

BRITISH MOUNTAINEERING COUNCIL

177-179 Burton Road
Manchester M20 2BB

Tel: 0161 445 6111
www.thebmc.co.uk

Members' Council

Approved minutes of the Members' Council meeting held on Zoom on Saturday 12 February 2022 at 9.30am.

In attendance:

Voting Members

Elected Councillors

President	Andy Syme	AS	
Cymru North Wales	Tarquin Shipley	TS	
Cymru South Wales	Steve Quinton	SQ	
Lakes	Mike Parsons	MP	Fiona Sanders*3
London & South East	Robert Dufton	RD	Chris Stone*1
Midlands	David Jones*2	DJ	Claudia Sarner
North West	Bill Beveridge	BB	Carl Spencer*3
Peak	Alison Cairns	AC	Sam Harris
South West	Helen Wilson	HW	Philip Wilson
Yorkshire	Mick Green	MG	
Clubs Committee	Peter Salenieks*3	PS	
Training, Youth & Walls Committee	Abbi Blakey	AB	
Nationally Elected Councillor (NEC) for Indoor Climbers	Stuart Holmes	SH	
NEC for Mountaineers	Aaron Hodgson	AH	
NEC for Rock Climbers	Steve Clark	SC	

Specialist Councillors

Observers

Specialist Committees

Board of Directors

Others

BMC staff

Attending Vision Event only

Mountain Training UK	John Cousins
Mountain Training England	Guy Jarvis
BMC Head of Access, Conservation and Environmental Sustainability	Dave Turnbull

*1 also Deputy to the President
*2 also Huts Group Observer
*3 also Council Nominated Director

* denotes supporting paper(s) circulated prior to meeting

Item	Topic and Main Aspects Considered	Decision / Action	Who	When
13	Mountaineering Vision Event			
13.1	Council discussed the 'vision' for mountaineering; this session was led by AH. See addendum at end of paper for output summary.			
14	Welcome & apologies for absence			
14.1	The President welcomed everyone to the meeting.			
14.2	Apologies were received from: Paul Davies, Rose Gare-Simmons and Keith Roberts.			
15	Note Conflicts of Interest			
15.1	None declared.			
16	Urgent issues for AOB			
16.1	AC reported that a member in the Peak Area had requested that she raise an issue about the appointment of a new Chair for the Equity Steering Group.			
16.2	PS requested a short feedback on changes to the Articles of Association (AoA) to support Clubs 2.0.			
17	Minutes of previous meetings See Outstanding Actions (link only available to Member's Council)			
17.1	The meeting reviewed the list of outstanding actions managed as Tasks on Teamwork, and updated the status of any actions where it had changed.			
17.2	With reference to the action to review the reporting style of the Board Report to Council (1 Feb 2022 meeting - item 8.1.7), the meeting discussed how best to develop and agree the format and content of the Board Report, taking into account the reporting requirements of the Board to members, and the need for a reduction in the reporting workload of the Chair and President, and the role of the Council Nominated Directors in reporting from Board to Council.			

