newly formed Working Group

Coaches Working Group – Chaired by Martin Soulsby and whose remit is to look at other sports and see what we can learn from them to make them a better coach . It is not responsible for looking at the content of coaching.

06/21 **Report from Coaching Roadshow Working Group**

Mary Barratt gave a verbal report on the working group. She said that this working group is making good progress and held its first meeting this year in January. It was looking at 'rethinking the purpose and management of Roadshows and who delivers them'. Now Roadshows were no longer to be part of the sponsored athletes' requirement, it was working on a bid basis which would open them up to all members

of British Skydiving and enable good content to encourage all members on their skydiving journey. The working group is now ready for further consultation and will meet with TEAs and PTOs soon.

As 2021 is expected to be a bit of an anomaly, whereby sponsored athletes have already drawn down funding and would be required to attend roadshows, the working group is looking at a roll out of a pilot of this new format alongside some in the older format.

Martin Soulsby questioned the £25 registration fee, however the working group felt that this would give better buy in and give the event value. The registration fee was also there to see if there was a market for the event. It was hoped that the drop zones would offset the cost in the price of jump tickets on the day.

Mary went on to answer questions on branding, marketing of these events internally and externally and plans in the event of bad weather. She reiterated that all these plans were in the early stages of development and any input from members of the committee would be welcomed. In response to a question from Martin Soulsby, she went on to say that there would be stipulation that any funding provided cannot be used to run something that the drop zone would ordinarily provide.

07/21

Report from Coaching Structure Working Group (CSWG)

Martin Soulsby gave a verbal report on the CSWG. The working group had been quick to liaise with 1st for sport who helped to structure the qualification and put it forward to OFQUAL, the unit specifications of which are tied into the Chartered Institute of the Management of Sport and Physical Activity (CIMSPA) coaching qualification.

There are two parts to the qualification, a non-technical part – how to be a better coach / teacher and a skydiving part which ties into the ops manual. The working group is now looking at an external body, UK Coaching, to provide information around coaching. The use of an external body is twofold. Firstly, we would expect them to be the experts and secondly their information would be kept up to date. Their online platform also allows for CPD accreditation and recording.

There is currently a disconnect between the unit specification of the qualification and what is provided and available online from UK Coaching. Following on from a meeting with them in mid-January, the working group is still waiting for an update from them.

There is the possibility of looking at a new Assessor course from CIMSPA which is the equivalent of our examiner course which would enable instructor examiners to attain a recognised external qualification.

There is still a lot of review work to do and the working group is also looking at pilot schemes as they run through the process to make sure it flows correctly.

Anyone who wants to join the working group is very welcome.

08/21

Report from Equality, Diversity and Inclusivity Working Group.

Mary Barratt gave a verbal report from the Equality, Diversity and Inclusivity Working Group. The working group was set up at the commencement of the MDC as a long-term working group to make sure the inclusivity, diversity and equality policy is into practice. The working group has both long-term and short-term goals, but the end goal is that everyone feels that they have a place, are recognised, heard, and are supported by British Skydiving.

Uncover your potential Initiative – Good work is being done by Kate Lindsley, who would like to run a photography competition which is gaining a lot of traction. The idea is to show women in skydiving both on the ground and in the skies and to get a repository of images to be used in the promotion of the sport.

Proposal to MDC – To match the funding of two x 10 jump tickets for prize winners in the members choice and jury's choice categories (expected to be in the region of £400. Proposer Mary Barratt, seconder Rob Spour and carried unanimously.

The working group has also been working on how we communicate and listen to members around experiences that may conflict with the inclusivity and positivity of members journeys. They are in the process of creating a set of questionnaires around this. The working group has also decided to hold a Facebook live event, open to members to share some of the things that the inclusivity working group is looking at and to start to open up a different pathway for consultation. Mark will chair the Facebook live and ground rules, caveats and expectations of behaviour will need to be set to manage the event. It is expected that the Facebook Live event will take place on Friday 5th March about 7.30pm but to be confirmed later.

Mark spoke about lessons learned from other governing bodies and as an annex to the Inclusivity, diversity and equality policy, will provide a briefing document on the current correct terminology to be used by all council members, staff, coaches, instructors, DZ staff etc.

09/21

Member Journey Working Group

Mark spoke to this working group, which although it is the prime remit for MDC, has not actually started yet. Its primary purpose is to look at what will keep people in the sport, why they leave prematurely and what we can do to stop that.

Current initiatives and working groups will all go towards this, but now the committee is at full complement, the working group needs to get off the ground.

Eleanor Southworth (Ellie) volunteered to stand as Chair of this working group and Mark offered her assistance and support. Rob Hartley also volunteered to sit on the working group. The working group needs to focus on getting substantive data that affects the rise and decline of membership numbers though the use of surveys and questionnaires at certain parts of the members journey into the sport. Ratul mentioned that some of this information has already been gathered by another person outside of Council who may be an ideal person to liaise with and offered her assistance with this.

Tony Butler reminded the committee that HQ needs to be copied into invitations and documents so that they know what is going and are not left in the loop.

10/21

Anniversary Boogie

Mark spoke on this matter. Although there had been very little skydiving due to COVID-19, it is the intention of Council to provide a full diary of events this year and cancel if necessary. This includes preparing for the 60th Anniversary Boogie which is now time critical.

