

*British Ice Skating
Annual Report*

2022

CONTENTS

CEO Welcome

Chair's Review

Governance

Events

Participation

Performance

Grand Prix

Marketing & Communications

Financial Statement



This year has very much highlighted two sides of the coin. From Athletes competing at the Beijing Olympic Games to the cloud of Covid-19 that continued to impact on the sport.

British Ice Skating is immensely proud of the team that travelled to Beijing, as well as the countless others who played a part in our athletes' Olympic journey.

For the first time in 30 years Team GB was represented in each on-ice discipline of Figure Skating, Short Track and Long Track Speed Skating. The remarkable efforts and determination shown by our athletes, most of whom are largely self-funded, show great promise for the future.

British Ice Skating has welcomed an investment of £1.6 million by UK Sport towards the Milan-Cortina Winter Olympic cycle. The two UK Sport funding streams awarded to us are Sport

Progression, to enhance a domestic winter sport pathway infrastructure and National Squad funding, to help ensure the most promising athletes can attend major championship competitions and Games qualification events. It should not be understated how huge a moment this is for our organisation and sport and a massive thanks must go to all staff and volunteers who have worked incredibly hard to get us to where we are today.

Other funding awards we have also been successful in achieving are £130k from Sport England towards a Skate UK App, with a new Skate UK pathway that will deliver a cohesive and inclusive pathway for all skaters and 2 awards from UK Sport, £50,000 to purchase new events kit for figure disciplines and short track and £28,400 to hold a judge's convention to provide education and guidance for officials.

Due to the new funding, members will see, some new roles being advertised in the coming months to support the enhanced work programme including a new Figure Pathway Manager, Operations and Workforce Manager and a new coaching support role.

Towards the latter part of this year, we saw a first for British ice Skating, hosting an ISU Grand Prix. This event was supported by UK Sport, Sheffield City Council and Ice Sheffield. The event was put on at exceptionally short notice, within a very tight budget. For British Ice Skating, it was not about Profit, as we made no profit from the event, it was about bringing one of the most prestigious figure skating events to the UK. This was a huge international event on home soil, with seven GB skaters taking to the ice in what could be a once in a lifetime opportunity for them.

Yet again, we cannot thank all the Volunteers and dedicated staff, who made sure this amazing event happened, one that won't be forgotten.

British Ice Skating was thrilled to announce that Sheffield has been provisionally selected to host the ISU European Figure Skating Championships 2026. The major international competition, that was last held in the UK in 2012, will be back on British soil thanks to a successful bid from BIS supported by UK Sport and Sheffield City Council. The competition will be one of the final events to take place before the 2026 Milan-Cortina Winter Olympic Games.

The other side of the coin has unfortunately been the impact of Covid-19. The early part of the year saw further disruption to our activities, with events having to be cancelled, difficulties with travel to events and the impact on clubs.

We have regained 90% of pre-covid membership levels and are returning to normal levels within tests. Events were impacted not only with them being cancelled, but numbers taking part, but we are beginning to see applications and attendances start to resume normal levels.

From a financial perspective last year, we reported a predicted budgeted loss of £135k loss but final actual was £70k loss. This year we are still predicting a loss, but of £8k. We are seeing the impact of the current cost of living crisis unfortunately, but we are attempting to minimise the costs being passed onto our members from BIS, our yearly inflation increase will be 4%, much lower than the current inflation figures of around 11%.

WELCOME TO TEAM CEO



As 2022 draws to a close, I'd like to reflect a little on what has been a highly successful year for British Ice Skating.

2022 will undoubtedly be remembered for the Beijing Olympic Games, and our elite skaters can be very proud of their fantastic achievements. Our 6 debutants delivered 3 top ten finishes and Team GB was represented in each on-ice discipline of Figure Skating, Short Track and Long Track Speed Skating for the first time in 3 decades.

All of this success has been achieved despite the historic lack of performance funding, which we are thrilled has now been reinstated, with UK Sport investing £1.6million in British Ice Skating for the

Milan-Cortina cycle. This significant investment will support Sport Progression programmes – enhancing our domestic winter sport pathway infrastructure – and National Squad funding will help ensure our promising athletes are able to attend major championship competitions and Games qualification events. This is a major development for us, and the staff team can feel really proud of this achievement. British Ice Skating is now managing the funding for all disciplines for the first time since June 2015, and this investment reinforces the impact of our compliance with the Code for Sports Governance which I mentioned in last year's review. There is no doubt that the work Michelle and the team have put in over the past few years to show that British Ice Skating is an investible National Governing Body has delivered this change.

