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ParalympicsGB



Board – October 2025

ParalympicsGB London Office and hybrid via Microsoft Teams
16 October 2025, 13:30 – 17:15

Attendance and Apologies

Members

Dan Brooke (DB), Chair
Chris Brown (CB)
Sophie Christiansen (SC)
Sally Hancock (SH)
Fred Hargreaves (FH)
Tim Hollingsworth (TH)
Helene Raynsford (HRa) (Online)
David Ross (DR) (Online)
Helen Rowbotham (HRo)
Anne Wafula-Strike (AWS) (Online)

In attendance

David Clarke (DC), CEO
Penny Briscoe (PB), Director of Sport
Verity Naylor (VN), Director of Operations
Jenny Seymour (JS), Commercial Director
Anna Scott-Marshall (ASM), Director of Communications and Social Impact
Adrian Stockman (AS), Director of Finance and Corporate Services
Rob Tate (RT), Head of Governance, Planning, and Risk

Apologies

Kate Adams, Mike Cavendish

Item	Topic
1.0	<p>Introduction, Apologies for Absence & Declarations of Interest</p> <p>DB welcomed all to the meeting, and noted apologies from Kate Adams and Mike Cavendish. HRa declared an interest in relation to Item 8.0, and it was agreed she would leave the meeting for the duration of that item.</p>
1.1	<p>Minutes of Previous Meeting and Matters Arising</p> <p>There were no comments on the accuracy of the minutes of the 16 July 2025 meeting, and the minutes were approved. There was a brief discussion on the efficacy of using Microsoft Co-Pilot to assist production of the minutes, as trialled for the first time in July. It was noted that this approach did prove useful and would continue to be tested.</p> <p>RT summarised the matters arising from previous meeting, noting that the majority of actions were addressed later in the agenda. RT confirmed that planning was underway to host a gathering of the ParalympicsGB, BOA and BOF Boards in January and DB thanked those involved in organising and DR for supporting the event and coordinating with BOA and BOF colleagues.</p>
2.0	<p>Executive Team Report</p> <p>DC presented the Executive Report, including the Risk Dashboard, noting that a number of relevant developments had taken place since the report's distribution, following the recent IPC General Assembly.</p> <p>In response to questions from Board, DC summarised four areas of current concern for the Executive team: achieving ambitious income targets to support the Championing Change strategic ambitions over the LA and Brisbane cycles; geopolitical circumstances with potential to impact on Games delivery and Performance; the outcome of the recent IPC General Assembly and the inclusion of Russia and Belarus in future Games; and developments in the UK Sporting System around the role and structure of the UK Sports Institute and the support it provides to ParalympicsGB members.</p> <p>Board discussed:</p> <ul style="list-style-type: none"> • Development of new Commercial Relationships, including new partnerships being pursued, opportunities available to ParalympicsGB, and relationships with existing partners and collaborators. • International relations, including engagement with the IPC and the global Paralympic movement linked to the recent IPC General Assembly, addressed further at Item 3.0. • Recent examples of Athlete Protest, and the potential for similar protests to take place at the Milan-Cortina Games. The Executive Team were requested to review and report to December's Board meeting on the support and education provided to athletes regarding their right to protest and the protocol that will be followed in the event of any protests taking place at the upcoming Winter Games. • Competitive and Integrity risks associated with the reintegration of Russia and Belarussian athletes in international competition, and the likelihood of that impacting on ParalympicsGB Athletes in Milan Cortina or LA Games. • Competitive outlook for the Milan Cortina Paralympics. • Social Impact, and ParalympicsGB's involvement in the DFE's Schools Sport Partnership consultation.

