

# **GREATERSPORT**

## **Greater Manchester Sports Partnership**

### **Minutes of the Meeting of the Main Board**

**20<sup>th</sup> March 2020**

**Virtual meeting (Zoom)  
9.00 – 10.40**

#### **Present:**

##### **Trustees/Directors**

- Mike Perls – Chair
- Sarah Brown-Fraser
- Rob Young
- Rob Mukherjee
- Sanjay Bhandari
- Leanne Feeley
- Dan Cropper
- Jen Mossop-Scott

##### **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. Apologies were received from Richard Roe, Warren Heppolette, Katy Calvin-Thomas and Paula Dunn.

#### **2. Minutes from the last meeting of 12<sup>th</sup> December 2019**

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

##### **Matters arising**

- No matters arising

##### **Declaration of Interest**

- No additional declarations at this meeting.

## Leadership – Future Thinking

### 3. Summary

- Mike thanked Warren and Katy and their health colleagues at this challenging time.
- Hayley recognised that we are not an emergency service but we can make a contribution to communities at this time.
- GreaterSport has reorganised and adapted quickly to new ways of working and what we are doing.
- Staff have been caring and supporting each other as we readjust to working from home etc.
- Need to be aware of mental health and isolation issues.
- We have also been working out how we make a contribution to Greater Manchester – keeping them moving and active.
- Also looking at how we can contribute to our own local communities
- Looks like we are in this for the 'long haul' – not all staff can just work from home – may have to redeploy staff where possible.
- Mike also noted the importance of the board in coming together and supporting the team.

#### Actions

- None

## Leadership & Governance

### 4. Executive team report

- Matt S – pulled out the highlights from the Executive report.

#### Business Planning

- Excellent progress has been since Away Day.
- We have redesigned of strategic and operational groups. The Leadership Team has been disbanded and replaced by Task and Finish Groups. These sit under an Exec and Operations Group.
- These changes took effect from the beginning of February and early feedback is positives with staff indicating they feel more involved, that their voices are being heard and that there is a growing sense that everyone is a leader.

#### Stakeholder Survey

- Very positive results with our NPS score up 14% to 74%.
- 100% of partners are satisfied with the Added Value provided by GreaterSport

- GM relationships and leadership, connecting partners and collaboration, and quality support, guidance, and knowledge reasons cited for this.

#### Safeguarding

- Received 'Very Good' in our annual Child Protection in Sport Unit (CPSU) safeguarding assessment. This is the highest grade you can receive
- Mike noted that there is a collaborative leadership challenge – we are in a transition period and that leadership has been strengthened across the organisation.
- Eve noted that although relatively new to the organisation she felt that it is the 'right place to be' and that there is a sense of trust in the organisation. Team Tuesdays are collaborative and work well as a team.
- Hayley noted that we had had positive feedback from GMCA.
- Mike stated that the challenge to the board was to get even better going forwards. He had recently had a conversation with the previous chair (Chris Brindley) who had agreed that our aim should be to be strategically placed in GM
- Rob Y also noted that our stakeholders see how we work collaboratively.
- In terms of great teams moving forward Jen talked about the TalkTalk approach with use of multi-technology collaboration. It is important to be able to check in with colleagues/team – but vital to check in with those that have 'kept quiet'.
- Sanjay – need to be careful as meetings are a practical alternative to work! If you are not careful. Some staff will have more free time. We need to focus on our purpose and why we are doing things – how do we serve our beneficiaries. Need to be aware of the barriers to being a winning team.
- Eve – There is a 'being a great company to work for' team. As a team we have talked about our values being lived and breathed – need to check in with the wider team next.
- Mike summarised all the conversations:
  - No issue around purpose – all highly motivated.
  - Barrier is 'bandwidth/focus' – to get even tighter
  - Only way is to create conditions for honest conversations
  - Board skill sets are all strong but need to be clear about how people feel on the board.

#### Actions:

- None

### 5. Board Evaluation

- Matt led the board through the outcome of the board evaluation survey that all board members had contributed to.
- Key points were as follows:
- **Board composition** –
  - Board composition has improved once again. It is well balanced, however lacks age diversity (young people) and representation from less affluent communities in GM.

- The quality of the relationship between the Board and Exec decreased. Suggestions to improve this included dedicated time to get to know one another and/or monthly/quarterly updates.
- 100% of Trustees think the duration of Board meetings is 'just right' and are generally happy with its structure and content however it needs to strike a balance between presentations and time for debate. Papers/reports need for more focused and concise. Shared digital space for papers was suggested.

### **Comments:**

- Sarah noted that there was a 'time and place' for young people on the board. Need to be mindful about how they are used to ensure it is meaningful for them. Suggested using board members as mentors for young people.
- Boards can be daunting for young people. Rob Y mentioned that CIMPSA have a Youth Panel. FA (Sanjay) also has a youth panel.
- We need to update the board skills matrix – include skills, representation and experiences for each board member.
- There is a need to make sure it is not 'tokenism'

### **On board dynamics:**

- Relationship between board and exec needs to be seamless.
- Rob M – emphasised importance of 'digital' – a way of engaging the board
- Sanjay – information sharing techniques are good but the key is maintaining a good relationship – need to use technology more.
- Sanjay offered to make use of his Zoom account – have 1:1's if wanted
- Hayley proposed to set aside time to put in some regular zoom type meetings with board members.
- Jen noted that the questionnaire is only a point in time and that many things had changed over the last few months.
- Matt and Eve to sort out link board members with priorities

### **Other comments:**

- Dan – there needs to be more decision making – make the board packs 'punchy' – assume that board members have read them and move to discussion and decision making.
- Jen – today's meeting has been good on conversation/discussion.
- Rob M suggested that a lot of backwards and forwards emails would be better placed on workplace or similar platform.
- Mike – there is a good team being built with strong relationships. Need to allow time to focus on quality conversations.
- Next board should focus on the future shape of GreaterSport.
- Hayley noted that there needs to be more guidance to the team on how the update of work is used by the board- suggested a bit of structure to the contributions: what has happened, what the impact has been and what we have learnt.

### **Actions:**

- Update board skills matrix (Matt and Alex)
- Zoom meetings (Hayley)
- Link board members to priorities (Matt and Eve)

- Board paper style – identify those that are for noting and those for decision making.
- Next board meeting to focus on future shape of GreaterSport.

## FUTURE FOCUSED

### **Any Other Business**

- Mike offered thanks to all for coming together in these unusual/difficult times
- Put dates in your diary (if not already in) for future dates (see below)

### **Next Board Meeting**

- Fri 19<sup>th</sup> June – 08:30-12:00 (tbc)

### **Future Sub - Committees**

- 26<sup>th</sup> May– Audit & Risk – 13:00-15:00
- 14<sup>th</sup> May - Nominations & Remuneration – 10:00-12:00

### **Conference, events etc.**

- 11<sup>th</sup> May – GM Moving conference- will be virtual.

### **Table of Actions (20<sup>th</sup> March 2020)**

Agenda	Lead	Action / Issue	Progress	Completed
5	Matt/Alex	Update board skills matrix		
5	Hayley	Zoom meetings set up		
5	Matt/Eve	Link board members to priorities	Request to board members sent out	