We can also celebrate hosting a range of excellent events this year including the Britannia Cup, The British Figure Skating Championships and the British Short Track Speed Skating Championships, and of course the short notice and unexpected delivery of The ISU Grand Prix at Sheffield (which the team made happen in only 14 weeks) was another first for us. As well as all this, British Ice Skating bid for, and has been provisionally awarded the rights to host The European Championships in 2026, a stellar achievement and really exciting for both British Ice Skating and all our skaters.

The team has been working hard to support new skaters too, and the Skate UK relaunch is going well. A new app is almost ready to roll out and we hope skaters will find the new video content really helpful in honing their new skills.

I am as always supported by a talented and enthusiastic board of volunteer directors who all give their time and expertise freely. They are all appreciated. Some of them will be standing down this year and I thank Jimmy Young and Amanda Hembrow-Jones for their counsel, service and support. We will be welcoming some new board members following our elections at the AGM and I very much look forward to working with them.

Finally, thank you to our CEO and her team, it's been a busy year but a huge amount has been achieved by them and of course our highly valued volunteer workforce. We really could not do any of this without them, and all deserve our grateful thanks and congratulations for a great year.

CHAIR'S REVIEW

Equality, Diversity and Inclusion

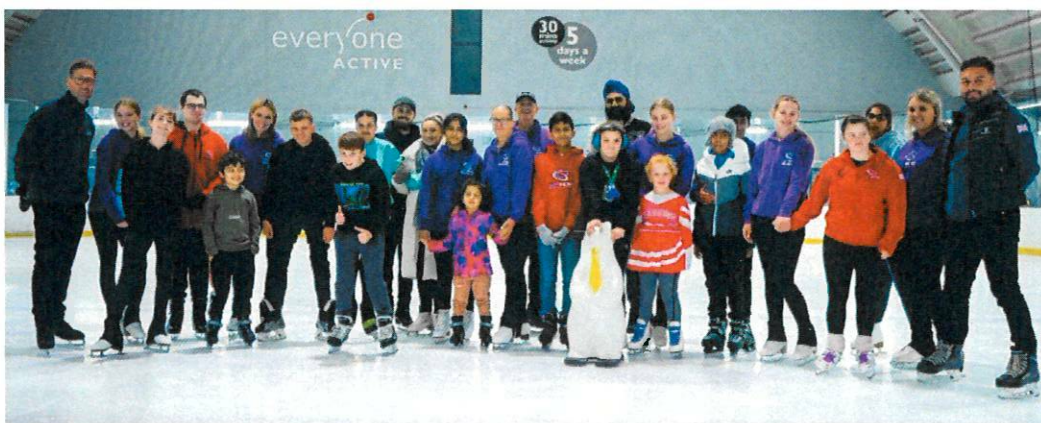
Disability Confident Employer - As a Disability Confident Committed organisation, British Ice Skating has agreed to the 5 Disability Confident core commitments and has committed to at least one activity that will make a difference for disabled people and:

- ensure our recruitment process is inclusive and accessible
- communicating and promoting vacancies
- offering an interview to disabled people who meet the minimum criteria for the job
- anticipating and providing reasonable adjustments as required
- supporting any existing employee who acquires a disability or long-term health condition, enabling them to stay in work.

Many of these commitments are already built into British Ice Skating's Equity, Diversity and Inclusion Action Plan so can be developed while meeting the needs for the disability confident campaign.

An Equity, Diversity, and Inclusion plan has been created and has started to publicise the Equity, Diversity and Inclusion work for British Ice Skating. Part of this was to launch the Equity, Diversity and Inclusion website page which has all the committee members with their pictures and bios. The page also contains the Action Plan, policies and we have uploaded the Terms of Reference to the policy page. We are currently making arrangements to fill the remaining two positions for the equity, diversity and inclusion working group which include a current skater and a coach from an underrepresented community, in particular people from ethnic diverse communities and disabled people or those with long term health conditions.

This year British Ice Skating was proud to hold Activity Alliance hosted training for all staff and deliver equity, diversity and inclusion sessions to all coaches attending the 2022 coaching conference and the 2022 judges convention.



