

# 2023



## ANNUAL REPORT

# WELCOME

2023 has been an eventful year as work has continued across the nation to keep ice skating alive as we recover post-Covid. My thanks goes out to our staff, members, and volunteers, and to ice rink staff and skaters everywhere who have worked so hard to keep rinks open and thriving.

In the course of the year, we have delivered significant workforce developments, major funding successes, a vast range of events, a relaunched Skate UK programme and a slate of fantastic results on the international stage - and this is just the tip of the iceberg, as you'll find out over the following pages. I am so proud of how we are continuing to grow as an organisation, making real progress on our mission of making ice skating accessible to all.

As an NGB we have continued to take strides towards stronger governance structures which support our funding aims and strategic vision, and securing Tier 2 compliance with the Code for Sport Governance was a proud moment that affirmed the progress we have made.

I have also been moved by the passion demonstrated by members across all of our pathways, and impressed by the professionalism and dedication displayed by our members at all levels. It's been a year of fantastic results for our performance athletes, with a promising 2024 on the horizon, but also a year where we welcomed hundreds of new skaters to Skate UK classes, competitions, and developments camps.

Wishing all of you a happy, fulfilling and ice skating-filled year ahead!

*Michelle Draper*  
**CEO BRITISH ICE SKATING**

*Michelle was recently interviewed on the Anything But Footy podcast 'Great British Bosses' talking all things British Ice Skating!*

**Take a Listen!**



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# CHAIR'S REVIEW

**2023 has been a busy year for us at British Ice Skating, and we can reflect now on how achieving that historic investment from the major agencies – UK Sport and Sport England – that I spoke about in last year's review has delivered real progress for BIS and our members.**

In fact we have been able to build upon the funding allocated last year – you will recall we were allocated £1.6million to support the Milan-Cortina Olympic Games cycle-by securing an additional £431k to support our highly talented athletes, Cornelius Kersten, Ellia Smeding, Lilah Fear and Lewis Gibson with their preparations for the 2026 Olympic Games. This funding is a direct result of all these skaters' recent world class performances, and we must congratulate them and their highly dedicated coaching and support teams who create the environment for them to skate at their very best.



Some of this season's performance highlights are worthy of special mentions. In Long Track Speed Skating, Cornelius Kersten won World Bronze in the 1000 metres event, GB's first since 1951, while Ellia Smeding recorded a top eight World Championship spot. Lilah Fear and Lewis Gibson finished fourth at The World Championships and reached number one in the world rankings – this 2023/4 season has also started strongly for them, with two Grand Prix golds already. Niall Treacy broke the 1000m and 1500m British Short Track Speed Skating records last month, and up and coming ice dance juniors Ashlie Slatter and Atl Ongay-Perez achieved 18th at The Junior Worlds in their debut season with two fourth place finishes at Junior Grand Prix this season. Congratulations to all. We said thank you and farewell to Natasha Mackay too – our six time British Singles Champion who retired this season.

At the other end of the performance pathway, and supporting our strategic aim of promoting inclusion and accessibility, we launched the redeveloped Skate UK programme alongside the brand new companion app earlier this year, making tracking progress and engaging with the course material easier and more accessible to skaters and coaches. It's taken a while to get this right, but the feedback so far is hugely encouraging and we hope this will really help drive more people enjoying skating into the future.

Finally, on a corporate note, I wanted to highlight the executive team's achievement of Tier 2 requirements for the Code of Sports Governance. The code ensures that national governing bodies of sport operate at high levels of transparency, inclusion, accountability and integrity, confirming the quality and consistency of sports industry standard business practices, and is no mean feat for a small body like ours. This achievement secures our funding position and ensures we sit at the table with the sport industry decision makers, making sure Ice Skating is represented and our voice heard.

Michelle and her team are to be congratulated for their professionalism, dedication and sheer hard work over the past year. Here's to a successful 2024!

*Karen Rathery*

**CHAIR  
BRITISH ICE SKATING BOARD**

# PERFORMANCE

## 2023 has been one to remember for our performance and pathway programme.

Building on a successful Beijing Olympics and the unlocking of UK Sport investment, our skaters have continued to deliver outstanding performances at all levels with a number of the year's highlights mentioned below. With the talent we have across our skating disciplines BIS is working hard to implement and grow our exciting pathway initiatives that support and nurture the development of skaters and coaches to reach their potential.

### EUROPEAN CHAMPIONSHIPS 2023

#### LONG TRACK

We had two athletes qualify for the European Championships; Ellia Smeding and Cornelius Kersten competed in the sprint championships (500m and 1000m combined).

