

BRITISH GLIDING ASSOCIATION

MINUTES OF THE BRITISH GLIDING ASSOCIATION EXECUTIVE COMMITTEE ALL-DAY MEETING / WORKSHOP HELD ON THE 17th OCTOBER 2015

PRESENT: Peter Harvey - Chairman
Nick Bowers
Bill Craig
Neil Goudie
Dave Latimer
George Metcalfe
Andy Perkins
John Williams

IN ATTENDANCE: Les Kaye – Treasurer
Pete Stratten – Chief Executive

APOLOGIES:

Ron Bridges
Lisa Humphries

42/15 MINUTES OF THE PREVIOUS MEETING

The notes from the 3rd of September 2015 meeting were approved and will be signed in due course by the chairman.

Status: Closed

43/15 EXECUTIVE COMMITTEE WORKSHOP

Peter Harvey and Pete Stratten described strategic context including evolving societal changes recognised and experienced throughout sport in the UK and elsewhere, the need to constantly reflect on the relevance and value provided on behalf of the member clubs, and the very significant external challenges that simply cannot be addressed by individuals or clubs alone. A number of issues were discussed in detail. Slides used during the workshop are attached.

a. REGULATORY UPDATE

Pete Stratten spoke to a presentation on a number of European and UK regulatory developments. John Williams noted a need to check detail within SERA C and would follow that up. It was noted that the BGA's regulatory priorities described in an attachment to these notes have been recognised by CAA and will be followed up by BGA during engagement over the coming months. Those present agreed that BGA should continue with the aim of retaining self-governance where legally and operationally possible.

Status: Closed Action: John Williams

b. CLUB DEVELOPMENT

Dave Latimer presented membership data and trends noting that the overall number of members described by clubs has remained level for a number of years, with some clubs growing and others shrinking or maintaining their current size. Experience at a number of clubs demonstrates that there are effective ways of retaining new members, and that where retention is viewed as 'impossible' that can become a self-fulfilling prophecy. Female membership remains very low overall. Andy Perkins identified that his professional work in airline pilot recruitment had identified that it is difficult to increase overall female involvement beyond around 6%. Junior membership is increasing as a percentage of the overall membership. With challenges associated with government changes to planning rules and building aspirations, supporting site ownership is a strategic priority. Moving onto CASC, Dave Latimer described how 20 out of the 30 CASC clubs had attended the workshops facilitated by the Development Committee and most intend to continue as CASCs. It was noted that there is a possibility of special business rates being applied by local government, which represents an additional cost burden on clubs. Dave Latimer closed by describing how the

development committee are continuing to use carefully managed data to identify how best to support clubs on membership issues including through sharing good practices.

Status: Closed

c. AIRSPACE

John Williams updated those present on developments since his 2014 presentation where he noted the potential nightmare scenario and then 2015 BGA conference presentation during which he noted that faith had been lost in CAA decision making around airspace. He went on to note that following significant pressure (using data and undeniable logic) CAA has adjusted the class E/N560 airspace and that the continued exception for glider non-transponder activity above FL100 is being dealt with objectively by CAA. Moving on to TAG/Farnborough, it was noted that ultimately the proposed changes are all about negatively impacting on the safety and freedoms of the majority for the convenience of a very small minority. The CAA's actions and the potential for legal action was discussed in detail, noting that the Executive Committee would be fully involved in that decision making process before committing the BGA. It was agreed that it is desirable that in future, the CAA should facilitate discussion by airspace users ahead of any ACP and that the BGA should continue to press for that in its engagement in the ongoing ACP process review.

It was noted that the UK's Future Airspace Strategy suggests that if all carried a detection device, little controlled airspace would be necessary. It was also noted that the airspace regulator culture is air traffic control based rather than operator based.

It was noted that the FAS VFR Implementation Group is likely to receive CAA funding, and that the BGA should continue to support and engage with the FASVIG. John Williams noted that airspace is hugely important strategic issue and that there is a need to plan resourcing of airspace work in the years ahead. No-one person can know enough or be passionate enough about specific issues and a wide but locally informed network with low bureaucracy remains relevant. There is a need to engage with other air sport organisations to identify what professional resource could reduce the overall load on volunteers.

