

## **Avon and BadSquash**

### Meeting Minutes

1 June 2017

#### **Opening**

The regular meeting of the Avon and BadSquash was called to order at 19:15 on 1 June 2017 in Vivo Squash Club, Bristol by Seamus Singh.

#### **Present**

Duncan Higgins, John Welton, Mark Regan, Martyn Ibson, Richard Bickers, Richard King and Seamus Singh

#### **Apologies for Absence**

Karen deKlerk

#### **New Business**

*Honouring Darran Venn and wider policy*

A brief discussion took place and it was agreed that we would work with the family and Gordano to arrange a suitable means of honouring Darran Venn. Seamus had encountered Chris Osborne who mentioned possibly arranging a doubles tournament for those who knew Darran. Gordano are already liaising with us on this.

#### *Correspondence*

An email was received from Dean Clayton lodging a complaint for incomplete payment of his expenses when assessing Martin Ramsey as a referee. Correspondence between the committee, Martin Ramsey and Dean Clayton revealed that Martin Ramsey and the committee would split the payment of expenses 50:50. An email has been sent to Martin Ramsey indicating he needs pay his 50% as the committee already has.

An email has also been sent to Dean Clayton in response to his complaint.

#### *Matters Arising from AGM*

- Minutes

The approved minutes from the AGM have been published on the BaD website

- Refereeing Proposal Working Party

After a period of discussion, it was agreed to ask Martin Ramsey to lead an investigation on best practice around the UK and report back to the committee by the end of summer (August). The committee would like to:

- a) publish and ask for comments from the league teams
- b) prepare and propose a voluntary code of conduct

- c) schedule some marking courses for the players in the league

**Action: Seamus to arrange a meeting with Martin Ramsey to outline what the committee would like him to do.**

- County Knockout Event

The committee discussed the timing of when to run such a tournament and it was agreed that it could be run on Saturdays. It would be open to league teams and also ad hoc teams.

**Action: Mark R to put together a group and work it out, report by end of the summer.**

**In progress**

- Junior Development Working Party

Coaches forum to be setup with Rose Bamber, Richard King, Tim Miller, Hadrian Stiff and John Welton. Seamus Singh to facilitate. Chew would like to do some sort of event in June.

**Action: Coaches to meet with Seamus Singh – date and venue to be arranged by Seamus. Follow on: Share coaches forum meetings**

**Action: Richard King to contact Brian Pate and Chew to liaise with them and see what support is required. – Follow on: Put together a doc that is our expectation of what will happen and what club needs to do, pics and report etc –ssign RK**

- Raquetball (Squash 57) League

The committee discussed the best time of the year to run this league and Thursdays during the doubles season in August was suggested and accepted. Richard B indicated BaDSquash site could not currently process Squash 57 results to go in without affecting everyone else. It was agreed that we should find out who would be interested and regardless of how many teams enter we should run the league.

It was also agreed to enter team(s) in the county competitions

**Action: Duncan Higgins to contact the club captains to ascertain interest in entering a team. Follow on: Put article up. Add named clubs and perhaps some promo info. Create a poster and get it up on site and then**

**MR to get a commitment from Redland**

Action: Richard B to investigate whether BaDsquash can be split to allow Squash 57 results going in without affecting everything else. **Technically possible but not committed to.**

- Order Change Rule Working Party

After a quick discussion, it was agreed to offer the county two options:

- a) Leave order rule as it is
- b) Open up switching places in order to 2 positions

A 75% vote from the captains would be required to change the existing rule.

**Action: Seamus to email all the club captains and offer the options.**

**Update – Richard has put article on BaD site inviting people to participate in a workshop.**

**Update – First meeting taking place on Thu 22 June**

1. **Result: Scrap rule and change level rule from 2:1 to 1.5:1.**

Create a survey on survey monkey two questions, yes no and comment about the 1.5 new ratio. Just gather t – Action on SS, send link to all club captains.

### *England Squash Council Update*

Seamus had attended the England Squash Council meeting on Wed 24 June and updated the committee what happened. Richard B explained the relationship between England Squash and County Associations Network. The relationship between England Squash and Sport England was explained and the changes that all organisations are undergoing.

The committee agreed there was little they could do other than to try and work positively with all concerned.

*Name of Organisation*

A quick discussion resulted in agreement that the name of the organisation should be changed to Avon County Squash. It was agreed that the current BadSquash name would be retained for the county's league activities.

#### *Funding from England Squash via South West Region*

England Squash informed Seamus that they had uncovered the fact that Avon had not yet taken up all funds allocated to them via the South West Region. Seamus also informed the committee that £3000 had been awarded to the South West Region which will be divided up between the counties. This money is for player development between the ages of 6 and 12.

Action: Duncan to find out where the funds reported in the Treasurer's report in the AGM had come from and what it is for. Duncan also will find out if there is additional funds to be drawn down.

Action: The coaches will discuss amongst themselves during the forum to decide how it should be used.

#### *Website and Social Media*

An extended discussion took place around the need for a new website to sit alongside the current BadSquash site. It was agreed that a new website should be built for the County. Mark informed the committee that the domain avonsquash.co.uk still existed but was currently under control. Richard B said he would be able to sort out the delivery of traffic to the new site.

**Action: Seamus will share with the committee the outline structure of the site and invite comments/suggestions after which he would prepare an Invitation to Tender and send it out to the county.**

**Waiting for feedback none received so far. 10 June 17**

#### *Composition of Committee*

- Secretary

This role remains unfilled and it was agreed there was no one on the committee who was suitable for the role.