Item	Topic and Main Aspects Considered	Decision / Action	Who	When
17.2.1	It was agreed that the minutes of the 1 February 2022 meeting should be amended to include the requirement for Board and Council to agree the format and content of the report.	Agreed		
17.2.2	It was also agreed that discussion and agreement on this topic would be fed into the ongoing review by the Chair and President of the Memorandum of Understanding (MoU), which includes a section on communications between the Board and Council.	Incorporate Board report agreement into MoU review	RM, AS	by 29 Apr
17.3	With reference to the action to invite Steve McClure and Pat Littlejohn to join the Awards & Honours Panel (7 Dec 2021 meeting – item 42.1.4), it was noted that neither was able to join the panel, but that Mick Fowler had agreed to do so.	Noted		
17.4	With reference to the action for Councillors to provide information for the Annual Report (7 Dec 2021 meeting – item 44.1.2), it was agreed that TR would create a Message on Teamwork to provide a single repository for all Councillors to provide information to MG that could go in the report; this would include successful work we wish to celebrate, and work we want to do in the coming year.	Create Teamwork Message for collating Annual Report content	TR, MG	Done
17.5	MG confirmed that the changes to Partners Assembly representation did not affect the Council Terms of Reference (ToR). MG stated however that there are some changes required and he will do a round-up amendment of ToR prior to next AGM.	MG to propose amendments to Council ToR at next meeting	MG	1 March
		FS to formally confirm the Partners Assembly Rep on Council	FS	ASAP
18	Ethos & Ethics Task & Finish Group Update*			
18.1	This agenda item was discussed later in the meeting (after item 24), to enable SQ to present the update, since he was not present earlier in the meeting.			
18.1.1	SQ updated the meeting on progress made by the group, which included identifying which policies are within the scope of the group's work, and commencing a status review of those policies.			
18.1.2	The group had begun internal discussion of the Participation Statement, which now required broader, external discussion – a meeting will be arranged to facilitate this. The group feels that the existing statement has a lot of value, but requires some changes to ensure it is relevant for different activities.			

Item	Topic and Main Aspects Considered	Decision / Action	Who	When
18.3	AS advised that reviewed policy documents would need to come to Council.			
19	Constituency Councillor Elections 2022			
19.1	AS advised that the proposal is that co-opted Councillors stand for election at the 2022 AGM if they wish to continue – this applies to SH as NEC for Indoor Climbers and Oli Lewis as Constituency Councillor for Mountain Training candidates.			
19.2	With respect to the vacant role of Constituency Councillor (CC) for members of BMC Affiliated Clubs, the proposal is to re-advertise the role; if no applicants are forthcoming, Council might want to think again about an alternative role on Council.			
19.2.1	HW advised that she will be reviewing the role description, with the aim of re-advertising to members in early to mid-March.	Review CC for members of BMC Affiliated Clubs role description and advertise to members	HW	by 14 Mar
19.2.2	JW advised that in order to ensure the information reaches as many club members as possible, the re-advertisement should include an email to all club members.			
19.2.3	AS consulted Council as to the need for a vote on the above two proposals; Council decided that a vote was not necessary.	Agreed		
20	a) CND Election b) CND Succession Planning c) Councillor Succession Planning			
20.1	a) CND Election			
20.1.1	AS reported that FS was willing to stand for re-election, and that no other applicants had come forward; AS invited FS to summarise what she had achieved in the role, which would be particularly useful to new Councillors, and what her priorities for the future would be.			
20.1.2	FS listed her involvement in the clubs' strategy and the specialist committee review, and the establishment of the Committee for Wales and the Partners Assembly amongst her achievements. Looking ahead, she would like to be involved in helping the BMC develop its volunteer support networks and balance and celebrate all of the work it does both as a national representative and national governing body.			

Item	Topic and Main Aspects Considered	Decision / Action	Who	When
20.1.3	The meeting briefly discussed how the CND role might develop.			
20.1.4	A vote on this agenda item was scheduled for later in the meeting under item 25.			
20.2	b) CND Succession Planning			
20.2.1	AS advised that CSp will leave Council in February 2023 when he completes six years as an Area Representative.			
20.2.2	Although the Articles of Association allow for any member to be a CND, Council agreed that it would be difficult for someone not on Council to undertake the role; if CSp wished to continue as a CND, he would need to be an observer on Council.			
20.2.3	The meeting discussed how Councillors might be upskilled in preparation for becoming a CND, the challenges of the role including the quantity of meetings and workload, and potential solutions to reducing those challenges including the creation of a senior CND role, which might permit a new CND to integrate more easily at a level below the senior CND.			
20.2.4	AS suggested that the CND role might work better for someone about to leave Council, and suggested that a small working group, led by FS, might wish to consider the matter of CND succession in a couple of meetings open to all Councillors.	Councillors interested in CND succession work to contact FS	All	ASAP
20.3	c) Councillor Succession Planning			
20.3.1	This agenda item was deferred to the 1 March post-meeting; AS noted that it flows into the following agenda item on support for Areas.	Add 'Councillor Succession Planning' to 1 March agenda	AS	Done
21	Support to Areas			
21.1	CSt referenced the 1 February pre-meeting discussion (item 10.1) on this subject. Two key issues are low attendance of meetings, and Area volunteer vacancies.			
21.1.1	The meeting split into three breakout rooms, using the MURAL app to collate notes, to discuss:			
21.2	1. What should and shouldn't Areas be discussing at meetings?			
21.2.1	<ul style="list-style-type: none"> Meetings should have more of a fun/social element, such as presentations by guest speakers and quizzes; Meetings work well for discussion of local access issues; summaries of issues published in advance of meetings would help members to understand the issues and better contribute to discussion. 			

