



**Minutes of the UK Sport Board Meeting held
on 22 March 2023**

UK Sport Office, SportPark, Loughborough

Present

Chair Dame Katherine Grainger

Attendees: Martyn Worsley (virtual, item 8.2 onwards)
Mel Young
Chris Pilling
Baroness Tanni Grey-Thompson
Chris Boardman
Sally Bolton
George Lucas
Ismail Amla
Rachel Baillache
Rupen Shah
Annie Panter (virtual, item 8.1 onwards)

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

Apologies: Naomi Hicks UKS Director of Engagement & External Affairs

UK Sport Staff: Sally Munday Chief Executive
Simon Morton Deputy CEO, Director Sporting System & Events
Sophie du Sautoy Director of Business Services
Kate Baker Director of Performance
Deborah Kester Director, People
Ian Robinson Deputy Director Strategy & Operational Excellence
John Finlay Legal (virtual)
Rob Morini Head of Sporting System (item 8.2)
Vanessa Cook Public Engagement/Revenue Generation Lead (item 8.2)
Kevin Woolnough Head of Performance Policy & Design (item 9.1)
Mike Stow Design Lead (item 9.1)

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

	ACTION
<p>1. UK Sport / EIS Joint Working Session</p> <p>2. Introduction and Apologies for Absence</p> <p>The Chair welcomed everyone to the meeting which took place at UK Sport’s new office hub at SportPark in Loughborough. The meeting had convened the evening before, with a joint working session between the UKS and EIS Boards and Executives which continued in the morning ahead of the UKS Board meeting. The Chair thanked the Board for their time and contributions to the strategic discussions that had taken place.</p> <p>The Chair noted that MW and AP would be joining the meeting virtually around midday and noted some changes to the running order of the agenda (items 9 & 10 switched).</p> <p>3. Declarations of Interest</p> <p>Members were reminded of the need to declare their interest in any items and to remove themselves from such decision making when required.</p> <p>The following conflicts were declared, in addition to the usual conflicts that have been formally declared:</p> <ul style="list-style-type: none"> • John Dowson – item 7.1 (part relating to EIS investment only) <p>4. Chair’s Introductory Remarks</p> <p>The Chair formally opened the meeting, giving updates on key things of interest/note since the previous meeting including her and SMu’s recent meeting with the new DCMS Secretary of State Lucy Frazer.</p> <p>5. Approval of the Minutes</p> <p>With an update agreed to item 8.2, the minutes of the meeting of 8 February 2023 were approved as a true record of the meeting.</p> <p>6. Matters Arising and Executive Team Report</p> <p>SMu introduced the Executive Team Report, with the following updates given verbally:</p> <ul style="list-style-type: none"> • <u>Sport Org</u> Board noted the discussion which had taken place at the extraordinary Board session on 6 March regarding Sport Org. At the February Board meeting Board requested additional information in order to mitigate some of their concerns around the project. The Executive team had provided further information on ten areas in advance of the meeting including the business rationale, implementation plan and milestones to monitor success, board involvement moving forwards, number and conditions of sports joining, possible growth trajectory and integration with System 	

Master Planning work. While Board felt there were still ongoing questions around wider sport health, they felt these were manageable and had therefore given their unanimous approval for the project to proceed. Board had also agreed to begin engaging with two sports – Bobsleigh/Skeleton and Curling – inviting them to become “founding sports” and joining UKS in scoping and co-designing the project ahead of them taking a decision on whether they wish to be a part of Sport Org from late 2023-early 2024. SMO updated Board on the meetings that had taken place with BBSA and British Curling since the extraordinary Board session as well as the next steps in taking the project forward. The Board had also decided at the 6 March session that GB Snowsport would not be invited to join Sport Org. An update on GB Snowsport was given later in the meeting.

- UKS pension scheme
DK noted a delay in the offer of the new UKS pension scheme to existing employees.
- Qualification Events
SMO updated Board on discussions which had taken place at the recent Major Events Panel meeting to discuss the potential of the UK hosting a new event connected to Olympic qualification. SMO explained that an out of Board meeting decision may be required due to timescales.
- Eligibility Panel Meeting
SMO gave Board an update on a recent case heard by the Eligibility Panel.
- Live issues in sports
SdS and SMO gave updates on issues within two of UKS’s funded sports.

