



ANNUAL REPORT 2016-2017

Dear Members

In May 2016 Hilary Selby, NISA Chair and President, was elected to the ISU's Ice Dance Technical Committee. In view of this, Hilary had to step down as Chair of the NISA Board, in line with the ISU's Rules & Regulations.

I was elected Chairman by the Board in July and would like to thank my Board colleagues, the CEO and the NISA staff for their support and hard work over the last year.

There have been many challenges for NISA but far and above all the others is the requirement for our governance to comply with contractual agreements for funding and government policy

This has been time consuming and demanding but has provided an insight into how the most successful NGBs in the UK operate.

We have made some progress towards compliance but we still have a significant way to go, the changes to our Articles being the start.

The following report will provide information into the Board's activities and achievements during 2016/17 and also the personal achievements of some of our members.

A handwritten signature in black ink that reads "Maggie Worofeld". The signature is written in a cursive style with a large, stylized initial 'M'.

Chair
NISA
12 August 2017

ATHLETES

Short Track Speed Skating World Champion

It is with the greatest pride and pleasure that we record our congratulations to Elise Christie who became a triple world champion after victory in the 1000m, 1500m and the overall title at the World Short Track Speed Skating Championships in Rotterdam this year.

Elise is the first British woman to win a world title in Short Track Speed Skating.

We wish Elise and all her teammates our best wishes for the forthcoming Olympic season.

Figure

We would also like to send our best wishes to Penny Coomes and Nick Buckland on their return to competition following Penny's serious knee injury. We wish them and all our other skaters competing in the Olympic Qualifying event in Oberstdorf, the best of luck.

OFFICIALS

Congratulations to all our officials who have achieved promotion at ISU level in 2016/2017:

Sarah Henderson – ISU Referee – Short Track
Candice Towler-Green – ISU Technical Specialist, Ice Dance
Ann Findlay – International Technical Controller – Singles
Emma Davies – International Technical Specialist – Singles
Chris Hockaday – International Technical Specialist – Ice Dance
Jamie Whyte – International Technical Specialist – Ice Dance
Amanda Clinton – International Technical Specialist – Synchronised

Mary Chapman – International Referee – Singles & Pairs
Matthew Miller – International Judge – Singles & Pairs
Lucy Visinoni – International Judge – Ice Dance

Diaina Allan – ISU Data Replay Operator

GOVERNANCE

NISA's governance has been a key topic with specific reference to:

- ◇ UK Sport funding for our elite athletes participating in the World Class programme where improvements in our governance arrangements were a condition of the contract between 2014 – 2018
- ◇ Moore Stephens conducted a comprehensive audit of our processes and procedures at the request of UK Sport and highlighted specific areas of concern
- ◇ The Government's Code for Sports Governance was launched this year and requires NISA, as an NGB which receives funding for its World Class Programme, to be compliant with the code by December 2017, the date for all funded winter sports.

To ensure that the Board had the resources to meet our governance obligations, a Governance Director was co-opted to the Board in July 2016 to lead this aspect of our work. To provide advice on sport governance compliance Simon Le Fevre who was formerly Head of Investment & Governance for UK Sport, has been working with us.

Within our current Articles, we have been able to implement some of the requirements from the Code and the Audit Report:

- ◇ 4 Independent Non-Executive Directors have been appointed to add additional skills and expertise to the Board in relation to Finance, Law, Commercial and Human Resources
- ◇ an Audit, Risk & Governance Committee has been established, chaired by the INED – Finance
- ◇ a Nominations Committee has been established, chaired by the Board Chair.

There is still much work to do, but we are receiving support from UK Sport and will keep progressing until our governance complies with the Code and provides assurance to our members.

SAFEGUARDING

Safeguarding in sport has become extremely high profile following issues in football and NISA takes its safeguarding responsibilities extremely seriously.

NISA was awarded a conditional Intermediate Safeguarding Standard in 2017 and is on its way to completing the conditional requirements to meet the standard completely. This Standard is also a requirement under our governance compliance.

The Board would like to thank Michelle Draper, NISA National Safeguarding Officer, for all her efforts in relation to Safeguarding and working towards NISA's compliance with the Child Protection in Sport Unit (CPSU) standards.

PORTFOLIO REPORTS

FINANCE

Chris Buchanan (Director)
Alistair Wilson
Stewart Laing

Finance Sub-Committee

The Finance Sub-Committee has been working to bring the NISA finances into a stronger position with better controls and introducing more detailed financial information to the Board Members and to the NISA Membership.

