

Council Meeting Synopsis

DATE:	START TIME:	LOCATION
25 April 2026	08:45	Online via Teams

IN ATTENDANCE:

COUNCIL MEMBERS

Carline Deal, Alex Denny, Catherine Haworth, Samantha Holgate-Davey, Emma James (Hon Sec), Richard Pettifer (Hon Treasurer), Sophie Rennie (NDO), Andy Shenstone (Chair), Mary Tetley (CEO), Yasmine Thorn (Vice Chair)

VICE PRESIDENTS

Brian Cumming (VP)

HQ COLLEAGUES

Sophie Heptonstall (HoDT)
Wendy Meadows (COO)

INVITED GUESTS

APOLOGIES

Harry Gould (Life Vice President), Dave Bell, Michelle Haywood, Lisa Shafe, Tony Marshall (VP), Jane Maddocks (VP)

Item 1. Welcome & Opening Administration

- a. AS welcomed everyone to the meeting and in particular Alex Denny coopted to Council until the AGM
- b. Confirmed EJ to generate members' synopsis
- c. February 2026 Minutes were approved with no feedback or comments / Synopsis also now published for February and notified to membership
- d. Conflicts of Interest – None noted. AD notified Council of his position as Trustee of the Nautical Archaeology Society - but which was not considered to be a conflict of interest for day to day BSAC matters.
- e. Raising of AOB

Actions from previous meeting (Annex A)

EJ went through the previous actions list and noted those closed or ongoing.

eVote since last meeting / Coopting Alex Denny

AS ran through the eVote process and ratification. AS proposed, MT seconded: Proposal to coopt an Ordinary Council Member through to AGM. This is due to Council having been reduced to our AoA minimum number of Ordinary Council Members following a director resignation in January. Reconfirmed that all Council members with a vote had voted and results circulated by email on 1 April 2026 noting that there were 11 votes for the co-option of Alex Denny, no votes against and 1 abstention. It was noted that Alex had demonstrated his commitment to BSAC and the work of Council through his having previously stood for election, had highly relevant professional experience in governance and strategy formulation and that he was also amongst the candidates standing in 2026.

eVote ratified and Alex Denny therefore confirmed as coopted to Council until AGM 2026.

Chair's update

AS updated Council that he has been having regular updates with MT as well as other HQ colleagues including SH and WM on on-going business.

AS reaffirmed his focus is upon the long-term sustainability and resilience of BSAC. While performance in the early part of 2026 has some encouraging elements with costs under tight control and some income areas performing to target, the overall trajectory for membership continues to decline at a rate consistent with prior years.

CEO report

BSAC's 5-year strategy has commenced with the implementation of a new AMS platform (Sport80) which took place in the previous financial year. There has been a need to embed the new system and stabilise business processes following the very significant change this had represented.

HQ are keeping abreast of the emerging impact of the ME conflict to ensure we have most up to date information and able to help clubs where possible.

Swimming pool closures continue to be a problem and HQ in touch with clubs and helping where possible. This is in the list of strategic projects and HQ are working with Swim England to collaborate and increase awareness nationwide.

Scuba Magazine: HQ has initiated a survey to understand members' views that will feed into a major review of SCUBA later in 2026.

Strategy Project Updates: Are ongoing with a focus upon membership engagement - Uni Evenings, Two Sophies, Marine Champion Webinars, F2F meetings and Teams: membership feedback to all these events has been very positive so they will continue over the summer.

Election Update: *Meet the Candidates event* on 22 April. A recording of the whole event is now on-line and members are being reminded by email to start voting.

Wreck Protection legislation: regarding an update to a forthcoming change in the law that will directly impact BSAC members – HQ have been in discussion with the Royal Navy and have requested feedback from clubs. BSAC have subsequently submitted a number of questions to the Navy the responses to which will inform guidance to members.

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UK National Governing Body for scuba diving and snorkelling

British Sub-Aqua Club – reg no. 1417376. VAT reg no. 523 0004 17. President: HRH The Duke of Cambridge KG, KT, PC, ADT.

AS summarised that this is a prime example of what should/can/are we doing as NGB. And what we require is answers for our membership.