Item	Topic and Main Aspects Considered	Decision / Action	Who	When
21.2.2	<ul style="list-style-type: none"> Meetings should have less of a politics / governance element. 			
21.3	<p>2. What could Areas do to increase the number of members they engage with both at and outside of Area Meetings, therefore increasing the volunteer pool?</p>			
21.3.1	<ul style="list-style-type: none"> More use of social media; Organising more events, including festivals, conservation and clean-up days could increase awareness by members (and non-members) of Area activities; Organising local campaigns to bring people together in support of a campaign; Surveying members to find out what they want from the BMC. 			
21.4	<p>3. What could a future Area Meeting structure look like?</p>			
21.4.1	<ul style="list-style-type: none"> Different meetings for different topics; Open forums for national issues; Meetings as part of climbing and walking festival schedules; Online platform for engagement in-between Area Meetings. 			
22	<p>5th Members' Council meeting</p>			
22.1	<p>The meeting was asked whether it wished to reschedule the full Council meeting set for Saturday 14 May, or keep that date. In addition, given that today's meeting was originally planned to be in-person, and the May meeting online, did Council now wish to make the May meeting in-person?</p>			
22.1.1	<p>Council agreed to retain the 14 May meeting date.</p>	Noted		
22.1.2	<p>Council discussed the potential impact on attendance of the VE (Hill Walking) planned for the May meeting; if it was decided to hold an in-person meeting, running a hybrid meeting would still enable those who could not attend in-person to participate.</p>			
22.1.3	<p>It was also noted that the VEs held so far have been two online (May 2021 – rock climbing; February 2022 – mountaineering) and one in-person/hybrid (November 2021 – indoor climbing), so holding an in-person/hybrid meeting in May would give us two meetings of each type for comparison and evaluation.</p>			
22.1.4	<p>By switching the schedule to hold the VE in the afternoon, it might also be possible for those attending just the VE element to travel to/from the meeting on the day, thereby not requiring overnight accommodation.</p>			

Item	Topic and Main Aspects Considered	Decision / Action	Who	When
22.1.5	AS wanted to hold the May meeting in North Wales, and invite the Committee for Wales.			
22.1.6	It was agreed that TR would check availability of Plas y Brenin (PyB), noting the need for good broadband to make a hybrid meeting viable, and look for a slightly bigger venue if it was felt necessary. TS offered to assist TR in finding alternative venues in the area, if PyB is not available/suitable.	Check availability of PyB for 14 May Council meeting, and alternative venues in the area	TR	ASAP
23	Review of Outcomes from Previous Vision Events			
23.1	AS reported that no comments had been received on the Indoor Climbing Vision Event output paper produced by SH, and invited comments until the end of next week (i.e. Sunday 20 February), after which the paper will be finalised and published.	Comment on the Indoor Climbing VE output summary	All	by 20 Feb
24	Vision Event team identification and update for next two Council meetings			
24.1	This item aimed to agree the organisation of the Hill Walking VE in May, agree if the next VE should be rock climbing (which started the first VE series) or another issue such as climate change, and appoint Councillors to plan the next VE.			
24.2	It was agreed that PJ, Rose Gare-Simmons and SH would develop the Hill Walking VE.	Agreed		
24.2.1	MG asked what activities were covered by hill walking, wondering whether fell running might be one of those activities.			
24.3	In discussion about whether the July meeting should include another Rock Climbing VE or cover another issue, it was agreed that TR would set up a Message on Teamwork, so that Councillors could suggest possible topics, and these suggestions would be discussed at the 1 March post-meeting.	Start Teamwork discussion of VE topic for July Council meeting	TR	ASAP
		Add 'July VE topic' to 1 March Council agenda	AS	Done
24.4	RM asked at what point do we turn vision into outcome, so that action can be incorporated into the planning cycle, noting that budget discussions with specialist committees are likely to take place in September.			
24.4.1	It was agreed that the Rock Climbing and Indoor Climbing VEs would provide outcomes to the 14 May Council meeting, which could then be communicated to the Board for	Provide outcomes of Rock Climbing and Indoor Climbing VE to 14 May Council meeting	SC, SH	by 29 Apr

