

UKAPU Management Meeting Minutes

David Weston opens up the management meeting, stating that anyone can attend. David Weston asks for anyone to bring any outstanding or new business.

Anthony asks about the previously mentioned UKAPU patch changes, from fabric to PVC. Anthony states that the costs would be £46 for the mould, £1.29 per patch, delivery £71 (\$100 dollars) with delivery £1.31 per patch and with import costs around £1.60 per patch. Anthony states he has no vested interests in this and is happy to hand all of the information over to the treasurer. UKAPU member Gideon Riley mentions that he thinks PVC patches would be easier to clean and maintain. Anthony mentions that the patches would stand out.

David Weston states he is quite keen on getting the anniversary patches commissioned. Anthony states the costs would increase as less would be purchased overall. David Weston purposes finding out how many UKAPU members are due a 5 year UKAPU anniversary patch and using this as a test run before purchasing patches for the entirety of membership. Rob (Scotland Rep) mentions that he thinks regional reps should meet up to provide the anniversary patches to the members.

Anthony provides an example of updated designs for the patches and mentions the old ones are disjointed in certain parts. Further discussions occur between present members in relation to the patches.

David Weston proposes a motion to utilise the new PVC patches for the anniversary patches.

Anthony mentions they are running low on fabric patches and lead times would not be too long. Andy Peet mentions should we consider UKAPU patches at this point if we are running low due to lead times.

Anthony states that he will work on the designs of the PVC patch, request a new quote and then provide that information back to the committee. David Weston states he will come back to Anthony on amounts for the 5 year and 10 year patches.

Andy Peet asks if the committee members are happy with this and the spending, if so this can just go ahead. He further asks who usually purchases patches, James Williams states it is usually him. James Williams states to David Weston that he will work with him to discover the list of old members.

Anthony states this is a step in the right direction to modernise, streamline and future proof UKAPU. Rob asks if a note should be provided with the new patches to congratulate them. Further discussions are made in relation to this point with participants. Anthony states a certificate with a do not bend folder could be sent out thanking members who do not want to meet up in public with regional reps.

Rob H mentions doing more in the public eye would benefit UKAPU. Tom P shows an example of a thank you letter within the discord chat. Anthony further backs up this point and states that pr

David asks if anyone has any further points to discuss. Micky asks if there has been any further work in relation to discrimination and disabilities. Anthony states this has been difficult as no one has been able to visit site to ask if anyone has any issues or concerns in relation to discrimination or disabilities. Anthony states some sites have closed or had their operations scaled back to keep their businesses alive and the covid pandemic has made this difficult.

Andy Peet mentions that this point was stated to be discussed at a management meeting in the last AGM but it did not happen.

Tim H mentions that we should pencil in a date to ensure this issue is not missed.

Gideon Riley mentions he has not had many issues in relation to discrimination, but has seen some good points such as the airsoft tank person??. Anthony mentions that we could support another organisation or individual who has direct experience with disability or discrimination in airsoft, rather than doing something internally in UKAPU. Gideon Riley agrees with this point.

Micky states that in NI they have airsofters coming on-site with prosthetic legs or are disabled and that we should discuss this at a later date as we are here to support players. Anthony states we will

definitely discuss this but it is how we go about that, should we get outside help such as from Tank who has experience in dealing with this. Anthony brings up a point about other disability support such as large print waivers, videos at safe zone for hard of hearing and states that more can be done surrounding this.

Gideon Riley brings up a point about his experience at red one, where someone popped a smoke grenade in an enclosed space and due to this it caused him and another individual with a medical condition to be affected due to breathing difficulties. He mentions about some sites banning smoke grenades indoors, whereas some don't and rules are very dependent on the site in question. Tim H agrees with this point.

Micky states that we should set up another meeting to discuss disability and discrimination, ATB have stated they will also support this. Micky states we could create a list of recommendations for sites to adhere to in increasing disability awareness and support. David Weston, James Williams and Tim H agree on this point.

Anthony makes the good point of this being UK law and sites should support and implement reasonable adjustments for disabled players. Anthony states that we should work with other groups whether it 1 Airsoft, ATB or other groups and come together as a community. Gideon Riley mentions that it does not matter which group it is or politics, all groups should come together to support those with disabilities or those such as the trans community or LGBTQ members.

Anthony mentions there is a big push in other industries for this and also it is not just about disability but mental health. Armed forces personnel utilise airsoft to help with conditions such as PTSD and it can help people greatly with their mental help.

Tim H states this is a huge subject area to discuss, it needs to be industry wide, everyone needs to be involved and move in the same direction. There is a huge direction that needs to be had and it is very important. Tim H asks Gideon clarifies a point made by Gideon, in relation to being just a simple member. Tim H states that he is not just a simple member and without our members we would not be here, members are just as, if not more important than the committee.

Tim H states the discrimination and disability subject is important and is enshrined in law and needs an industry response. Anthony reiterates the point about there being an open meeting for interested parties to get together and discuss this as an industry. Andy Peet states we should ensure we know what UKAPU are doing in relation to this first before having an open meeting.

Anthony states that if we can work on this, then we can work on anything else going forward. Rob H states there should be no disagreements about this as we are all just firing pellets and it does not really matter. Anthony furthers this point, about no one being discriminated against.

David Weston asks if anyone else has any questions and to raise an action point in relation to equality.

James Williams suggests having a meeting in May, David Weston agrees with this point depending on covid restrictions. Andy Peet asks when the meeting should be set and if it will be mid or end of may. The 13th of may is agreed between participants. Anthony states the disability meeting should be a set and specific meeting rather than a general meeting. Anthony states it should be at the 15th of April.

David Weston thanks everyone for attending the meeting and supporting UKAPU. Anthony thanks David Weston for being the glue that holds UKAPU together with agreement from other participants. David mentions personal circumstances on why it is important to him. David Weston echo's his support in thanking everyone else. Anthony thanks everyone in attendance as well as external parties who attended, including members.