



## Constitution

### 1 Name of Club

The club will be called *British Ski Academy* (hereinafter will be referred to as "The Club") and may also be known as *BSA*. *BSA* will be affiliated to *Snowsport England*.

### 2 Aims and Objectives

The aims and objectives of The Club will be:

- To offer coaching and competitive opportunities in *Alpine Ski Racing*.
- To host Alpine ski competitions for British junior ski racers.
- To ensure a duty of care to all Members of The Club.
- To provide all its services in a way that is fair to everyone.

### 3 Membership

(a) There are currently two Membership categories in The Club –

- Full Members – this is open to anyone over the age of 18 at the start of the current Membership year, who is involved in promoting, coaching, volunteering or participating in *Alpine Ski Racing*, regardless of sex, disability, ethnicity, nationality, sexual orientation, religion or other beliefs.
- Junior Members – this shall consist of the annually registered junior racers who will automatically become Junior Members on registration.

(b) All Members will be subject to the regulations of the constitution and by joining The Club will be deemed to accept these regulations and codes of practice that The Club has adopted.

(c) Members in each category will pay Membership fees, as determined at the Annual General Meeting. For the current year these are –

- |                  |   |     |
|------------------|---|-----|
| • Full Members   | - | £50 |
| • Junior Members | - | £20 |

(d) Members shall **NOT** be eligible to take part in the day to day business of The Club.

- (e) The Club will require written permission from new Members for their Membership data to be shared with NGB for the purpose of insurance cover and creating a channel for the governing body to share appropriate information with its Members.

#### **4 Sports Equity**

- (a) This Club is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sports equity:

*Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.*

- (b) The Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
- (c) The Club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
- (d) All Club Members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- (e) The Club will deal with any incidence of discriminatory behaviour seriously, according to The Club's disciplinary procedures.

#### **5 Safeguarding**

The Club will ensure a duty of care to all Members of The Club by adopting and implementing Snowsport England's safeguarding policies; [SnowSafe Children and Young People](#) and [SnowSafe Adults](#) and any future versions of these Policies.

#### **6 Committee**

- (a) The affairs of The Club shall be conducted by a Committee which shall consist of the Chair, Treasurer, and Secretary, who shall be elected at the Annual General Meeting. If any of these posts should fall vacant after an AGM, the remaining Members of the Committee shall have the power to fill the vacancy however they see fit until the following AGM.

- (b) The Committee will be responsible for adopting new policy, codes of practice and rules that affect the organisation of The Club.
- (c) The Committee will have powers to appoint advisers to the Committee as necessary to fulfil its business requirements.
- (d) The Committee will be responsible for disciplinary hearings of Members who infringe The Club rules/regulations/constitution. The Committee will be responsible for taking any action of suspension or discipline following such hearings.
- (e) The Committee meetings will be convened by the Secretary of The Club and be held no less than three times per year.
- (f) Only the posts listed above will have the right to vote at Committee meetings.
- (g) The quorum required for business to be agreed at Committee meetings will be two.

#### **7 Finances**

- (a) The Club Treasurer will be responsible for the finances of The Club.
- (b) The financial year of The Club will run from *1<sup>st</sup> April* and end on *31<sup>st</sup> March*.
- (c) All club monies will be banked in an account held in the name of The Club.
- (d) An audited statement of annual accounts will be presented by the Treasurer at the Annual General Meeting.

#### **8 Annual General Meetings and Extraordinary General Meetings**

- (a) General Meetings are the means whereby the Members of The Club can exercise their democratic rights in changing aspects of The Club's affairs.

- (b) The Club shall hold the Annual General Meeting (AGM) in the month of *December* to:
- Approve the minutes of the previous year's AGM.
  - Receive reports from the Chairman and Secretary.
  - Receive a report from the Treasurer and approve the Annual Accounts.
  - Elect the officers on the Committee.
  - Agree the Membership fees for the following year.
  - Consider any proposed changes to the Constitution.
  - Deal with other relevant business.
- (c) Notice of the AGM will be given by The Club secretary with at least 21 days' notice to be given to all Members.
- (d) Nominations for officers of the Committee will be sent to the secretary prior to the AGM.
- (e) Proposed changes to the constitution shall be sent to the secretary at least 14 days prior to the AGM, who shall circulate these to the Members at least seven days before an AGM.
- (f) Only Full Members have the right to vote at the AGM.
- (g) The quorum for AGMs will be ten Members.
- (h) An Extraordinary General Meeting (EGM) may be called by an application in writing to the Secretary supported by at least 10% of the Full Members of The Club. The Committee shall also have the power to call an EGM by decision of a simple majority of the Committee Members.
- (i) Notice of any EGM called by the Members will be given by The Club secretary with at least 21 days' notice, such Notice to be served within 21 days of receipt of the application.
- (j) All procedures in an EGM shall follow those outlined above for AGMs.

## **9 Amendments to the constitution**

The constitution will only be changed through agreement by majority vote of Full Members at an AGM or EGM.

#### **10 Discipline, complaints and appeals**

- (a) All concerns, allegations or reports of poor practice/abuse relating to the welfare of children and young people will be recorded and responded to swiftly and appropriately in accordance with Snowsport England's safeguarding policies. Any child protection concerns should be addressed to a Committee member in writing.
- (b) All complaints regarding the behaviour of a member should be presented and submitted in writing to the Secretary.
- (c) The Management Committee will meet to hear complaints within 21 days of a complaint being lodged. The Committee has the power to take appropriate disciplinary action including the termination of Membership.
- (d) The outcome of a disciplinary hearing should be notified in writing to the person who lodged the complaint and the member against whom the complaint was made within 14 days of the hearing.
- (e) There will be the right of appeal to the Management Committee following disciplinary action being announced. The Committee should consider the appeal within 14 days of the Secretary receiving the appeal.

#### **11 Dissolution**


A resolution to dissolve The Club can only be passed at an AGM or EGM through a majority vote of the Membership.

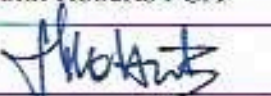
#### **12 Declaration**

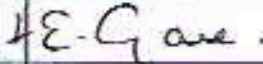
BSA hereby adopts and accepts this constitution as a current operating guide regulating the actions of Members and The Club.

#### **13 Ultimate Ownership**

The Club is an operating part of British Ski Academy Ltd., a company limited by guarantee in England and Wales (registration number 03268288) and is ultimately owned by them.

<b>Name</b>	Malcolm Erskine	<b>Position</b>	Chair
<b>Signed</b>		<b>Date</b>	3 <sup>rd</sup> November 2024

<b>Name</b>	John Roberts FCA	<b>Position</b>	Treasurer
<b>Signed</b>		<b>Date</b>	4   11   24

<b>Name</b>	Helen Gore	<b>Position</b>	Secretary
<b>Signed</b>		<b>Date</b>	4/11/24

BRITISH SKI ACADEMY Ltd  
 Registered in England  
 Company No. 3268288