Ellia's 3rd-place 1000m finish made her the first ever female British LT athlete to make the podium at an ISU Championships.

#### FIGURE

This year's European Figure championship was one of our most successful, with a Silver in Ice Dance from Lilah Fear and Lewis Gibson, top 10 finish in the Pairs from Ana Vaipan-Law and Luke Digby. This was our first figure skating Championship medal since 2014 and our best finish in almost 30 years.



#### SHORT TRACK

There were more great performances from our Short Trackers at the Europeans with 9th place finish in the 500m by Niall Treacy and the men's relay team making the semi-finals (7th Place).

### JUNIOR WORLD CHAMPIONSHIPS 2023

The skaters' performances at this year's Short Track and Figure Junior Worlds have led to qualification for next year's Youth Olympics in Korea (January 2024). We have achieved two quota places for the short track and one quota place (couple) for the Ice Dance. Following the 2023 Junior Grand Prix series we have also now qualified a Men's figure skater.

#### SHORT TRACK

Three junior skaters competed for us in Junior ST Worlds in Germany, with the highlight being Theo Collins' 17th place in the 1000m and a huge new junior national record in the 1500m as well as many other fantastic development experiences had by the whole team.

#### FIGURE

These championships saw us put out one of our largest teams to compete at this level, including 2 couples in the dance event. A great experience had by all (skaters and coaches) with the standout performance coming in the ice dance with Phebe Bekker and James Hernandez topping off an outstanding season, finishing in a very impressive 4th place.

#### SYNCHRO

We were impressively represented at this year's championship by Solway Stars making their Junior World Championships debut. They delivered outstanding performances across both programmes with a national junior record and a fantastic result of 15th Place.



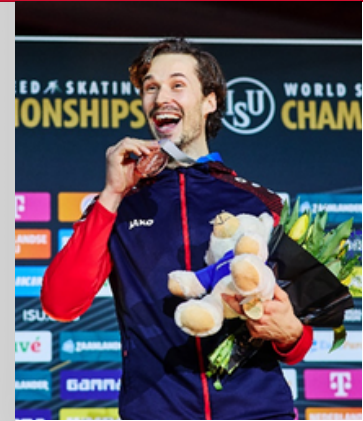
# PERFORMANCE

## WORLD CHAMPIONSHIPS 2023

### LONG TRACK

The team finished on a massive high with Cornelius winning the first British Long Track World Championship medal for over 70 years, with a seriously impressive skate winning him bronze in the 1000m.

This was not the only outstanding performance of the weekend, as Ellia Smeding capped off her year with an 8th Place in the 1000m.



### FIGURE

Once again, we had a very strong team representing us on the world stage, that including 2 Pairs teams, which was the first time for over 30 years, and they did not disappoint with Ana Vaipan-Law and Luke Digby finishing 16th in a very competitive pairs field.

Again, the highlight of the week was our wonderful dancers who after an impressive season were in the hunt for medals all the way, finishing 4th and getting a standing ovation after both performances from the 18,000-capacity crowd. This was our highest placement at the worlds since Torvil and Dean

### SHORT TRACK

At this event we were proudly represented by 3 skaters (Holly Hoyland, Charlotte Hayward and Niall Treacy). There were some great performances had across the board with the team's highlight coming from Niall who finished 15th in the 1000m and 16th in the 1500m.

### SYNCHRO

Our final Championship of the season saw us once again proudly represented by the Nottingham Icicles, who skated Personal Best Performances on the way to finishing in 20th place, which capped off a positive year for our Synchro skaters and teams.

## WORLD UNIVERSITY GAMES & EUROPEAN YOUTH OLYMPICS FESTIVAL

We had two other major events this season in January, which we had skaters representing British Ice Skating, British Universities (WUG) and Team GB (EYOF). Our team for the WUG had skaters compete in Long Track, Short Track and Figure Skating, with great experiences had by all out in Lake Placid, home of the 1980 Winter Olympics.

At the EYOF in Italy we had a team of 4 athletes competing in Short Track and Figure (singles), once again some very good performances from our skaters and lots of new experiences, including Arabella Sear-Watkins selected as the Team GB flag bearer at the opening ceremony and Willem Murray given the honour at the closing ceremony.

# PERFORMANCE

## PERFORMANCE: PROGRESSION INITIATIVES

### ACADEMY OF DANCE

The Academy has now wrapped up for this calendar year, with us planning to run the next camp in February/ March.



