



**Minutes of the UK Sport Board Meeting held  
on 12 December 2024  
Goodenough College, London**

**Present**

**Chair** Dame Katherine Grainger

**Attendees:** Baroness Tanni Grey-Thompson  
George Lucas  
Sally Bolton Online  
Annie Panter  
Rachel Baillache  
Chris Pilling  
Chris Boardman  
Martyn Worsley  
Ismail Amla From 10.30  
Rupen Shah  
Maureen Campbell  
Fatima Jalloh Board Apprentice

**Observers** John Dowson UK Sports Institute  
Adam Conant DCMS

**UK Sport Staff:** Sally Munday Chief Executive  
Simon Morton Director, Events, Sporting System and External Affairs  
Sophie Du Sautoy Director of Strategy and Business Enabling  
Kate Baker Director of Performance and People  
Krystle Sargent General Counsel and Head of Legal and Integrity  
Kevin Woolnough Head of Performance Investment Strategy (items 7.1-4)  
Stuart Pickering Head of Performance Partnerships (items 7.1-4)  
Joanna Jones Athlete Support Lead (item 7.2)  
Rob Morini Head of Sporting System (item 7.3)  
Nigel Holl Sport Org Project Lead (item 7.3)  
Esther Britten Head of Events and External Affairs (items 8.1-2)  
James Gyselynck Legal Manager (Senior Lawyer) (item 8.2)

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

	ACTION
<p><b>1. Introduction and Apologies for Absence</b></p> <p>The Chair formally opened the meeting.</p> <p>No apologies had been received however it was noted that SB was joining online and that IA would join in person from 10.30am.</p> <p>DCMS was represented by Adam Conant.</p> <p>UKS Legal was represented by Krystle Sargent.</p> <p><b>2. Declarations of Interest</b></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 noted. It was confirmed that conflicted members would leave the room for these items/sections and that they had received redacted or no version/s of the relevant board papers:</p> <ul style="list-style-type: none"> <li>• UKS 30 - <b>LA Financial Planning</b> – UKSI Chair and Home Nation Chairs</li> <li>• UKS 31 - <b>LA Investment Sports and Partners</b> – UKSI Chair and Home Nation Chairs</li> <li>• UKS 34 - <b>LA Investment UKSI</b> – UKSI Chair</li> </ul> <p>JD flagged a potential conflict with regards a previous role as Chair of Boccia UK.</p> <p>TGT raised that her daughter had been on the Canoeing WCP some years back.</p> <p>The Chair formally acknowledged her recent appointment as Chair Elect of the British Olympic Association and stressed the importance of addressing any potential or perceived conflicts of interest associated with this role. She invited the Senior Independent Member, SB, and the Chair of the Group Audit and Risk Committee, RB, to provide a detailed account of the steps taken to assess and manage the matter, following close consultation with the UKS Legal Team.</p> <p>SB and RB confirmed that, after careful consideration and thorough evaluation, they were satisfied that no actual conflict of interest exists. They underlined the seriousness with which the matter had been approached and assured the Board that the situation would continue to be actively monitored. They also confirmed robust contingency measures were in place, including a commitment to managing any highly exceptional circumstances, such as the unlikely requirement for a casting vote by the Chair. Additionally, it was noted that the Chair had promptly and formally completed a new Conflict of Interest form, ensuring full compliance and transparency in line with governance best practices.</p> <p>It was noted that following the approval of a new Board-specific Conflict of Interest Policy earlier in the year, a new online declaration form would be required to be completed by all members.</p> <p><b>3. Chair's Introductory Remarks</b></p> <p>The Chair formally opened the meeting and emphasised from the outset the significance of the decisions that would be made.</p> <p>The Chair also gave some general updates. These included:</p> <ul style="list-style-type: none"> <li>• Formally noting that this would be the last meeting of George Lucas (Sport NI Chair) and Fatima Jalloh (Board Apprentice). Thanks were put on record for their contributions to the Board</li> <li>• Reference to a very positive spending review settlement and uplift from government</li> <li>• An update on her election as Chair of the British Olympic Association</li> </ul>	

- An update on UK Sport Chair recruitment. It was noted that this is led by the DCMS Appointments Team and that the campaign had been launched the previous week.

#### **4. Approval of the Minutes**

The minutes of the meeting of 23 October 2024 were approved as a true record of the meeting.

#### **5. Matters Arising and Executive Team Report**

The Chair handed over to SMu to answer any questions on content from the Executive Team Report.

SMu also sought Board approval of the following:

- For UKS to enter into a Grant Funding Agreement with UK&I 2028 Ltd
- To appoint Ismail Amla to the Euro 2028 Oversight Group

**Board approved both items.**

#### **6. UKS Organisational Health**

##### **6.1 Finance and Risk Update LA Financial Planning**

SdS talked Board through this item, which aimed at providing members with information to agree the overarching financial plan for 25/29 and the context within which to approve the investment recommendations they would be later considering.

This included the income envelope, investment decisions for WCPs/Partners, APA provision, UKS' own operations, and system shifts.

#### **7. Keep Winning and Win Well**

##### **7.1 LA Investment Cycle Recommendations – Sports and Partners**

KB was joined by Kevin Woolnough (Head of Performance Investment Strategy) and Stuart Pickering (Head of Performance Partnerships) to lead Board through this item.