7. 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.

JD gave an update on the EIS’s upcoming name change which will require approval from the UKS Board within allotted timeframes. The Board agreed to delegate the authority for approval to the Chair as this would fall between Board meetings.

8. UKS Organisational Health

8.1 Finance and Risk Update

SdS led Board through the risks and opportunities relating to UKS’s current financial position following the latest re-forecasting and budgeting for 23/24 exercise. Board discussed before agreeing they were happy to **approve the current position along with the budgets for 23/24 and the associated risks and opportunities. They then approved the following specific expenditure requests: the Athlete Medical Scheme, Commonwealth Games GAPS project, NGB sustainability support and the remaining earmarked award to EIS** (JD did not take part in this discussion).

RB gave Board an update on her first Group Audit and Risk Committee meeting as Chair.

SB left the meeting temporarily.

8.2 2023-24 Annual Operating Plan and KPIs

IR led this item, drawing Board's attention particularly to the organisational and department level elements of the 23/24 AOP and the further work being undertaken on the measures of success around the newer KPIs. Board gave their feedback and agreed they were happy with the level of information being shared with them in this area before **approving both the 23/24 AOP and KPIs.**

AP joined the meeting. AC left the meeting.

10. Grow a thriving sporting system

10.1 Eligibility Policy Amendment

Smo led Board through three proposed changes to wording within UKS's Eligibility Policy. **Board approved these as per the paper, and empowered the Eligibility Panel to determine eligibility for suspended or excluded Athletes and ASPs, charged with a criminal offence, which they intend to contest.**

MW joined and SB re-joined the meeting.

10.2 System Master Planning

Rob Morini and Vanessa Cook joined the meeting, with RM providing Board with information on the collaborative work underway with NGB Chairs and CEOs to develop a system master plan and how this is connected to other workstreams across UKS. This work began after the joint Chair & CEO session held in November 2022 where a series of significant system-level challenges were shared and discussed. RM noted how the work will help to establish the nature and scale of structural reform required in British Olympic and Paralympic sport, to set it on a path of greater sustainability for the next 25 years. Board were asked to share their views on the process being adopted as well as their appetite for considering and supporting structural reform across the system. Board discussed the boldness of the proposed solutions and risks associated with potential end outcomes of the working groups that have been established – Sport Administration and Operations, Revenue Generation and Relevancy, People, Structural Complexity and Organisational Health. Board were then asked how they would like to engage with the project, and it was agreed that regular updates would be shared with them as the project is moving along quickly. Board were given an open invite to the next Chair/CEO session which is taking place on 12 July.

9. Keep winning and win well

9.1 LA Process – Strategy Update

KB introduced this item and Kev Woolnough and Mike Stow joined the meeting to give an overview of the proposed performance investment process for the 2025-29 Summer Olympic and Paralympic Cycle (LA Cycle). Board gave their

input on six key factors which would determine the steps of the LA performance investment process and agreed they were happy to approve the purpose, principles, process change, timelines/decision points and sports/disciplines funded. Board were then asked to approve delegated authority to the Executive for sign off of the Performance Investment Policy & Process Guide and the operational delivery of the steps outlined, but they agreed they would like Board to review the guide and it will therefore be brought to the May Board meeting. Board noted that there is more to be done in this area in relation to social impact, having previously agreed to move forward on this between Paris and LA cycles.

AC re-joined the meeting.

9.2 GB Snowsport Conditions of Award

The Chair and SMu updated on recent discussions with GBS and explained that it was appropriate to agree some specific conditions to attach to GBS's investment award for 2023-2026. The recommended conditions were presented to Board, and subject to a minor wording amendment, they agreed that these conditions should be attached to GBS's award for the remaining period of their award through to September 2026.

11.Minutes and Information Papers

Board noted following minutes from the most recent Panel meetings:

- Major Events Panel – 20 February 2023

12.Any other business

The Chair shared with Board that they would soon be receiving details and an offer of attendance for all UKS funded Major Events for the rest of 2023.

Date of next meeting: 24 May 2023