Mark asked for volunteers for this working group, for them to consider the structure and bid process of the event and to find a week in the calendar when it would be realistic to hold it.

Alex Busby-Hicks offered his help with the organisation of the boogie, and all proposals for help should be sent to him by the end of next week.

11/21

DZO/SIG meeting

This meeting is set for the 18th of February. Invitations have been sent out today along with the agenda and supporting papers. Due to the virtual nature of this event, it will need to be structured rather than an open forum as previously held.

12/21

Communications to members and beyond

12.1 Skydive the Mag.

Liz Ashley gave a verbal report on the magazine. It has been a difficult year, especially as Warners, who have been our publisher for just over a year have found that they are struggling retaining advertisers due to the COVID-19 pandemic and subsequent governmental restrictions. The February mag has gone to press and is substantially thinner than normal due to the lack of advertising.

Liz is now ready to accept content for the April Mag, so she would like to invite the Chairs of all working groups to copy her into emails so she can help with copy or articles for the mag.

12.3 Starter Mag

Liz Ashley gave a verbal report on the rebranded starter mag, which due to the COVID-19 pandemic had not been progressed due to the withdrawal of the advertisers.

It could be that British Skydiving takes this opportunity for it to be a digital magazine, as PIMS now captures the information needed to send it to new starters. This is part of the member Journey and there is an overlap with the working group, which Angel and Liz have agreed to attend.

A suggestion was made that a digital Starter mag version is progressed and sent to all students only with no advertising but includes how they can progress in the sport and how we can attract others.

12.2 Report form Communications Manager.

Angel Fernandez gave a verbal report on the live streaming of the AGM, which at its peak saw 245 viewers watching live. 405 people have since viewed the broadcast and a further have 103 viewed the edited video on YouTube. There were 126 chat messages

whilst we were live streaming. This points to the fact that members are happy to engage in the many different social media / digital platforms.

There has been increased engagement in most of the social media channels, although Twitter has the least engagement largely due to the lack of content.

It was reported that Epictech did an excellent job with the broadcast of the AGM, which showed British Skydiving in a professional light and maybe a platform we could use again if needed.

13/21

AOB

13.1 – Roadshow request from Pete Sizer

Pete Sizer said that he had not received a roadshow request form. Mary stated that no Roadshow request forms have currently been sent out due to the situation.

Decision

It was agreed that British Skydiving would go ahead with the Roadshows in the original format until the working group have finished their work and made their recommendation and the bid forms need to be sent out. Mary Barratt will speak to the DZOs to gauge the appetite for this and convene another meeting if necessary.

Action: Mary Barratt

Decision

It was agreed to convene a meeting with Mark, Mary, Tash & Lise to discuss what monies can be made available for roadshows.

13.2 Election Debrief.

Craig Poxon spoke on his paper, previously circulated regarding his thoughts on the election. A debrief with Mi Voice needs to be convened and Craig and Mark agreed to do it between the two of them.

A separate decision will be made regarding which company British Skydiving will use for electronic elections in future years.

13.3 -Rainbow Boogie – declarations of interest received from Eleanor Southworth and Alex Busby-Hicks.

Kate Lindsley spoke to her paper previously circulated and taken as read, that British Skydiving supports the Rainbow Boogie to be held at Tilstock from 29th July – 31st July.

Mark responded to questions raised by Robert Spour, that the best way we can get the message out that everybody is welcome in our sport is to show that we believe in these events. Although the event is being run by Tilstock, they won't profit from the support of British Skydiving of the event and it is for the benefit of educating ourselves on equality, diversity and inclusivity.

Proposal to MDC – That British Skydiving support the Rainbow Boogie to the value of up to £1,000 for a coach, and by the presence of British Skydiving staff and Council

members. Proposer Kate Lindsley, seconder Mary Barratt, non against, one abstention, Alex Busby-Hicks. carried with a majority.

13.4 Instructor and Rigger Course Review by Kate Lindsley

Point of order.

It was brought to the attention of the committee that the paper submitted is the remit of the Safety and Training Committee (STC) and not MDC and it is the Chair of STC who recommends the convening of a working group if felt necessary.

Mark Bayada gave his reasons for allowing the paper to be submitted.

Kate gave her reasons for bringing her paper and re-iterated that the purpose of it was for the working group to do the majority of the work so that staff time was not taken up unnecessarily.

Following lengthy discussions, it was agreed that the paper submitted by Kate was not within the remit of MDC.

Proposal to MDC to be put to STC as the proper committee.

A meeting be convened before the 11 February, to start a working group as soon as practically possible to review all British Skydiving Instructor and Rigger Courses. Proposer Kate Lindsley, seconder Robert Hartley, no abstentions, non against, carried unanimously.

14/21

Dates of next meeting

Week commencing 10 May – Provisionally Tuesday 11 May

Week commencing 9 August – Provisionally Tuesday 10 August

Week commencing 11 October – Provisionally Tuesday 12 October

Days and times to be confirmed.

Mark stated that all papers need to be in by lunchtime of the Friday before the meeting (minute 04/21)

With no further business, the meeting closed at 20.45 (duration 2 hrs 45 mins)