It was noted that HCSC Chairs and UKSI Chair had received redacted versions of this paper and would leave the meeting as appropriate given their conflicts.

Members had received a paper providing an overview of the final recommended LA investments for summer sports, partners and wider central performance related allocations, including Athlete Performance Awards (APA) and Annual Review. This followed the indicative investment decisions for sports and partners made earlier this year.

KB, KW and SP reminded members of the journey so far and explained any recommended changes since the indicative investment figures were approved. Members reviewed the summary of final recommendations and gave check and challenge. This included; discussion of the options available to them and their satisfaction that the process had been followed fairly in accordance with the LA Guide, that the recommendations supported the UK Sport Strategic Plan, the overall financial impact of the recommendations in light of affordability and risk, and the potential impact of the recommendations on the future potential success of sports and the overall high-performance system.

IA joined the meeting at 10.30am

AC temporarily left the meeting at 11.57am

**Board agreed the series of recommendations on investment and budget provision totalling £516m across four of the areas that constitute UK Sport's primary support for the high-performance system. See annex 'LA 2028 Investment Funding Awards Overview'**

Next steps regarding the communication of these outcomes and the timeline for any representations to Board were explained.

## **7.2 APA Review**

Joanna Jones (Athlete Support Lead) joined the meeting and with KB and SP, outlined a recommendation to clarify and simplify the intent and application of the APA policy.

Board had a discussion around the APA offering generally and cost of living for athletes.

**Board approved the recommended changes.**

MW temporarily left the meeting at 13.03pm

## **7.3 LA Investment Routes**

Rob Morini (Head of Sporting System) and Nigel Holl (Sport Org Project Lead) joined the meeting for this item which made recommendations on the investment route for the summer sports and to explore what this means for the Sport Org proposal.

Following discussion, Board decided:

- That the currently funded body for performance will remain the funded body into the LA Cycle for all sports with the exception of Wheelchair Fencing and Para Table Tennis. This approval extends to the respective NGBs of the new sports for LA28.
- That investment into Wheelchair Fencing would be routed through British Fencing.
- That investment into Para Table Tennis be conditional on the WCP being operated through Sport Org for the LA Cycle. If Sport Org cannot be established for whatever reason, the current arrangements should continue for a limited period (up to one year) to enable an accelerated options analysis considering investment through either (a) BPTT, (b) an integrated GB performance body for Para and Olympic Table Tennis, or (c) an alternative body.
- To support the establishment of Sport Org as proposed in the business plan presented at the October Board Meeting and with the updates presented to the December Board meeting.
- That the balance of Milan Cortina investment into Curling and Wheelchair Curling can transfer into Sport Org to deliver those WCPs from within that evolved organisation, from a date to be agreed by the executive.

## **7.4 LA Investment Recommendations – UKSI**

JD left the meeting for this item, owing to a conflict.

KB and SP gave some context to this item and Board discussed the UKSI LA submission to enable a decision regarding investment.

AC re-joined the meeting at 14.14pm.

It was noted that UKSI had submitted an LA strategy that has significant opportunity to meet the needs of the system over the next two summer cycles, but to ensure that UKSI services are optimal, further engagement with sports and other system partners is required in the first half of 2025.

AC temporarily left the meeting at 15.00pm.

**As such, and following discussion, Board agreed to award UKSI an up to 12 month extension of Paris funding of £18.3m for 2025/2026 whilst further work is undertaken.**

SP and KW left the meeting.

## **8. Grow a Thriving Sporting System**

JD rejoined the meeting.

### **8.1 Major Event Panel Recommendations**

Esther Britten (Head of Events and External Affairs) joined the meeting to talk through Major Event Panel recommendations to invest into hosting the Canoe Slalom World Cup 2028 and Climbing World Cup 2027, incorporating the Para Climbing World Cup.

**Board agreed to invest into hosting these events.**

- **ICF Canoe Slalom World Cup 2028 – Up to £564,000**
- **IFSC Climbing World Cup 2027 – Up to £600,000**

### **8.2 Events UK Limited**

James Gyselynck, Legal Manager (Senior Lawyer), joined the meeting for this item.

EB stayed on to discuss the recommended establishment of 'UK Event Limited' (UKEL), a body to provide functionality to the event-staging system in the UK, whilst simultaneously meeting an immediate need to find a suitable governance structure for the 2027 Tour de France (TDF) and Tour de France Femmes (TDFF).

The board paper had outlined the strategic need, proposed structure and benefits, challenges and risks, budget and next steps and these were discussed by members.

**Board agreed to:**

- **Support the establishment of 'UK Events Limited' (UKEL)**
- **Support UK Sport becoming a B Member of UKEL and providing initial start-up and operations costs of up to £270,500.**
- **Note the ongoing financial and governance discussions in relation to staging of TDF and TDFF in the UK.**

GL left the meeting at 15.30pm.

## **9. Updates from HCSC, UKSI and DCMS**

AC rejoined the meeting.

CP left the meeting at 15.38pm.

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

#### **10. Minutes and Information Papers**

Board noted following minutes from the most recent Panel meetings:

- Major Events Panel – 5 November 2024
- UKSI Board – 10 September 2024

#### **11. AOB**

It was noted that Monday 24 February is being held in diaries for Board to hear any representations that may come out of our investment decisions.

**Date of next meeting: 6 February 2025**