

Active Black Country
(Black Country Consortium Ltd)

Board Meeting
Wednesday 9th March 2022 – 11:00
(Virtual Meeting – Microsoft Teams)

Present: Amanda Tomlinson (Chair), Carol Bate (CB), Guy Shears (GS), Kim Babb (KB), Rachel Conlisk (RC), , Richard Metcalf (RM), Sue Wilkinson (SW), Richard Welch (RW) in place of John Denley (JD)

Apologies: Richard Callicott (RCa), John Denley (JD), Cllr Suzanne Hartwell (SH), Arwyn Jones (AJ), Chris Jones (CJ), Ash Rai (AR).

In attendance: Ian Carey (IC – BCC Ltd), Hywel Ruddick (HR – BCC LTD) Mike Salmon (MS – BCC Ltd)

NO.	SUBJECT & NOTES	ACTION	WHO
WELCOME & APOLOGIES			
Welcome from Chair, as above and apologies noted.			
1/22	DECLARATION OF INTERESTS		
	None declared.		
2/22	APPROVAL OF MINUTES – 15th December 2021 Board Meeting		
	The Minutes of the meeting held on 15th December 2021 were submitted. Agreed that the minutes was a correct record of the meeting.		
3/22	CREATING AN ACTIVE BLACK COUNTRY UPDATE		
	<p>a) Heads Of Regeneration Working Group</p> <p>IC advised that the report outlined the paper recently presented to the Heads of Regeneration working group. The paper outlines work to identify the diverse range of assets across the BC that could support broader health outcomes. This work included integration of strategies including a playing pitch strategy, the development of the canal strategy and the development of four individual local cycling and walking infrastructure plans. Through doing this work and having the suite of integrated connected strategies places ABC in a good position to be able to support the longer-term development of the Black Country plan.</p> <p>Board Feedback: - SW referenced the Holiday Activity and Food (HAF) and stated that the data should tie in with schools who were opening up to provide HAF. IC confirmed that the scope was being extended to include the built facility strategy with both primary and secondary schools.</p> <p>RM stated that four prices of work needed to be taken together as a collective – cycling, canal strategy, indoor play and pitches and Ian Carey conformed this would be factored in.</p>		

	<p>The Chair referenced an event attended by the Vice-Chair of the Commonwealth Games Liam Byrne MP where he had spoken about the need to get people active and the role played by sport. She advised that these strategies put the BC on the front foot.</p> <p>b) Sport England CEO Visit to the Black Country</p> <p>Members were advised that Tim Hollingsworth, CEO Sport England, had agreed to attend a tour of the Black Country and the intention was for him to visit each local authority area to include the Sandwell Aquatic Centre linking in with the strategy, local authorities and relevant community groups.</p>		
4/22	COMMONWEALTH ACTIVE COMMUNITIES		
	<p>IC provided an update and advised that they were awaiting a lottery bid announcement on an additional £0.5m which would hopefully conclude by April and support the Commonwealth Active Communities programme.</p> <p>He advised that it was a 2-year programme. The ABC Team were working together on a local launch and were seeking additional capacity across the region.</p> <p>IC advised that Sport England had released NGB Activation Funding and Swim England had led on a submission that could support legacy ambition in the Black Country. The Aquatic Legacy Group which was Chaired by Sue Wilkinson had supported this process.</p>		
5/22	STRATEGIC THEME UPDATES		
	<p>IC provided updates on each of the 6 themes: -</p> <p>a) Health & Wellbeing & Insight</p> <p>The Walking and Cycling programme, which ended in February 2022, had successfully engaged with social prescribers across 12 delivery partners in the Black Country, encompassing the voluntary sector, Primary Care Networks, Housing Associations, individual health centres and care homes for the elderly. With the end of this programme approaching, ABC had reached out to individual health centres to explore the benefits of embedding positive messages about physical activity into text messages that were sent from practices to patients, with a view to carrying out a number of small test-exercises in February 2022, complementing the existing evidence base, gathered from the substantive model of the programme.</p> <p>RM referenced the programme ending and asked if anything had been captured that could be hard wired into anything further post-funding? IC advised that it had proved to be a decent model and that his team were working with the Director of Transport in regarding the cycle hire scheme and an informing role, to increase awareness of the offer.</p> <p>b) Education</p> <p>IC stated that the Rainbow Hour continued to run throughout the academic year with Rainbow Booklets released each half term for</p>		

<p>schools. The booklet showcased and shared new activities for schools from a cohort of organisations and providers across the 7 key strands and had reached 30,000 pupils.</p> <p>In other aspects the School Games was providing a 2-week summer programme to align with some of the Commonwealth Games sports. The Stormbreak Wellbeing Pilot had attracted 9 schools and in Walsall, the Stormbreak pilot project which would provide a subsidised opportunity and access to a training programme for school staff to help support children’s mental health and wellbeing through movement. The aim in Walsall was to roll the scheme out Borough wide.</p> <p>SW referenced a meeting held with Robin Walker MP – Minister of State for School Standards – in which he advised on a Government announcement of free CPD for teachers, with a forthcoming possible change in national strategy and in funding, with potentially £30m for primary school teachers.</p> <p>RC referenced the Stormbreak Pilot in relation to if and when it was to be extended beyond Walsall. IC advised that he was in discussions with TA regarding accessing funding.</p> <p>GS welcomed the report and asked for an understanding on the drive and need for early years primary, partly driven by funding and the need to galvanise secondary physical education at KS3, which was urgent from a school’s perspective. He referenced Dudley MBC, City of Wolverhampton and Walsall MBC programmes and asked that with these local authorities who provided funding, how the Head Teachers were encouraged to take up something that was good and how the team was supported. It was noted that Rainbow Warriors was a superb initiative and thus how was the Team supported to drive programmes across all four Boroughs, especially in Sandwell.</p> <p>IC advised that they were learning from the pilots and building an evidence base to develop across the region. He advised that the Operations report required additional capacity for learning.</p> <p>GS advised that the Academy Trusts could be a route to spread pilot work across the region and agreed to discuss further outside of the meeting.</p> <p>IC thanked GS for his support and reminded Members that the Primary Conference was to be held on 20th May 2022, where TA hoped to reach 300 attendees.</p> <p>c) Workforce</p> <p>Members were provided with updates on the following areas of focus for the workforce lead: - Birmingham CWG 2022 legacy project - Gen22 pilot and WM Active Partnerships update; Black Country Workforce Network.</p> <p>Members noted that ABC had partnered with the Gen22 team (part of the CWG Organising Committee) and that the Gen22 was a programme that looked to engage 1,000 young volunteers from disadvantaged backgrounds, delivering 30,000 hours of social action</p>	<p>IC/GS</p> <p>Diary Date – All</p>	
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<p>in their communities and developing an employability-boosting experience for themselves. Each young person would be assigned to a 30-hour social action project on sports, culture, digital or community. These social action projects were flexible to ensure they were accessible.</p> <p>Members were advised that the Gen22 programme aligned to the overarching role of each West Midlands Active Partnerships. Insight across the WM partnerships consistently identified the need for an inclusive workforce to engage and connect people to overcome some underlying inequalities that prevent people being active. Together the WM Active Partnerships recognised the significant potential of expanding our collective workforce and thus as regional work evolved, ABC proposed to employ a Gen22 Sport and Physical Activity lead to support the capacity need across the WM Active Partnerships. The post would be hosted at ABC and funded by Sport England from February 2022 to February 2024.