

Yorkshire Sport Foundation Board Meeting Minutes

Date: Tuesday 23 January 2023

Venue: The Old Library, Old Denaby

Board Members: Paul Reid (Chair), Caroline Black, Gwen Smith, Sarah Muckle, Helen Gauden, Rashida Salloo, Ben Smith

Apologies: John Williams, Jim Lord

Supporting Officers: Nigel Harrison, Gemma Armitage, James Brown, Dan Wilson, Darren

Guests: None

Minutes

Agenda Item	Action
<p>1. Welcome/ Apologies/ Previous Meeting Minutes</p> <p>Paul welcomed everyone to the meeting. Sue explained the building use and explained the recent move from a much smaller local building. The expansion allows them to do multiple things at once including crafting, food share, citizens advice, a warm space etc. A lot of what they do is to combat loneliness.</p>	
<p>2. Declarations of Interest</p> <p>None</p>	
<p>3. Minutes of Previous Meeting</p> <p>The group were happy with the contents of the minutes.</p> <p>Matters arising;</p> <p>Crisis Action Plan – This is on the agenda today for discussion.</p> <p>The Community report – this was circulated.</p> <p>Chair Recruitment – a first face to face meeting has taken place. Everything is progress well.</p>	<p>NH</p>

Flagstone platform – Gemma explained that the account has been set up and £500,000 has been put into 12 month fixed term accounts which will attract around 4% interest. The FAR Committee will discuss how to use this platform more at the next meeting.

4. Children and Young People Activity Levels

Nigel introduced the subject and introduced Dan and Darren who presented some slides.

This included the current position and challenges. Dan explained how Creating Active Schools can also help. Darren explained a number of programmes that he has been working on including Safety Nets which focuses on Mental Wellbeing and uses physical activity as a tool to help CYP on the Cahms waiting list.

The group asked if there was a breakdown of the Active Lives for age ranges, Dan explained that due to the limitations of the data collected this might not be that reliable. A comment was made that the reliability is much better at a national level. A discussion took place around these measurements. It was agreed by the group that YSF should continue to collect their own data which may be more reliable.

Paul commented that the breadth and depth of the work taking place is great. He added that it was really important to get the school's system right as there is a captive audience (children), we need to keep the activity going and get the foundation right.

Nigel expanded on the Safety Nets work and explained the outcomes of the Cahms work. The main thing being that people are not getting worse whilst they are on the waiting list because of our interventions. The next step is to research how much money is saved by the NHS and other Healthcare places by the lack of deterioration. This would give additional weight behind the argument. Sarah added that they have a researcher that is currently working on this area and any learning will be shared when appropriate.

6. CEO/ Directors Report

Paul asked if there were any comments on the Directors report. Nigel explained an horizon scanning topic. Due to the Whyte report there is a due to be a Nation-wide programme to bring Welfare Officers across the system – this will be done through Active Partnerships.

Rashida asked about a Youth Justice programme which was announced at the weekend. Nigel explained that this funding allocation has already taken place and is being administered through StreetGames. Nigel will share any information with Rashida.

Clarity was sought around the National/ Regional picture around the closure of swimming pools, is there anything YSF can contribute. Nigel explained that we are pulling together Local Authority leaders across the area. We are pulling a paper together which will challenge some of these situations. Paul asked if there were any concessions for lower income facilities. It was answered that this picture changes across the areas. Dan added that it is a mandatory part of the curriculum that they need to provide swimming however pools are not being mandated to provide these pool hours. We currently don't know what the picture might look like in the coming months/ years. Nigel described the current status of facility stock in the area where centres have been renewed/ rebuilt over that last few years with a lot of the current stock being relatively new and efficient centres.

<p>Paul asked for clarity around the possibility of the split to West Yorkshire and South Yorkshire. Nigel explained it is a rebalancing of the line management reports and the Directors being able to get into the sub-regional areas. This will also reflect the further devolutions to both areas. The central, business support services will not be split up. A unified and consistent culture needs to be maintained.</p>	
<p>7. Performance Report</p> <p>Nigel confirmed that the measurement of the media metric is being managed with meetings taken place and specific actions being put in place.</p> <p>The group commented that caution should be taken when “encouraging senior management to voice opinions on current themes” as this could potentially be contentious.</p>	
<p>8. Finance, Audit and Risk</p> <p>Job Evaluation and Salary Award – Members of the team (except CEO) were asked to leave the room</p> <p>A report had been circulated prior to the meeting setting out the results and recommendations from the job evaluation process and annual salary review. The FAR Committee had reviewed and commented on the recommendations at its meeting. Helen updated the Board with the comments and discussion took place regarding affordability, benchmarking information, motivation and performance of the team.</p> <p>The decision was made:</p> <ol style="list-style-type: none"> 1 To approve the recommended revised salary banding structure, positioning of each job on the structure and the aligned salaries. This has resulted in individuals moving up a salary banding; where they are currently on the top of the salary scale they will start at the second point in the new banding; for all others moving up they will start at the lowest point. 2 To approve a £2,500 (pro rata) increase for all employees at their starting point on their new salary point from 1st April 2023. <p>NH was then asked to leave the room whilst discussion took place regarding the CEO salary. The Board agreed:</p> <p>This information has been redacted</p> <p>Q3 Report -</p> <p>To be discussed at the next monthly catch-up meeting</p> <p>5-year Forecast -</p> <p>To be discussed at the next catch-up.</p>	<p>To give a further</p>
<p>9. Business Continuity/ Incident Response Plan</p>	

<p>Paul suggested that the document is to be seen as a draft and any comments should be submitted by email. This can then be discussed at the next catch-up meeting.</p> <p>ACTION: All members are to submit suggestions of changes to Gemma to collate for the next meeting.</p>	All members
<p>10. HR and Health and Safety</p> <p>There is a discussion to be had around sickness levels. The group asked for clarity on the long-term sickness.</p> <p>ACTION: Look at the rate of sickness without long-term sickness included.</p>	NH
<p>11. Any other business</p> <p>After the meeting Angela Cooper (former Community Champion) explained the role she has had over the last few years and took the Board on a walk around the area.</p>	
<p>12. Board Meeting Review</p> <p>Paul commented that it has been a great meeting and we should look at doing this more often.</p>	

Agenda Item	Action	Lead	When	Update
Actions from October meeting				
3	<ul style="list-style-type: none"> • Circulate the Draft Crisis plan to the Board. 	NH	ASAP	Circulated – to be discussed at the January meeting
4	<ul style="list-style-type: none"> • Send round the community report. 	NH	When available	Circulated
9	<ul style="list-style-type: none"> • Gemma to make the arrangements regarding the Flagstone Platform. 	GA	ASAP	Account opened – transfers being made