

BMC AGM 2023 ACTIONS



An overview of actions raised at the 2023 AGM, and status of such actions.

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Action	CLOSED																		
Consider reducing the minimum voting age of members to 16	See Resolution at 2024 AGM.																		
Explain the Cycle to work scheme and its application to the CEO	The CFO at the time explained that the Cycle Scheme is a UK government scheme. The CEO had met the requirements within the scheme.																		
Inform the Areas of the closing date for applications to the crag restoration fund	That was completed and all Areas informed of when the closing date was.																		
Explain discrepancies in the member numbers and how income from membership is accounted for	Member Numbers and the associated accounting is now being delivered to both Board and Members' Council.																		
Request for "Course Correction Paper" to be shared	The paper was shared with Members' Council.																		
More information to be provided on hypothecated funds	Now being delivered through transparent accounts provided to Board and Members' Council.																		
Sport England contract to be published	It would be inappropriate to publish the contract in its entirety. The BMC has published a full explanation of the components of the main contract and update on progress in Q3 2023.																		
Find out amount per member put into Access, Conservation, Environment & Sustainability	Now being delivered through transparent accounts provided to Board and Members' Council. Based on 2023 Accounts there were 83,571 Members. ACES was a net cost to the BMC of £285,919 which averages at £3.42 per member.																		
Understand costs of the competition event at Innsbruck	The CFO at the time and the Head of Performance reviewed and formally reported to the Board in August 2023																		
Find out schedule for recruitment of the coaching positions because some members believe that the jobs were advertised with short notice and with only a day in which to apply	<p>Various coaching positions – Recruitment Timeline in 2022:</p> <table> <tr> <td>Role approved</td> <td>8 September</td> </tr> <tr> <td>Applications Open</td> <td>12 September</td> </tr> <tr> <td>Applications Close</td> <td>17 October</td> </tr> <tr> <td>Shortlisting</td> <td>W/C 17 October</td> </tr> <tr> <td>Candidates Interviewed</td> <td>8 and 9 November</td> </tr> </table> <p>Route Setter – Recruitment Timeline in 2022:</p> <table> <tr> <td>Role approved</td> <td>8 September</td> </tr> <tr> <td>Applications Open</td> <td>12 September</td> </tr> <tr> <td>Applications Close</td> <td>17 October</td> </tr> <tr> <td>Candidates Interviewed</td> <td>2 and 3 November</td> </tr> </table>	Role approved	8 September	Applications Open	12 September	Applications Close	17 October	Shortlisting	W/C 17 October	Candidates Interviewed	8 and 9 November	Role approved	8 September	Applications Open	12 September	Applications Close	17 October	Candidates Interviewed	2 and 3 November
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<p>Provide a list of coaches and the qualifications that they hold and publish this on the BMC website</p>	<p>All Coaches are detailed on the GB Climbing Website: https://gbclimbing.uk/gb-climbing-staff</p> <p>The job specification for all the coaching roles asked for:</p> <p>Essential - Development Coach or Performance Coach qualified (or awaiting assessment) Desirable - Educated to undergraduate or master's level within sports science and/or coaching, or equivalent demonstrable vocational experience; any other relevant professional qualification regarding specific coaching knowledge i.e. Sports Psychologist, Physiotherapist, Strength & Conditioning Coach; other qualifications that will be required for the role – valid First Aid Certificate (minimum 8hrs), Mental Health First Aid Qualified, UKAD Clean Sport Advisor.</p> <p>All BMC employed coaches are Development Coach or Performance Coach qualified; a number of our coaches have degrees at both Bachelor and Master Levels. Everyone who applies for a paid staff position at the BMC must complete a formal and thorough recruitment process, which includes checks on references and qualifications. This is a confidential process.</p> <p>The BMC believes that the posted information and the quality of the recruitment process is sufficient.</p>

Action	CLOSED
<p>Improve communications – particularly related to safeguarding and concerns raised by climbers, parents and members.</p>	<p>The listening sessions enabled climbers, coaches, parents, and staff to share their concerns. The results of the listening sessions have been shared with the Board, Members’ Council and with the wider community.</p> <p>The Listening Sessions contributed to the changes that have been implemented within GB Climbing through 2024. Considerable work has gone into becoming more transparent with some evidence of changes being seen by members and climbers.</p> <p>Individual Safeguarding cases and complaints are confidential, and details cannot be shared wider.</p> <p>The Safeguarding Team log all concerns on a confidential platform which helps the BMC to analyse and identify patterns and indicate where improvements and changes to processes can be made which will reduce the likelihood of repeat cases. An example of this approach is the change in process around event approvals such that safeguarding is considered from the start of the event approval process.</p> <p>The summary of Safeguarding cases and progress against them is presented to the Board twice a year, along with the new codes of conduct and an updated anti-bullying policy for staff and the wider organisation.</p>
<p>To see if information can be shared as to why footwell incident wasn’t a safeguarding incident</p>	<p>Whilst not a safeguarding case it is agreed that this is not acceptable practice.</p> <p>This has been thoroughly investigated and actions have been taken in order to reduce risk of a repetition.</p>

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<p>To gain clarity on whether “<i>Parent Chaperones</i>” can be used at competition climbing events</p>	<p>BMC Safeguarding Manager has considered this proposal.</p> <p>It is not as simple as we would all like to think. Whilst parent chaperones have not been used during the tenure of the Safeguarding Manager, the Safeguarding Team are not opposed to it.</p> <p>We have a procedure in place including training to ensure that we meet the safeguarding standards set out in safeguarding policies and procedures. Use of any chaperones must be planned in a timely manner to ensure we can meet the safeguarding and training requirements set out in the procedure and that we protect everyone, including the chaperones.</p>
<p>To let parents know if they can see risk assessments undertaken especially with respect to foreign trips</p>	<p>BMC Safeguarding Manager has looked at this and submitted a paper to the Board for the 02 August 2023 meeting. This paper can be shared more widely. Extensive work has been carried out by the Safeguarding Team and GB Climbing.</p> <p>They have worked collaboratively in order to improve communications and increase the amount of information given to athletes and parents relating to any travel/trips. This includes all of the GB Climbing events / travel which go through the event approval system.</p> <p>A generic risk assessment template and a travel and trips guidance and checklist has been developed and is being trialled this year. Once the trial is complete this will be shared on website as good practice.</p>

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Action	OPEN
More information on Unit E (Performance training centre) to be provided	<p>A Unit E investigation has been led by the Senior Independent Director John Willmott. The report has been delivered to both Board and Members' Council.</p> <p>Close out is in progress with a final look at the terms of the 'Aspiration Fund'.</p>
To put in place climber representation on Competition Climbing Performance Group (CCPG)	Part of the restructure of CCPG is to become the Performance Advisory Group, which is planned for Q4 2024.
A thank you to be sent to those involved in the CCPG review – particularly parents	A 'thank you' to all involved is planned for Q2 2024.