Item	Topic and Main Aspects Considered	Decision / Action	Who	When
	incorporation in planning; the Mountaineering VE to provide similar to the 16 July Council meeting if it requires more time than is available between now and 14 May.	Provide outcome of Mountaineering VE to 16 July Council meeting, or 14 May if available	AH	by 24 Jun
25	Member Code of Conduct Task & Finish Group Report*			
25.1	CSt provided some background to the decision to establish this group in June 2021.			
25.1.1	The Code includes a general code of conduct for members, a mediation process that could deal with initial complaints, a process for assessing complaints and recommending sanctions, a 'scale' of possible sanctions, and an appeal process.			
25.1.2	The meeting discussed the potential implications of terminating the membership of a club member in respect of civil liability insurance cover provided to affiliated club members.			
25.1.3	It was recognised that the same sanctions must apply to club members as to individual members.			
25.1.4	There was discussion about the whether some of the wording needed softening (e.g. changing will/must to should).			
25.1.5	PS noted that the Clubs Committee haven't had sight of the paper.			
25.1.6	AS advised that the Code would need to be presented to Council for approval after amendments, noting that the complaints policy is a separate piece of work being led by the Board. CSt requested that Councillors add comments about the Code on the Teamwork file , and the Code can be brought back to the 1 March post-meeting.	Comment on the Member Code of Conduct paper on Teamwork Add Member Code of Conduct to 1 March Council agenda	All AS	by 1 Mar Done
25.1.7	Two Agreements on this agenda item were scheduled for later in the meeting under item 25, but following this discussion, it was decided not to hold the votes.	Noted		
26	Volunteer Gala & Volunteer Awards			

Item	Topic and Main Aspects Considered	Decision / Action	Who	When
26.1	AS reported that the gala event is likely to be held over a weekend in September or October, with a provisional schedule of training sessions on Saturday afternoon, gala dinner Saturday evening, and networking sessions on Sunday.			
26.1.1	150 free places will be available, with capacity for up to 350 guests at the gala dinner; venue to be confirmed by Volunteers Development Officer			
26.2	The deadline for volunteer award nominations is noon on Monday 28 February. AS asked TR to arrange an email to all members encouraging them to nominate a member.	Send email to all members inviting volunteer award nominations	TR	ASAP
27	Board Report Substantive Discussion Points (agreed on 1 Feb)			
27.1	No issues raised at 1 February Council meeting.			
28	Votes / Agreements			
28.1	a) Item 20: CND Election			
28.1.1	VOTE: The Council nominate Fiona Saunders as CND: A. Until June 2024 (End of MC rep term) B. Until Feb 2025 (3 years) C. No D. Abstain			
28.1.2	RESULT: A = 1 vote; B = 13 votes; C = 0 votes; D = 2 votes.			
	Council agreed to nominate FS as CND until February 2025.	Noted		
28.2	b) Item 25: Member Code of Conduct			
28.2.1	AGREEMENT: The Council approve in principle the Code of Conduct for Members subject to the inclusion of any amendments suggested at the meeting: A. Yes B. No C. Needs to be brought back to Council for approval following substantial further work D. Abstain			
28.2.2	RESULT: no Agreement sought, as noted in 25.1.7.			
28.3	c) Item 25: Member Code of Conduct			