Insurance: the main contract is up for renewal on 1 June 2026; member data is being reviewed currently to inform the tender specification.

NDC update: SR updated Council - New OWI Chief Examiners (Michelle Kim and Ali Gaudion). *Two Sophies* webinar with apx 70 people on-line. Comments and feedback positive and further such events will be arranged for the summer. A workshop to test a revised Boat Handling Instructor course before go-live was successful and will be finalised shortly. Advanced Diver qualification review – the military have offered feedback that is being carefully considered. AIC/AIE Pilot – further refinements being made. First Aid for Divers: AED being added to the courses.

HoDT update: IFC now being rewritten in house. Incident Report Data Project - ongoing; Snorkelling Courses being reviewed by Council colleague Michelle Haywood. Coaching review - draft proposal commenced. Project Diving - Llyn Padarn generating community and environmental interest which is feeding into further local projects. Safety Comms ... Festivals ... 4 in the calendar: Kernow, Marine Action weekends, North West Dive Festival, Midlands Scoob and Snork Fest, Invasive Species Days.

Courses: in addition to the major review of Advanced Diver, a number of updates and new products are in the pipeline - Deeper Diving; ADP update; twinset update; sidemount; Limited Deco Module; Drysuit; propulsion workshop; DFA - snorkelling and pool based.

S80 - working on awarding qualifications, events and centres set up.

eLearning; Training Packs - should be automatic very soon; **OWI Theory Paper** - moved

Disciplinary Policy Review - for approval

CH confirmed that Disciplinary Policy document now ready for sign off. The new document relays issues to the Disciplinary Committee and the procedure is now clear to follow.

Proposed: CH / Secunder: MT

Votes Against - none

Votes to Abstain - none

Votes For - CD, AD, SHD, EJ, RP, AS, YT (unanimous for Directors present)

Approved

End of Year Accounts

RP presented Draft Financial Results 2025. Council will formally approve results at meeting on 13 May and to be communicated to membership through Scuba Magazine.

Summary of results show an operating loss of apx £40K versus last year's breakeven. This is a material negative variance to the budget primarily driven by (i) unbudgeted expenditure for staff overtime working on the Sport 80 implementation and (ii) refurbishment of the BSAC office so the top floor could be sublet to a tenant (which it has). We have also written off last of remaining stocks this year, (there is no further stock to write-off in future) and this has resulted in a total gross loss for 2025 of apx £100K.

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YT reminded everyone that when we put our Strategy into place it included the implementation of a new CRM/AMS system and which was expected to result, to some degree, in first year complications.

RP's view of last year's losses was that eg. Sport 80, staff overtime, spend on the building, stock write-off would not repeat, however, the membership decline most likely would repeat. It is also impossible to predict the unexpected (eg. pandemic, war etc) and the less resilient BSAC is the less able it will be to weather such events.

Strategy Spotlight

YT presented Strategy timeline YTD. 2025 is the first year of the new strategy. 2026 is year one, we have "a new house" (ie. including Sport 80 platform).

Strategy KPIs are on track with a focus on increasing instructor numbers. Focus also on snorkelling as a low-cost activity and of interest to families. We now have 75 Marine Champions within clubs.

AS asked that Council explore what more we can do to help Clubs recruit and retain members – this can be one of the priority topics Directors and senior HQ staff will explore at September's Council workshop. MT expressed that she and HQ colleagues were 'on this'. SHD commented that most British membership organisations were not living uniquely off their memberships and that diversifying the income was critical.

Scuba Membership Survey

Survey underway and results to be reviewed when available.

Sub-Committee Reports

Sub-Committee Report on Environment activity received. The rapid growth in Environmental Champions was highlighted as a very visible element of this important strand to the strategy.

Item 11: AOB –

CD - mentioned that she had had a conversation with UK Active. Asked if they were an organisation we should be working with? MT said that BSAC had already worked with them.

CEO AOB:

MT: asked if Council could review and approve the annual report accounts before 16th June to align with Scuba's publication timetable. It was agreed to hold an additional Council Meeting on 13 May for this purpose.

MEETING CONCLUDED

12:35

NEXT MEETING

13 MAY & 16 JUNE 2026 - 7PM

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