

GREATERSPORT

Minutes GreaterSport Main Board Meeting

Date	08/12/2022
Time	9:30 - 12:30
Location	Chamber Space, Elliot House, 151 Deansgate, M3 3WD
Chair	Mike Perls MBE
Attendees	Sarah Brown-Fraser, Katy Calvin-Thomas, Sanjay Bhandari, Justine Blomeley, Dan Cropper, Lee Davies, Richard Davis-Boreham, Leanne Feeley, Warren Heppolette, Eve Holt, Hayley Lever, Rob Mukherjee, Mike Perls MBE, Richard Roe, Beth Sutcliffe and Rob Young MBE

1 Welcome, introduction and apologies

9:30

Minutes:

Mike welcomed everyone.

Present:

Virtual via iBabs Connect: Cllr Leanne Feeley, Justine Blomeley, Sarah Brown-Fraser, Dan Cropper, Rob Mukherjee, Katy Calvin-Tomas, Sanjay Bhandari.

In person: Warren Heppolette, Mike Perls MBE, Rob Young MBE, Richard Roe.

In Attendance (in person):

Beth Sutcliffe, Richard Davis-Boreham, Eve Holt, Hayley Lever, Lee Davies, Shirley Hurst (Section 3 only)

Apologies - Matt Stocks

2 Minutes of previous meeting and matters arising

9:35

Minutes:

Minutes were approved.

Mike went through the list of Actions. The following are outstanding/ongoing:

- Look into best ways of sharing information with trustees: Lee Davies. Ongoing. Awaiting update from iBabs.
- Approval of auditors: Richard Davis-Boreham. Eddie has sent out the brief with a deadline of next week. All will be done by the end of January.
- Possible move away payroll provider: Richard Davis-Boreham. Lee and Eddie to meet with alternative next week to discuss possible move and effect on current HR service.
- Equality Monitoring Survey: Trustees (who have yet to complete): We think 2 trustees are yet to complete the survey. Will check with Matt Stocks when he returns to work.

It was noted that all with access to iBabs can update there own actions to complete. Lee will take the action to check prior to each board meeting and check in when needed.

3 Exec Report

3.a Progress: Measurement, Evaluation, and Learning

9:50

Minutes:

Beth shared slides on Measurement, Evaluation, and Learning (attached on iBabs). Alongside the paper they show the progression made by the team with their approach to MEL via monthly logs, reflections, and sense making. This gives us a better understanding of our impact and our role in tackling inequalities .

Shirley Hurst joined the meeting to talk through some slides on The Together Fund (attached on iBabs). The slides showed the impact of the approach to funding through The Together Fund. She also shared a video on The Together Fund with stories from beneficiaries and panel members. There were testimonies in the video from beneficiaries of The Together Fund from organisations including: Supporting Sisters, Pazeeka Women's Group, and Fit 4 Life.

The trustees were invited to give feedback and ask questions:

Katy: Brilliant presentation. How does this link with other agencies and other work we do?

Shirley: Lots going on in the VCSE sectors with organisations supporting each other. Sport England bringing groups together. Hear lots of connections via the applications. Sustainability is a requirement of the applications.

Leanne: Is there a funding link in the local authority?

Shirley: We work with the evaluation and marketing teams to bring the stories to life. All connected to localities with sustainability on the radar.

Hayley: What is the role of the panel going forward? Lots of small grants out there. Can they play a part?

Shirley: Yes - they've been involved in forums on how we work with other partners. With or without funds there is an opportunity to work with panel members.

Eve: How can we grow and diversify the panel going forward and sense check the work more broadly?

Shirley: The biggest learnings are from connectors. For example, people often don't have the skills (to apply for funding).

Warren: What does this say about how we work in reducing levels of inactivity?

Mike: Important point. Feels fair, rigorous, inclusive and targeted. Feel proud to be part of it. Inspiring and joyful.

Beth: Grants have previously been commissioned out. This approach has enabled us to influence other organisations.

Agreed action for Beth to reach out to Trustees to get thoughts on format for Exec Report.