Item	Topic and Main Aspects Considered	Decision / Action	Who	When
28.3.1	<p>AGREEMENT: The Council requests that the BMC Office produce a single, unified and comprehensive complaints procedure, akin to the British Canoeing procedure, at the earliest possible opportunity:</p> <ul style="list-style-type: none"> A. Yes B. No C. Abstain 			
28.3.2	<p>RESULT: no Agreement sought, as noted in 25.1.7.</p>			
29	AOB			
29.1	Chair of Equity Steering Group appointment			
29.1.1	<p>RM provided some background to the recent recruitment process for a Chair and the decision not to appoint a new Chair.</p>			
29.1.2	<p>The Equity Steering Group (ESG) has a good track record of moving the BMC forward with respect to making real improvements in our diversity and inclusion.</p>			
29.1.3	<p>Simultaneously, whilst the ESG was moving forward with the process of recruiting a new Chair, Sport England was developing and then a couple of weeks before Christmas 2021 publishing its new Code for Sport Governance. The new code really emphasises that all sports need to improve their Inclusion and Diversity. This change is also showing up through work with the BMC's Partners and in the process of developing the current bid for funding from Sport England.</p>			
29.1.4	<p>Consequently, the BMC needs to develop:</p> <ul style="list-style-type: none"> • A very much more powerful Youth - Equity - Diversity - Inclusion Strategy (YEDI Strategy); • An Implementation Plan which will deliver the strategy; • New and potentially much more powerful Terms of Reference (ToR) for the ESG; and • A revised and potentially very different role for the Chair of the ESG. 			
29.1.5	<p>Unfortunately, the role description for the ESG Chair that we advertised assumed relatively small changes to the role. It became clear that the BMC as a whole needs to get clear on the strategy, implementation plan, ToR of ESG and then agree whatever the future role of the Chair will be. Consequently, the Board decided that it was inappropriate to move forward with the appointment.</p>			

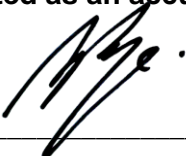
Item	Topic and Main Aspects Considered	Decision / Action	Who	When
29.1.6	Nominated Director Jonny Dry has agreed to be the interim Chair of ESG and will work with the ESG and Board in order to develop the YEDI Strategy and ensure that the ESG ToR reflect the exciting and crucial enhanced role that ESG needs to take. Once this is done we will revise the role description for the Chair of ESG and move through the appointment process.			
29.1.7	More generally, it is neither common, nor good, practice to publicly comment on who applied for appointed roles nor why they were unsuccessful. Our process provides for feedback to be given to individuals who are unsuccessful. Volunteers are the lifeblood of the BMC's success and influence. We are grateful to all members who apply for any volunteer role and, if they are unsuccessful, hope that they will be able to find the right volunteer role in the future.			
29.2	Feedback on changes to the Articles of Association to support Clubs 2.0			
29.2.1	PS agreed to postpone discussion on AoA changes for Clubs 2.0.	Add Clubs 2.0 to the 1 March agenda	AS	Done
30	Date of Next Meetings			
30.1	4 th Council post-meeting: Tuesday 1 March 2022 (7.00pm) – online on Zoom			
30.2	5 th Council pre-meeting: Tuesday 3 May 2022 (7.00pm) – online on Zoom			
	5 th Council full meeting: Saturday 14 May 2022 (start time TBC) – hybrid meeting in North Wales – venue TBC			
	5 th Council post-meeting: Tuesday 7 June 2022 (7.00pm) – online on Zoom			
	All Council meetings are on the Teamwork Calendar .			