Louise Meadows, the NISA Finance Officer has been working tirelessly to modernise the accounts and move NISA onto an up-to-date accounting platform that now allows greater flexibility in financial reporting and management of the NISA finances generally. This greatly assists the Finance Sub-Committee in its work.

Budgets

The work done on the Finance system is allowing improved reporting against budgets for all of the portfolio Directors and will lead to a sharper focus on managing the short and long term spending by those budget holding Portfolio Directors.

I would re-iterate that greater efforts must be put into the income generation side of the NISA business. This is becoming ever more pressing as the financial situation shows very sharp growth on the expenditure side.

If there is no prospect of achieving increases in our revenue streams, NISA will either have to cut core activities or drastically review the proposed strategic plans as currently presented.

Accounts

Louise Meadows, the NISA Finance Officer, continues to be vigilant and is bringing a much greater level of order to the running of the finances and the reporting of the finances. I am very grateful for her self-motivation and determination to bring the situation under much better control whilst also ensuring transparency in what is happening with the expenditures. I am pleased that this is dealing with one of the matters raised by the NISA external auditors.

Members will note that there had been a significant reduction in the reported level of financial activity. This is largely due to the transfer of responsibility for the administration of Short Track funding to EIS, so the NISA turnover now reflects that situation.

Members will also note that the deficit for the reporting year stands at £24.6k, which is a reduction from the previous year's £60k deficit. An improvement but nevertheless, still a deficit. This will, of course, have an adverse impact on the NISA Reserves.

As we are almost at the end of the 2016/17 financial year for NISA, I would wish to bring to the attention of the Members that they should not expect a similar reduction in the deficit, but, in fact, they should prepare for a significant increase in the deficit for the 2016/17 financial year, due to investment in delivering the new NISA organisational structure.

Challenges

The state of our finances remains challenging. Introducing new organisation structures will mean that there may have to be financial adjustments to the individual portfolio budgets if we are to try to keep the losses from completely draining the reserves of the association.

COACHING

Richard Beamish (Director)
Maggie Barrow
Kathy Hanretty
Terri Smith
Gerard Williams

Key Achievements 2016/17:

- ◇ 2 annual conferences, opportunity for coaches to come together to share ideas and knowledge, develop an understanding from other countries, attend relevant workshops
- ◇ Basic CPD in local rinks
- ◇ Focus on well-being for skaters around nutrition and psychology

DEVELOPMENT

David Hartley (Director)
Sam Ozard
Rebecca Collett (resigned)
Mark Hanretty
Robert Murray

Key Achievements 2016/17:

Development Squad Criteria

The Development Programme for the seasons 2016-2017 and 2017-2018 has had a total of 250 athletes participating in its programme.

The programme has had a lot of success and given opportunities for support and athlete development. Participants have been able to access camps both on and off ice, where experts within the sport have helped shape and instil positive changes for both athletes and coaches.

Over the past two years NISA has supported more athletes below our Elite Performance Squad, than ever in the history of our association. The programme has been funded by NISA, with no external funding partners engaged. This shows NISA's promise to our athletes that we will continue to support and nurture our champions of the future.

Skate UK

There has been very little change to the running of Skate UK. This has stalled, mainly due to a resignation, whose post was not filled. However, Skate UK will be going through some changes in late 2017.

Short Track Speed Development

A NISA Development Summer Short Track Camp took place at IceSheffield with over 40 athletes in attendance. Some of the GB WCPP Short Track Athletes attend to talk about their experiences climbing the speed skating ladder.

Masters International Short Track Games 2017

The Development portfolio supported the organisation of the Masters International Short Track Games for 2017. This took place in Sheffield on the 6th and 7th April 2017. The event brought together over 100 athletes within the Masters aged category of Speed Skaters from across the world to this event.

Short Track and Long Track Speed Skating

More work is currently underway to help develop Short Track and Long Track Speed Skating at grass root level and we are looking at holding Olympic Taster Sessions in all our Skate UK Rinks.

NISA Rising Stars Awards

The Development Programme for the second time, is currently funding 5 Athletes over a three-year period. These athletes will receive an award of £1000 each year to help them gain vital international experience and coaching. Three of the current five athletes have been selected for the fourth-coming ISU Junior Grand Prix Series of events. Progress reports from the past year have now been submitted and will be available on the NISA website over the coming weeks.

PERFORMANCE

Hilary Selby (Director)
Maggie Worsfold
Chris Buchanan
Ann Findlay

Key Achievements 2016/17

Performance Camps

Performance Camps were held following IJS Sheffield 2016 and 2017 with feedback of performances provided and off ice fitness testing and advice given.