GOVERNANCE

Board Attendance

BIS BOARD DIRECTOR ATTENDANCE OVER 6 BOARD MEETINGS	
Abigail Hughes	*4/6 including 1 partial attendance.
Amanda Hembrow-Jones	*4/6 including 1 partial attendance.
David Johnson	*6/6 including 1 partial attendance.
David Thomson	*6/6 including 5 partial attendances.
Ian Gooch	5/6
James Young	3/6
Karen Rothery	6/6
Lois Jarvis	*4/6 including 2 partial attendances.
Rebecca Proctor	*5/6 including 3 partial attendances.
Robin Cousins	4/6
Tom Fell	5/6
*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.	

GOVERNANCE

Events

The start of 2022 saw British Ice Skating having to postpone events due to the ongoing Covid-19 issues, however the Events team worked hard to reschedule these for later in the year.

Following the return of events in 2021 the Events team managed to hold 15 events in 2022. These events continued to grow as the year progressed with competitor numbers almost back to pre-pandemic levels. British Ice Skating also held its inaugural figure skating international event which was a great success despite the extremely short lead time, and we hope this event will become established on the ISU calendar and build as we move into future seasons.

The Coaches Convention allowed the events team to hold day camps for skaters with the international renowned moderators who attended, for all figure disciplines. These were very well received and will become part of our annual convention.

This year saw BIS events benefit from two submissions to UK Sport to support events. Firstly, we were awarded £50,000 to purchase a new events equipment for figure disciplines and short track. This equipment is now purchased and is being used at events. BIS were also awarded £28,400 to hold a judge convention which allowed us to provide education and guidance for officials in the new Components from co-creator Paolo Pizzocari and in all other areas of judging. BIS also nominated candidates to sit ISU examinations in Frankfurt and Obersdorf and we would like to congratulate the following officials who were successful in receiving their promotions – Ann Findlay – ISU Championship Technical Controller for Singles, Danielle Coton – ISU International Data Replay Operator, David Hartley – ISU International Technical Specialist for Pairs, Matthew Miller – ISU Championship Judge for Singles and Pairs, Richard Grainge – ISU Championship Technical Controller for Singles, Sam Wood – ISU Championship Technical Specialist for Singles, Samantha Payne – ISU International Technical Specialist for Singles, Sarah Logie – ISU International Technical Specialist for Singles. Congratulations also to those who recertified remotely to continue with their current roles within the ISU.

The variety of events that BIS are now hosting continues to grow to ensure that we engage and offer opportunities to all our membership groups. As we move into 2023, the events team are planning to grow events and continue to expand the number of events to ensure that all members are given opportunities to compete. The events team will also be actively working with clubs and rinks to reintroduce the open competitions that have not yet returned following the Covid-19 pandemic.



STREET
EVENTS

Volunteers



Volunteers continue to use the central sign up on the website in a steady pace with the events team being able to utilise this resource for each of the events we hold. The ISU Grand Prix of Figure Skating saw our workforce numbers increase with over 350 new registrations being entered into the system. Throughout the event there were more than 280 volunteers who brought their commitment and a wealth of experience and knowledge to the event. All events would simply be impossible without them.

Clubs

- British Ice Skating have been supporting all of our clubs through the affiliation process and developing their core required documents which are:
 - Code of Conduct
 - Club Constitution
 - Safeguarding Policy

We have also introduced a section to upload their safeguarding/welfare officers qualification, this has been added this year but will not invalidate their affiliation if not uploaded until the following year.

This gives clubs the next year to ensure their safeguarding officers have the correct level of qualification and we are encouraging club to take up British Ice Skating's offer to clubs on our UK Coaching Safeguarding courses.

- Training - We have started a new training setup for clubs where we supply a training opportunity every 3 months which takes place on the Wednesday club call. The first training session was delivered by John Mills on safeguarding where we asked all safeguarding and welfare officers to attend. The second training was on the database and the affiliation process.
- HRMC Support - Since the Anti Money Laundering laws changed, it required some sports clubs to register with HMRC. This caused a lot of confusion with ours and many other sports clubs, we have been continuing to support clubs through this and will be completing a survey to find out if any of our clubs have missed this registration.

Projects

- British Ice Skating have been working with Nottingham University to complete a photography project focusing on our equity, diversity and inclusion targets. The project started on the 10th October and will be based in Nottingham.
- Three new test centres are now active, these are Plymouth, Bristol and Bracknell. Work is ongoing to engage and train new and future test organisers.

PARTICIPATION

Skate UK

British Ice Skating were awarded £130,000 from Sport England for the New Skate UK project on November 4th, 2021. The Sector Renewal Fund is designed to incentivise the renewal of sport and physical activity and reduce the overall impact Covid-19 has on our sector and wider partners. It aims to motivate sport and physical activity to rebuild in an innovative and inclusive way.

