



Supporting the hair, beauty
and barbering industries

Board meeting summary

NOVEMBER 2021

At its meeting on Sunday 14 November 2021, the NHBF Board -

- Noted that NHBF Membership stood at 6,555.
- Approved the budget and operating plan for 2022.
- Were enthused and encouraged by the update on the industry support programme
- Postponed the items on the implementation of the Governance Review because the external consultant was unable to gain access to the meeting due to IT issues.
- Because of this postponement, extended the remit of the current Remuneration Committee to January 2022 so as to avoid a hiatus before the Committee could be formally refreshed.
- Welcomed the newly elected Board members Beverley Bates (Central England) and Fiona Johnston (Scotland) to their first meeting as observers, ahead of their formal installation at the AGM.
- Thanked Lisa Cathcart, Joseph Cownley, Marc McCune and Stephanie Stevenson, all of whom were stepping down from the Board after this meeting, for their service and contribution.
- Set the Sunday 8 May 2022 as the date for the next AGM.



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SEPTEMBER 2021

At its meeting on Sunday 26 September, the NHBF Board -

- Took note of the draft budget & operating plan for 2022, acknowledging that the final proposal would be presented to the November board meeting
- Took the next steps to implement the Governance Review by
 - Considering the proposal to restructure the Board and the way in which Board members will be selected in future and agreed -
 - That the number of NHBF directors should be reduced from 12 to nine;
 - That the Board should transition to a hybrid model of four independent directors (appointed by the Board) and five elected directors (selected from and by the membership);
 - That directors' tenure should be reduced from a maximum of three to two 3-year terms;
 - That the President be elected from and by the membership;
 - That the President's tenure be aligned with that of other elected directors, i.e. a maximum of two 3-year terms;
 - That the Board should no longer be elected from and to represent geographic regions, but from across the membership, selected by a membership-wide poll
 - That the timetable proposed for this transition be implemented.
 - Agreeing not to introduce remuneration for Board members
 - Agreeing the principles for consolidating and streamlining the Rules and Regulations and implementing the other changes agreed.
- Accepted proposal of the board of World Hair Ltd to close the company
- Welcomed the framework which had been developed to implement the Industry Support Programme
- Approved the terms of reference for the Creative Events Working Group
- Approved NHBF's voluntary withdrawal from the Certification Officer's official list of trades unions and employers' associations



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JULY 2021

At its meeting on Sunday 25 July, the NHBF Board -

- Took note of the report of the half-year financial and operational review and approved the proposed plans and spending for the rest of the year.
- Approved the NHBF Annual Report for 2020.
- Began the implementation of the Governance Review by adopting a suite of policy and protocol, designed to strengthen governance practice and guide the Board's operations.
- Decided not to sponsor the Blackpool or Welsh competitions for 2022.
- Instructed the Chief Executive to form a working group to develop proposals for the NHBF's involvement in creative events from 2023 onwards.
- Noted that The British Hair & Beauty Collective had declined to provide further details of the commitment expected without the NHBF agreeing in principle to join. The Board **unanimously agreed** that the NHBF could not commit to an organisation without knowing what it was signing up to, and therefore declined the invitation to join the Collective.



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MAY 2021

At its meeting on Sunday 16 May, the NHBF Board -

- Approved the proposed programme to implement the recommendations of Governance Review between May 2021 and July 2022
- Agreed a proposal to develop an Industry Support Programme
- Agreed to add to the NHBF's policy position on Aesthetics:
 - The case for a clear definition and recognition of the sector
 - The recommendation that dermal fillers should be classified as a prescription-only medicine.
- Appointed the following Committees and External Representatives:
 - The Governance Working Party was reconstituted. Its members are:
 - Ian Egerton (President)
 - Mandy-Lodge-Stewart (Vice President)
 - Mark Coray
 - The mandate for the existing membership of the Remuneration & Disciplinary Committees was rolled over for a further 6 months to allow time for the Governance Review changes to be implemented before reviewing the membership.
 - Mandy Lodge-Stewart & Thomas Robinson were confirmed as the NHBF representatives on the Hair & Barber Councils respectively
 - Mandy Lodge-Stewart was confirmed as the NHBF representative for City & Guilds Advisory Board
 - Mark Coray confirmed as was confirmed as the NHBF representative for World Hair/Step Up & Shine
- Discussed the invitation to the NHBF to join The British Hair & Beauty Collective (a proposed new industry grouping formed by the Hair Council & Salon Owners United) and asked for more detail of the commitment the NHBF would be expected to make if it accepted the invitation.



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MARCH 2021

At its meeting on Monday 22 March, the NHBF Board -

- Congratulated the staff team on membership passing 7,000
- Noted -
 - The formal circulation of Register of Board & Senior Management Interests 2021
 - Progress on strategy development
 - A report of members' positive experience of a health & safety audit by the Salon Standards Agency
 - That the Financial Conduct Authority had queried the NHBF's registration and permissions in relation to insurance activity
- Approved the audit report and statutory accounts from Streets
- Received a report on the performance of the NHBF's investments from Investec
- Considered the report of the Governance Review and accepted its recommendations in full
- Confirmed -
 - The postponement of AGM and Board elections to November and September respectively
 - The renomination of Mark Coray as the UK representative to the Coiffure EU Board



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JANUARY 2021

At its meeting on Sunday 31 January 2021, the NHBF Board -

- Discussed
 - The fallout from the Supreme Court business interruption insurance ruling
 - The economic analysis report from Pragmatix Advisory, commissioned to support the lobbying campaign for additional financial support
 - The interim report from the Governance Review, which summarised the results of the survey of the Board's skills, knowledge and competence
 - The Chief Executive's update on strategy development
- Re-nominated Ian Egerton and Mandy Lodge-Stewart as President and Vice-President respectively.
- Decided against a proposal to extend current Board members' terms by one year to retain the experience of the past year within the Board.
- Agreed not to pursue the rule change which would remove the conditions for membership from the Rules. The Financial Conduct Authority had not approved this change because in their view it did not comply with the requirements of the legislation covering registered societies.
- Adopted a formal Conflict of Interest policy.
- Approved a 1% cost of living salary increase for all staff.
- Also approved the post of Finance Administrator being re-titled Finance Officer, to take account of the broadening of the role and its responsibilities