

Sports Grounds Safety Authority Board Minutes 2023

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SGSA Board Meeting Minutes 20 January 2023

Minutes of the sixty-second meeting of the Sports Grounds Safety Authority Board, held on 20 January 2023 at 10 South Colonnade, London and via video conference

Present

Derek Wilson (Chair)
Susan Johnson
Jane Sawyers
Jil Matheson
David Mackinnon – via video conference

In attendance

Martyn Henderson – Chief Executive Officer
Gavin Jenkins – Head of Corporate Services
Beth Powell – DCMS
Ken Scott – Head of Inspectorate – via video conference
Paul McCormack – Head of Policy – via video conference
Darren Whitehouse – Head of Strategy and Partnerships – via video conference
Andrea Jones – Head of Communications – via video conference
Martin Girvan – Inspector – via video conference
Frankie Broadbent – DCMS – via video conference
Jamie Hunt – SIA Legal – via video conference
Chris Tidswell – CIPFA [Item SGSA23(06B)] – via video conference

1. Welcome, apologies and declarations of interest

- 1.1 There were apologies for absence from Janet Johnson and Philip Kolvin.
- 1.2 Derek Wilson welcomed everyone to the meeting, noting that this would be the last SGSA Board meeting for Susan Johnson, David Mackinnon and Philip Kolvin.
- 1.3 Derek declared the private work that he is doing at Luton Town.

2. Minutes of the sixty-first meeting of the SGSA Board, including matters arising and action log SGSA23(01)

- 2.1 The Board agreed the minutes of the previous meeting.
- 2.2 The Board noted the upcoming Select Committee visit to Germany and recommended that the SGSA provide a briefing to the Committee prior to the visit.

3. Chief Executive's Report SGSA23(02)

- 3.1 Martyn Henderson provided his update to the Board covering:
 - The current status of the Independent Regulator for English Football (IREF) white paper;



- The draft framework agreement with DCMS;
- The SGSA's role in responding to the recent events at the Sheffield Wednesday v Newcastle game;
- Possible new work with FIFA;
- The recent Select Committee evidence session;
- Staff and Board recruitment, noting the efforts that have been taken to increase the diversity of applicants.

4. Key Performance Indicators SGSA23(10)

4.1 The Board agreed the updated set of Key Performance Indicators.

5. Head of Inspectorate's Report - Dashboard SGSA23(03), Condition of SGSA Licensed Grounds SGSA23(04), Interim Licensing: Matters Arising SGSA22(58)

5.1 Ken Scott introduced the latest version of his dashboard report. On persistent standing there has been an increase in grounds approaching us for advice about licensed standing.

5.2 There are two local authorities that are ranked as red but the reasons for this are well understood and are not expected to persist.

5.3 Ground assessments are showing that progress is being made at all venues. During the 2023-24 licensing round, grounds will be reminded of the requirement for them to commission intrusive surveys every six to ten years.

6. Change Programme Update SGSA23(06) and Licence Fee reform SGSA23(06B)

6.1 Darren Whitehouse provided the Board with an update on the status of the change programme.

6.2 Chris Tidswell from CIPFA presented on the work undertaken to identify the cost of SGSA regulation and how that cost might then be allocated to license holders.

6.3 Ultimately the licence fee approach for the IREF is likely to determine the approach to be used on the SGSA licence fee and this will be a decision for the Secretary of State.

7. Draft Government Response to Rossington Review SGSA23(05)

7.1 Frankie Broadbent outlined the government response to the organisational review undertaken by David Rossington.

7.2 Implementation of certain recommendations is dependent on securing the necessary parliamentary time. Two legislative opportunities relating to football regulation and cross-cutting public bodies are the most likely vehicles for any changes to legislation.

7.3 Other recommendations with a legal and financial implication are potentially novel and therefore require further consultation with HM Treasury.



7.4 **Revisiting the 2020-24 Strategy SGSA23(07)**

7.5 Martyn Henderson thanked Board members for their thoughts on where the new strategy should be focussed.

8. Any other business

8.1 There were no other items of business.

Gavin Jenkins
January 2023

SGSA Board Meeting Minutes 20 March 2023

Minutes of the sixty-third meeting of the Sports Grounds Safety Authority Board, held on 20th March 2023 at 10 South Colonnade, London and via video conference

Present

Derek Wilson (Chair)
Martin Esom
Janet Johnson
Alex Lacey
Jil Matheson
Bradley Pritchard
Jane Sawyers
Jon Sellins

In attendance

Martyn Henderson – Chief Executive Officer
Gavin Jenkins – Head of Corporate Services
Andrea Jones – Head of Communications
Paul McCormack – Head of Policy
Ken Scott – Head of Inspectorate – via video conference
Darren Whitehouse – Head of Strategy and Partnerships – via video conference
Anil Keshwala – Football Licensing and Oversight Manager - via video conference
Adam Conant – DCMS – via video conference [Item SGSA23(13)]
Frankie Broadbent – DCMS – via video conference
Jamie Hunt – SIA Legal

9. Welcome, apologies and declarations of interest

- 9.1 Derek Wilson welcomed everyone to the meeting, in particular Martin, Alex, Bradley and Jon, who had all been recently appointed as new Board members.
- 9.2 Derek declared the private work that he is doing at Luton Town and for the Premier League.
- 9.3 There were no apologies for absence.