</p> <p>The Black Country Workforce Network arose from a recommendation from The People Plan consultations to implement and facilitate a Black Country Workforce Network, inviting those who were responsible for people development across the sport, physical activity, health and well-being sector in the Black Country. The intention of the network was detailed in the report and it was noted that the first meeting was held on Monday 28th February 10.00am – 11.30am.</p> <p>The Chair asked who would chair the Network and IC advised that they would explore with Board Members for a chair of the Network.</p> <p>KB asked how meeting on 28th February had progressed and IC advised that Steve Mitchell had supported a good quality discussion and was keen to extend out.</p> <p>RC referenced the Gen22 volunteer programme and asked if there would be some support provided to include shoes, clothes etc. IC advised that Sport England had been approached to broaden the budget. Currently there was £250k - £70k for capacity role, £25k development budget for area and a retained budget of £10-15k to provide financial support to young people. The Chair welcomed the point regarding a potential practical barrier for young people.</p> <p>d) Communities</p> <p>IC advised that his Team were working on the Tackling Inequalities Fund as part of the CAC.</p> <p>Due to the number of funds available at the moment to community organisations, and learnings from previous rounds of TIF, ABC officers were currently trialling an Expression of Interest form with a small number of organisations to determine eligibility and direct them to the correct funds. The applications that progress forward for Together Fund and B2022 small grants would be developed directly with the organisation rather than the previous open application form and process. Once all agreements were received and funding confirmed from Sport England this process would become live and ABC would share this across our networks, in order to build the third sector.</p>	<p>IC</p>	
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	<p>e) Healthy Placemaking</p> <p>Members were advised that work was progressing to maximise the opportunities across the Black Country. The aim was to influence at the right level with a range of partners and key stakeholders to ensure that all pieces of work were connected and influencing the active environments agenda across the Black Country.</p> <p>f) Marketing & Communications</p> <p>The update was received and noted.</p>		
6/22	PERFORMANCE MANAGEMENT		
	<p>a) 'Creating An Active Black Country' Performance Management</p> <p>Members were advised that work was being undertaken with the BC Consortium's Economic Intelligence Unit to establish a back-office function for a PowerBi Dashboard to detail all ABC activity. MS advised that they were working with thematic officers to determine the measures and future process that would inform the future dashboard that reconciled quantitative information with qualitative and reflected the progress being made.</p> <p>GS referenced the PowerBi platform and asked what was beneath it, that is could you drill down for the project, funding participants etc. IC advised that his ambition was that the dashboard once developed would be the thematic updates which would be able to be interrogated as GS had asked.</p> <p>b) Operational Dashboards Inc Risk</p> <p>Noted that these would be submitted to the next meeting.</p> <p>c) Safeguarding Report & Dashboard</p> <p>The update was noted.</p> <p>d) ABC Board Finance Report</p> <p>RW referenced CYP funding and noted that ABC were 6 months behind reporting to Sport England.</p> <p>IC advised that this was to be picked up in the private session and confirmed that Sport England had raised concern.</p>	<p>MS/IC</p> <p>IC</p>	
7/22	FORWARD PLANNER		
	It was noted that the ABC Board was back on course for 1/4ly meetings.	Chair and IC	
8/22	AOB		
	None advised.		
9/22	DATE OF 2022 MEETINGS		

