



SPORT NORTHERN IRELAND

Wednesday 8th June 2022

House of Sport
09:30 – 12 (Noon)

BOARD MINUTE

Present: Board members:

George Lucas
Wendy Elliott
Gavin Boyd
Denise Burns

In Attendance:

Antoinette McKeown, Chief Executive
Rebecca Morgan, Chief Operating Officer
Richard Archibald, Interim Director of Sport
John Hart, Head of Policy & Innovation
Laura Carland, Senior Support Officer

	ITEM	PAPER NUMBER
1	Apologies	
	Apologies were received from Kieran Harding, Richard Bullick, Alison Nicholl and Jay Colville.	
2	Chair's Introduction	
	<p>The Chair welcomed everyone to the meeting.</p> <p>The Chair welcomed Rebecca Morgan, new Chief Operating Officer, to RM's first full Board Meeting in post.</p> <p>The Chair acknowledged receipt of a resignation notice from WErskine. On behalf of the Board, the Chair the Chair thanked WErskine for WErskine's time on the Board and the wealth of knowledge, skills and expertise brought by WE to the organisation.</p> <p>Members were advised that a new Board Member will be recruited, once WErskine steps down, via the standard recruitment protocols.</p> <p>The Chair proposed that RB replace WErskine as Chair of the Remuneration Committee from 01/09/22 and that AN would serve on ARAC. Members were content to support the Chair's proposal.</p> <p>Decision: RB to stand as Chair of the Remuneration Committee from 01/09/22 and AN to be appointed to ARAC moving forward.</p>	Decision
3	Register of Member's Declarations of Interest	
	Members were reminded to submit any outstanding Annual Declarations of Interest as soon as possible to ensure all Board Declarations have been made for the forthcoming year.	
4	Minutes of the previous meeting <ul style="list-style-type: none"> 17th May 2022 	

	The minutes of the previous meeting (17 th May 2022) were approved.	
5	Internal Board Effectiveness Review <ul style="list-style-type: none"> Scope Process and Ideas 	
	<p>Members noted that the meeting was originally scheduled to be a Board Workshop focusing on Board Effectiveness Training, however, this training would be postponed until 14/09/22.</p> <p>Members were asked to consider an Internal Board Effectiveness Review before the end of June 2022 and were invited to scope and discuss the procedures and information required.</p> <p>Members discussed the Internal Board Effectiveness Review; noting the need to determine the period of reporting time and common themes, the impact and outcome of decisions taken during this period, Board structures, the need to review previous Internal and External Board Effectiveness Review exercises and proposed a 360° approach to individual Board Members. In addition, the Board noted that a questionnaire would be utilised to survey each Member to seek their individual views.</p> <p>Members discussed the need to integrate findings from the recent Staff Survey, and any identified gaps and challenges, into the Board Effectiveness Review exercise and questionnaire. Members noted that the reporting period would encompass the response to, and impact of, COVID-19 which will have had an impact on 'business as usual' operations for the Board.</p> <p>Members noted that the Board Members in attendance did not include long standing Board Members who may have differing views on the process to new Members.</p> <p>Members discussed the historical use and structure of committees, including where issues relating to HR should fall if not within ARAC and the need to ensure effective planning to support the organisation appropriately.</p> <p>Members and the ELT discussed existing working relationships which can impact upon operations, noting key partnerships between DfC, the Ministerial office and organisations such as NISF. It was agreed that it would be beneficial for the CEO and Comms Team to discuss seeking a meeting with the Minister, who is currently in post for the next six months, and the Permanent Secretary, to discuss the Corporate Plan and provide an overview of the strategic direction of the organisation.</p> <p>Members were advised that a commitment has been made to undertake the Internal Board Effectiveness Review by the end of June.</p>	
6	McBride Judgment Approvals List	
	Members were advised that there were no outstanding approvals or forthcoming projects that could be deemed 'ready for approval' since the previous Board Meeting on 17 th May.	
7	Discussion of impact on McBride Judgment on Lottery Funding Paper	Action
	<p>The information submitted in relation to the impact of the McBride Judgment on the Lottery Funding Paper was tabled as read. In addition, Members noted additional information submitted for noting following receipt of legal advice on 07/06/22 in relation to the McBride Judgment procedures.</p> <p>Members were invited to share their thoughts on the McBride Judgment impact and legal advice received.</p>	