Sport Science Standards

Sport Science standards have been developed by the sports' science team led by Dr Eleanor Tillett to measure the fitness levels of performance squad skaters and establish criteria to monitor the athlete's development and performance.

Athlete Agreement

The Athlete Agreement has been reviewed and the amended document has been issued to all performance skaters across the disciplines. Performance athletes are required to sign off on the agreement as a condition of participating in the squad.

ISU CHAMPIONSHIP RESULTS:

JUNIOR WORLD CHAMPIONSHIP:

Graham Newberry (Men) 15th
Kristen Spours (Ladies) 15th
Sasha Fear & Elliot Verburg (Ice Dance) 15th

EUROPEAN CHAMPIONSHIP:

Graham Newberry (Men) 16th
Natasha McKay (Ladies) 18th
Zoe Wood & Chris Boyadji (Pairs) 14th
Lilah Fear & Lewis Gibson (Ice Dance) 15th
Robynne Tweedale & Joseph Buckland (Ice Dance) 21st

WORLD CHAMPIONSHIP:

Graham Newberry (Men) 31st
Natasha McKay (Ladies) 32nd
Zoe Wood & Chris Boyadji (Pairs) 26th
Lilah Fear & Lewis Gibson (Ice Dance) 22nd

Many thanks to all those involved from the NISA Office:

Louise Meadows, Olivia Evans, Kirstie Robinson, Martin Hunt and Jennifer Lodge

Much appreciation to my fellow group members: Ann Findlay, Maggie Wilson and Chris Buchanan

TECHNICAL

Alistair Wilson (Director)

Mary Chapman
Noel Grimshaw
Graham Perrin
Peter Worth
Amanda Knight

Key Achievements 2016/17

- ◇ Production of Singles & Pairs Generic Criteria
 - Production of Dance Generic Criteria
 - Production of Solo Dance 2016-2017 Criteria
 - Production of Competitive Test Scores 2016-2017
 - Production of Announcements for all NISA Events
 - Production of Timetables for all NISA Events
 - Production of Qualification TES scores for British Championships.
 - Production of the Solo Dance Technical Panel Handbook 2016 – 2017.
- ◇ Introduction of the Basic Novice A Singles Category to the August IJS 2016-2017 and British Championship 2016-2017
- ◇ Addition of 2 new NISA events:

British Adult Opens: To increase the opportunity for Adults to compete who have been unable to obtain the qualifications for the British Championships and open the competition up to International Adult Skaters.

Young Stars : To offer competitive opportunities to Beginner, Level 1, Level 2 and Level 3 skaters in Singles. The event will also include On and Off Ice classes delivered by Mark Hanretty, Tamsin Sear Watkins, David Richardson, P.J.Hallam and Kelly Buddery.

- ◇ Delivery of NISA Events and attendance as Technical Delegate at:

August IJS 2016 - 2017
British Championships 2016 - 2017
British Synchronized Skating Championships 2016-2017
British Adult Championships 2016 - 2017
British Adult Opens 2016 - 2017

British Solo Dance Championships 2016 - 2017

- ◇ On going management of the NISA Test system and Opens Permitting.
- ◇ Planned new events:
Young Stars 2. A follow up to the August 2017 event towards the end of the 2017-2018 season which will allow competitors to measure their progress during the season.

Adult International: We are at the early stages of planning an Adult International towards the end of 2017 -2018 season.

JUDGES & OFFICIALS

Judy Clinton (Director)
Mary Chapman
Graham Perrin
Christopher Buchanan
Tina Noble

Key Achievements 2016/17

- ◇ **Recruitment of New Officials**
Many Test Organisers, Judges and other Officials, worked to help find new recruits to join the ranks of NISA Officials. There has been some uptake but the Association is still in need of new recruits and general volunteers in all areas and any help from members and officials alike will be welcomed.
- ◇ **Robust Probationary Judges Programme**
Probationary papers are sent to our Probationary Judge Assessors and diligently gone through to ensure that opportunities for promotion or further training are attended to at the first opportunity. Timely training is challenged by opportunity, often geographical position, and availability of those able to take this on; therefore, where it may appear that training is taking longer than hoped, as a small Association with limited numbers of officials with time to take on these roles, we do the best possible under difficult circumstances.

Thanks go to Mary Chapman and Cynthia Alepin for their ongoing work on behalf of probationary judges.