Action: Contact everyone to see if anyone would be willing to take the role on. **Put article up on site. Spec it out.**

- Other Roles

There was wide ranging discussion about additional skills that would be useful on the committee. There was a strong feeling that someone who could help with Publicity/Press/Media would be very useful. A name was put forward as someone who might be interested.

A discussion took place about a marketing role and it was decided that for now the priority should be to get someone who could do Publicity/Press/Media.

A brief discussion took place about a Development Officer and it was agreed to hand this over to the coaches forum for further discussion.

Further discussion centered around the names of the roles for Martyn and Mark and it

Action: Mark and Martyn to speak with the named individual to see if he would be interested in taking on this role. **Patrick Truss willing to take it – Press Officer.**

Action: Seamus and Mark to continue to identify what Mark's role on committee should be.

**Action: Seamus and coaches to discuss the role of a Development Officer and report back to the committee. Update – Coaches developing scope of role for a Development Officer**

**Result: Job Spec has been written as a draft.**

### **Job Description**

**The Avon Squash Development Officer will be a key member of the team taking squash forward in the County. Implementing a Development plan that will benefit the county across all age groups. The SDO will have a passion for increasing and sustaining participation in squash, to enhance sport development structures in the County and working with other coaches to embed talented athlete pathways. The SDO will be responsible for delivering agreed projects and initiatives to significantly increase the number of people playing the sport in the County. The role will involve close liaison with the work of coaches, volunteers and clubs. The SDO will inspire people from all backgrounds and working to ensure squash is a more equal and inclusive sport.**

### **Year 1 objectives**

**1/ Audit of all clubs in the County to find out what Junior activity there is, if any**

**2/ Choosing 2 clubs with 2 Primaries close by offering a rounded beneficial 6 wk program**

**3/ Creating a player pathway to the club, which would offer playing opportunities for all levels**

**Position-Part-time 10 hrs a wk**

**Salary. £5,280**

### **QUESTIONS:**

**How to fund it?**

**Get some more info from CAN and other counties to get their specs.**

was agreed Martyn's role would be that of Fundraising Officer. Mark's role proved slippery to pin down and requires further thought.

#### *Tournaments Schedule*

Richard K quickly offered to take this over for this year.

Action: Richard K to create a calendar events and find out from all the clubs what their events are including:

- a) tournaments both open and closed,
- b) special events (such as BaDASS festival)

**In progress – on going.**

#### *Governance*

Seamus informed the committee about the need to review the constitution and running of the organization in line with the Code for Sports Governance by Sport England if we want to have any chance of obtaining money from the public purse. Richard B suggested that there were counties who were ahead of us in this area and we should look at the CAN website and possibly contact Richard Antcliff at Kent. If that does not give us what we need then we should ask the wider county membership for help.

Action: Richard B to contact Richard Antcliff for help in this regard.

**In progress – on going.**

#### *Fundraising*

A wide-ranging discussion took place and largely focused around the need for the county to do more to raise its own funds rather than solely relying on external source. The following topics were discussed:

- a) Introducing a county levy – this is a means by which the county via England Squash can charge individuals a levy. This is an idea that was introduced by Kent who have as a result had been able to raise something in the region of £20,000 pa on top of the rebate they receive from England Squash
- b) Increasing the fees to teams – Mark R reminded the committee that fees had not been increased for approximately 15 years.
- c) Finding sponsors – discussion in this area was wide ranging. It was felt that players representing the county should have kit that made them look like they belonged to a county. Ideas for how to realise this were tossed about. Martyn made it clear that he would need to know the numbers of players this would need to cover.
- d) The new membership scheme being developed by England Squash – Seamus informed the committee that England Squash were willing to increase the rebate from 12.5% to

20% for those counties who were enforcing the England Squash membership requirements.

It was agreed that going to a membership levy immediately was not feasible or advisable and we should investigate the idea of increasing the fees for each team. The committee did feel there was merit in moving to membership levy scheme and that we need to consult with the wider membership of the county to develop the scheme so that we could propose it for the 2018/19 season. We must also show the county how we plan to spend not only the extra money raised by increase team fees but also the amount we have in the bank currently. It was also felt that evidence of the county moving forward with a website/communication etc would make it easier to talk to the county about ideas for raising more of its own income.

There was some discussion about trying to engage with Karakal to see if a sponsorship deal could be put together. It was recognised that such a deal needs to be a win/win scenario for both parties.

Action: Duncan to crunch some figures on the effect of increasing team fees for the 2017/18 season.

Action: All to setup an investment meeting to discuss how we should a) start spending some of the money we have and b) how we can raise more of our own income.

**Action: Seamus to share the presentation by England Squash on their thoughts on the new England Squash membership scheme**

Action: All (possibly John) to provide the number of players who will need kit. **Clothing to represent the county £4.5K. Welsh pay for the kit. – Martin wants some names to contact to discuss sponsorship.**

#### *Committee Meetings*

It was proposed that we hold monthly meetings and review the need for continuing with monthly meetings at the end of the summer. It was further agreed to rotate meetings between Vivo and Redland.

#### *AOB*

Richard B informed the committee that England Squash were under the impression that Richard Coleman had an official position with the county along the lines of a development role. This was news to most people.

Action: Seamus to raise and rectify this with Keir Worth when they meet. **Done.**

#### **Adjournment**

Meeting was adjourned at 21:20 by Seamus Singh.

The next general meeting will be at 19:00 on July 6, 2017, in Redland Squash Club, Bristol.



Minutes submitted by: Seamus Singh

Approved by: