

Annual Governance Statement

April 2024 to March 2025

Background

This Governance Statement details how Yorkshire Sport Foundation's Board of Trustees have practiced good governance within the year April 2024 to March 2025, it also details compliance with the requirements of Tier 3 of Sport England's A Code for Sport Governance.

Board Updates

The Board provides a robust check and challenge on the governance of YSF, several standing items are discussed at every meeting such as Finance, HR, Health and Safety, as well as performance reports detailing the progress of the work being carried out. An evaluation takes place at the end of every meeting reviewing the documents tabled, the items discussed and the general feel of the meeting. The Chair completed an internal evaluation of the Board and its members as well as providing individual support to board members when necessary.

During the year there were two board members recruited, Jodie Bridger and Karl Oxford.

[Biographies for all YSF Trustees](#) can be found on the YSF website.

Four full Board meetings were held during the year with several, additional, virtual catch-up sessions, these are shorter sessions where Trustees can be updated with progress on ongoing projects. [Approved minutes](#) for the full Board meetings can be found on the YSF website. The meetings continue to be held in different districts across the area with three of the quarterly meetings being held in community facilities that YSF has worked in over the last few years. These meetings included an update on a deep dive topic ranging from the work taking place on the Local Delivery Pilots to the theme work taking place, for example Active Design.

The Finance, Audit and Risk Committee (FAR Committee) provide a detailed check on several areas such as finance and risk. They also provide support on ad-hoc projects where necessary. They are ultimately accountable to the Board and provide a summary of discussions that have taken place to the full Board meeting. The FAR Committee has also held four full meetings.

Attendance at the full Board meeting is as follows;

Board member	Full Board Meetings Attended/ Eligible to attend	FAR Committee Meetings Attended/ Eligible to attend
Brendan Fatchett	3/4	
Caroline Black	4/4	
Helen Gauden	2/4	4/4
Gwen Smith	3/4	3/4
Rashida Salloo	3/4	
Rebecca Bibbs	3/4	
Michael Hirst	3/4	3/4
Mark Winder	3/4	
Karl Oxford*	0/2	
Jodie Bridger	2/2	

*Karl had a pre-arranged holiday therefore he was unable to attend his first meeting.

Strategy Updates

We continue to work towards our strategy set out in March 2022, [Our Strategy, 2022 and beyond](#), working towards achieving the aims detailed underpinned by the eight themes – Active Communities, Active Design, Health and Care, Active Travel, Active Workplaces, Public Campaigns, Active Schools and Sport.

This strategy was developed over a 12-month period and includes collaboration and consultation with many of our partners from across the area.

We have refined our Learning and Performance System in line with the new strategy to enable the key indicators of performance to be presented to the Board at each meeting. For those areas not meeting expectations, specific remedial action plans are drawn up to ensure recovery. These measures have been reviewed in the last year to set a target to be achieved by the end of March 2027.

This year we have made progress in achieving our vision, more information on our achievements can be found in the [Highlight Report for 2024](#) with more information being available in the Annual Accounts.

A Code for Sports Governance

During the year we have been continuing to improve our governance procedures and compliance with the revised [A Code for Sports Governance](#) requirements. We have been focusing on the new elements including devising a People Plan, working on the Diversity and Inclusion Action plan and ensuring good Environmental Social Governance and the creation of an Environmental sustainability Action Plan.

Achievements

The Board were once again delighted to receive some excellent feedback from Best Companies where we again achieved a 3-star accreditation of “World Class Company to Work For”. As well as achieving some wonderful rankings including being named the Best Charity to Work For in the UK, the tenth best small business to work for in the UK and the ninth best company to work for in Yorkshire and the Humber.

Next Year

With the announcement of the YSF CEO, Nigel Harrison, there is a focus on recruiting a new CEO. We will also look to start planning what needs to be put in place ahead of the new round of Sport England planning in April 2027. This will include a review of the strategy to ensure it is fit for purpose to take us into the next few years.