

13. Applications for Association Membership of the BBKA

i) **Laddingford and District Beekeepers Association**

Nominating Association: Thanet BKA

Seconding Association: Dover & District BKA

Supporting Notes by the Application Association

Laddingford & District BKA was formed in December 2017 by a group of long-standing beekeepers. We are currently a branch of Thanet & District Beekeepers Association with 86 full members, 1 junior member and 39 friends who for logistical reasons cannot attend any regular meetings or events in Thanet or allow Thanet to attend any regular event we may hold and therefore would like to apply directly for membership to BBKA

We are proactive with educating the general public by hosting and attending events with experts on hand to answer questions. We pride ourselves on being a teaching apiary, holding 2 apiary sessions a week and thus allowing our members to take their basic exams and modules, as well as supporting local schools with their curriculum when teaching about bees.

Our Constitution states clearly our aims with regard to beekeeping, bee husbandry and the education and training of new beekeepers and educating children and members of the public of the need to protect bees and promote the awareness of the importance of bees in the environment.

BBKA comments

The BBKA confirms that Laddingford and District Beekeepers Association has submitted all the required documents (a copy of the constitution and a set of accounts). The documents have been reviewed and accepted. The BBKA is neutral on this application.

ii) **Darlington Beekeepers Association**

Nominating Association: Harrogate & Ripon BKA

Seconding Association: Cleveland BKA

Darlington BKA is a thriving association with 86 registered and partner members. DBKA was established in 2010 as a district of Yorkshire BKA. The Committee has appropriate systems and procedures in place and is focussed on:-

Training:-

High attendance at weekly apiary sessions.

New beekeepers trained and provided with Association bred, gentle bees.

Ten members trained and passed the Basic Assessment this year. (27% members have the Basic).

Monthly apiary talks and demonstrations.

Two taster days for prospective beekeepers.

Public Involvement:-

Honey Show:- first public show hosted by Darlington Covered Market. It attracted 141 entries from 24 different entrants. The BBKA Hive Experience, together with live bees and other exhibits was used to showcase the importance of bees and pollinators to the general public at this event.

Apiary Open Days:-Two held with over 100 people in attendance each time.

Held clubs, community groups and schools apiary visits.

Participated in several local community shows.

Governance:-

A new Constitution in alignment with CIO guidelines was adopted at our recent AGM and the Committee was re-elected unopposed.

With this solid foundation and a good financial footing, OBKA is ideally placed to become an Area Association in its own right.

BBKA comments

The BBKA confirms that Darlington Beekeepers Association has submitted all the required documents (a copy of the constitution and a set of accounts). The documents have been reviewed and accepted. The BBKA is neutral on this application.

14. Elections

i) Nominations for the Examination Board

The candidates are listed in the order their nomination forms were received by BBKA.

There are 3 places available for three year terms.

	Form Received	Name	Membership Number	Proposed	Seconded
1	14-10-19	Helen Hughes Eligible for a 3 year term	75.0.297	Cleveland BKA	Harrogate & Rippon BKA

BBKA DELEGATE MEETING 2020 – EXAMINATION BOARD MEMBER NOMINATION FORM

Please use this form to submit a Nomination for a BBKA Examination Board member. The original ink signed completed form must be received at the BBKA office by **FRIDAY 18TH OCTOBER 2019**.

The Examinations Board recommends that candidates should be Master Beekeepers OR have attained their Advanced Husbandry Certificate or Advanced Theory Certificate and be working towards becoming a Master Beekeeper.

NOMINEE'S FULL NAME: HELEN FIONA HUGHES

Personal Statement

Please outline the skills, experience and qualifications which make you suitable for nomination as an examinations Board Member. This statement will be included verbatim in the voting papers and may be photocopied so typewritten completion is preferable. Please do not exceed 500 words.

When I first started beekeeping in 2011, little did I suspect what a large part of my life it would become. Straight away I was inspired to find out as much about bees as possible and to pass on that knowledge to others. I thought with a few modules under my belt it would give me some validation, and so it began! I became a master beekeeper this summer.

I have a science background having done a biological science degree. I later retrained as a state registered chiropodist, working in the NHS and latterly was self employed.

I'm currently chair of Cleveland Beekeepers Association and before that was the show secretary, a post which was great fun, involving a lot of attention to detail and good organisational skills.

I am involved in the running of beekeeping courses, both beginners and improvers, practical apiary sessions and demonstrations, a basic examiner and also a mentor for new and improving beekeepers.

The role I most enjoy is running the module study groups. When using past papers to work from, it is good to see that in recent years the questions have become clearer and more relevant. I would like to contribute to the ongoing process of making exams more appealing and current for today's beekeepers.

It's my belief that formal exams encourage a much deeper understanding of a topic. They also instil confidence and encourage more commitment to better beekeeping, which then leads onto the education of other beekeepers and the public.

I took the BBKA exams relatively recently, and greatly enjoyed the challenge. The experience is still very fresh in my mind and this, combined with my knowledge and experience as a beekeeper would, I think, make me a good addition to the exam board. In the words of Mahatma Gandhi, "Live as if you were to die tomorrow. Learn as if you were to live forever"

ii) Nominations for President

	Form Received	Name	Membership Number	Proposed	Seconded
1	11 Oct 2019	Margaret Wilson	38.15.263	Lancs & NW BKA	Avon BKA

All nominees for both President and Trustee positions have successfully passed a DBS check and have signed a document to confirm that they pass the HMRC Fit & Proper Person's test.

BBKA Annual Delegate Meeting 2020

Nomination form for BBKA President

Please describe your SKILLS, EXPERIENCE or PROFESSIONAL EXPERTISE in some or all of the following fields. This information will be included in the ADM pack.

Financial, Business Management, Public Affairs & Relations, Fundraising, Education Sector, Research Management, Trusteeship (of other charities or 'not for profit' organisations), Other (please specify).

Name: MARGARET WILSON

Previous Experience (please do not exceed 500 words):

I have been keeping bees for the past ten years and maintain between 5 and 8 colonies.

I am a member of Lancashire Area Association and Chairman of the Ormskirk & Croston branch having previously been treasurer of that same branch.

I am just finishing my second year as Chair of the Trustees of the BBKA.