The Camps for both our couples and solo skaters have been very successful, and we have had very positive feedback with some good ideas to bring in next year and we feel there is still a lot more we can do in this space. Maurizio Maggaglio has been a fantastic addition to the team who has created the training programme and has led the coaching team.

### SPEED SKATING PERFORMANCE PROGRAMME (SSPP)

As of June 1st, the Speed Skating Performance Programme is back under BIS, with the two coaches becoming employees of the organisation. The programme will continue to be based at the NIC (who are extremely supportive of the team), and the transition has gone very smoothly, with the team feeling very little disruption. We look forward to leading the programme and supporting its progress this season and beyond.

### FIGURE DEVELOPMENT CAMP & PERFORMANCE CAMP

This summer has seen the restart of the BIS Development Squad Camps. We will be working hard on developing this plan over the winter to be able to have a full schedule for the Spring/Summer to best support our athletes and their coaches.

In August we ran our figure skating performance camp with the goal of delivering on ice feedback to the skaters from our officials, introduction into the performance squad (team selection criteria and athlete agreement), update on ISU rules, media training and head shots. We even had a team dinner and quiz which was enjoyed by all skaters, coaches, and officials.

### BIS/ ICE DUNDEE – SPORT SCOTLAND

We have now run 3 very successful camps in Dundee led by Debi Briggs and her team supported by Sport Scotland, who are extremely pleased with the current direction of this initiative and credit goes to the team in Dundee.



# DEVELOPMENT

## DEVELOPMENT EVENTS

### DISNEY ON ICE PERFORMANCE CAMP

9-10 May 2023

40+ participants

Headed by Chantal Stringer (Associate Ice Casting Director and Production Coordinator) and Disney On Ice alumni skaters, supported by British Ice Skating staff. The camp focused on presentation, performance, show tricks, show choreography, acting and characterization, as well as preparation for audition.



Participant Feedback:

**4.61** /5  
Enjoyment

**4.67** /5  
Learning

**4.44** /5  
Value For Money

“ Informative, fun, exciting.  
Amazing, educational, new.  
Challenging, fun, rewarding.  
Magically life changing. ”

### ADULT DEVELOPMENT CAMP

13-14 September 2023

27 participants

Our first adult-focused Development Camp ran in September 2023, just before the Adult Club Open. Run by David Hartley, Keith Hudson and Kelly Buddery the camp was incredibly well received and promises high interest levels when repeated in 2024.

Participant  
Feedback:

**4.93** /5  
Enjoyment

**5.00** /5  
Learning

**4.73** /5  
Value For Money

“ It was great to get feedback  
on your program elements, and to be able to jump  
and spin at a camp where you are respected for  
what you can do. ”

“ I liked how the coaches carefully  
considered the various  
backgrounds of skaters in the  
group and tailored sessions to  
support their individual needs. ”

### COACHING CONFERENCE

Our annual Coaching Conference took place in September, providing coaches with updated guidance on mandatory topics like equality, diversity and inclusion initiatives, UK Anti-Doping measures, nutrition advice, and expert technical information, as well as a range of additional useful sessions.



Participant Feedback:

**3.89** /5  
Enjoyment

**3.87** /5  
Learning

**3.09** /5  
Value For Money

# DEVELOPMENT

## *Skate for Gold, Skate for Fun, Skate for Life*

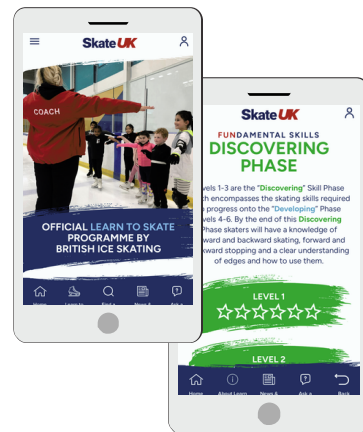
**Our new Skate UK programme was launched this year, developed with Activity Alliance insight and guidance to make it more inclusive and accessible, particularly for individuals with disabilities.**

An accompanying app has also been developed and launched, designed to engage and educate skaters with videos, descriptions, focus points and expectations for every skill in each level.



### PROGRAMME ROLLOUT

- 12 rinks signed up to new syllabus as “Approved Centres”
- 125 coaches completed the new Skate UK training
- New Skate UK page on our website
- New merchandise available from our online store
- In 2024 we aim to transfer all rinks who run the old programme to the new syllabus.



### APP ROLLOUT

The app went live on both the Apple Store and Google Play Store on Tuesday 17th Oct after hard work by the team, along with the app designers and Sport:80, to get it over the line.

A soft launch began at IceSheffield on 19th October to allow for debugging and user-informed changes before a wider rollout began in November. Seasonal rinks and a presence at Disney On Ice events are providing us with an additional promotion platform.

## *New Coaching Pathway Manager David Richardson:*

“Since starting my role in early October the priority has been to understand and explore the CIMSPA coaching model (a government backed standards agency), whose aim is to align coaching standards across all sports to form a national register.

The next six to 12 months will see the BIS coaching pathway structured for CIMSPA compliance and our level one coaching qualification will permit successful candidates to charge for their services when delivering Skate UK sessions. 2024 is setting up to be a year of positive change for the coaching framework, which shows commitment to a large portion of our membership, their needs and expectations.”



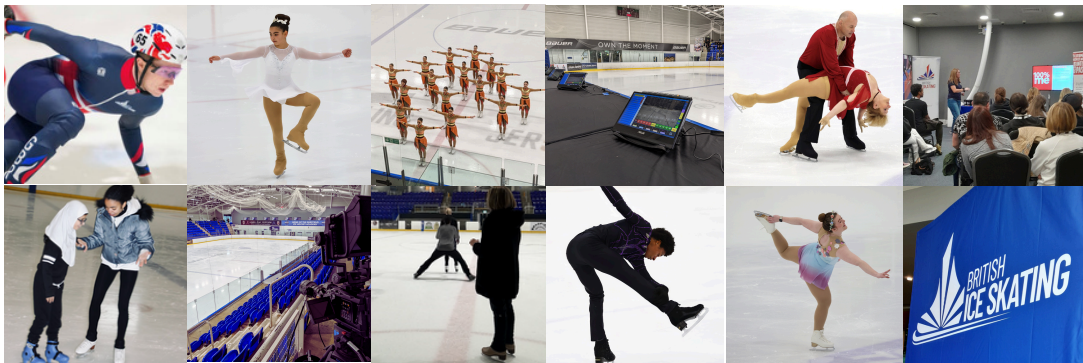
# EVENTS

British Ice Skating in partnership with National Ice Centre Nottingham are delighted to have been provisionally awarded the 2027 World Synchronized Skating Championships. While it is still very early stages, preparations are already getting underway.

The European Figure Skating Championships 2026 planning has officially begun with the first steering group meeting taking place in October 2023 having applicants from an exceptionally strong field being successfully been appointed in August. The steering group is chaired by one of the independent members, supported by 3 other independent members, a representative from UK Sport, a representative from Sheffield City Council, and 4 representatives from BIS.

Permitted events over the last 12 months have started to recover from the pandemic, with the 2024 healthily growing. Many of the events are using our online portal which helps ensure skaters are eligible for the competitions and that the entry process is transparent. We will continue to work on ensuring the database is as user friendly as possible.

BIS events will be having some changes for the 23/24 season to create opportunities for all. While we prepare for this our events are having a small overhaul now showing the BIS presence and of course, our new merchandise!



## MERCHANDISE

Our new merchandise is a work in progress as we continue to add new garments to the lines. The currently available items can be purchased online now.

Shop the new collection



## Equality, Diversity & Inclusion

British Ice Skating continue to embrace our EDI journey and achieve key milestones, creating a more inclusive and accessible organisation and Sport. The end of 2023 sees us conclude our first Diversity Inclusion Action Plan (DIAP) – the data gathered and lessons learned have informed goals that have been built into our 10-year strategy.

A lot of work has gone on behind the scenes to ensure we have the foundations of an organisation which represents the communities we want to work in and has inclusion at its core. This year saw our EDI committee form which played a vital role in developing our DIAP and will be reviewing our anticipated EDI strategy launching in the early new year.

Part of our work has driven us to encourage more disabled people to take part in ice skating activities, after collaborating with Activity Alliance we produced a dispensation system that works with our Skate UK system, allowing flexibility. This work on our introductory course is a key step as we work towards prioritising inclusion and accessibility – it's a fundamental message that we are prepared to make changes to our pathways to allow access to our sport in the right environment.

As we delve deeper into our equality work, we recognise areas which may have been missed in the past. In our British Short Track Championships, for example, it was highlighted that our Women's category did not get trophies for their individual distances. British Ice Skating have now funded 3 new trophies named after inspirational women in our sport, to be announced on our social media and presented for the first time at this year's British Championships. We will also be adding a trophy in our Masters category which will be named after Robert Mitchell for his dedication to the sport of Short Track Speed Skating.

