

Minutes of the Meeting of the Active Partnerships National Board Held on Tuesday 26th January 2021 virtually by Zoom

Members Present: Doug Patterson (Chair), Dick Fedorcio, Nigel Harrison, Ian Hacon, Sue Imbriano, Adrian Leather, Amanda Pearce-Higgins, Mike Sandys, Alison Shipway, Sue Storey, Adam Walker.

In attendance: Lee Mason (Chief Executive & Company Secretary)

1. Staff & Board Wellbeing & Capacity in Covid & lockdown 3

Colleagues reflected on the challenges provided by a third lock down and measures to ensure wellbeing and productivity of colleagues during this time and beyond, in the national team and the wider network.

- Increased use of Furlough and flexible furlough, as well as flexible working and reduced working hours in respect of caring responsibilities especially due to school closures.
- At the same time, whilst much 'delivery' is restricted, demands on APs have been high so a challenging time for all.
- Need to encourage and help people to stay positive and forward looking whilst providing help and support for those who need it.
- Noted key drivers of employee wellbeing generally clarity of role, autonomy and support of line manager.
- Lee to investigate further provision of wellbeing support sessions for AP staff.

2. Strategic Context

Noted the next few months with new national strategy & funding cycle for Active Partnerships, is a key opportunity to reflect on the role of the National team & Board.

- APs looking for better local – national connectivity.
- The new Sport England strategy had been launched on the morning of the meeting. Seen as very positive with lots of alignment with AP priorities and approaches and therefore opportunities moving forwards.
- Focus on LDPs noted – expansion of SE place based working key risk and opportunity. Collaboration focus welcomed.

3. National Team Development

- Lee gave a flavour of current team training & development opportunities including proposed team 360 review to seek wider feedback, feeding into annual appraisals.
- The coming months we will explore the future role requirements for the national team, alongside in particular the SE AP team. Noted joint learning sessions facilitated by Ali Shipway.
- Noted that the Extended workforce group is a third dimension.
- Need to explore the balance and value of generic skills (leadership, measurement etc) and specific subject knowledge = need for both.
- Suggested need more national team capacity for more national level collaboration to support and scale up local.

4. National Board Development

- This planning phase is also an opportunity to reflect on the role of the National Board and continue our developmental journey.
- There are also requirements of the Sports Governance Code including an annual internal Board evaluation.
- Lee and Doug to progress a board evaluation survey.
- Adam to undertake chair appraisal.
- Need for more diversity within the Board.
- Need for a shift on AP Boards and possibly national board from a governance and complain focus t a more developmental role supporting system change?

5. Remuneration policy review

- Lee had undertaken a review of the remuneration policy, particularly ref cot of living adjustment, and made a number of recommendations.
- Any further comments on the policy to be shared with Lee, to be finalised at next meeting.
- Benchmarking of remuneration levels & cost of living increases levels across the network is to be undertaken.