During my time as Trustee, Vice Chair and Chair we have:

- 1 Managed the transformation from the previous accounts methods to the current system, allowing better information for each budget holder and Trustee. We have also ended each financial year I have been a trustee with a surplus, this followed several years of deficits.
- 2 Introduced a Stock control system.
- 3 Reviewed and brought up to date the Expenses policy.
- 4 Provided up to date information each month to associations via the Positive Thinking letter
- 5 Provided extracts of the EC meetings on the web site.
- 6 Was instrumental in the change from Charity to CIO.
- 7 Encouraged and supported the introduction of Queen Rearing in order to stop the need for imports of queen and bees.
- 8 Supported the production of the Special Issues to assist members in their management of bees and the laminated instruction sheets for use in the apiary to enhance the education of members
- 9 Supported the implementation of the new membership database
- 10 Oversaw the change of wrapping on the BBKA News to a recycled product.
- 11 Sourced and appointed a professional fundraising company.
- 12 Communicated with Radio Stations on topical subjects as required.
- 13 Attended associations and branches to offer lectures when invited.
- 14 Fully involved in HR and manning issues.
- 15 Active member of the shows committee.

Since becoming Chair I have been involved in every committee, currently chairing the Finance Committee, this has given me a broader view of the needs of the organisation and the ability to make changes where needed.

My background is in Business, starting up and managing two very successful limited companies with over 200 staff and a multimillion turnovers. To do this I acquired the skills of managing people and working and developing quality procedures and processes to ensure good management in all departments, I believe that I have been able to use those skills for the benefit of the BBKA in my time as Trustee and Chair.

iii) Executive Committee

There are six vacancies: Four vacancies for 3 years, one vacancies for 2 years and one vacancy for 1 year.

An additional vacancy for a 2 year term will be created if Margaret Wilson is elected as President.

The candidates are listed in the order their nomination forms were received by BBKA.

	Form Received	Name	Membership Number	Proposed	Seconded
1	25-9-19	Gareth Morgan, Eligible for a 2 year term	60.18.65	Surrey BKA	London BKA
2	4-10-19	Anne Rowberry Eligible for a 3 year term	10.11.123	Avon BKA	Devon BKA
3	8-10-19	John Hendrie Eligible for a 3 year term	36.19.23	Kent BKA	Medway BKA
4	14-10-19	Joyce Nisbet Eligible for a 3 year term	54.0.14	North Shropshire BKA	Cheshire BKA
5	17-10-19	Stephen Barnes Eligible for a 3 year term	19.14.1	Cumbria BKA	Tyneside BKA
6	17-10-19	Mike Lavelle Eligible for a 3 year term	38.17.242	Lancashire & NW BKA	Sheffield BKA
7	17-10-19	Richard Bond Eligible for a 3 year term	29.0.483	Harrogate & Ripon BKA	Cleveland BKA
8	17-10-19	Robert Hogge Eligible for a 3 year term	76.0.1	Jersey BKA	Avon BKA

BBKA DELEGATE MEETING 2020 - TRUSTEE NOMINATION FORM

Please use this form to submit a Nomination for a BBKA Trustee. The original, ink signed, completed form must be received at the BBKA office by **FRIDAY 18TH OCTOBER 2019**.

All Trustee Nominees will be DBS checked prior to the ADM. Please be aware that this form will be photocopied and included in the delegate voting papers so typewritten completion is preferable.

NOMINEE'S FULL NAME: GARETH MORGAN

Membership Number: 60.18.65

Number of years a BBKA Member (min. 2 years recommended): 13 YEARS

Please describe your skills, experience or professional expertise in some or all of the following fields:

Finance, Business Management, Educational Sector, Research Management

I have managed my own successful parking consultancy business, of which I was a director and am currently employed as its Finance Manager having cut down on the number of days I work. I deal with all the company's advertising and finances, including salaries, pensions, VAT, Corporation Tax, invoicing, bank accounts and all other aspects of a small, medium business (SME).

I regularly attend meetings with private companies and local authorities to help and advise on their parking operations and write audit reports regarding these. I also run my company's training centre for awarding recognised qualifications in my industry.

I hold a British Army qualification as an instructor for senior NCOs and Junior Officers and represented the Government overseas on cable TV whilst I was serving in the Army as a musician in the Band of HM Welsh Guards for 15 years. I have also participated in many Royal events and State occasions.

Please give brief details of your beekeeping experience

I have passed the Basic certificate, Modules 1, 2, 3, 5, 6, General Husbandry and the Microscopy Certificate (I'm taking Module 7 in November 2019, then, if eligible, Module 8 in April 2020 along with the Advanced Husbandry Certificate in 2020).

I have attended nearly all the NDB short courses and three NDB Advanced residential courses. I am an assessor for the Basic Certificate and the Honey Bee Health Certificate. I accompanied the members of England's IMYB team in 2018 in Nerac, France.

I wrote the 'In the Apiary' monthly series for BBKA news for 2019 and have contributed to it and BeeCraft over the years.

I regularly give talks and demonstrations, not only to my division but also to many outside clubs and schools in my division's area.

What role(s) have you held in your local Branch/Association:

I sit on Surrey BKA's committee and am the current Chairperson at my own division in Wimbledon, a position I have held for 9 years. I administer and run its very successful training programme/courses.

I am my division's AHAT coordinator and the Teaching Apiary Warden, which is licensed for 30 hives through the National Trust.

I run and administer Wimbledon's website.

Personal Statement

Please outline the skills and experience which make you suitable for nomination as a Trustee of BBKA (and therefore, a member of the Executive Committee).

Detailed guidance on the responsibilities of a Charity Trustee can be found on the Charity Commission's web site www.charity-commission.gov.uk

Please do not exceed 300 words – any excess will be cut.

I have served two consecutive terms as Trustee for the BBKA and currently sit on the Executive, Education and Husbandry, Finance, Governance and Research committees.

I am fully aware of the duties, responsibilities and the time involved to make a good Trustee and have attended training for this. Having written the BBKA's 'Child Protection and Vulnerable Adult Policy', my focuses are on attracting more young people and those with disabilities to beekeeping and help ensure BBKA has a framework that provides them with a suitable environment in which to flourish.

I believe that the skills gained through my professional career, particularly marketing, communications and accountancy will also be of benefit to the BBKA.'

I have also represented the BBKA both on the radio and video.

BBKA DELEGATE MEETING 2020 - TRUSTEE NOMINATION FORM

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NOMINEE'S FULL NAME: Anne Rowberry

Membership Number: 10.11.123

Number of years a BBKA Member (min. 2 years recommended): 12

Finance, Business Management, Educational Sector, Research Management

After qualifying as a teacher I spent several years instructing in the National Outdoor Pursuits Centre, before moving to Singapore to resume teaching as a Head of Department in the United World College of S E Asia.

After gaining an MEd in Management at Bristol University and Diploma in Counselling at Reading University I moved from teaching to work for a charity that focussed on sustainable agriculture in Africa.

I setup and managed their first digital image bank, providing resources for the Marketing and Fundraising departments and fulfilling requests from the Press. I was fortunate in being able to travel taking images for the charity and I visited several groups in Zambia that had received bees. I have experience in applying for grants, for example, I applied successfully and obtained a grant from the National Lottery to build a new club hut for Bath BKA.