The key objectives for the project are:

- To bring Skate UK content up to date to enable coaches to deliver a good basic skating package with emphasis on fun, inclusivity, and accessibility
- To add value to participating ice rinks through an app and help grow the number of participating ice rinks throughout the UK
- To deliver a cohesive and inclusive pathway for all skaters
- To grow Skate UK and ice-skating participation by engaging with our audience by capturing key data and monitoring skaters through their skating journey



The changes which can be seen in the new Skate UK

- Dispensation Model for all criteria
- Coaching Resource & Coaching Notes
- Updated criteria for
 - Skate Tots
 - Skate UK Fundamentals 1-8
 - Star Programme in Figure, Ice Dance, Synchronized & Pair Skating (Bronze, Silver, Gold & Platinum)
- Skate UK App for digital innovation (currently under construction) with progress tracker, videos, and coaching notes to educate and engage the skater
- Skate UK Off-ice package
- Skate UK Schools Programme for Key Stage 1 & 2
- Risk Assessments & Guidance Documents
- Updated branding

PARTICIPATION

European Championships

This year's Long Track European Championships was Great Britain's most successful Long Track Europeans ever. 3 athletes recorded 5 top 11 finishes (4th, 8th, 9th, 9th and 11th), with Cornelius Kersten finishing just outside of the medals in 4th place in the 1000m, which was a timely boost ahead of travelling to the Beijing Olympic Games at the end of the month.

In the Figure European Championships another solid set of performances from our team, saw Lilah Fear and Lewis Gibson finish 5th in the Ice Dance and Sasha Fear and George Waddell place 15th at their first Europeans. Natasha McKay finished 17th in the women's event, Graham Newberry came 26th in the men's and in their first Championship, after only being called up to the team days before (due to illness) Anna Vaipan-Law and Luke Digby placed a respectable 18th in the Pairs.

Olympic Games, Beijing

The Beijing Olympic Games saw us take a team of eight athletes with all disciplines being represented for the first time since 1992. It was a challenging environment in Beijing but one our athletes faced up to with tremendous professionalism and were able to perform to their best on the world stage. We had three top 10 performances from our skaters with Farrell Treacy finishing 9th in the Short Track 1500m, Cornelius Kersten finishing 9th in the speedskating 1000m (3 tenths of a second off a bronze medal) and Lilah Fear and Lewis Gibson claiming 10th in the ice dance. This was an outstanding achievement from an un-funded sport and during the current Covid-19 times considering what our athletes and staff have had to go through to even get to the Olympic start line.



PERFORMANCE

World Championships

In March and April, we had the World Championships for figure, Synchro, speedskating and Short Track. We also had Junior worlds for Synchro, Figure and Short Track. At these championships we have had a number of outstanding performances and results from our skaters. The highlights include Ellia Smeding finishing 9th in the Speed Skating Sprint world Championships, Cornelius Kersten finishing 8th at the World Cup finals and our ice dancers Lilah and Lewis finishing a career high 6th place at the world Championships. Also, another highlight from the figure Skating world Championships was to see all our skaters qualifying through and competing in the free program.

European Youth Olympic Festival

Finally, we had three skaters (Ed Appleby and Elena Komova in Figure and Adam Hill in Short Track) competing at the European youth Olympics last month, where they represented Team GB which hopefully won't be the last time. For these young athletes this competition is all about the experience and the development opportunities it provides. A few of the highlights from the event include a tremendous skate by Ed Appleby to finish fourth, as well as Ed being the team flag bearer for the opening ceremony and Adam Hill being the flag bearer for the closing ceremony.

UK Sport and Sport England – Milan-Cortina Investment

UK Sport (UKS) Winter Sports' funding was announced 25th July, with British Ice Skating awarded £1.6m for the Milan-Cortina cycle. we have recently had the positive news that Sport England will be investing £300k into Ice skating for this cycle. This funding will be split into 2 key areas:

Progression: Resources to fund projects that enhance pathway infrastructure in the UK, with the long-term aim of growing a more accessible and sustainable system to enables more high potential athletes to emerge

National Squads: Investment to ensure the most promising athletes can attend major championship competition and Games qualification events

Development Ambitions

Thanks to the UKS and Sport England investment plans are currently being finalised for development, performance, and Dance camps for 2023 to enable vital activities throughout the pathway. Another exciting piece of news in this space, we will be recruiting a Pathway Manager to lead on the Pathway programmes.