There being no further business, AS closed the meeting at 4.45pm.

Summary of actions: See [4th Members' Council Outstanding Actions](#) (link only available to Council members)

Item	Action	Involving	Target date
17.2.2	Incorporate Board report agreement into MoU review	AS, RM	29 April 2022
17.4	Create Teamwork Message for collating Annual Report content	TR, MG	Done
17.5	Propose amendments to Council ToR at next meeting	MG	1 March 2022
17.5	Formally confirm the Partners Assembly Rep on Council	FS	ASAP
19.2.1	Review CC for members of BMC Affiliated Clubs role description and advertise to members	HW	14 March 2022
20.2.4	Councillors interested in CND succession work to contact FS	All	ASAP
20.3.1	Add 'Councillor Succession Planning' to 1 March agenda	AS	Done
22.1.6	Check availability of PyB for 14 May Council meeting, and alternative venues in the area	TR	ASAP
23.1	Comment on the Indoor Climbing VE output summary	All	20 February 2022
24.3	Start Teamwork discussion of VE topic for July Council meeting.	TR	ASAP
24.3	Add 'July VE topic' to 1 March Council agenda	AS	Done
24.4.1	Provide outcomes of Rock Climbing and Indoor Climbing VE to 14 May Council meeting	SC, SH	29 April 2022
24.4.1	Provide outcome of Mountaineering VE to 16 July Council meeting, or 14 May if available	AH	24 June 2022
25.1.6	Comment on the Member Code of Conduct paper on Teamwork	All	1 March 2022
25.1.6	Add Member Code of Conduct to 1 March Council agenda	AS	Done
26.2	Send email to all members inviting volunteer award nominations	TR	ASAP
29.2.1	Add Clubs 2.0 to the 1 March agenda	AS	Done

The above is accepted as an accurate record of the meeting:

Signed  Date 04/04/22

Andy Syme, Chair

Mountaineering Vision Event Output Summary (Minutes Addendum)

09:30-12:30, 12 February 2022

What does the future of mountaineering look like?

This was the main focus of the *Mountaineering Vision Event*, held virtually in the morning of 12 February 2022.

Mountaineering has long been recognised by the BMC as one of the key participation activities, and this vision event allowed us as the BMC to identify and answer some central questions relating to the future of mountaineering, so that we can ensure relevancy and that we are working towards the common goal of creating a better future for mountaineers as well as climbers and hill walkers. During the run-up to the event relevant specialist committees, organisations, and key stakeholders were identified and provided input into the structure and substance of the Vision Event.

The morning session began with a short presentation about how the BMC currently supports Mountaineering, which was followed by a presentation by Dave Turnbull about the BMC National Access Survey 2021.

We then sought to define Mountaineering, in comparison to rock climbing and hill walking, before discussing our vision for the best version of mountaineering in 2037. Creating a shared vision of what we want Mountaineering to look like in 15 years will allow us to work backwards and understand what things we need to consider, who we need to work with, and what things need to be put in place to allow us to achieve this shared vision for the future.

We then moved into the final part of the session: strategy discussion. It was noted that the future of mountaineering will inevitably be tied to wider changes in the cultural and political narrative. Utilising a new feature on Zoom, people were able to choose a breakout room to discuss one of the following issues:

- The Climate Crisis
- Ski Mountaineering and the Olympics
- How to improve Equity, Diversity, and Inclusion
- The Future of Exploratory Mountaineering

There were some incredibly fruitful discussions in each breakout room, with perhaps the most important thing to note at this point is just how important it is to give Members' Council the time and space to discuss such issues, and how knowledgeable our members are.

The working group will now take the information from the meeting and produce a summary planning document with next steps to share with Members' Council, specialist committees, organisations, and key relevant stakeholders.

The Mountaineering Vision Working Group is: Aaron Hodgson, Oli Lewis, Steve Clark, Jonathan White, Mike Rosser, and Peter Salenieks.