I am Vice chair and Conservation Officer for the British Chelonia Group, receiving and selecting requests for research grants from PhD students and conservation projects worldwide.

Please give brief details of your beekeeping experience

I have been a beekeeper for 12 years and run 20+ hives

During this time I have studied and passed all the modules and passed the practical exams to become a Master Beekeeper. I have also passed the Microscopy certificate

I give lectures, practical demonstrations and have run study groups for Modules.

I am an assessor for the Basic, Bee Health, General and Advanced Husbandry exams
I set and mark papers for the modular assessments.

I have delivered courses, organised study days, and lectured Nationally and Internationally.

I attend the Bee Health Advisory Forum and CONBA as a representative for the BBKA

What role(s) have you held in your local Branch/Association:

Chair of Avon BKA
Avon Rep at the ADM
Education Officer for Avon County
Avon rep on the South West Beekeepers Forum
Avon Rep at the ADM
Bath Education Officer
Chair of Bath BKA
County rep for Bath BKA on Avon BKA committee
Chair of Frome BKA
County Rep for Frome on Somerset Council

Personal Statement

I have enjoyed chairing the Avon County Executive Committee. I represent Avon on the Bath and West Show committee and organise the County stand at the Show. I also organise the educational Avon Spring Day school that involves prominent international speakers.

I have participated in shows, winning prizes and cups in County shows and I have also given lectures at National and International events.

I am committed to developing beekeeping and bee husbandry. I believe strongly in getting young people involved in learning about bees and beekeeping and have enjoyed teaching winter and summer courses at Monkton Combe Senior school, where I maintain an observation hive throughout the year.

My interest in research includes attending conferences and seminars and also encouraging others to become involved.

I have served as a trustee for the last two years which has been a steep learning curve and at times very hard work, but I have enjoyed the role and found it rewarding. I am currently Vice Chair of the Executive Committee and the budget holder for the BBKANEWS, involved in the production of the Healthy Hive Guide and the 'Highlights' page of the BBKANEWS, BBKA coordinator for the Asian Hornet, involved in the HR committee, a member of the Technical and Research Committee and Chair the Education and Husbandry committee. I have organised practical courses in several parts of the country and am currently planning courses for 2020.

I would like the opportunity to continue some of these initiatives. I believe I have the skills and experience to fulfil the demands of being a Trustee. I am committed to an open style of management and would welcome the opportunity to continue work with the BBKA in serving our members and helping to raise awareness of the important role of honey bees in our environment.

BBKA DELEGATE MEETING 2020 - TRUSTEE NOMINATION FORM

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NOMINEE'S FULL NAME: John David Hendrie

Membership Number: 36 – 19 - 23

Number of years a BBKA Member (min. 2 years recommended): 59

Please describe your skills, experience or professional expertise in some or all of the following fields:

Finance, Business Management, Educational Sector, Research Management

Finance: Treasurer of Kent Beekeepers Association Ltd, Medway BKA and other roles as Treasurer over the past 50 years.

Business Management: Laboratory Manager in Environment Agency 1989 to 1995.

Educational Sector: Lecture widely on Beekeeping across the UK and Ireland. Run a number of training courses for beginner beekeepers, the BBKA Education Committee & BBKA Exam Board.

Research Management: Investigated new methods as a Chemist in the water industry over nearly 30 years working in laboratories.

Please give brief details of your beekeeping experience

Kept and managed bees since 1962 running up to 35 colonies.

Managed the colonies at Hadlow College, Kent from 1977 to 1979.

Temporary Lecturer in Beekeeping over this period.

What role(s) have you held in your local Branch/Association:

Secretary, Treasurer, Chairman, Vice Chairman, Apiary Manager, Librarian and Programme Secretary over many years.

Personal Statement

I have been a member of the BBKA Examinations Board for many years having been the Board Secretary from 1991 to 2006 and am currently the Moderator.

I achieved my Master Beekeeper certificate in 1986 and have been heavily involved in beekeeping education ever since, running courses and lecturing widely on bees and beekeeping.

I am the General Secretary of the National Honey Show and have been on the committee for 35 years and helped with the organisation of the honey show for that time.
He is also a Director for Bee Diseases Insurance Ltd so is looking after the interests of beekeepers.

I have demonstrated continuity in the various jobs undertaken and enjoy helping beekeepers.

BBKA DELEGATE MEETING 2020 - TRUSTEE NOMINATION FORM

Please use this form to submit a Nomination for a BBKA Trustee. The original, ink signed, completed form must be received at the BBKA office by **FRIDAY 18TH OCTOBER 2019**.

All Trustee Nominees will be DBS checked prior to the ADM. Please be aware that this form will be photocopied and included in the delegate voting papers so typewritten completion is preferable.

NOMINEE'S FULL NAME: Joyce Irene Nisbet (Née Russell)

Membership Number: 54.0.14

Number of years a BBKA Member (min. 2 years recommended): 29 years

Please describe your skills, experience or professional expertise in some or all of the following fields:

Finance, Business Management, Educational Sector, Research Management

After pre-consultant training and research posts in the 1980s and 1990s, from 1997 to retirement in 2016, I was an NHS Consultant Orthodontist. During these years, in addition to my clinical role, I held clinical leadership appointments, the most challenging being between 2005 and 2011 when I was the first Clinical Director of a new single team, created from four previous units, to provide an enhanced multidisciplinary clinical service across the North West of England, North Wales and Isle of Man. Working with non-clinical NHS managers, NHS Commissioners, other clinical managers, patients and their families, I was responsible for multi-million-pound budgets and more than 100 clinical and support staff.

Between 2013 and 2016 I was the elected Treasurer (and a Trustee) of a national (Britain and Ireland) multidisciplinary professional charity. This involved responsibility for subscription income; financial prudence to support the society's activities, including an annual conference; plus working with auditors in the preparation of accounts for the membership, Companies House and the Charities Commission; updating the society's Charities Commission information and making Annual Returns to the Charities Commission.

Although without formal teaching qualifications, I completed a Royal College of Surgeons 'Training the Trainers' course and have been involved in teaching, training and examining undergraduate and postgraduate dental, medical and nursing students.

I have been involved in the training of beekeepers in my local association for around 25 years; have been a BBKA Correspondence Course Tutor since 2013; and I am also an Assessor for the BBKA Basic and General Husbandry qualifications. I give talks to Beekeeping Associations on a range of topics. In the 1980s I worked with and for the research division of a large multinational corporation. In addition to my first degree (BDS) and Specialist Dental and Orthodontic Qualifications, I have a PhD from the University of Glasgow and was a supervisor and examiner of postgraduate research projects, principally for the University of Liverpool.

