

# GREATERSPORT

## Greater Manchester Sports Partnership

### Minutes of the Meeting of the Main Board

19<sup>th</sup> June 2020

Virtual meeting (Zoom)  
9.15 – 11.50

#### **Present:**

#### **Trustees/Directors**

- Mike Perls – Chair
- Sarah Brown-Fraser
- Rob Young
- Rob Mukherjee
- Sanjay Bhandari
- Katy Calvin-Thomas
- Dan Cropper
- Jen Mossop-Scott
- Paula Dunn
- Warren Heppolette

#### **Officers**

- Hayley Lever
- Eve Holt
- Richard Davis-Boreham
- Beth Sutcliffe
- Matt Stocks
- Alex Bielecki

#### **External/Observer**

- Justine Blomeley

#### **1. Welcome and Apologies**

Mike welcomed everyone and introduced the meeting. No apologies were received. Katy had to leave at 11.30

#### **2. Minutes from the last meeting of 20<sup>th</sup> March 2020**

The Minutes of the last meeting were accepted as a true and accurate record (by all present).

#### **Matters arising**

- Mike notified the Board that the Risk and Audit chair had raised concerns to Noms and Rems regarding the perception of the CEO remuneration being subject to a performance-related criteria. It wasn't performance related but a transition period uplift. This had been clarified in the Noms/Rems May meeting.

- Matt updated on progress made with establishing a Youth Panel. The CYP Team has developed a plan but would like some further input from Trustees. A short survey monkey will be sent out to capture this.

### Declaration of Interest

- No additional declarations at this meeting.

## Strategy

### 3. Future Vision 2025

- The future vision session started with presentations:
  - **Warren** outlined 3 phases of post Covid 19 recovery. There are economic concerns as we come out of the pandemic but also important to 'Build Back Better'
  - Concerns over waves of non-covid health issues as people have not presented themselves for serious health issues and also for mental health issues as a result of the lockdown.
  - There is potentially some 'going backwards' in health and inequalities in communities
  - 'Snakes and Ladders' effect happening – positives around people stepping up – volunteering and community action.
  - 'Moats' around some services – e.g. protecting critical care
  - Key message – consideration of resilience of Greater Manchester and how we respond to future pandemics. Need for a 1 year GM strategy.
  - **Justine** put into context the Sport England point of view including connection with GM and GS.
  - Sport England strategy paused at the beginning of the pandemic.
  - Framework being set out to test what has been heard so far.
  - Purpose to look at 10 year vision – chance for all to contribute.
  - **Hayley** discussed where we are going (GMMoving) and where have we come from.
  - Looking at the organisational journey and priorities as outlined in December, and where we are now
  - **Eve** discussed our breakthrough work on tackling inequalities.
  - Consideration of language – inequality, equity, equality, justice.
  - Need to look at the data
  - Discussion about what our role/scope is.
- The Board and Exec team split into two different groups/sessions for discussion on what is our role/kind of role for GreaterSport and what we need to be to be at our best.

### Actions

- None

### 4. Audit & Risk Committee update

- The board acknowledged the work done by Eddie at a difficult and testing time with both having to move services digitally but also for managing at a time when Ruby/Elenepha were on maternity leave.
- Our reserves have increased.
- Sport England funding – we had previously been overpaid (£57,120) due to an original miscalculation on the funding formula. A meeting with Sport England had taken place the day before and a positive way forward identified to secure the investment for 2021-2 with GreaterSport cementing in their support to Sport England and the Active Partnership network more widely, through Ed Sandham, on the development of their strategy and shared learning, leadership development.
- Richard Roe acknowledged that the Audit & Risk papers were really helpful but there are also big risks coming down the line as a result of the pandemic crisis.
- Pension paper (as originally submitted to the sub-group) was agreed and acknowledged that the decision to continue with the GMPF pension scheme was a decision based on strong evidence and review.

#### **Actions:**

- None

### 5. Executive Report

- The board agreed that the Executive report was a good balance of information and was informative.
- Digital awards – it was agreed to proceed with a digital awards approach (instead of the GM Moving Awards event) and to use the funding from the annual awards to finance this.
- It was recognised how the GS team has adapted well to the new circumstances/environment and how they had, in a short space of time, re-imagined their work to cope with working from home.

#### **Actions:**

- None

### 6. Organisational Culture

- Eve presented this session on Organisational culture. See separate slides
- We have gone back to our Mission/vision and looked at our Values and behaviours.
- Being a 'great place to work' is one of our breakthrough areas.
- Sanjay – the problem with a list of behaviours is that some staff can 'sit behind one' and not embrace them all. What behaviours need to change? We need to identify a few.

- What makes ours different to anyone else's? The current list would be difficult to say that we wouldn't want to do it all.
- Jen – simplicity of approach and clarity works best
- Rob Y – need to use imagery and metaphors to bring them to life
- Eve welcomed the input and offer of support from board members with experience of operationalising values and behaviours, and given that time was short on the agenda, would pick up the conversation with those who had offered, outside of the meeting.
- Mike asked that they be brought back to the next board meeting to ensure we progress this further together.

#### **Action**

- Values and behaviours update to be factored into September board meeting.

### **7. Nominations & Remuneration sub-committee**

- An update from the N&R meeting was presented by Matt including Covid 19 implications for the whole team
- Looking at our office space for the future (what do we need, where, how do we operate etc.)
- Good headway has been made with the recruitment process for a new Trustee. The job details will be shared and Board members are encouraged to promote.
- We are going through a process of change for the GS team. Major areas currently are the re-imagining of the CYP team, maternity cover (Jane Gardiner) and the Director of Operations role/s.

#### **Actions**

- Matt to distribute Trustee recruitment pack for promotion.

### **FUTURE FOCUSED**

#### **Any Other Business**

- Exec are still seeking expressions of interest from Trustees to be 'Links' to strategic priorities, namely 'Across the Life course' and 'Start-Develop and Live-Age Well'.

#### **Next Board Meeting**

- Fri 18<sup>th</sup> September – 09:00-12:00 (tbc)

#### **Future Sub - Committees**

- 24<sup>th</sup> November – Audit & Risk
- 12<sup>th</sup> November - Nominations & Remuneration

### **Table of Actions (19<sup>th</sup> June 2020)**

<b>Agenda</b>	<b>Lead</b>	<b>Action / Issue</b>	<b>Progress</b>	<b>Completed</b>
6	Eve	Values and behaviours to September Board meeting		