



Minutes of Board Meetings at 5.30pm on 2 March 2022 via MS Teams

Directors Present	Titles
Adam Walker [AW]	Independent Chairman
Andreas Hernandez [AH]	Independent Director
Brendan Fogarty [BF]	Elected Director
Clare Francis [CF]	Senior Independent Director (Vice Chair)
David Reeve [DR]	Elected Director
Jake Sheaf [JS]	Elected Director
Jessica Plumridge [JP]	Elected Director
Phil French [PF]	Independent Director
Simon Griffiths [SG]	Elected Director
Staff Present	
Sue Storey [SS]	Chief Executive
Kevin Fletcher [KF]	Finance Consultant
Guests Present	
Simone Turner [ST]	Volleyball Foundation Chair
Agata Sromecka [AS]	Secretariat

EB/21-22/67 Apologies

Richard Harrison, Phil French, Sam Jamieson, Freda Bussey had submitted apologies

67.1 Directors Conflict of Interest & Disclosures

No conflicts of interest were raised.

67.2 Approval of Agenda

Agenda was approved.

EB/21-22/68 Recruitment of the CEO

AW congratulated SS on her appointment as the new Badminton England CEO and thanked SS for her contribution as CEO of Volleyball England.

SS reported that her last working day in the office would be 29 April 2022, with her official last day of employment Friday 6 May.

Prior to the meeting, AW had asked SS to start capturing her reflections in terms of her journey as the CEO of Volleyball England. As a part of that, SS had also been asked to

consider the recruitment process she had been through with Volleyball England but also in terms of her new appointment, and whether there could be any learning from it.

SS had produced a brief paper which would be an ongoing project to feed into the recruitment of the future CEO. In terms of learnings, AW added that the Nominations Committee had discussed the existing CEO job description which had been used in the previous recruitment process, and had decided that it was too complicated and not as inspirational as it could have been

The Nominations Committee had met recently and discussed the recruitment. The Nominations Committee asked the Board to consider whether a recruitment agency should be used to assist in the process of finding a new CEO. AW noted that budget limitations needed to be taken into consideration. Also, some impressive candidates had been attracted in the previous round of recruitment which was reassuring that this could be achieved again. In light of this, the view was that a recruitment consultant should not be used. Since that conversation, Sport England had written to SS that they would grant Volleyball England £10k to use a recruitment consultant in line with their thinking that all NGBs should have the most advantage possible. Following this note, the concern had been raised that the process could cost considerably more.

Board discussed:

- BF reported that he was in favour of not using a recruitment consultant.
- ST expressed her interest in learning what could be achieved with £10k. AW clarified that £10k would constitute a contribution with VE having to cover the remainder of costs.
- JP asked whether SE offer could be used as a back-up option. AW agreed that this could be an option when constructing the process.
- SS stated that a recruitment agency could assist in making the administrative process more streamlined and time efficient although it could be lengthy
- SG agreed that he would prefer not to involve a recruitment agent

Board agreed that Volleyball England would proceed in line with the recommendation of the Nominations Committee and not involve a recruitment consultant. However, in the background, we would be investigating how much a £10k would fund. This would also be kept as a back-up option in case the candidate level is unsatisfactory. [Note – subject to further discussion below the conclusion here changed]

Next the Nominations Committee asked the Board to consider appointing an interim CEO ahead of appointing the permanent one. CF presented three scenarios for discussion:

- The existing Deputy CEO to cover the role
- To appoint an interim CEO through external market recruitment
- To appoint an interim CEO internally

CF reported that the Nominations Committee's view was to appoint an internal interim CEO. AW added that the Committee thought it would be best to start the permanent CEO selection process after the Commonwealth Games, as opposed to starting it now with the interim CEO

in post until the permanent CEO would start. The advert would be published ahead of the Games with a long application period. AW referenced RH's query around not having a permanent CEO in post sooner. BF added that the membership could ask the same question.

Board discussed:

- BF favoured the interim CEO proposal, but the process of the permanent CEO recruitment should be started sooner rather than later
- DR and ST agreed with BF's position. ST added that the available funding from Sport England and how this could help should be considered
- JS asked what would be the earliest the new permanent CEO could be in place. AW answered that a three months' notice was a norm at this level which meant that the new CEO could be in post in 5 to 6 months. JS agreed with the interim internal CEO appointments and starting the recruitment running parallel.
- SG, JP and AH agreed with the board members who had already spoken.
- JS asked whether advertising the post for the interim internally and externally concurrently was an option. BF referenced team morale as a factor against this solution, as a change to an external interim and then to a permanent CEO could lead to disruption.
- SS noted that an interim CEO may follow the established organisational processes rather than try to introduce change. This would benefit the team especially in terms of the busy period of the Commonwealth Games. SS's view was to proceed with an internal interim appointment.
- SS also comments that a recruitment agency could help with administrative process involved in the recruitment of a permanent CEO.
- CF noted that Directors may also need to be recruited for ahead of the next AGM creating further administrative pressure for the team and the Board, and in particular nominations committee.
- DR asked whether the advert could include communication around extended application period due to Commonwealth Games. AW responded that this risked losing good candidates.