Please give brief details of your beekeeping experience

As an amateur beekeeper, I have fitted keeping 2-10(-ish) colonies around family, work and other commitments for almost 30 years. I am also notorious for having maintained an observation hive in our living room.

I gained the BBKA Basic in 1992; Modules 1-8 between 1999 and 2006; General Husbandry, Microscopy and Advanced Husbandry 2011 – 13, so becoming a Master Beekeeper.

Having started showing honey and hive products in the mid-1990s, I found this stimulated the expansion of my honey and hive product repertoire. Knowing the fun showing has given me, and keen to support shows in the future, led to my qualifying as a BBKA Honey Judge in 2018.

For many years, I have enjoyed participating in the BBKA Spring Convention and have been on its Committee since 2015. Initially I was responsible for accommodation and catering and from 2017 I became Chair of the BBKA Spring Convention Committee.

What role(s) have you held in your local Branch/Association:

The roles I have held within North Shropshire BKA have included: Chair; Education & Examinations Secretary; Association Apiary Manager (shared); and Newsletter Editor. My current role is that of Newsletter Editor.

In recent years I have helped to create and co-ordinate North Shropshire's team prize-winning displays at the National Honey Show. I also represent North Shropshire BKA on the Committee of the 'Bees Honey and Wine Section' of Shrewsbury Flower Show.

Personal Statement

If elected, my beekeeping experience, previous Trustee role in another organisation and familiarity with collaborative working, teaching, training and research will be advantageous to the BBKA.

As an experienced amateur beekeeper, I have benefited tremendously from the BBKA. My beekeeping learning has been structured by BBKA syllabuses. I was supported by a BBKA correspondence course tutor, kept up-to-date via BBKA News and learned at the BBKA Spring Convention (where I also enjoy meeting friends made through the BBKA). While I still have energy and capacity, if elected as a Trustee, I intend to 'give something back' in that wider role, supporting the BBKA's charitable objects and beekeeping in the challenges ahead - in the interests of bees, beekeepers and the public.

From recent work with BBKA staff and Trustees in relation to the BBKA Spring Convention, I have gained insight into the BBKA as an organisation. As well as contributing fully to other aspects of the BBKA as a Trustee, I would facilitate closer cooperation with the Executive regarding Spring Convention matters.

Notwithstanding the above, and despite having been a BBKA member for almost 30 years, I am still learning as a beekeeper. If elected, I look forward to learning more about the role of a BBKA Trustee.

BBKA DELEGATE MEETING 2020 - TRUSTEE NOMINATION FORM

Please use this form to submit a Nomination for a BBKA Trustee. The original, ink signed, completed form must be received at the BBKA office by **FRIDAY 18TH OCTOBER 2019**.

All Trustee Nominees will be DBS checked prior to the ADM. Please be aware that this form will be photocopied and included in the delegate voting papers so typewritten completion is preferable.

NOMINEE'S FULL NAME: Stephen Christopher Barnes

Membership Number: 19.14.1

Number of years a BBKA Member (min. 2 years recommended): 20 years

Please describe your skills, experience or professional expertise in some or all of the following fields:

Finance, Business Management, Educational Sector, Research Management

Assistant estate manager Looking after 2000-hectare estate employing 200+ staff 1977 to 1981

Small holder Liaison Officer providing support to 1400 small holders and managing a fruit collection fleet of 15 wagons and a road construction fleet (1982 to 1988)

Manager of tour office providing tours of the lake district 1991 to 2000

Dangerous Goods Transport Consultant (17 years) 2002

Technical Training Manager for Logistics Training Company 2014 to 2019

Assessor and internal Verification qualifications 2002 -

I Level 5 teaching qualification in lifelong learning 2008 –

Road Haulage and Passenger Transport Management Consultant 2011 –

Chartered Member of the Institute of Logistics and Transport 2012 -

Please give brief details of your beekeeping experience

20+ years and have achieved General Husbandry and modules 1, 2 and 3

Currently manage 25 colonies

What role(s) have you held in your local Branch/Association:

Former Cumbria Association secretary

Former ADM Delegate for Cumbria

Chair of Keswick Branch

Currently Cumbria Association President

Currently BBKA Trustee

Personal Statement

I have been a BBKA Trustee for the last three years and been responsible for steering conversion of the charity to a Charitable Incorporated Organisation and revision of the Trustee grievance and disciplinary procedure.

I am seeking a second term to continue the work required to develop the BBKA to be able to meet the needs of the membership in an ever-changing environment.

I believe I have demonstrated the skills required to act effectively as a Trustee and I seek your support to continue for a further three years

BBKA DELEGATE MEETING 2020 - TRUSTEE NOMINATION FORM

Please use this form to submit a Nomination for a BBKA Trustee. The original, ink signed, completed form must be received at the BBKA office by **FRIDAY 18TH OCTOBER 2019**.

All Trustee Nominees will be DBS checked prior to the ADM. Please be aware that this form will be photocopied and included in the delegate voting papers so typewritten completion is preferable.

NOMINEE'S FULL NAME: Michael Patrick Lavelle

Membership Number: 38.17.242

Number of years a BBKA Member (min. 2 years recommended): 5 years

Please describe your skills, experience or professional expertise in some or all of the following fields:

Finance, Business Management, Educational Sector, Research Management

I am the owner of a food manufacturing consultancy business and have been involved in the food industry all my working life amassing a wealth of hands on operational experience.

For the last twenty years, I have held senior/board positions with a number of businesses and have headed-up some of these as MD for the last thirteen or so.

I'm a proven commercially astute business leader with a demonstrable track record, having the ability to drive excellent commercial and operational performance levels.

Please give brief details of your beekeeping experience

I've always been interested in the craft and began beekeeping in 2012 with the help from an out of area beekeeper. I joined my local branch 18 months later and realised that I'd done things back to front as I would certainly advocate joining a local branch in the first instance thereby reaping all the sound advice and camaraderie along the way.

I've started my journey of knowledge having passed my basic examination followed by Module 1 in Spring this year. I'm continuing along this route by taking Module 2 later this year.

What role(s) have you held in your local Branch/Association:

Southport & District branch Committee Member – Current

Hon. General Secretary and Trustee Lancashire & North West BKA – Current

Named trustee on Charities Commission Register

Personal Statement

I am the secretary of reasonably large BBKA association with 8 branches and 800+ members. I have seen and enjoyed participating in the work being undertaken by a willing team of volunteers and am keen to take this to the next level with the BBKA. I have been a **volunteer at the annual** Southport Flower Show for several years - **at** which beekeeping has a major presence. I have seen the importance of such events in furthering the charitable aims of the BBKA and would be keen **to offer support to** the BBKA shows committee.