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| | <ul style="list-style-type: none">• Early reflections on UK Sport’s latest update on their review of the role and structure of the UK Sports Institute. |
| 3.0 | IPC General Assembly <p>DB, DC and ASM provided feedback and reflections on the recent IPC General Assembly held in Seoul. Board discussed potential impacts of the decision to re-admit Russia and Belarus to the IPC membership, including likely repercussions for the Milan Cortina and Los Angeles games. It was noted that ParalympicsGB was working with other NPCs to determine next steps, including seeking clarity from the IPC on how Athletes from Russia and Belarus would be reintegrated to international competition with appropriate assurances around classification and anti-doping.</p> |
| 4.0 | Annual Financial Statements <p>AS presented the financial statements, noting a strong reserve position and clean audit. AS also indicated intention to improve presentation of Annual Report in future years, to better support member engagement and fundraising. The board discussed messaging around reserves and future investment strategies.</p> <p>The Annual Financial Statements were approved, and the Chair was authorised to sign the accounts and the letter of representation.</p> |
| 5.0 | Membership Offer <p>DC introduced and summarised a paper on the ParalympicsGB Membership Offer, explaining that the paper has been developed following the Member Feedback conducted in May 2025. DC noted the intention to share an overview of the membership offer with Members at the upcoming AGM, covering what is already provided and where ParalympicsGB aimed to develop the offer further, and to seek Members’ feedback on what developments they’d most value.</p> <p>Board provided feedback on the paper and discussed options for developing the offer further, noting the importance of demonstrating clear actions and commitments, creating opportunities for collaboration within the membership, and demonstrating clearly where ParalympicsGB is creating value. It was recommended that member feedback be sought on which aspects of the member offer they would find most useful, to allow ParalympicsGB to focus its efforts on creating the greatest value for members. DC thanked Board for their contribution and noted that the offer presented to Members for discussion at the AGM would be updated in line with the Board’s feedback.</p> |
| 6.0 | Board Committee Structure <p>RT was asked to summarise the proposed revisions to the Board Committee Structure. He explained that revisions streamlined the structure from 12 to 9 Board sub-groups, and more clearly defined the role of Committees and Advisory Groups, building on feedback from the recent Board survey. He noted that, if the new structure was approved, the next steps would be to revise the relevant terms of reference and confirm membership of the revised Advisory Groups and Committees.</p> <p>Board approved the revised Committee and Advisory Group Structure.</p> |

Item	Topic
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7.0	Board Election Process
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RT was asked to summarise the proposed updates to the Board Election process. He explained the proposal to amend the BPA Byelaws to formalise improved due diligence, as well as a more proactive approach to member engagement around election nominations and a more supportive offboarding process. It was noted that more significant changes to the process would require changes to the Articles. Though such changes are not being considered at this moment in time, they would be included in consideration for the next review of the Articles.

Board provided feedback on the proposal, noting the importance of handling appointments in a considerate and compassionate way. It was also suggested that future elections should feature a “hustings” element for candidates to make their case for election to the membership, and that the election nominations deadline should be communicated widely beyond the membership, to reach potential candidates who could make themselves known to members for nomination.

The proposed updates to the BPA Byelaws were approved.

8.0	Athlete Commission Remuneration
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HRa left the meeting for this item, noting her conflict as the current Athlete Commission Chair.

DC summarised the proposal for an honorarium to be provided for the Athlete Commission Chair, and for Athlete Commission members to be remunerated at a rate equivalent to the Social Impact Lived Advisory Board for any additional project work they carried out.

Board discussed the implications of the proposal, and noted several points for consideration. Board approved the proposed honorarium for the Athlete Commission Chair and approved remuneration for additional project work carried out by Athlete Commission Members. The Executive Team were tasked with developing a strict set of criteria to determine what work qualified as “additional project work” for these purposes.

HRa rejoined the meeting.

9.0	Committee Reports
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HRo provided a brief and positive verbal update on the recent Sport Committee meeting, which took place after the deadline for distributing papers for this meeting.

HRa updated from the recent Athlete Commission meeting noting the group’s intention to develop a proposal for Support Plans for World Class Programme athletes, which SC strongly supported, and concerns regarding the Enhanced Games and potential participation of GB athletes.

10.0	Any Other Business
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Four Items of additional business were discussed:

Item**Topic**

Team GB Ball – DC and VN summarised ongoing discussions with Team GB regarding participation in their post-Games Ball in May 2026 and sought Board’s opinion on ParalympicsGB’s involvement in the event. Board discussed the potential benefits of participating, including considerations of athlete experience, Team GB collaboration, and work with shared commercial partners. Financial implications and branding were also discussed. DC and VN will progress conversations with Team GB, with support and input from DB and DR.

Companies House ID Verification – RT noted an upcoming requirement for all Company Directors to undergo ID verification. He will communicate full details on the process to Board, but asked for Board to contact him regarding any immediate questions or concerns they have.

Athlete Safety – AWS explained a situation she was aware of regarding a Para Athlete facing racism and discrimination at their sports club. DC and TH urged AWS to ensure the issue was reported to the relevant NGB so that its safeguarding and disciplinary process could be implemented.

Vice Chair Election – TH, DC, AS, ASM, JS, PB and VN left the meeting for this item.

DB explained the process that had been followed to identify candidates from the Board for the vacant Vice Chair position. Board discussed the diversity implications for this appointment, and considerations that will need to be included during upcoming succession planning (noting a significant turnover of six Directors reaching the end of their terms between October 2026 and October 2027 (Athlete Commission Chair, two elected and three appointed Directors)). Board approved TH’s appointment as Vice Chair of ParalympicsGB

TH, DC, AS, ASM, JS, PB and VN returned to the meeting, and DB led the Board in congratulating TH on his appointment as Vice-Chair.

DB closed the meeting at 17:15.