<p>Agreed with 2022 meeting date suggestions (Microsoft Teams invite sent).</p> <p>2022 Proposed Meeting Dates: -</p> <p>27th April 21st September 22nd June 7th December</p>		
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Meeting concluded at 12:15pm



<p>Active Black Country (Black Country Consortium Ltd)</p> <p>Board Meeting Wednesday 9th March 2022 – 12:15 (Virtual Meeting – Microsoft Teams) Private Session</p>
<p>Present: Amanda Tomlinson (Chair), Carol Bate (CB), Guy Shears (GS), Kim Babb (KB), Rachel Conlisk (RC), Richard Metcalf (RM), Sue Wilkinson (SW)</p>
<p>Apologies: Richard Callicott (RCa), Arwyn Jones (AJ), Ash Rai (AR).</p>
<p>In attendance: Ian Carey (IC), Hywel Ruddick (HR)</p>

10/22	2022/2023 BUDGET AND OPERATIONAL PLAN		
	<p>IC advised that the budget was in healthy position after receipt of a five-year funding award with a £2.5m profile over that period to be drawn down on need. However, he advised that currently BCC Ltd reconciliations were 6 months behind schedule with the Sept 21 reconciliation only just recently completed.</p> <p>In response Sports England had posed the question as to whether to withhold some funds. Thus, posing risk to Active Black Country operations and reputation.</p> <p>IC advised that he had discussed with Sports England setting out the plan for budget profile and they had agreed to draw down the total Primary Role funding for 21/22.</p> <p>Agreed: An updated budget be presented to ABC Board at the April</p>		

	meeting.	IC	
11/22	ABC GOVERNANCE WORKING GROUP		
	<p>a) Nominations from ABC Nominations Committee</p> <p>RM advised members that a number of candidates had been interviewed but that there had been two outstanding candidates that were very impressive and it was recommended to the ABC Board that these two candidates be appointed: -</p> <p>Agreed that the following two candidates be appointed to the Active Black Country Board, commencing 1st April 2022: - Farah Ahmed and Sureya Gulzar.</p> <p>A final interview with Justyn Price has been arranged for early May.</p> <p>b) ABC Remuneration Paper</p> <p>IC advised that the proposed remuneration offered for roles had been market tested across comparable roles across Active Partnerships.</p> <p>SW asked if it was a role for the Board Members to agree staff remuneration.</p> <p>The Chair noted that these were valid concerns and at present the Board had oversight of pay policy [REDACTED]. She reminded Members that they had reviewed the Director of ABC's salary in 2021 on a market basis and that in linking pay to NJC scales there was the situation that ABC was in a hosted relationship.</p> <p>[REDACTED] advised that [REDACTED] did not feel it was fair or equitable having been in a former hosted relationship.</p> <p>CB stated that whilst she had no issue with the proposals, she had not had much time to consider the paper or put her thoughts forward to IC. She stated that she would like to see a system put in place for remuneration that could then be replicated when other posts were being considered.</p> <p>RM advised that the report required an Addendum for the Board to explain the pay & reward policy as at present it did not appear to be transparent. He stated that it was important for Board members to be clear on the systems and processes in place. However, given the assurances from HR he assumed the relevant professional activity had been undertaken and that any risks had been considered.</p> <p>The Chair stated that the recommendation was to consider the options but the issue was whether it was matter that the Board should consider. She queried whether the Board had authority to approve or whether it should be for IC to approve operational matters.</p>	IC	

<p>IC confirmed that whilst the Board did not have authority to authorise, given the accountability residing with BCC Ltd as the employer, it was Sports England’s view, outlined in the governance code & grant award conditions, that they should be the ultimate decision-making body and accordingly exercise all of the powers of the organisation, hence the matter being put before the Board. In terms of the recommendations. IC advised that HR had sought market information and that the postholder exceeded the expectations of the role and their remuneration fell short of other comparable posts in Active Partnerships.</p> <p>The Chair stated that having taken the advice provided she was of the view that the Board should support the recommendation.</p> <p>GS advised that whilst he supported in spirit, as there was no process and it was not a matter of business of the Board, then it should not be included on the agenda. Whilst he accepted IC’s recommendation, he suggested that a process be developed for future consideration, in that a Board Member worked with the management team to develop a processes.</p> <p>Agreed that consideration be deferred to the next meeting as this formed part of wider considerations around Governance.</p> <p>c) Working Group Update And Proposed Transformation Programme</p> <p>Noting the previous conversations in relation to the budget and remuneration, it was noted that the Transformation Programme was looking, in part, to where the Board wanted to be in terms of finance and human resources. Whilst IC stated that hosted arrangement provided benefits the current “vehicle” did not work for the Board and thus he sought thoughts on the Transformational Programme as being developed to identify development areas and address structural change required in order to be compliant with UK Code for Sports Governance.</p> <p>CB advised that she supported previous comments, in that taking finance on trust did not work for her and thus there was a need for formal processes which were transparent.</p> <p>The Chair agreed that there was a need for structures to provide confidence to the Board that matters were processed with probity and at present she felt the structures were not robust enough.</p> <p>GS advised that assurances were required for Board members and thus there was need for careful transformational work to provide a clear and transparent framework and decision-making process.</p> <p>Agreed that the development of a transformation programme be endorsed and submitted to the next meeting.</p>	<p>IC/NH</p>	
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Meeting concluded at 1.00pm