I am a good communicator and professional in my approach and am able to manage deadlines and new challenges. I believe my financial and business skills would be of benefit to the BBKA, particularly in the area of setting budgets and monitoring performance against these budgets (KPIs).

I believe I have the experience and skills which would benefit the BBKA and would consider it a great privilege to serve as a Trustee.

If appointed, I would perform my role with energy, enthusiasm and integrity

BBKA DELEGATE MEETING 2020 - TRUSTEE NOMINATION FORM

Please use this form to submit a Nomination for a BBKA Trustee. The original, ink signed, completed form must be received at the BBKA office by **FRIDAY 18TH OCTOBER 2019**.

All Trustee Nominees will be DBS checked prior to the ADM. Please be aware that this form will be photocopied and included in the delegate voting papers so typewritten completion is preferable.

NOMINEE'S FULL NAME: Richard Stanley Bond

Membership Number: 29.0.483

Number of years a BBKA Member (min. 2 years recommended): 9 YEARS

Please describe your skills, experience or professional expertise in some or all of the following fields:

Finance, Business Management, Educational Sector, Research Management

I have an Honours Degree in Engineering and an NVQ Level 5 in Operations Management. I worked for an Oil & Gas company, and during my employment I managed a number of both office-based and remote location teams. My responsibilities included HSE; including liaison with NGO environmental organisations and local councils
Budgets;
Personnel; training, replacement planning, supervision and disciplinary action if required.
Engineering; Design approval, Construction and Implementation.
Operations; Facilities Management, including commissioning, start-up, long term operational planning and demolition.

I was the company's representative on many Joint Industry/Academia projects and was chairman of several of them with budgets in excess of £2million.

I have been trained in Emergency Response and Media Relations.

Please give brief details of your beekeeping experience

I have kept bees since 2010, and with my wife have managed up to 35 colonies of our own and 20 colonies of Darlington BKA.

I have passed General and Advanced Husbandry and Microscopy. I have been involved with teaching Microscopy for four years. I have passed all modules except 5 & 8.

I have collected over 50 cards in various Blue Ribbon Honey Shows.

What role(s) have you held in your local Branch/Association:

I am currently Vice-Chairman of Harrogate and Ripon BKA and have been on the Show Committee for five years. I am also involved in training new and improver beekeepers. I am on the committee of Darlington BKA and co-manage the Apiary which includes the practical training of new beekeepers. I am also joint Honey Show Secretary.

Personal Statement

My education and training have given me skills that I can use for the benefit of BBKA and Beekeepers generally.

Planning and executing complex systems, from new software upgrades to complete facilities, requires a great deal of attention to detail and allowance for upsets, complications and unexpected delays. I am used to being both the head of a team and a member of a team. I understand deadlines and the necessity of managing a way forward to achieve goals. I have supervised groups as diverse as UK offshore staff to Algerian labourers, and in size from 4 people to responsibility for several thousand. I enjoy seeing people succeed, because if they succeed, they help others achieve, then society moves forward.

I have previously been a Trustee for both Darlington Citizens Advice Bureau and Darlington Town Mission. I am currently a Board member of Sadberge Renewable Energy Limited.

BBKA cannot remain still. The challenges we have today, once addressed, will be replaced by others. Encouraging a wider and younger membership will be crucial to the ongoing development and growth of the BBKA its Associations and its influence on society at large. Public interface is crucial, and every opportunity must be taken to create risk free interfaces where the BBKA messages on bees and beekeeping can be passed. Honey Shows raise the public's awareness of what good honey and hive products should be and encourage beekeepers to maintain high standards. They also provide one of the most open and public friendly environments where Beekeepers can educate others, which is why I enjoy them even though they are exhausting.

BBKA DELEGATE MEETING 2020 - TRUSTEE NOMINATION FORM

Please use this form to submit a Nomination for a BBKA Trustee. The original, ink signed, completed form must be received at the BBKA office by **FRIDAY 18TH OCTOBER 2019**.

All Trustee Nominees will be DBS checked prior to the ADM. Please be aware that this form will be photocopied and included in the delegate voting papers so typewritten completion is preferable.

NOMINEE'S FULL NAME: Robert Noel Hogge

Membership Number: 76.0.1

Number of years a BBKA Member (min. 2 years recommended):10

Please describe your skills, experience or professional expertise in some or all of the following fields:

Finance, Business Management, Educational Sector, Research Management

After 10 years as a social worker I became a full time house-husband caring for my children and in an attempt to supplement our income took on various peripatetic roles including freelance radio production, writing and gardening.

When my full time role became more part time I ran a successful sole trader gardening firm some of whose clients are now friends of long standing whose gardens I do for free because even though they don't know it their gardens are really mine.

My main focus for the last 3 years has been the Asian yellow legged hornet *Vespa velutina nigrithorax* that is colonising Jersey. I developed a method to find their secondary nests which is showing some control and slowing their expansion.

Please give brief details of your beekeeping experience

20 years

What role(s) have you held in your local Branch/Association:

President of Jersey Beekeeper's Association 2012-16

Personal Statement

While my experience of chairing the JBKA and other charities and associations has some relevance, it is my work on the Yellow legged hornet, *Vespa velutina nigrithorax* that is of the greatest value to the B.B.K.A.

Since my first encounter with this pest in July 2017 I have developed a method of controlling it that seems to work. Only time will tell whether it is of value but that it has shown some measure of control is, I think, accepted. I have encouraged others to join in the fight using their strengths and skill to enhance and improve the methods, information and public awareness.

As, I think, this pest is unstoppable, it will seriously impact on beekeepers in the UK and I hope I can help reduce some of the harm it will do and encourage others to take up the fight.

15. **Propositions for Consideration**

	Nominator	Brief Summary of Proposition
1.	BBKA	Ratification of Annex C to the BBKA CIO Constitution
2.	BBKA	The position of Honorary Treasurer is no longer required
3.	BBKA	Clauses 21.1 of the BBKA CIO Constitution be amended
4.	BBKA	Clauses 14.4 and 14.5 of the BBKA CIO constitution are replaced
5.	West Sussex BKA	Proxy voting is only activated when there is physical attendance of 90%
6.	Newcastle & District BKA	BBKA amend the title of Chairman to Chair
7.	Cumbria BKA	New Area Association Members should have a min of 50 paying members
8.	Yorkshire BKA	Districts applying for Area Association Membership should have a minimum of full members
9.	Yorkshire BKA	A resolution put to the ADM should be decided by a registered membership vote
10.	Yorkshire BKA	Reintroduction of a Year Book
11.	Yorkshire BKA	BBKA should refrain from allowing members to register as Full members of more than one Association
12.	Surrey BKA	Public & Personal Liability Insurance cover for designated members searching for Asian Hornets
13.	Buckinghamshire BKA	BBKA should raise pollinator awareness amongst planning and landscaping professionals in training
14.	Essex BKA	BBKA mandate CONBA to pursue UK becoming a member of Apimondia
15.	West Sussex BKA	BBKA apply for membership of Apimondia

Proposition 1 – BBKA Board of Trustees

Ratification of Annex C to the BBKA Constitution, Trustee Discipline and Dispute Resolution Procedure.

