



Workforce Committee #1 MINUTES

Meeting date | time 23/10/2020 | Meeting location Zoom/Online

Meeting called by	Dan Newton	Attendees
Type of meeting	Workforce Sub Committee #1	Dan Newton, Chris Grant, Stephen Mitchell, Scott Jackson, Chris Keighley
Note taker	Chris Grant	

AGENDA TOPICS

Time allotted | Time | Agenda topic Introduction and Opening Matters | Presenter Dan Newton

Opening:

We recognise that there are 6-7 topics to progress and that some are ready to progress and need supported now and some are more mid/long term.

We recognise that this meeting does not constitute the full group yet and this initial meeting is the Parkour UK staff who will support the committee, The Chair & independent director and Scott who raised the motion about this committee at AGM. It is important that we expand this committee before it takes any major actions. Once the full committee is formed, terms of reference will be drawn up and agreed.

Action items	Person responsible	Deadline
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n/a

n/a

Time allotted | 15 mins | Agenda topic Makeup of the Workforce Committee | Presenter Dan Newton

It was agreed that at least in this initial phase, a completely open recruitment/nomination process for this committee is not the most suitable because it is a lengthy process which will not serve the immediate needs of the workforce. This is a process which can be reviewed by the committee in future and Parkour UK would be keen in the long term to have Open Recruitment. It was agreed that a diverse committee is important.

As Parkour UK has a number of members who are enthusiastic about the committee we agreed that invites would be sent to identified candidates at this stage – after discussion on suitability by the committee

Dan: There are people in Sports Dev. Sector that would be valuable to be involved. Coach Development and Sports Development Experts in the wider sector. Dan has approached 2-3 candidates to discuss the possibility of joining the committee. Would like to bring 2 people on from that cohort.

We agreed that the make up of the committee would be:

1 x Board Members – Stephen Mitchell was suggested.

1 x Representative of the Tutors – Chris Keighley was Suggested

2 x Staff Team – Chris Grant and Dan Newton – they would carry out the operational side of committee's decisions.

2 x Sports development /outside of Parkour representatives TBC

3 x Parkour representatives – Scott Jackson was suggested as one of this group.

How do we get a good diverse group from the Parkour perspective?.

Who are the others that we need to identify?

We would be looking to make sure there was representation of a spectrum of opinion from:

those who believe a successfully qualified candidate must be able to act as a role model of the practice (i.e. A high level of Parkour competency)

to:

those who believe a successfully qualified candidate must be able to demonstrate high level coaching skills but not necessarily be from a Parkour background (i.e. an inexperienced/new practitioner)

Scott Jackson – There needs to be female representation and someone of an older age group.

Chris K – Kirsten from Edinburgh could be appropriate to offer a more diverse perspective and has expressed interest.

Chris G: What about someone from outside the current PKUK membership? It is good to have someone with a contrary/opposing opinion. Possibly someone from Spiral Freerun as Omar is now connected to Parkour UK and could possibly open the dialogue?

The board agreed on the actions below moving forward:

Action items	Person responsible	Deadline
Make Approach to 2 x Sports Development Staff to invite	Dan Newton	30/10/20
Make approach to Kristen to invite	Chris	30/10/20
Make Approach to someone from Omar's Gym	Chris	05/11/2020
Members of the committee to email to agree the suggested members or raise any suggestions around alternatives.	All	30/10/20

Time allotted | 15 mins | **Agenda topic** Emergency Level 2 | **Presenter** Chris Grant/Scott Jackson

There are a small cohort of gyms who have reached out to express that their businesses are potentially going into a staffing crisis within the next 2-3 months. There is a need to run an 'emergency' Level 2 course to support this.

Scott Jackson who initially raised this issue reiterated the concerns to the committee. It was suggested that some form of the level 2 course, without full assessment and a temporary designate status could resolve this in the short term.

Chris/Dan stated that they would like to make the commitment to help solve this issue.

Chris Grant expressed that we could try to put on an 'Emergency' Level 2 to support this issue and he would investigate with the tutors, venues etc. to assess the possibility of this. It was discussed that the current assessment format would cause a barrier and that an 'interim'/changed assessment would need to be implemented on this one occasion.

The main 'technical' barrier that was raised was how the designate status would be recognised by the insurer. Stephen Mitchel commented that there would be solutions to this and it was agreed that PKUK would discuss with Bluefin. If this barrier can be overcome it was agreed that the course could go ahead.

Chris Grant raised that while there was no need to make a profit on the course it would need to be able cover costs. Chris would make this clear with those requesting places – a level of commitment and support to ensure places are filled would be needed from affiliates.

There were questions raised around who would have access to the course. It was agreed that this course would be offered to all affiliates but that it would be made absolutely explicit that they were only to access the course if it solved an immediate staffing problem for their business. It was agreed the affiliates can access this course for their existing Level 1s or those who had participated in a Level 2 in the past and been deferred.

It was agreed by the committee and made clear that this offer is a 'one off' and NOT part of the wider process of redesigning the Level 2 Course. This course would not necessarily reflect any ongoing process to review and evolve the Level 2 offering. The course should not be seen as part of this process or spoken about in this way.

<u>Action items</u>	<u>Person responsible</u>	<u>Deadline</u>
Speak to Bluefin	Dan & Chris	30/10/20
Set up Provisional Dates, Course structure etc	Chris Grant	05/11/20

Meeting Closed.