	<p>The CEO spoke to the information provided to Members which included legal advice received from the new legal team for the organisation, Cleaver Fulton Rankin.</p> <p>Members discussed the information and noted a need to agree procedures and approval levels to ensure full clarity across the Board and ELT moving forward.</p> <p>Members and the ELT discussed the impact of the McBride judgment and recognised any agreed procedures should both ensure that the ELT are not hindered in carrying out 'business as usual' functions and approvals and that Board adheres to its responsibilities in respect of maintaining funding oversight, as and when appropriate. Members discussed the potential impact on staff workloads and considered ideas moving forward./</p> <p>Members were advised that following receipt of advice from DfC and legal advice previously received from Carson McDowell, the conditions of the McBride Judgment do not apply to Lottery funding and that the standard Sport NI Scheme of Delegation applies. Members were provided with an overview of how the approvals process has operated historically and there was a discussion held in respect of the challenge function of the Board, the information Members would require for approvals and the decision timelines.</p> <p>Members queried the need to apply McBride principles to Lottery Funding in the interest of consistency. Members were advised of the current risks and challenges associated with a removal of the Scheme of Delegation in respect of Lottery Funding and the ELT stated that not applying the McBride Judgment to Lottery Funding would be consistent with legal and DfC advice.</p> <p>Members and the ELT discussed the practical implications of removing decision powers from the CEO and ELT.</p> <p>It was agreed that the current Scheme of Delegation could be reviewed, but not set aside, to ensure it is fit for purpose. The CEO confirmed that the advice received in respect of Lottery does not imply that the Board will not have an oversight of Lottery funding but merely that it is not necessary to apply the McBride Judgment implications to Lottery funding.</p> <p>Members acknowledged that the Board was not at full capacity to make any firm decisions.</p> <p>It was agreed that two, two hour meetings will be held between the Chair, Members GB and DB and the CEO, COO and Director of Sport in June and again, in July to facilitate full consideration of the potential approval procedures under the McBride Judgment and to agree next steps, which would then be brought to the rest of the Board. It was also agreed that any information resulting from these meetings would be uploaded to the DecisionTime platform for Board and ELT information.</p> <p>Action: Two, two hours meetings to be held between the Chair, Members, the CEO, COO and Director of Sport in June and July to discuss the implications of McBride, approval procedures and to agree next steps. All agreed information to be upload to DecisionTime for Members' information.</p>	
8	Dates of future meeting to approve McBride Approvals List	Action
	<p>Members noted that the Task & Finish Group would address the approvals process during their forthcoming meetings.</p> <p>Members also noted that additional Board and ARAC meetings will be required to facilitate Members' approval of the Exchequer and Lottery Annual Accounts in advance of submission to NIAO. Members noted that Exchequer information is due</p>	

	<p>for submission on 8th July, and it was agreed that LC would arrange a suitable date for ARAC and Board to meet.</p> <p>Action: Exceptional ARAC and Board Meetings to be arranged in late June/early July for the approval of the Exchequer Accounts and once again in late July for the approval of the Lottery Accounts.</p>	
9	A.O.B	
	<p>WElliott requested, as part of WElliott's Mentoring Scheme, if the Board would be content if a mentee joined during a future Board Meeting to observe discussions in 2022. The Board agreed to facilitate this request.</p> <p>Members were provided an overview to ongoing work undertaken by the organisation in response to a recent decision to ban three NI Gymnasts from competing during the Commonwealth Games in Birmingham in 2022. Members noted that the organisation is currently working closely with Commonwealth Games NI and British and Irish Gymnastics Governing Bodies to resolve this issue. Members noted that a meeting was held on 02/06/22 with the Secretary General of FIG to discuss this issue and provide greater context and that further information has been submitted by the organisation to help resolve this issue.</p> <p>The Chair advised that the next item for discussion would relate to the CEO Pay Remit. The Chair thanked the ELT for their ongoing work and support for the organisation.</p> <p>The CEO and ELT left the meeting for this item.</p> <p>Members were advised by Chair that the Board wrote to DfC on 18/05/22 setting out the Board's proposal for updating the salary and related back pay of the CEO.</p> <p>Members noted that DfC responded on 20/05/22 insisting that Sport NI should not implement this proposal without DfC approval.</p> <p>Members noted that the Board will continue to progress this matter with DfC.</p>	
10/11	<p>Date of next Board Meeting Wednesday 10 August at 9:30am – 12.30pm</p> <p>Board Workshop on Board Effectiveness Wednesday 14 September at 9:30am</p>	

Signed by Sport NI Chair: *George Lucas*

Date: 5th July 2022