Status: Closed

d. REGULATORY ENGAGEMENT

Peter Harvey described recent dialogue with the CAA CEO that identified the need and an opportunity to establish a sustainable cross-organisational approach to sporting and recreational aviation's overall strategic engagement with CAA. He went on to note subsequent engagement with the other air sport organisations and plans for a meeting in late October/early November to agree the way forward. Noting potential challenges ahead, those present agreed that there is a need to generate and co-ordinate the long term vision and co-ordinate that with CAA.

Status: Closed

e. SUPPORT

Pete Stratten described internal reviews of BGA airworthiness and BGA pilot training support with emphasise on improving value and minimising barriers. It was agreed that liability by clubs and individuals are a key factor and that mitigating risk including through insurance is an increasingly important aspect of operations-based support supplied through the BGA, and that improvements in training provision are likely to be necessary and welcome. Pete Stratten noted a planned meeting with the BGA's aviation risk insurers to discuss extending the scope of the policy. Regarding instructor support, recent work with the BGA Training Standards Manager had identified administrative barriers that are being addressed. Neil Goudie then presented to a previously circulated paper that considers instructor resources going forward. He identified that the number of BGA instructors remains constant, the availability of instructors appears to be reducing, and that there is a need for greater understanding of instructors and student motivation, needs and perceptions. It was noted that the need to deal with and respond to regulatory detail may be masking the fun and reward of instructing. A number of points were discussed in detail leading to agreed actions including:

- Develop good practice at clubs re developing and supporting instructors

- Survey instructors (including those not revalidated)
- Survey solo/Bronze pilots
- Understand how BI and IFP experience can count towards instructor training
- Consider instructor branding – why would a pilot want to become an instructor?
- Identify how to encourage ACO instructors including conversion course and Silver Badge requirement within x years of BGA rating issue

Status: Closed Action: Pete Stratten, Neil Goudie

f. **MARKETING**

Pete Stratten spoke to a presentation on BGA marketing issues including PR, events, and the recently developed website family and as detailed in the attached presentation. A monthly snapshot of website traffic, positive influences including Facebook and Twitter, and the significant increase in trial lesson and mini-course voucher sales and redemptions at clubs during 2015 was discussed. S&G subscription activity including overseas sales were noted. It was agreed that the S&G website including online advertising for magazine advertisers should be developed. It was noted that an online version of the magazine is under consideration.

Status: Closed

44/15 **BUDGET CONSIDERATIONS**

Pete Stratten presented a number of headlines that would need consideration during planned budget planning for 2016/2017 ahead of the 2016 AGM. These included;

- Airworthiness support
- Junior/adult membership proportions
- Ongoing marketing support
- Instructor training and support
- Team and sponsor support

As discussed earlier in the workshop, it was noted that professional input to airspace work would need to be considered.

Status: Open Action: Pete Stratten Due: December 2015

45/15 **EXECUTIVE COMMITTEE PLANS**

Peter Harvey noted that the workshop had provided helpful focus and went on to identify how it would be beneficial for Executive Committee members to consider the issues ahead of starting to develop an updated 10 year strategic vision at the December 2015 meeting. It was noted that club environments may develop during the next ten years, that the membership structure may evolve, and as a consequence the BGA's articles may in due course need updating. He noted the European championships being held at Lasham in 2017 among a number of other significant activities occurring across the association. Pete Stratten agreed to develop a significant activity calendar for Executive Committee use. .

Status: Open Action: All, Pete Stratten Due: December 2015

46/15 **AOB**

- Dave Latimer noted helpful engagement with the SGA.
- Dave Latimer reminded those present of the 21st November Club Management Conference and sought input on agenda items for that event. Neil Goudie agreed to discuss his work on instructor resources at the CFI forum.
- John Williams noted and those present considered detail relating to the Judicial Review process.
- Pete Stratten agreed to circulate to those present the GAA letter to AH re TAG/Farnborough.
- It was confirmed that 8 Merus Court Ltd is a separate legal entity from BGA Ltd.

The next Executive Committee meeting will be held in early December – the date and time will be notified.