Board agreed to commence a process to seek to recruit and appoint an internal interim CEO.

Further AW asked the Board to consider whether if the CEO recruitment was to be pushed back after the Commonwealth Games, could there be an opportunity to look at internal talent to see whether there was capability to step up. AW asked whether this consideration made a difference to the thinking about the speed, brevity or length of the interim solution.

Board discussed:

- DR stated that the Board knew the internal resource and could already make an informed decision whether there is anyone amongst the workforce who could step up successfully and fill the post permanently
- BF stated that an interim CEO could enter the recruitment process for the permanent CEO on the same conditions as other candidates.

- JS observed that the advantage of appointing an internal interim CEO would be them being familiar with business as usual before having to face additional challenges connected to Commonwealth Games. The recruitment process would need to start when the Board would have the capability to start conducting interviews.
- BF referenced the membership and the fact it was important to manage communication to the membership around timing of the recruitment.
- ST observed that having listened to the discussion, she thought that the opportunity to use a recruiter could be considered especially from the perspective of limited capacity of the Board and staff to engage with the recruitment process. ST agreed with the internal interim appointment and starting the recruitment for the permanent position as soon as possible rather than postpone to see whether the internal appointment would rise to the challenge. They could apply on the same conditions as other candidates.
- SG agreed that the process for the permanent CEO recruitment should be started soon and to appoint an internal interim CEO.

AW summarised that Board agreed:

- due diligence in relation to the use of a recruitment consultant would be carried out
- once this is complete, Board would decide what value a potential consultant could add and at what cost
- no other action in terms of the permanent CEO recruitment would be performed until this could be taken to Board, however work could begin on re-writing the JD. CF offered to have a first look at this.
- in terms of the interim CEO, an interim CEO would be appointed to start on 6 May 2022. They would remain in post until such time as a new permanent CEO would start.
- The recruitment for the permanent role would be through open recruitment and therefore the interim person would be given an opportunity to apply for the permanent CEO position
- the recruitment of the CEO would be subject to immediate consideration by the nominations committee, with a recommendation coming back to the board in relation to the use of a recruitment consultant.

EB/21-22/69 VE statement on Russia and Ukraine

In relation to the situation in Ukraine, AW reported that FIVB and CEV had put out statements that they would not enter in any competition with the national team from the above-mentioned countries. AW asked the Board to discuss whether VE would follow this stance.

Board discussed:

- BF agreed with the presented stance.
- JS agreed but asked whether the statement covered national or/and affiliated teams to the Russian/Belarussian teams. AW responded that using the term “affiliated” was important and all Russian and Belarussian players playing domestically would continue to be welcome to play.

- DR asked what the treatment of players of Russian/Belarussian nationality with affiliation to their respective national leagues. SS responded that this could happen. JS suggested that the statement should therefore reference: “any club affiliated to the national team of the Russian Volleyball Federation or the Belarussian Federation Volleyball Federation should be excluded from play”.

AW summarised the stance and confirmed that Volleyball England would follow the FIVB and CEV position. VE would contact clubs around the stance and the treatment of domestic players of Russian and Belarussian nationality to avoid any confusion. Board discussed and agreed that the statement from VE would also reference solidarity with and sympathy for the people of Ukraine.

Action: AW asked Board to send any comments to Sam Jamieson around the draft announcement shared with the Board in the Team’s channel. SG would proof the wording of the statement.

EB/21-22/70 AOB

AW thanked all for their contributions. There being no other business the meeting closed at 6.40pm.

Actions	Who
<p>EB/21-22/68</p> <ul style="list-style-type: none"> • due diligence in relation to the use of a recruitment consultant would be carried out • once this is complete, Board would decide what value a potential consultant could add and at what cost • no other action in terms of the permanent CEO recruitment would be performed until this could be taken to Board, however work could begin on re-writing the JD. CF offered to have a first look at this. • in terms of the interim CEO, an interim CEO would be appointed to start on 6 May 2022. They would remain in post until such time as a new permanent CEO would start. • The recruitment for the permanent role would be through open recruitment and therefore the interim person would be given an opportunity to apply for the permanent CEO position • the recruitment of the CEO would be subject to immediate consideration by the nominations committee, with a recommendation coming back to the board in relation to the use of a recruitment consultant. 	<p>Nominations Committee</p>
<p>EB/21-22/69 AW asked Board to send any comments to Sam</p>	<p>Board</p>

Jamieson around the draft announcement shared with the Board in the Team's channel. SG would proof the wording of the statement.	
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Signed



Adam Walker
Independent Chairman