



**Minutes of the UK Sport Board Meeting held
on 15 December 2022
DeMorgan House, Russell Square, London & MS Teams**

Present

Chair Dame Katherine Grainger

Attendees: Martyn Worsley
Mel Young
Chris Pilling (virtual)
Baroness Tanni Grey-Thompson (virtual)
Chris Boardman (virtual)
Sally Bolton
George Lucas (virtual)
Ismail Amla (virtual)
Rachel Baillache
Rupen Shah (virtual)

Matt Archibald (EIS) – item 8.1

Observers: John Dowson English Institute of Sport (virtual)
Adam Conant DCMS (virtual)
Alastair Bolton DCMS (virtual)

Apologies: Annie Panter
Deborah Kester UKS Director, People

UK Sport Staff: Sally Munday Chief Executive
Simon Morton Deputy CEO, Director Sporting System & Events
Sophie du Sautoy Director of Business Services (virtual)
Naomi Hicks Director of Engagement & External Affairs
Kate Baker Director of Performance (virtual)
Ian Robinson Deputy Director Strategy & Operational Excellence
John Finlay Legal
John Donnelly Head of Integrity (virtual, item 9.2)
Rob Morini Head of Sporting System (item 9.1)

Board Secretary: Jo Greenall EA to CEO (minutes)
Jordana Wicks EA to Chair

1. Introduction and Apologies for Absence

The Chair welcomed everyone to the meeting. Due to the ongoing rail strikes and severe weather the meeting had been moved to hybrid, with some members joining virtually. Due to this change, a planned Ways of Working session was postponed to a future meeting when all attendees would be present in person and the meeting was shortened.

The Chair noted apologies from AP who has now commenced her maternity leave, and DK.

2. Declarations of Interest

Members were reminded of the need to declare their interest in any items and to remove themselves from such decision making when required.

The following conflicts were declared, in addition to the usual conflicts that have been formally declared:

- John Dowson – item 7.1 (part relating to EIS investment)
- Chris Pilling – Board member of Musgrave Group plc since 2017 – to be added to DOI register

3. Chair's Introductory Remarks

The Chair formally opened the meeting, giving updates on key things of interest/note since the previous meeting and thanked members who attended recent event opportunities such as the Chair/CEO session in Birmingham and PLX. She referenced the spectacular year of sporting events and everybody agreed there was a lot to celebrate from 2022.

4. Approval of the Minutes

The minutes of the meeting of 15 October 2022 were approved as a true record of the meeting.

5. Matters Arising and Executive Team Report

SMu introduced the Executive Team Report starting with a request for approval of the following appointments:

- Kwadjo Adjepong – second term as one of UKS's 3 independent chairs of Eligibility Panel
- Jon Dutton – UKS nominated Board Member on the Cycling World Champs 2023 Board

Board approved these appointments.

SMu and the Executive Team then updated Board on the following:

- GB Snowsport Appeal – JF gave Board an update on the process for the upcoming appeal
- BBSA and Sport Org – SMu and NH updated on the recent media surrounding the former BBSA Chair’s BBC interview and UKS’s reaction
- Sport Updates – KB, SMO and SMu gave updates on Athletics, Cycling and Taekwondo
- Feedback and outputs from the UKS Chair/CEO Session held on 21/22 November – SMO presented an overview of the day, and RB and CB shared their reflections. SMO then gave an outline of the next steps – setting up working groups to explore thematic issues and make recommendations, with plans to reconvene in the summer.

6. Updates from HCSCs, DCMS and EIS

The Wales, Northern Ireland, England and Scotland HCSC Chairs and EIS and DCMS Observers gave updates from their organisations.

7. UKS Organisational Health

7.1 Finance and Risk Update

SdS provided Board with UKS’s latest financial position and associated risks and opportunities. Board then offered their views on UKS contribution towards athlete cost of living pressures and agreed for the Executive team to proceed with exploring proposed plans to support athletes.

SdS explained that the annual review requests are currently being worked through. Annual Review panels will take place in January, with recommendations being brought to the February Board meeting for decision.

Finally **Board approved an uplift to EIS for an investment.**

7.2 Review of strategic plan progress (Board/DCMS-level KPIs and Mission Control)

IR updated Board on mid-year 2022/23 progress in implementing UKS’s Strategic Plan and asked Board to share any thoughts or questions. Board discussed and gave feedback on the annual operating plan dashboard.

8. Keep winning and win well

8.1 EIS KPIs approval

MA joined the meeting for this item to talk through EIS’s KPIs and take questions from Board. MA presented the EIS KPI dashboard and Board gave feedback on this. **Board approved the KPIs**, agreeing that the current KPIs would require evolving to ensure they effectively represent the EIS’ contribution to UK High Performance Sport and Performance, but that they were comfortable the framework in place would support this.

9. Grow a thriving sporting system

9.1 Annual Equality, Diversity and Inclusion Update

RM joined the meeting for this item to discuss progress against UKS's ED&I Strategy, talking through each of UKS's 4 ED&I priorities. RM shared some frustration at the level of progress that has been made since the strategy was created and UKS's Board ED&I Champion IA agreed, noting that more progress would be required in order to make systematic change. RM described the focus areas for 2023 – DIAPs, looking at specific interventions, refinement of KPIs, data and recruitment. It was agreed that the Board would discuss this item again within the next 6 months.

9.2 Whyte Review

JD joined the meeting virtually for this item which was seeking Board approval of UKS (and Sport England's) high level policy response to the Whyte Review which will be taken forward in January. SMO talked through each of the five proposed focus areas where UKS and Sport England have both agency and jurisdiction – Coaching/Workforce, Performance Athlete Support, Good Governance, Dispute Resolution, and Safer Environments for Participants. **Board discussed the policy proposals for each of these focus areas and, subject to minor changes, agreed them.** UKS and SE would proceed with producing a detailed project plan to take them forward.

10. Minutes and Information Papers

Board noted following minutes from the most recent Panel meetings:

- EIS Board Meeting – 27 September 2022
- Group Audit and Risk Committee – 24 November 2022
- Major Events Panel – 9 November 2022

11. Any other business

N/A

Date of next meeting: 8 February 2023