

GREATERSPORT

Board Meeting

17th March 2022, 9:30am – 12:30pm, Chamber Space - Manchester

Overview

GreaterSport Board Meeting

Present

Mike Perls MBE (Chair of the Board), Warren Heppolette, Sarah Brown-Fraser, Richard Roe (via Zoom), Rob Young MBE, Cllr Leanne Feeley, Dan Cropper (via Zoom), Katy Calvin-Thomas (via Zoom), Sanjay Bhandari, Dr Marilyn Comrie OBE

In Attendance


Hayley Lever, Matt Stocks, Eve Holt, Beth Sutcliffe, Richard Davis-Boreham (via Zoom), Lee Davies (minutes)

Guest Speaker

Hazel Musgrove (Active Lives data presentation – Agenda Item 5)

Apologies

Rob Mukherjee, Graham Whitham,

Agenda Item	Discussion	Actions	Who
1. Welcome, Introduction and Apologies – Mike Perls MBE	Here to make clear and informed decisions, working with integrity and passion. Introduction: Seamus Gillen (Board Evaluator). Observing today’s meeting. Presenting findings in May. Congratulations: Marilyn’s granddaughter born on Tuesday.		
2. Minutes of previous meeting and matters arising – Mike Perls MBE	Minutes from the previous Board Meeting were approved by all present. No matters arising.		
3. Future direction and role of the Board – Eve Holt	<p>Review of the Flywheel: Eve presented slides on the GreaterSport Flywheel. This included trustee contributions from the Board at the Away Day.</p> <p>6 key themes have been identified as the main components for the Flywheel on a set of slides.</p>  <p>At this stage we have 3 key questions:</p> <ol style="list-style-type: none"> 1. Are the key headings a fair summary? 2. Is there anything missing? 3. Any suggested rewording? <p>See Appendix A for discussion on the Flywheel.</p>	Bring back to the next Board Meeting. Invite trustees to join the Ambition Group	Eve Holt Eve Holt

	<p>Decisions on next steps: The ask. Consider joining a strategic thinking/ambition group. Details shared on the slides.</p> <p>Mike asked the group to pause for a few minutes and consider the following in relation to the proposed flywheel:</p> <ol style="list-style-type: none"> 1. How do we articulate the 6 boxes? 2. What is the ambition in each area? <p>Ideas were captured for Eve and Exec to take away (Appendix B), and Mike set out the next steps:</p> <ul style="list-style-type: none"> • Bring back to the next board meeting. • Invite trustees to the ambition group <p>Conversation on this started in March 2021 and has progressed well.</p> <p>Congratulations to Eve on her Disruptor for Good award nomination and shortlisting at Northern Power Women Awards on Monday.</p>		
<p>4. CEO Update – Hayley Lever</p>	<p>Hayley presented her update 'Leading, Supporting, Connecting'.</p> <p>Co-working days:</p> <ul style="list-style-type: none"> • Social events and going out for lunch - have been really important since New Year. • Shared appreciation. Initially felt it could be uncomfortable but is being well received. Doing it anyway and changing the culture. • Staff more visible > great work is less hidden. <p>Teams Channels:</p> <ul style="list-style-type: none"> • Organic way of feeling more connected. • Happy Feedback channel set up. Was worried about how it would feel (compared to private 1 to 1 feedback). Different staff starting to contribute. Good because no one can see everything. • Supportive team and a lot more crossover of work between teams. 		

	<ul style="list-style-type: none"> • Great people on the bus. For example, Lee – not afraid to say he is enjoying it and loves the stretch and challenge. <p>Exec Team Peer Coaching was evidence of how far we've come: Looked at personal development goals together, with everything on the table. Open and honest. Set objectives and discussed how they are progressing.</p> <p>GM Moving – Wider Context: have been waiting for several announcements and shifts which are now coming.</p> <ul style="list-style-type: none"> • GMCA: GMS Launch Good Lives for All #NewEraGM • Transport & Active Travel Commissioners announced • GM Active: Strategy Launch • Sport England restructure and implementation plan • GM Moving Exec next steps <p>Good Lives for all: Hayley shared examples of how we can articulate this, on a slide.</p> <p>Leanne: How can relationships become non-competitive?</p>		
<p>5. Exec Report – Beth Sutcliffe, Eve Holt, Hazel Musgrove</p>	<p>Beth set the scene on the purpose of the report and what it will focus on:</p> <ul style="list-style-type: none"> • Tackling inequalities • Physical Activity Behaviour • GM Moving in Action <p>Eve presented slides on areas of focussed actions. Information taken from each priority area of the charity, identifying target groups for the next 12-18 months. There is a focus on where the opportunity is, so we can have the biggest impact, ensuring there are no gaps.</p> <p>We're on a journey. There is progress in the team being able to talk. There is a wish to be inclusive with language which means people were nervous about being specific, can feel difficult but getting more comfortable.</p>	<p>Share Physical Activity Insight slides</p> <p>Arrange separate session for trustees to delve into the insight data</p>	<p>Hazel Musgrove via Lee Davies</p> <p>Hazel Musgrove via Lee Davies</p>