Further strides have been taken towards our EDI training and education goals, including:

- For the second year running, a session on EDI was a mandatory element of our Coaches' Conference.
- Our staff attending training hosted by Activity Alliance.
- Our Development Team delivered a mandatory 2.5 hour workshop for all coaches delivering the new Skate UK course, supporting them to create an inclusive environment for their skaters.



# WORKFORCE

## Workforce Development

British Ice Skating would not survive without our amazing workforce and we are grateful for their continuous hard work and commitment. Many of our these incredible individuals develop their skills becoming experts as officials and British Ice Skating have committed to creating a transparent and supportive pathway for them.

A People Plan is a way in which an organisation can demonstrate it's strategic planning for its people and it is essential to ensuring the work of the organisation is delivered, supported, and led by a diverse range of people who are equipped and supported to meet the demands of their role and the changing needs of the people, communities, teams and athletes they interact with.

To become more successful we should develop and understand the diversity, skills, behaviours and culture of our workforce, both professional and voluntary. In essence, People Planning is about ensuring that you have the right people with the right skills, in the right places at the right time. We have launched our protocols for judging, data replay operators and results teams, and we now continue our journey in establishing further training and examinations for these, and other officials.

Our short track officials and technical specialists will be our next port of call, while our first seminar was held for officials in August 2023. Focus will go through sustainability to ensure sufficient resources are provided for this. We will be launching our recognition programme in December 2023.



Michelle Draper  
Chief Executive  
Officer



Daniel Pitts  
Finance Manager



David Hartley  
Development Manager



Jon Eley  
Head of Performance



Sarah Logie  
Operations & Workforce  
Manager



Amelia Sanderson  
Operations Assistant



Andrew Hibberd  
EDI Lead



Ashley Mitchell  
Events & Operations  
Assistant



Billy Simms  
SSPP Coach



David Richardson  
Coaching Pathway Lead



Keith Hudson  
Skate UK Lead



John Mills  
Safeguarding Officer



Neil McStravick  
Safeguarding Manager



Neve Biro-Moore  
Events Lead



Olivia Johnstone  
Communications Lead



Parul Jani  
PA to the CEO



Richard Shoebridge  
SSPP Head Coach



Sarah Hunter  
Performance & Talent  
Officer



Siobhan Toon  
Operations & Workforce  
Officer

## 2022/23 OVERVIEW

The 2022/23 financial year for British Ice Skating has ended with the final position being a financial loss of £91,000. This compares to the budgeted loss for the year of £9,000. The main item giving rise to this loss is a change in accounting policy with respect to how and when we recognise income in our accounts. The biggest driver is Membership income which is based on a 12 month membership. In previous accounting years, membership income was recognised in the month in which the payment was received from members. The change in accounting policy means membership income is now recognised on an accruals basis over the life of the membership i.e. 12 equal amounts each month of the membership. To allow for like for like comparison, we have restated our prior year results to account for membership income on an accruals basis. As such, deferred income from FY22 has been released in FY23 and membership income received in this accounting period, FY23, has been deferred to be recognised in FY24. The combined effect of the year on year restatement is a debit to the income statement of £74,000 for this year, which is the biggest driver for the £94,000 loss. A break down of our restated income and net profit figures are below.

	Year End 23	Year End 22 (Restated)	Year End 22 (As Reported)
Income	2, 060, 705.00	1, 066, 218.00	1, 052, 514.00
Year End Loss	-91, 788.00	-57, 765.00	-70, 470.00

Looking forward to the financial year ending 2024, we have prepared a robust budget to manage our finances within a very difficult economy. The new budget is based on being able to deliver for the sport whilst aiming to keep our costs and fees as low as possible. As we enter the next phase of our financial planning, a greater emphasis is being placed on cost control. Higher spend areas are currently being reviewed and work within the senior management team has begun to ensure we operate in the most efficient manner.

As our work with UK Sport and Sport England continues, we are pleased to announce that we have secured additional funding for our athletes within the performance program. Throughout the year, the support received from our funding partners has greatly helped our organisation by funding key areas of the business that act as a support function to the wider organisation, and in turn deliver greater support to our athletes. Again, we continue to focus on cost control and believe that with the introduction of additional funding we can greater support our performance athletes.