4 **Board Activity: What, So What, Now What**

10:20

Minutes:

Eve set up the activity described in the attached slide (What?, So What?, Now What?). It's important to take time to sense make, but it can be difficult to find the time to stop and reflect. We want to try and design this into the board meeting.

Examples included

What: The contact at Tootal buildings. A chunk of the team being there feels like a massive opportunity for cross fertilisation and connection. It would be a real shame to lose that.

So What: Connections around falls prevention between GreaterSport and the Ageing Hub.

Now what: Make sure we build on that and solidify it. Build the same thing with PP3/Population Health. For example, the Population Health team will have team days too. Note when they are. In addition, conversations around shared facilitation with PSR team and others.

What: The evolution of the approach to MEL feels important. Lots of conversations about how we tell the story in a meaningful way without undermining the approach.

So What: Helps us to understand how we contribute and how we articulate that.

Now What: Good to have the conversation about the sustainability point. How we challenge ourselves on that, based on the foundations of the learning.

Question from Rob Y: Do we the monitor our work again 1-2 years down the line? That needs to be designed in and operationalised.

Agreed action for Beth to work with Shirley and Hazel Musgrove to design this in.

If we were able to go back again later there would be more evidence of impact and evaluation.

We can do this through the walking grants too, go back to them and find out what has happened since.

What: Safer Streets work in Trafford. From Home Office - thinking more broadly and connecting to inactivity. Done because we heard so clearly that a barrier to engagement is what causes people to not feel safe on the streets. This brought in additional funding as a civil society organisation. Working with Trafford Council to test and learn and share across GM.

So, What/Now What: A broader way in, understanding what are the barriers to activity/sport and what is getting in the way.

What: The strength of our governance is very strong (compared to other orgs we are trustees of).

So, What/Now What: How do we mentor and share the learning on this? To support others in the system?

What: The positive feedback heard from Active Partnerships National Team and Sport England's senior leadership.

So What: A very definite communication that GreaterSport's approach has helped to educate Sport England's approach in how they go about things. This is great because we set out to influence and support, and now we're getting the feedback that this is happening and it's happening in ways that are humble and without arrogance.

Now What: We should do more from a national/international view. Need to support during the health crisis. A lot about being there to talk to people (as Warren said earlier).

How can we keep the flow of information to local level- Councillors and support them- is there a way of getting the communication channels established a bit better?

Sarah gave some feedback from those taking part in the activity virtually: Our position and influence is strong. We need to help others to share.

Rob M talked about fundraising. New ways to generate income. How do we make sure we have capacity and be firm for purpose for a charity. No-one in that role at present.

Katy How do we increase our impact and share across the region? How do we package what we do and have a marketing plan for it?

Leanne spoke about funding across the region. It is fine now, but we may have to look at doing things differently with potential funding cuts.

5 Audit & Risk

5.a Reserves Investment

11:00

Minutes:

Richard DB elaborated on the attached investment paper.

The paper gives context on reserves which could cause challenges. The return of on these reserves is very low. In real terms it would mean the reserves are decreasing due to the current rate of inflation

If we do progress with Investec and invest some reserves we will need an Investment Policy in place (draft attached). This will determine how our investments are managed and appetite for risk.

Risk level is low - medium, but it is important that we recognise that it is still a risk. Also, doing nothing is still a risk - due to inflation and interest rates.

Ethical policy also needs to be decided. based on reputational impact on the organisation, not personal ethics.

To go forward we need more than a majority decision.

Richard DB invited trustees to comment.

No decision or a delay is a risk. Screening out can also increase risk due to a smaller pot. Need all trustees to decide if we invest.

Richard R: We've been talking about this for a while and need to make a decision. We would manage risk, but will have to accept there will be fluctuation.

Comfortable with the approach.

Comfortable with rationale.

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We've ensured rigor is mapped out over past few meetings. Going forward we need good communication to give trustees assurance and ability to input.

Mike asked if everyone was ok to proceed

All were ok to proceed. None against.

5.b Finance & Risk

11:30

Minutes:

Richard DB talked through the attached A&R papers.

Non-grant income is very low.

