

# GREATERSPORT

Governance Statement 2023/24



## Introduction and Governance Structure

Greater Manchester Sports Partnership (GM Moving) is a Greater Manchester charity. **Our purpose** is to change lives through moving more, sport and physical activity. We play a strategic leadership role in support of [GM Moving](#), the Greater Manchester wide movement, for movement. **Our vision** is to lead, support and connect the Greater Manchester system in creating the conditions to enable Active Lives for All, uniting communities and creating more equal and inclusive places so that people can lead happier, healthier and more fulfilled lives.

We are one of 42 [Active Partnerships](#); a network of system partners working with [Sport England](#) to support the local implementation of our collective national [Uniting the Movement Strategy](#).

The [GM Moving Business Plan](#) sets out our vision and purpose, our values and the way we work, who we are and what we do. It describes how we support people and partners across the system and outlines our value and contribution to [GM Moving in Action](#), the city region's strategy for physical activity.

Our [Annual Review](#) tells the 'Story of our Work', highlighting the impact the charity has had in 2023/24.

GM Moving is a Company Limited by Guarantee, registered in England and Wales. The Company number is [3258930](#). GM Moving is also a registered charity ([1059115](#)).

Our [Articles of Association](#) are the constitution by which the company is governed.

We place great emphasis on remaining compliant with all statutory, regulatory and contractual requirements, including but not limited to those set by the Charity Commission, Companies House and the Code for Sport Governance.

The [Code for Sports Governance](#) sets out the levels of transparency, diversity and inclusion, accountability and financial integrity that are required from an organization in receipt of UK Government and National Lottery funding from Sport England. It is based on five basic principles of good governance (1) Structure (2) People (3) Communication (4) Standards and Conduct and (5) Policies and Processes. In 2024, we were recognised as fully meeting this Code of Governance. Full details of our governance documents including our Environmental Sustainability and Governance, Equality, Equity, Diversity and Inclusion, People and Environmental Sustainability Plans, and all policies and audited accounts are available on our [website](#).

## Role of the Board

We have a clear governance structure, led by a [Board](#) which is collectively responsible for strategic decision-making and the long-term success and impact of GM Moving as a charity. It is exclusively vested with the power to lead it. The Board is properly constituted. The Board is made up of a maximum of 12 board members with the core purpose being to:

- Make high quality decisions to allow GM Moving to grow its value.
- Be the ultimate decision-making body and accordingly exercise all of the powers of the organisation.
- Be responsible for setting the strategic direction of the organisation and maintain the vision, purpose and values.
- Provide leadership in developing, approving and monitoring the implementation of our [Changing Lives Together Business Plan, 2023-5](#).
- Ensure that the company operates to the highest standards of governance and risk management.
- Complies with its governing document, charity law, company law and any other relevant legislation or regulations.
- Agree strategic priorities for funding and investment and ensure that financial information is accurate, and that controls, monitoring and reporting systems are robust and defensible.
- To provide scrutiny and constructive challenge regarding operational matters (delivery plans, policies, performance)
- Fully support child protection and safeguarding issues.

The statutory duties of GM Moving Trustees are:

- To ensure that GM Moving complies with its governing document (Articles of Association), Charity law, Company law and any other relevant legislation or regulations.
- To ensure that GM Moving pursues its charitable objectives as defined in its governing document.
- To ensure GM Moving uses its resources exclusively in pursuance of its objectives.
- To contribute actively by giving firm strategic direction to GM Moving, setting overall policy, defining goals, setting targets and evaluating performance against agreed targets.
- To safeguard the good name and values of GM Moving.
- To ensure the effective and efficient administration of GM Moving.
- To ensure the financial stability of GM Moving
- To protect and manage the property of the Charity and to ensure the proper investment of the Charity's funds.
- To appoint the Chief Executive Officer (on recommendation of the Nomination/Remuneration Sub-Committee) and monitor their performance.

## Board Structure and Meetings

The board meets 4 times a year and has an annual Away Day. There are two sub-committees: Nominations & Remuneration and Audit & Risk. Each meets twice a year. They all have their own Terms of References: [Main Board](#), [Nominations & Remuneration](#), [Audit & Risk](#).

Board membership and meeting attendance as of 31st March 2024.

Member	Role and representation	Attendance	Sub-committees	Attendance
Mike Perls MBE	Chair	5/5	Nominations & Remuneration Committee	2/2
Warren Heppolette	Senior Independent Director and Health/Public Sector	4/5		
Rob Mukherjee	Digital/data, Commercial	2/5	Nominations & Remuneration Committee	1/1
Sarah Brown-Fraser	Inclusion/Marketing, Equity, EEDI Lead	3/5	Nominations & Remuneration Committee	1/2
Sally Carr MBE	Voluntary Sector/Inequalities (appointed 23 Jan'23)	4/5	Audit & Risk Committee	1/2
Katy Calvin-Thomas	Health	2/5		
Daniel Cropper	Legal, Safeguarding Lead	3/5	Audit & Risk Committee	1/2
Sanjay Bhandari	Finance/Risk, Enterprise, Welfare Lead	2/5	Audit & Risk Committee	1/2
Cllr Leanne Feeley	Greater Manchester Combined Authority	5/5	Nominations & Remuneration Committee	1/1
Steven Pleasant MBE	Local Authority (appointed 23 Jan'23)	3/5	Nominations & Remuneration Committee (Chair)	2/2
Jill Harrison	ESG Lead	3/3		
Will Baker	Chartered Accountant	5/5	Audit & Risk Committee (Chair)	1/1

- In October 2023, Rob Young MBE and Richard Roe were required to leave the Board having completed their three terms. In 2024, Justine Blomeley left her role with Sport England and hence stopped attending the GM Moving Board where she had held an observer role.
- In October 2023, Jill Harrison and Will Baker joined the Board as new trustees.