As the economy continues to change we are closely monitoring how this effects our organisation, with this comes a greater emphasis on cost visibility and the controls around those costs. It also has a large impact on our fee's for membership, tests etc. We are committed to continue to provide as much benefit to our members as possible in these difficult times. Our commitment to members value for money remain strong and we will ensure that if any fee increases where to be introduced that these will be at the minimal amount against ever rising inflation. We are anticipating another strong year for British Ice Skating as we continue in our 12 year strategy in strengthening and improving the sport of Ice Skating within the UK.



## Funding Updates

### UK SPORT – PERFORMANCE INVESTMENT

After a very positive 2022/23 season, BIS received the great news that BIS were awarded an increase in our investment for our performance athletes – Lilah Fear, Lewis Gibson, Ellia Smeding and Cornelius Kersten. The athletes have been awarded Athlete Performance Awards (APA). On top of this BIS has received an uplift to support these 4 athletes and their programme costs i.e coaching, competition training and travel etc.



### SPORT SCOTLAND INVESTMENT

This year Sport Scotland have started their investment into figure skating, buying into BIS' plan to develop performance and talent skaters in Scotland with the creation of our first national centre based in Dundee. The great news is that Sport Scotland have now confirmed that they will back our plan to the sum of £40k per year.

### ISU SCHOLARSHIP:

We have had another year of positive outcomes with our applications for the ISU Junior Scholarship awards. We have had all our applications across our disciplines accepted, with funds between 1000CHF to 4000CHF being awarded to athletes from: men's and women's Singles, Pairs, Dance, Synchro (team) and Short Track.

### DATA VISUALISATION INVESTMENT

British Ice Skating is proud to have teamed up with Archery GB, British Weightlifting and Table Tennis England, with support from our database provider Sport:80, as part of an NGB collective that has been awarded £36,000 funding by UK Sport through their NGB Development Fund.

The fund supports sport governing bodies to utilise technology to drive growth. It will be used to enable each sport to access custom-configured dashboards with insights relating to member demographics, geographical impact, event participation, revenue streams, and more. The tool will mean staff can track and benchmark data and isolate opportunities for growth.



# PROGRESS

## FINANCE IMPROVEMENTS

Throughout the later part of the year, many changes have been made within the finance function. New accounting software has been introduced, increasing accuracy and reducing administrative work associated with accounting. This also aids our adherence to financial requirements regarding document retention and protects the organisation for the future.

Our processes have continued to evolve. We are proud that we now operate a completely digital function with the finance department which allows us better collaboration between team members and other departments. It also gives greater scope to accurately produce reports at pace, allowing us to react to business needs more effectively.

One area of future focus is our expenses policy and how our volunteers submit their expenses. Work is actively ongoing in the background

## 2023 KEY TARGETS



**5012**

Members

**2023 target:**  
5000



**604**

Coaches

**2023 target:**  
570



**36.5k**

Social Followers

**2023 target:**  
33k



**9.5k**

Monthly  
Social Engagement

**2023 target:**  
9.3k



**24.7k**

Monthly Social Reach

**2023 target:**  
24k



**11**

Rinks Signed Up:  
New Skate UK

**2023 target:**  
10



**28**

Open Events

**2023 target:**  
20



**69**

Affiliated Clubs

**2023 target:**  
66



**Tier 2** Code for Sports Governance achieved

**Ensures best practice and  
access to funding**



# BOARD ATTENDANCE

As of 9/11/23	Past 6 Board Meetings	ARG Committee Attendance**	Nominations Committee Attendance**
Abigail Hughes	*3/6 (1 partial attendance)	3/3	1/2
Alistair Wilson	5/6	N/A	1/1
Christopher Buchanan	6/6	0/1	N/A
David Johnson	*4/6 (1 partial attendance)	N/A	2/2
David Thomson	*4/6 (1 partial attendance)	3/3	N/A
Hew Williams	*6/6 (1 partial attendance)		1/1
Karen Rothery	6/6	N/A	2/2
Lois Jarvis	5/6	3/3	N/A
Rebecca Proctor	*4/6 (2 partial attendances)	N/A	N/A
Robin Cousins	5/6	N/A	N/A
Tom Fell	5/6	1/2	1/1

\*Partial attendances at meetings are often necessitated when Board directors, who are volunteers, are balancing work and voluntary commitments, and are fully recorded in all Board meetings where they occur.

\*\*The election of new Nominated Directors at the 2022 AGM was the driver for this Board Committee's membership being reviewed; some directorial memberships were subsequently proposed to the Board to be amended, and all recommendations were ratified by the Board at the 26th July meeting.



**Inspiring a passion for ice skating  
that is inclusive and accessible for all.**

**2023**