Estimated costs: see below.

Supporting Notes

In the 2019 ADM Delegates approved in principle the new discipline and grievance procedure which will form part of Annex C of the CIO Constitution subject to revision which was to be presented for ratification at the 2020 ADM. The Chair of Standing Orders and Governance worked with former Magistrate Alison Hine (Shropshire North) and Padraig Floyd (Essex) to revise the policy and procedure. This led to the production of Section 12 of Annex C which sets out, in simplified form, the procedures to be followed and the levels at which they would be applied. In both cases the final appeal is heard by an external body. In the case of gross misconduct leading to the removal of a Trustee where the matter cannot be resolved by the Board of Trustees then the final Arbiter would be appointed by the President of the Chartered Institute of Arbitrators. In lesser cases where the matter cannot be resolved by the Board of Trustees then the final decision will be made by the HR Professional employed by the BBKA at the time.

All Trustees will receive training in conflict resolution at the start of their Trusteeship

There will be a cost to this which could be significant in the case of serious misconduct but it will be no more expensive than an SDM. It will also be fair, transparent, far less disruptive and should never be required.

Proposition 2 – BBKA Board of Trustees

That the position of Honorary Treasurer is no longer required and that the constitution be amended to reflect this.

Estimated costs: nil

Supporting Notes

The reference to Treasurer is historical, when the BBKA's finances were both controlled and managed by volunteers. The financial policies are decided by the Trustees through the finance committee, but the actual accounting is now done through the BBKA office team, including employees with appropriate accounting knowledge, experience and qualifications. The financial statements are of course audited. The named position of Treasurer is therefore redundant.

In addition there is reference to the Treasurer of the examinations board. This post has not been filled in the recent past with the finances being dealt with by the committee and the office.

Should circumstances change in the future the position could be reinstated.

Proposition 3 – BBKA Board of Trustees

That Clause 21.1 of the BBKA CIO constitution be amended to read:

AAM's will complete a declaration of their membership biannually as at the primary date of 1st April and secondary date of 1st September which form the basis of the payments that are to be made to the BBKA. The format of such updates will be determined by the Board to meet current operational needs.

Estimated costs: nil

Supporting Notes

The existing paragraph refers to the arrangements in place with the old database, rather the new arrangements under eReturn2. This amendment allows the BBKA discretion to manage the exact format of the arrangements that might change from time to time and need not be detailed in the constitution.

Proposition 4 – BBKA Board of Trustees

That Clauses 14.4 and 14.5 of the BBKA CIO constitution are replaced with the clause:

- 14.4 Vacancies will be a single vote at the ADM with candidates ranked in order of the number of votes they receive. This order will be used to fill the vacancies, with the candidates with the highest number of votes filling the vacancies for the longest terms.
- 14.5 Vacancies for the Examination Board will be dealt with as outlined in clause 14.4.

Supporting notes

The current arrangements involve multiple votes for different term lengths. This tends to be confusing for delegates and in almost all cases does not lead to a different result to that of a single vote.

Proposition 5 – West Sussex Beekeepers' Association

That the provision for proxy voting at a BBKA ADM and SDM is only activated when the physical attendance is 90% of AAMs at the start of the meeting.

Estimated costs: Nil. Administration time only.

Supporting Comments

BBKA Constitution rule 12.5 (b) states "*The quorum for a delegate meeting shall be two thirds of the number of AAMs immediately preceding the meeting*". Rule 12.6 (a) states "*Proxy voting is permitted subject to the provisions of annex (d)*". The latter was introduced at the 2019 ADM.

Proxy voting may mean there is a temptation for AAMs who may not be serious about the business to take the easy option and appoint a proxy instead of sending a delegate to a meeting. Several AAMs taking this route could mean the quorum is not met, so putting the holding of the meeting at risk, with relevant costs, disruption and inconvenience. We should be sympathetic to AAMs who are a long distance away and where delegates have unexpected illness, travel issues etc so we need to accommodate them. A relatively high physical attendance before proxy voting is activated should discourage non-attendance by disinterested AAMs.

BBKA Board of Trustees Comments: The definition of a proxy vote is that they are counted as being physically present at a meeting. Proxy votes would therefore count towards the quorum which is 2/3 of the number of Area Association Members (currently 50 as there are 76 AAMs). If AAMs wish to propose removing proxy voting this would need a change to the constitution and therefore a proposition to this effect put to a future ADM. However it could be argued that as proxy voting was only adopted in January 2019 there needs to be a three year interval before such a proposition can be considered.

Proposition 6 – Newcastle & District BKA

For the BBKA to amend the title of Chairman to Chair.

Estimated costs: Negligible

Supporting Comments

Given that the last two BBKA Chairs have been women it feels somewhat odd to still retain the official title chairman in common usage. We respectfully suggest that to make the BBKA more inclusive and to bring other documentation and publications into line with the BBKA's CIO constitution that the gender neutral term chair is adopted.

BBKA Board of Trustees Comments: The title Chair has already been widely adopted by the BBKA and as publications are reprinted in the future this change could be reflected.

Proposition 7 – Cumbria BKA

That new applicants for Area Association status should have a minimum of 50 paying members.

Estimated costs: This proposition would have a marginal decrease in costs to BBKA

Supporting Comments

A change to the constitution with a suggested addition in clause 10.1.1 with the inclusion of 'Area Associations that join after 1st January 2020 will be subject to a minimum annual payment equivalent to 50 times the capitation rate'.

Reasons:

- to reduce the fragmentation of the BBKA Area Associations, maintains a balanced democratic structure of BBKA
- to allow the long term success of AAs there needs to be a reasonable pool of members from which a managing executive can be selected
- any new groups which are smaller than 50 can apply to become branch members of existing AAs.

BBKA Board of Trustees Comments: BBKA is neutral on this proposition.

Proposition 8 – Yorkshire

District Associations applying for Area Association status should comply with a minimum number of full members. .