## Meeting dates

Main Board	Nominations & Remuneration Sub Committee	Audit & Risk Sub Committee
22 June 2023	26th May 2023	12 <sup>th</sup> May 2023
6 October 2023 (including AGM)	1 <sup>st</sup> December 2023	14th November 2023

7 December 2023		
1 February 2024 (Away Day)		
14 March 2024		

All Trustees receive an agenda and board papers at least one week in advance of meetings to help them make an effective contribution at the meetings. Minutes and actions from all meetings are recorded by the Company Secretary and circulated to Trustees after each meeting. Redacted versions of the minutes are published [here](#).

### Financial Audit

GM Moving undertakes a financial audit on an annual basis. The judgment made in the final report for 2023/24 was that it was a clean audit with no significant findings to report.

### Equity, Equality, Diversity and Inclusion

The Greater Manchester Moving Team and Board have co-produced a commitment statement that signifies the importance we place on promoting, embedding and advancing Equity, Equality, Diversity and Inclusion.

#### Our commitment

GM Moving is committed to providing equal opportunities and promoting diversity, irrespective of ethnicity, age, gender identity, sexuality, disability, religion, pregnancy, marriage and civil partnership or personal circumstance. We ensure we consider lived experiences and personal circumstance when creating an equitable working environment, by promoting a safe, equal and respectful workplace.

Equality, Equity, Diversity and Inclusion is critical for the success of GM Moving and the achievement of our vision. We are fully committed to treating all our employees, job applicants and volunteers equally and equitably. As an employer, we aspire to being a diverse, inclusive and responsible organisation.

We believe in people. We believe that with the right opportunities, everyone should reach their full potential and we believe that moving more, sport and physical activity is a fundamental key to unlocking potential. Our aim is to have a workforce that not only thrives, but also reflects and understands the communities we work for and with, and one which encourages a sense of belonging for our team and partners.



## Ambitions

1. Workforce Development: To nurture and strengthen EEDI knowledge, understanding, and confidence, within both the internal and external workforce.
2. Enhanced Diversity and Inclusion: Greater diversity and inclusion across our Board and throughout the GM Moving team, ensuring a representation that mirrors the diversity of the Greater Manchester population.
3. Leading by Example: An organization that leads by example, celebrates diversity, promotes inclusion, and consciously creates a culture which promotes equality and respect.
4. Integrated Practices: Embed EEDI principles into every facet of our operations, interactions and behaviours, ensuring compliance with and exceeding EEDI standards.
5. Inclusive and Supportive Environment: Cultivate an inclusive, safe, and supportive environment where everyone experiences a sense of belonging, providing

At the end of March 2024, the Board approved a two-year [EEDI Plan](#).

## Evaluation

The Board, led by the chair, undertakes and maintains in writing a record of an annual evaluation of its own skills and performance and of individual Trustees. The Senior Independent Director conducts the Chair's annual performance appraisal during this time also. A Trustee Survey is completed too, along with a skills matrix which is updated annually.

## Declaration of Trustee Interests

Trustees, staff and volunteers have a legal obligation to act in the best interests of GM Moving, and in accordance with GM Moving's governing document, and to avoid situations where there may be a potential conflict of interest. All trustees are asked to declare their interests, and any gifts or hospitality offered and received in connection with their role in GM Moving.

A Declaration of Interests form is provided for this purpose, listing the types of interest they should declare. This is conducted on an annual basis. Declarations of interest is also a standing agenda item at each main Board meeting.

## Risk Management Review

The GM Moving Risk Management Plan and Risk Log was reviewed in May and November 2023 by the Audit and Risk sub-committee. The plan is based on guidance from the Charity Commission and includes risks associated with strategic, operational, financial, reputational and legal & compliance. The matrix lays out a philosophy of risk management based on identifying levels of risk and establishing an appropriate organisational response to risks falling within each level. The placement of each risk within the risk map is calculated by multiplying the Impact of risk score (1-5) and the Likelihood score (1-5) to give an overall risk score. The headline risks emanating from the plan can be found [here](#).

## Decision making

The Board are in place to make high quality decisions to allow GM Moving to grow its value. Below are some key examples which occurred in 2023/24.

- Formally agreed that, effective from 1st September 2023, GreaterSport will be known as Greater Manchester Moving.
- Approved Article amendments to update charity objects, allow trustees a one-year term extension, and enable temporary co-option.
- Two new Trustee appointments, including new Chair of Audit and Risk Committee.
- Reorganisation of the Nominations & Remuneration Sub-Committee, including the appointment of a new Chair and two new members.
- Approval of final audited Company Accounts 2022/23.
- Reappointment of Auditors for 23/24.
- Re-election of Chair and Senior Independent Director and Trustee renewals.
- Approval of Governance statement 22/23.
- Approval of Cost-of-Living Adjustment and annual pay progression awards.
- New Scheme of Delegation approved.
- Final sign off for the Equity, Equality, Diversity, and Inclusion Plan.
- Setting board's aspirations for 2024, focused on being trusted, resilient, ambitious, phenomenal. Driving growth, influence, collective impact and value creation. Promoting health, togetherness and joy.