Office admin costs are above the target set by Sport England. This is due to back office costs and people.

Richard DB talked through the Risk Report (attached).

Mike: Clear objective set 12 - 18 months ago. We wanted more robustness in the A&R process. We see the impact today of the work that goes into it. Thanks to everyone involved. It has made a considerable difference and gives a lot of assurance.

6 Nominations & Remuneration

11:45

6.a People & Culture

Minutes:

Summary of the survey is included in the N&R's paper.

Rob Y elaborated: Positive in general. 14/21 questions have seen an improvement. Five have remained the same (they were scoring high anyway). Two have scored lower (one of which is by 1%). One question is down on staff morale but it didn't marry up to the metric. NPS score is going up.

Hayley: Reflections from conversations with the team are positive. Flexible/hybrid working is very pleasing. Improvement on team working, but still room for improvement. Need to be careful with having various office areas and give more time together across teams. Integrating new staff is good and much better than during the pandemic. We will continue to build on great progress in measurement, evaluation and learning (for example through team coaching for Strategic Leads). People still really care about improving EEDI across the organisation. This is good to see coming through

again.

Beth: Noticed feedback re a couple of the team 'Not clear on roles and objectives' and 'recognising high performance' still not seen across everyone in her breakout group. Recognise that this something we are working on but should still take note of this feedback.

Eve: Feels like people are being honest which gives confidence. It's the best it's ever felt since she's been here.

Mike: (Priority Review with Sarah) Struck by the ambition, quality, and improvements within the team.

Katy: It was good to speak with the new Children's Activity Lead. Fresh ideas that will re-energise this work.

Rob Y touched on board L&D. More to follow in the New Year. Good intentions, but need to consider we are time poor.

Lee: Thanks to all for the Board L&D calls. Was good to build rapport and understanding of needs.

6.b Nominations

Minutes:

Lee elaborated on the Recruitment Platform section of the N&R's paper.

We've looked in detail at various providers. Aiming to improve recruitment process, with a focus on diversity. Recommended Be Applied. Understand that software can only do part of it. Actions taken forward from N&R's.

Additional action - Lee and Rob M to meet to discuss.

Rob Y gave an update on Trustee recruitment.

10 applications. 7 invited to interview. No-one applied for the A&R chair so will need to go to advert again.

Mike asked the group to encourage people who want to be trustees to come forward.

Rob Y noted that N&R's membership is one short. Will be looking to increase after trustee recruitment process.

6.c Remuneration

Minutes:

Hayley: Moving into the next phase after recent training with Lucy. Feels good after disruptive Spring time for some people, which is evident in the staff survey. Lucy supporting with the importance of objective setting.

Beth: Positive experience for Line Managers to focus on new process and objectives, stretch, and challenge. Last cycle of PDR's been the most positive since I've been here.

Rob Y: Line Management metrics (on the staff survey) were positive.

Information on Trustees Expenses Policy to follow following approval from N&R (Lee to send)

Mike - Thanks to everyone on N&R's. Been a lot of time invested.

7

CEO Reflections

12:15

Minutes:

Hayley discussed her reflections and shared a poem, and a thank you message to the brilliant Exec Team whose work sometimes doesn't get the visible credit it deserves.

Thanks to Lee for being 'brave' with iBabs. Good to test it out. Felt smoother. Good to test out all it's functionality.

GM Moving conference will be amazing. Don't forget to sign up.

Active Lives Data just arrived. 49.3% of children and young people are reaching CMO guidelines in GM.

Everyday - great to see the relationships across the system.

8

Any other Business

12:25

Minutes:

iBabs: All present were positive about the implementation of iBabs.

Mike - (re iBabs) - Continuous improvement, been fairly smooth. Not a fan of Hybrid meetings. Lost something by not being in the room. Everyone has a reason why, but we should strive to get more in person meetings. Certainly for the Away Day in 2023, we won't offer a hybrid option.

Trustee 1 to 1's: Way's to move forward. Personal development. Trustees to send a note on times/venues that would work in January/February.

Mike closed the meeting hoping that everyone enjoys the holiday season.