- ◇ **Annual Training and Assessment Process for National Judges**
The first Annual seminar was held last year in Sheffield, following the British Championships. This Annual Seminar is in place to:
 - a. Offer induction to new Judges
 - b. Offer an opportunity for judges to be invited to take part with a view to fast track promotion
 - c. Offer an opportunity for judges lacking in activity a refresher day.

With a strong panel, 3 representing Dance and 3 representing Singles the round table meeting at the close of the day is able to have a full and comprehensive discussion with regard to all those in attendance and offer further training or promotion as is appropriate. With the full IJS kit in place it is a really hands on useful day, was enjoyed by most in attendance and is once again set to follow the British Championship in 2017.

Any judges not invited but who feel this would be a useful day should contact Kirstie Robinson at the NISA office.

A separate Pairs Seminar for current and “would be” Pairs Judges is set for the day prior to the British Championships, applications should again be made to Kirstie.

A separate Synchronized Skating Seminar will be held by the Synchronized Skating Director in due course. Interest should be registered with Kirstie.

Thanks to our 2016 Moderator Panel:

Dance: Garry Hoppe, Cynthia Alepin, Alistair Wilson,

Singles: Hely Abbondati, Mary Chapman and Amanda Knight.

◇ **Annual Training and Assessment process for National Technical Panel Officials**

The first annual seminar for Dance and Singles Technical Panel Officials was held in Coventry in June of this year. These seminars are for those who are probationary with an optional examination for those hoping to qualify, as well as to offer recertification to those who are already National officials. These seminars also offer the Board an opportunity to prepare suitable candidates to be put forward to Frankfurt with the goal of becoming an International ISU Official.

It is the intention to either hold something similar for Pairs alongside this event in 2018 or to offer a separate Pairs seminar. Singles Technical Specialists wishing to consider Pairs may apply to Kirstie Robinson to attend and listen in to the pairs judges' seminar ahead of the British 2017.

Synchronized Technical training will be arranged by the Synchronized Skating Director and interested applicants should apply to Kirstie Robinson.

Thanks to the NISA Technical Specialist Coordinator, Hamish Angus, for his support and contribution to our National and Probationary Technical Specialists.

◇ **Robust Record Administration**

Kirstie Robinson is to be commended for her excellent work in keeping records for judges and officials alongside her role as the NISA Event Coordinator.

◇ **Strong support for future and current international and ISU NISA Officials**

Appropriate officials have been encouraged to move forward to gain International and ISU status, and NISA continues to enjoy the reputation of having first class officials working for the ISU at the very highest levels. The following are to be congratulated following the Frankfurt Seminars this year:

Mary Chapman – International Singles/Pairs Referee

Matthew Miller – International Singles/Pairs Judge

Lucy Visinoni – International Ice Dance Judge

◇ **Management and Research of NISA Test Judging**

A number of issues have been raised over the last twelve months, questioning NISA over tests, judging of tests, opportunities to take tests etc.

All those matters raised are taken fully on board. Some have been investigated and dealt with and others are ongoing.

The office staff and board all work to deliver the best service possible to members but as members will know from the recent Information Days and Announcements on the website, NISA is having to rise to and meet a number of new challenges and whilst undergoing so much change there are times when dealing with matters can take longer than normal.

A new reporting system has been put in place in the office which it is hoped will pick up some of the future potential problems which will then be solved in a more timely fashion or possibly even be avoided altogether.

◇ **Clear Management of Test Organisers**

The new role of Test Organiser Coordinator has been a major support to both Test Organisers and Test Candidates throughout the country and Amanda Knight is to be commended for her tireless efforts in this role. The new manual, put together by Amanda Knight and Mary Anderson should be adhered to and where test organisers are experiencing any issues with timings etc, please send a written report to one or both of them so that your contribution/requests can be considered.

◇ **Support for Results and Data Training**

There is never enough praise to be given to those who bring the Results and Data technology to the events throughout the UK.

Lead by Gwyn Davies, with a team of experts, training is constantly taking place under her direction. The events simply would not take place without them!

◇ **Ensure timely arrangements for Panels for NISA National Events**

Working together with Kirstie, I believe in general we have been able to offer officials good lead time for major events and the annual report is a very appropriate place to thank all of those who have officiated at NISA events over the last year, and for those who we were unable to accommodate thank you for offering your availability, we will hope to see you in the next twelve months.

◇ **Ensure timely arrangements for allocation of NISA Officials to International Events**

Every effort has been made to accommodate International and ISU judges to International assignments. These assignments are reliant upon our skaters attendance and there are times where we need judges at the last minute and to that end the Association is grateful to our senior officials for their dedication to support our teams abroad at these times.