PERFORMANCE

British Ice Skating Progression Ambitions 2022-2026:

Coaching: Implement world leading coach education, which enables coaches to grow and develop to provide world class coaching to best prepare British skaters to perform to their potential

Training Environments: Establish multiple training environments across the UK to provide performance and development skaters the opportunity to access increased level training and coaching, within British Ice Skating led learning and development environments

Pathway: Launch of camp-based pathway programmes to provide appropriate age and stage support, including athlete and parent education, increased ice time, coaching and sport science practitioner access

Early Season 2022/2023

Figure: The season is now well under way with our juniors competing in the Junior GPs, with some very positive and exciting performances. The highlight being Phebe Bekker and James Hernandez winning Silver and Bronze in their 2 events (first British Dance medals at JGP) and qualify for the GP final – again will be a first for Britain.

Short Track: The Performance team has now been selected for the season following the selection event. The team racing at the world cups at the end of October and early November in North America will have a few new faces, with 4 of the 8-athlete competing at this level for the first time.

Long Track: Feedback from the athletes and coach suggest it has been a very good pre-season for them as they now move into racing with the first World Cups starting in November. Exciting news for Long Track is the investment from UK Sport has meant for the first time British Ice Skating have been able to employ a Head Coach, Daniel Greig, who has been working with Cornelius Kersten for the past 15 months and started in his role on October 1st.

ISU Junior Scholarship Awards

In May, British Ice Skating applied for the ISU Junior Scholarship Award (skaters that are aiming to compete at Junior worlds in the next two years), federations can apply for one skater per gender, per discipline. We entered an almost full list of skaters (lacking a male Long Track skater) and have been highly successful in this process, with skaters being selected in the following disciplines:

- Dance (team)
- Pairs (team)
- Synchro (team)
- Short Track (1 girl and 1 boy)
- Long Track (1 girl)

PERFORMANCE

MK John Wilson Trophy Sheffield 2022

British Ice Skating were approached by the ISU to consider a bid to hold a Senior Grand Prix in June at the ISU Congress. With the Support of UK Sport, Sheffield City Council and Ice Sheffield a bid was hastily put together and successfully received by the ISU. From contract signing to the first official practice 12 weeks was awarded to us.

British Ice Skating are extremely proud of the success of the event from a delivery perspective, but mostly the opportunity this provided the 7 GBR skaters who competed. We could not have created this success without the support of the event stakeholders, our extremely diligent Organising committee and the spectators who attended the event and supported all skaters completely. The atmosphere in the venue on each day was electric and appreciated by skaters and coaches alike.

There has been so much learnt from this event that British Ice Skating will implement into the recently awarded 2026 European Figure Skating Championships.



Figure Performance Skaters who competed in MK John Wilson Trophy 2022 proudly wearing their new GB Kit, sponsored by Ice Tech UK for the 2022/2023 season.

GRAND PRIX

Branding

British Ice Skating continues to develop its brand and identity across its own digital channels, as well as developing links with external media. With the past year including the Winter Olympic Games an increase in traffic to British Ice Skating channels was expected, but it has created a sustained engagement.

Olympic Games Impact

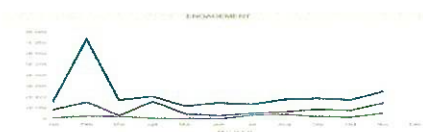
The British Ice Skating website and social media Olympic coverage showed the huge role that athletes, and those performing at the very top level, have on inspiring skaters across the UK. Their performances and engagement around them gave the organisation a platform to spread other messaging. The level of engagement across all platforms (Twitter, Instagram, Facebook and the website) was extremely high. There were 103,001 likes, comments or retweets across social media for the Olympic period of 26th Jan-21st Feb.

The overall reach of our material was 1,002,786, a strong indicator that British Ice Skating managed to get onto the channels of people way outside our normal followers. The primary aim was to promote the sport, athletes and Olympic Games. We were successful in creating a positive, celebratory atmosphere that will help in redefining our broader image.

The secondary aim was to show new audiences a route into the sport. The British Ice Skating website had twice as many unique visitors as the previous month. A total of 13,835 individual people visited our 'Learn to Skate' and 'Rink Finder' pages. These were direct visits, so came from links posted in articles or on social media. A further 15,563 visited the website homepage. This was seen alongside a huge increase in visits to the discipline specific pages (Ice Dance 2,263 compared to 605) and articles regarding our athletes.

Growth

The growth of our digital channels has been consistent over the past 12 months. From January 2022 there has been a total reach of almost 5 million, with close to 400,000 engagements.