Supporting Notes

The principle whereby associations should be of a reasonable size and be totally self-sufficient has been discarded and this has led (potentially) to the formation of many small associations – some with only a dozen or so members – which inevitably leads to a diverse and thinly scattered pattern throughout the UK unless it is checked. Very often it becomes evident that the reason for forming a new association is a means of resolving a local dispute and the BBKA needs to be more pro-active in encouraging members to investigate alternative ways of dealing with these issues. Regardless, it can easily lead to an inefficient and unwieldy structure which should be avoided and arguably the larger AAM's will end up subsidising the inevitably higher costs and running expenses incurred. It is our recommendation that the BBKA should impose a minimum of 100 members (based on the average membership over a three year period) before considering an application from a new association for independent status.

Estimated Costs: N/A

BBKA Board of Trustees Comments: BBKA is neutral on this proposition.

Proposition 9 - Yorkshire

In order to facilitate the views of all BBKA members, delegates should (as the default option) be able to register their votes which represent the members of that AAM rather than as an individual. Clause 12.6(b) of the CIO states: "A resolution put to the vote of a meeting shall be decided using an electronic voting system, unless the meeting decides that a Poll (poll card vote) should be taken. A registered membership vote may be demanded (before or after the declaration of an electronic or card vote) by the trustees or by one delegate present at the meeting".

This would be replaced with: "A resolution put to the vote of a meeting shall be decided by a registered membership vote using an electronic voting system"

Estimated Cost: Nil

Supporting Notes

AAM's operate a one member, one vote system and all members may vote at local meetings/AGM's and have every right to assume that their views will be represented at a higher level, where appropriate. By continuing the system of allowing delegates to vote as an individual denies members this right and places power within the hands of the few who engage with the formal process. Before the introduction of an electronic voting system we acknowledge that it was difficult to count a large number of disparate voting numbers but new technology enables this to be done with ease and therefore this should now be the default way and reflects a fairer way of recording the wishes of the membership as a whole.

BBKA Board of Trustees Comments: The BBKA feel that supporting this proposition would be unfair in that it would have the effect of disenfranchising the smaller Area Association Members. It would also mean changing the BBKA constitution.

Proposition 10 – Yorkshire BKA

The reintroduction of a YEAR BOOK.

Estimated costs: for software modifications: £ 150 (figure supplied by BBKA office).

Supporting Notes

The Year Book ceased to be published post 2016 due, supposedly, for financial reasons but our investigations suggest there may have been others. Many AAM officers previously regarded the YEAR BOOK as a valuable and informative source of information...essentially acting as 'the bible'.....they now have to totally rely on the Website for seeking information. Several reasons for ceasing publication of the book have been suggested: (a) The year book becomes very quickly out of date because of changes in officers (b) New legislation regarding privacy rules (GDPR) means that the BBKA would need to ask every officer for their permission to include their details....surely this applies if the information is published on the website? (c) Every Chair, Secretary, Exam and Membership Secretaries would be compelled to give written permission to include their details and there is concern that, if it was made public and for sale, many officers would decline to have their details included.

The BBKA Year Book is greatly missed by AAM officers as it was such a valuable source of information. The BBKA should investigate creating, within eReturn2, an electronic list of AAM officers which is only available to other AAM officers.

BBKA Board of Trustees Comments: The BBKA is already working with the software developers of eReturn2 membership database to create a directory of all Area Association Officers within eR2 that will be available to other AAM Officers.

Proposition 11 – Yorkshire BKA

The BBKA should refrain from allowing members to register as Full members for more than ONE Association

Estimated Cost: Nil

Supporting Notes

By allowing members to register for more than one association this effectively dilutes their loyalty and commitment to their local Association and this potentially could lead to the creation of discord and a

conflict of interests. This also means that any such member would receive multiple copies of the monthly magazine/Newsletter which is not only inefficient but it is also artificially and unnecessarily swelling BBKA funds.

No checks appear to be carried out and it is our suggestion that, If a member wishes to register with the BBKA as a full member with another AAM (when they are already a full member with another) then a mechanism needs to be introduced (i.e. new class of member) which will enable them to do so without the need for them to register for a second (or third) time as a full member with another AAM.

Note: It is estimated that an extra 2 days per week is needed by the BBKA administrative team to answer queries and process applications, bearing in mind that there is no fixed renewal date and so new members apply to join or renew their membership all year round. A lot of time is also spent reminding members to pay and lapsing them.

BBKA Board of Trustees Comments: The BBKA does not, nor would wish to, have any control over whether an individual joins more than one beekeeping group.

Proposition 12 – Surrey BKA

That the BBKA will seek quotes to take out Public and Personal Liability insurance cover for up to 15 designated members of each local branch or division of BBKA Area Associations’ Members to cover yellow legged (Asian) hornet nest searching, but not the destruction of nests.

Cover to be implemented by 31st March 2020 to cover the start of the 2020 active season unless BBKA trustees identify a compelling reason not to do so and explain their reasons in BBKA News for all members to see.

Designated branch or division members must have received online ‘Basic safety training’ (or paper equivalent) that satisfies the insurers, on how to carry out yellow legged (Asian) hornet nest searching.

Estimated costs:

Cost Element	Budget Cost
Production of PowerPoint (or similar) online education tool for Searchers to be trained	NO COST although possible external resource for graphics as part of presentation, required budget £500
Hosting of education tool on BBKA website	Within BBKA existing hosting. No cost.
Communication of programme to AHAT team leaders	Electronic only communication by BBKA. No cost.
Yearly submission of names by AHAT co-ordinators to BBKA for insurance and filing of names by BBKA	Covered by existing resource; no additional cost.
Cost of Public and Personal Liability Insurance based on approximately 70 branches/divisions, 15 people each area	PL insurance for 1,050 individuals at a cost of £5 per person giving a maximum budget of £5,250 (almost certainly less in practice) plus a similar amount for Personal liability. Given the excellent relationship with our current insurer the entire package could be well under £10,000.

Supporting Notes

Why Required

People searching for an Asian Hornet nest could accidentally disturb it and cause an attack on a member of the public and be sued. If Asian Hornets start to establish themselves beekeepers need volunteers ready to help as the NBU may be overwhelmed.

BDI insurance does not cover individuals searching for Asian Hornet nests and existing household insurance is unlikely to give cover; without insurance Beekeepers may refuse to help.

How it works

1. Each AHAT would have up to 15 volunteers to be named Asian Hornet searchers.
2. Each person would be required to watch the online PowerPoint (if not online access hard copy could be sent out to the person by the AHAT) and send a signed form back to the AHAT – AHAT to file. Names are submitted and filed by BBKA.
3. Insurance company are thus ensured that the 'searchers' have undergone basic training e.g. do not hit a nest with a stick or prod it.
4. In the event of a sighting of a hornet the AHAT co-ordinator has 15 trained, insured people to support the NBU in searching for a nest.