◇ **To put in place a referee training budget and programme**

A budget was put in place to offer referee training in order that and officials aspiring to become a referee would be able to attend an event as shadow referee at no extra cost to the event. This has worked well and is ongoing.

To meet the ever-growing demands upon our Officials time, there needs to be a major injection of new personnel and training support, all of which it is hoped will be offered as the Association moves forward with the new Articles and constitution being put forward to the members.

KEY HIGHLIGHTS OF NISA’S STRATEGIC PLAN

The Government Strategy for Sport - Sporting Future focuses on sport and physical activity delivering health, social community and economic outcomes. Ice skating is a sport which meets many of the objectives of this strategy in relation to all the outcomes for sport and physical activity delivering physical & mental wellbeing, social, community and economic outcomes.

A UK Governance Code for Sport came into force on 1 April 2017 setting out the levels of transparency, accountability and financial integrity required from sports bodies seeking public funding. Implementation of the Code by 31 December 2017 is mandatory.

This requires changes to our Articles of Association and the structure of the Board and other committees.

These are significant changes and we need to ensure that we will develop and deliver robust engagement strategies with all our stakeholders.

The Board structure will change to include representative non-executive Directors as well as Independent non-executive Directors. The majority of the Board will continue to be elected by the membership.

Supporting the Board and the office staff will be the Technical Advisory Committees and there is still much work to be done in establishing the remit and delegated authority for these groups. The proposal for these groups has been published and is attached and will be the focus of consultation with specific groups as well as the wider membership.

FURTHER INFORMATION ON POTENTIAL FUTURE NISA TECHNICAL ADVISORY COMMITTEES

8 Technical Advisory Committees

If the proposed 2017 NISA Articles of Association are approved at the AGM on Saturday 12 August, then the NISA Board intends to establish the following 8 Technical Advisory Committees:

Figure Skating			Speed Skating		Specialist Technical Input		
Singles & Pairs	Ice Dance	Synchronised	Short Track	Long Track	Performance & Talent	Development	Coaching

Key Constitutional Features of Technical Advisory Committees

As provided for in proposed Article 8:

- a majority of members on each Technical Advisory Committee would be elected by the NISA Voting Members;
- a minority of members on each Technical Advisory Committee would be appointed by the NISA Board;
- all Technical Advisory Committee members would be elected or appointed, as the case may be, on the basis of their skills and experience;

- each Technical Advisory Committee would appoint one of its members, with the relevant churning skills and experience to be the committee's chair, subject to endorsement of such committee chair by the NISA Board;
- all Technical Advisory Committee members would be limited (in compliance with good practice under the Code for Sports Governance) to a maximum of 2 x 4 years terms of office; and
- in the interests of a proper separation of functions, no NISA Board Director could simultaneously be also a member or a chair of a Technical Advisory Committee.

Terms of Reference for Technical Advisory Committees

If the proposed 2017 NISA Articles of Association are approved at the AGM on Saturday 12 August, then Terms of Reference would be drafted for the 8 Technical Advisory Committees, covering greater detail on each Committee's:

- composition;
- functions; and
- delegated authority.

The NISA Board expects that:

- there will be coaches and relevant officials within the membership of each and every Technical Advisory Committee; and
- there will be a relevant staff member designated to attend each and every Technical Advisory Committee.

As part of the process of drafting the Terms of Reference, the NISA Board intends to:

- invite input from the current members of the existing Portfolio Sub-Groups, current officials and from the British Ice Teachers Association; and
- publish the draft Terms of Reference for the 8 Technical Advisory Committees on the NISA website, and invite feedback from NISA's wider membership.

The NISA Board would then take that input and feedback into account before making a final decision, later in 2017, on the Terms of Reference for each of the 8 Technical Advisory Committees. The final versions of each Committee's Terms of Reference will then be published on the NISA website for information.

Elections and Appointments to Technical Advisory Committees

After the decision on the Terms of Reference for the 8 Technical Advisory Committees, arrangements would then be put in place:

- to hold the relevant elections for the majority of the members of each Technical Advisory Committee at the earliest opportunity; and
- then the NISA Board would make relevant skills and experience based appointments for the remaining minority of the members of each Technical Advisory Committee.

This is only a part of what we need to do to move our sport forward and both on and off the ice we have significantly more challenges. Modern sport is a business, whether we embrace that fact or not, and we want to have the best organisation we can for all our members in whatever discipline or aspect of ice skating they wish to participate.