MARKETING & COMMUNICATION

Financial Overview

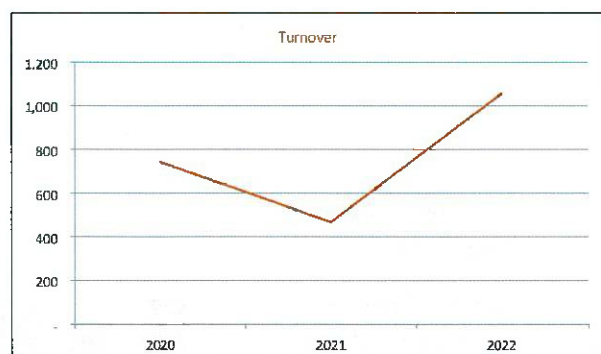
At the end of the annual report year (AGM to AGM), we had successfully regained 90% of pre-covid membership levels which is promising as we come out of the pandemic years.

Progressing back to normal levels within tests and events has been challenging as Covid-19 was still creating limitations through until January, however towards the end of the financial year (June 2021 to June 2022) we saw applications and attendances start to resume normal levels.

Turnover for the year has increased significantly on the prior year and is starting to return to pre-covid levels. Event income was nil in 2021 due to the Covid-19 restrictions.

Turnover (£'000)

2020	2021	2022
742	467	1,053



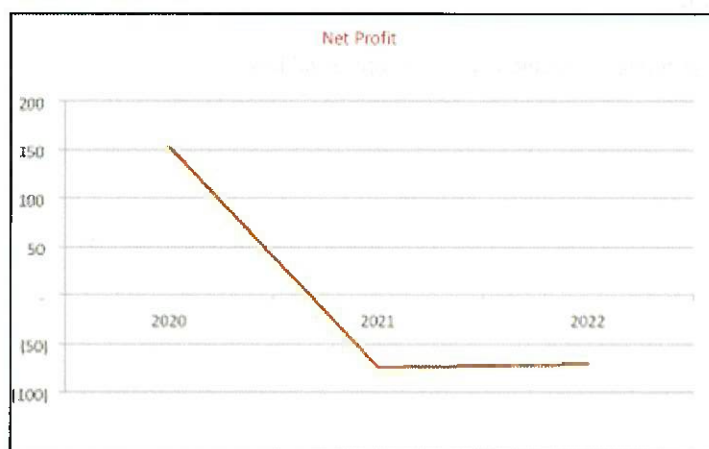
Recovery from Covid-19 has been slow but progress has certainly been made. We are now in a strong position to start receiving increasing amounts of funding from national bodies thanks to the hard work of all the internal and external teams at British Ice Skating.

Our audit, risk and governance committee have worked through all the financial controls suggested from the last audit which were minimal. Financial policies have been reviewed and are now in the final stages of ratification. The main focus of the coming year will be risk management and ensuring regular review of policies is in hand.

Profit/Loss

Overall financial performance came in at a lower-than-expected deficit. Budget prediction was £135k loss but final actual was £70k loss. We are seeing the impact of the current cost of living crisis unfortunately and have raised staff salaries to try and assist with this. We are doing our best to try and minimise the increasing costs being passed on to our membership but whilst we are not looking to match current inflation rates, we have had to review our membership associated fees coming into the new calendar year.

	2017	2018	2019	2020	2021	2022	2023 BUDGET
Profit/Loss	(£91k)	£75k	£119k	£153k	(£74k)	(£70k)	(£8k)
Reserves	£242k	£320k	£442k	£584k	£485k	£422k	£414k



At the end of the financial year and looking forward into next year, we are investing in new software to support the organisation in its delivery of services and the delivery of our upcoming 12-year strategy.

We have recently started using Smartsheets project management software which is assisting us with internal communications, project lifecycles and report production. During this year we also made the decision to move to an online expense management system called Webexpenses, which will streamline the claiming process for the many people within the organisation who require it.

Following successful compliance with the Code for Sport Governance, this year we received funding from Sport England for a relaunch of the Skate UK program. A bid was also put in to host the ISU European Figure Skating Championships in 2026, which has been provisionally accepted by the ISU.

Looking forward into the new financial year, we have exciting plans to expand our performance team in line with the UK Sport funding we received to improve our progression pathways, our grassroots relaunch of the Skate UK program will come to fruition along with a new app to help all skaters, recreational and progressional alike, and kick off our 12-year strategy in strengthening and developing the sport of Ice Skating within the UK!

FINANCE