Supporting Information for Costing

Based on a horse and rider cost £10 a year <https://harryhall.com/horse-public-liability-insurance> Searching for an Asian Hornet Nest, with people who have completed basic training should be a lower risk.

BBKA Board of Trustees Comments: The BBKA are currently awaiting a decision from insurers. However, if agreed, it will not cover members for trespass or for catching and releasing Asian hornets. Asian hornets remain an invasive species and it is against the law to release them.

Proposition 13 – Buckinghamshire BKA

That the BBKA should raise pollinator awareness amongst planning and landscaping professionals, in training.

Estimated costs: £1,500 for the attendance at meetings to hone proposals and potentially £1500 for the development of materials (similar to the BBKA Course-in-a-Case, as a model). Subsequent beekeeper attendance at specific professional courses or events would be the subject of negotiation with the relevant body.

Supporting Notes

There are over 30 universities offering graduate and post-graduate planning and landscaping courses in the UK. The graduates of these courses are the people who will determine planning decisions, or at least advise on their determination, as well as influence environmental and landscaping elements of future land use and development.

It is therefore important that such professional training embraces an awareness of opportunities to enhance pollinator environments. To this end, the BBKA shall establish contact with such institutions and appropriate course accreditation bodies to establish how pollinator course material or expertise can be most appropriately provided or secured, and, where appropriate, provide or develop such material tailored to the profession, including, where appropriate, speakers to such bodies.

It is envisaged that time and money spent on raising the pollinator awareness of planning and landscaping professionals in training will, over the course of their working life, yield significant dividends for pollinators in general, honey bees in particular, and therefore beekeepers for decades to come.

BBKA Board of Trustees Comments: In principle we are in favour of this proposition. However, currently the BBKA do not have the personnel to develop such material. We would be interested in a more detailed, fully costed business proposal.

Proposition 14 - Essex BKA

That BBKA mandate its CONBA representatives to actively pursue the United Kingdom becoming a member of Apimondia.

Estimated costs: the annual membership fee for the UK is 1,125 euro and there is an initial joining fee of 200 euro. Annual cost per BBKA member about 3.5p.

Supporting Notes

Apimondia is the International Federation of Beekeepers Association. It has 118 members, 33 are European countries, UK is not a member. Its purpose is the facilitation of the exchange of information about apiculture. Its principle event is a bi-annual international conference. The UK is required to join as a single entity which will also require agreement of the BBKA, Scottish, Welsh and Ulster BKAs.

CONBA is the single body which represents the interests of the BBKA, Scottish, Welsh and Ulster BKAs.

The benefits would be proper representation and recognition of the UK in the world of beekeeping and £50 discount on Apimondia attendance fee.

Three letters of support from IBRA (International Bee Research Association), Bees Abroad and Bees for Development have been received in support of this proposition.

BBKA Board of Trustees Comments: Trustees Anne Rowberry and Pam Hunter represent the BBKA at CONBA meetings. BBKA is happy to pursue these discussions however it must be stressed that the Scottish, Welsh and Ulster BKAs will need to agree.

Proposition 15 – West Sussex Beekeepers’ Association

This meeting instructs BBKA to apply for and if accepted to become a full member of Apimondia.

Estimated costs: 200 euro entry fee plus 1,125 euros per year.

Supporting Notes

Apimondia is the International Federation of Beekeepers Associations. It was inaugurated in 1893, so has a long history of benefitting all beekeepers worldwide. It is desirable for British Beekeepers to be part of and have a voice in the international beekeeping community.

BBKA Board of Trustees Comments: BBKA is unable to apply for membership direct to Apimondia. The UK is required to join as a single entity which will also require agreement of the BBKA, Scottish, Welsh and Ulster BKAs.

The following propositions are unable to be considered by the ADM as they concern the Exam Board. The propositions have been passed to the Exam Board for their attention.

a) Yorkshire BKA

To consider re-naming the BASIC assessment.

Estimated Cost: Nil

Supporting Notes

It is our contention that calling this a BASIC qualification – a negative phrase – doesn't provide a strong enough incentive for new (and old) beekeepers to consider taking it. We believe it would give it greater credibility should it be regarded and acknowledged (by its wording) as a vital stepping-stone to a higher status. Suggestions: APIARIST (Stage 1); Beekeeping PROFICIENCY Certificate or Beekeeping Certificate (FOUNDATION LEVEL).

b) Cleveland

That the BBKA examination programme should have some independent verification/standardisation and be aligned to national standards.

Estimated costs: This should be achievable within the meetings of the Exam Board and by email, therefore be at no cost to the BBKA. The outcome of the review may require expenditure, but this cannot be estimated at this time.

Supporting Notes

Firstly, the proposer recognises that this cannot be undertaken quickly and would anticipate this taking at least two years to implement.

The BBKA website includes the statement '*our written and practical examinations support our desire to set high standards to educate our beekeepers*'. What is that 'high' standard? What does Master Beekeeper really mean in terms of knowledge, skills and attitudes?

It is unfair that those undertaking the examinations and assessments do not understand the context of the BBKA education system; many of whom have not undertaken formal assessments since leaving full time education. Is it Entry Level of the RQF (Regulated Qualification Framework) or Level 2 (e.g. GCSE grade 4 to 9) or perhaps Level 3 (A level)?

Setting the BBKA qualifications against a national standard would increase the standing of the qualifications and genuinely make them of a high standard as the BBKA desires.

Taking no action would expose the system to adverse comment, perhaps even ridicule as 'being just for fun' - not the expectation or experience of candidates.

c) Cleveland

That the BBKA reviews the Examinations System to ensure it meets the principles of the Equality Act

Estimated costs: This should be achievable within the meetings of the Exam Board and by email, therefore be at no cost to the BBKA. The outcome of the review may require expenditure, but this cannot be estimated at this time.

Supporting Notes

As an inclusive organisation and Charity, the BBKA needs to ensure that the Exam System does not discriminate and is protected, as much as possible, from unconscious bias.

Two examples from 2019 suggest that the BBKA needs to review its processes to meet the highest standards. The first is the requirement to use a Stereo Microscopy for the Microscopy Assessment or Advanced Husbandry when an applicant has visual problems where modern digital dissecting scopes that allow viewing with an LCD screen could be used.

The second example relates to a failure of the BBKA to apply the same process to a candidate for a practical assessment who had mental health related problems as it would to one with physical needs. In the mental health related case the information provided by the candidate was only used in moderation, whereas in a physical difficulty the assessors would necessarily know in anticipation of the assessment. This is a breach of the concept of "Parity of Esteem" currently promoted by health professionals and the NHS.