	<p>Reflective work with some common learnings. Avoiding silos. Co-working day coincided with International Women’s Day – the whole team contribution was visible.</p> <p>Marilyn: In light of the proposed expansion of Hindley Prison:</p> <ul style="list-style-type: none"> • How do we keep prisoners active? • How do we support them when released? <p>Hayley: John Brady is looking at this as part of his work. Pre lockdown we were engaging with parkrun to encourage more GM prisons to stage parkruns.</p> <p>Active Lives presentation and discussion: Hazel (Strategic Lead Evidence and Evaluation – Guest Speaker) presented slides on Physical Activity Behaviour Insight. Lots of rich and detailed data included on slides.</p> <p>Mike: Suggested a separate session for trustees to delve into the data in more detail. It is our responsibility to know this and make informed decisions.</p> <p>Marilyn: Is there any work being done on what it is costing the economy?</p> <p>Hazel: We can look into pulling bits from other reports to look into this.</p> <p>Eve shared some high level data from GM Moving in Action summary.</p>	<p>Look into other reports for evidence on how the economy has been affected</p> <p>Arrange for stories and infographics to be sent to trustees</p>	<p>Hazel Musgrove</p> <p>Beth Sutcliffe</p>
<p>6. Reward Project – Richard Davis-Boreham</p>	<p>Richard DB presented slides summarising the Pay and Reward work. This was with a view to the Board deciding on how we go forward.</p> <p>Richard DB described GreaterSport’s main 3 investment strands (Core, Local Pilot, Health) then took the group through 5 different scenarios on the slides and in the papers.</p> <p>Mike: Acknowledged it was a huge piece of work and congratulated Richard DB and Eddie on the work they had done, particularly after the initial knock back from N&R/R&A.</p> <p>Mike checked in with Sub-committee Chairs:</p>		

	<p>Rob (Nominations and Remuneration Chair): The process is robust and a credit to the Exec Team and Lucy Maxwell Scott (Pay and Reward Advisor). The risk feels manageable.</p> <p>Richard R (Audit & Risk Chair): Echo's everyone's thanks to Richard DB and Eddie. The risk can be managed. COLA is a risk but impossible to predict.</p> <p>Katy: Thanks to the team involved. Has the real living wage been considered? Richard DB: Will check this, but it shouldn't be a challenge. Matt: We have worked with the Living Wage Network and became an accredited Living Wage Employer in April 2021.</p> <p>Richard DB: Reiterated that progression is not mandatory every year for everyone.</p> <p>Mike: Asked the trustees if they were happy to go forward with the pay progression proposal.</p> <p>All accepted and agreed.</p>		
<p>7. Audit & Risk Report (pounds) – Richard Roe</p>	<p>Richard R presented slides on finance and risk.</p> <p>Finance: End of financial year 2021/22: forecasting surplus of £25,000. 2022/23 forecast of a slight deficit of £1615.</p> <p>Risk: Significant shifts due to Sport England investment and positive conversations with GMCA and the Health and Social Care partnership. COLA remains an unknown. Churn in executive positions at Sport England mean we need to ensure that there is still a clear understanding of what is happening in Greater Manchester.</p>		
<p>8. Nominations and Remuneration Update (people) – Rob</p>	<p>Rob confirmed that there will be several contract extensions going through to March 2025.</p> <p>In addition, Matt shared the recent new appointments with the group as listed in the board papers.</p> <p>Will now advertise 1 x Marketing Comms role following the approval of the pay progression reward project.</p>	<p>Put 3+ dates forward for final board report to be presented in person</p>	<p>Matt</p>

<p>Young/Matt Stocks</p>	<p>Speaking up group (Rob): Shifting role in what it was set up to do. Need a plan in place to ensure we know it is effective. Warren: Important not to drop the ongoing commitment. Will be in the diary quarterly.</p> <p>Mike: What is your sense of where the group is at? Warren: Getting used to hybrid ways of working. New staff involved. Needs to be more than a check in. Hayley: Although there is a culture of speaking openly and freely, we shouldn't take our eye off the ball. Here are still some people who need support with this.</p> <p>Mike: What are the expectations from the next staff survey? Hayley: Expecting a bounce up in relation to cross team appreciation and being able to speak up positively. Hopefully cross team working improvement too as various actions taken to improve. Important to check how the Reward project lands. Rob: Board and staff visibility is there. Matt: Reward review will land before the staff survey.</p> <p>Rob: In the pipeline:</p> <ul style="list-style-type: none"> • Board evaluation. • Succession planning (Matt) <p>Mike: Preference for online or in person for the final report delivery and discussion? Rob: Got a lot from being in person 4 years ago. Seamus: Interesting 2 years. Face to face is good. You lose 5 – 10% online, but it is still ok. Advise to not have as part of a board meeting as it takes away from what you are there to discuss.</p> <p>Agreed: In person is the preference.</p> <p>Board evaluation final report dates to be decided. One date already in the diary (Tuesday 3rd May) but will provide alternative before agreeing.</p>		
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9. Future Dates	<p>2022-3 Main Board</p> <ul style="list-style-type: none"> ○ 23rd June: Flywheel group report back ○ 22nd September: including AGM ○ 8th December: Draft Business Plan 2023-5 ○ ** March: Sign off business plan and budget <p>2022-3 Nominations & Remuneration Sub Committee</p> <ul style="list-style-type: none"> ○ 5th May ○ 24th November <p>2022-3 Audit & Risk Sub Committee</p> <ul style="list-style-type: none"> ○ 23rd May <p>11th November</p>	<p>Arrange Trustee presentations from their day jobs at next board meeting – Warren and Katy</p>	<p>Lee Davies</p>
10. AOB	<p>Matt stated he would like to take a draft schedule of Trustee Learning and Development opportunities to the N&R committee in May and asked trustees to consider what individual and collective training they would like to see made available.</p>	<p>Inform Matt of training needs</p>	<p>All trustees</p>