10. Minutes of the sixty-second meeting of the SGSA Board, including matters arising and action log SGSA23(12)

- 10.1 The Board agreed the minutes of the previous meeting.

11. Audit & Risk Committee Report

- 11.1 Janet Johnson provided the Board with an update on the Audit and Risk Committee meeting that had taken place earlier in the day.



- 11.2 She highlighted a discussion with Internal Audit over their use of an outsourcing arrangement to complete recent reviews, and also the increase in the National Audit Office fee for the audit of the Annual Report and Accounts from £16,200 to £20,000.
- 11.3 The meeting noted the financial position of the organisation as at the end of February 2023.

12. Chief Executive's Report SGSA23(14)

- 12.1 Martyn Henderson provided his update to the Board covering:
- Changes within government of relevance to the SGSA;
 - The status of the government response to the Rossington review;
 - Following the publication of the white paper, an update on the IREF and executive considerations of its potential impact on the SGSA;
- 12.2 Martyn continued his Chief Executive's report by highlighting the impact on DCMS of losing the Digital part of the department, welcoming new Board members, and staff concerns about pay.

13. Head of Inspectorate's Report – Dashboard SGSA23(15)

- 13.1 Ken Scott introduced the latest version of his dashboard report which has been produced during an intense period of work. He identified the top five grounds where persistent standing is most prevalent and the work that the grounds are doing to mitigate the risk.
- 13.2 One particular ground is giving cause for concern following a prolonged period of underinvestment. Fortunately, the new owner of the ground is placing more emphasis on stadium investment which should reverse the decline.
- 13.3 On Local Authorities assessment the main risk is coming from those LAs that heavily rely on one key person to lead on sports grounds safety. By relying on this single point of failure they are very exposed if this person retires or is unable to work for any period of time.

14. Regulatory Matters SGSA23(16)

- 14.1 Paul McCormack presented his paper on regulatory matters highlighting the proposed changes to refresh the enforcement approach, the additional conditions that are proposed for Wembley and the recommended pause to the licence condition review.

15. Business Plan 2023-24 SGSA23(17)

- 15.1 Darren Whitehouse highlighted the key aspects of the business plan for 2023-24, in particular our work on Equality, Diversity and Inclusion, evidence and data, policing the SIA exemption, stewarding training and the new website.



16. Framework Document 2023-25 SGSA23(18)

- 16.1 Martyn Henderson presented to the Board for approval the updated framework document with DCMS.
- 16.2 The new framework document covering a three-year period takes more account of HM Treasury requirements including adherence to their publication Managing Public Money.

17. Any other business

- 17.1 There were no other items of business.

Gavin Jenkins
March 2023

SGSA Board Meeting Minutes 15 May 2023

Minutes of the sixty-fourth meeting of the Sports Grounds Safety Authority Board, held on 15th May 2023 at 10 South Colonnade, London and via video conference

Present

Derek Wilson (Chair)
Martin Esom
Janet Johnson
Alex Lacey – via video conference
Jil Matheson
Bradley Pritchard – via video conference
Jane Sawyers
Jon Sellins

In attendance

Martyn Henderson, Chief Executive Officer
Gavin Jenkins, Head of Corporate Services
Andrea Jones, Head of Communications
Paul McCormack, Head of Policy
Ken Scott, Head of Inspectorate – via video conference
Darren Whitehouse, Head of Strategy and Partnerships – via video conference
Anil Keshwala, Football Licensing and Oversight Manager – via video conference
Frankie Broadbent, DCMS – via video conference
Jamie Hunt, SIA Legal

18. Welcome, apologies and declarations of interest

- 18.1 Derek Wilson welcomed everyone to the meeting. There were no apologies for absence.
- 18.2 Derek declared the private work that he is doing at Luton Town, Burnley, Aston Villa and for the Premier League. All of these were existing clients.

19. Minutes of the sixty-third meeting of the SGSA Board, including matters arising and action log SGSA23(20)

- 19.1 The Board agreed the minutes of the previous meeting.



20. Audit & Risk Committee Report

- 20.1 Janet Johnson provided the Board with an update on the Audit and Risk Committee meeting that had taken place earlier in the day.
- 20.2 The Committee had welcomed two new non-executive members in Martin Esom and Jon Sellins.
- 20.3 Janet reported the overall Internal Audit opinion for 2022-23 was one of 'Moderate Assurance', the opinion typically given to most organisations. The Government Internal Audit Agency are reviewing how opinions are provided in the future, particularly to small organisations such as the SGSA.
- 20.4 Internal Audit reported on the two recent reviews: Information Security (including BCP), and Management Information. The latter report highlighted the organisation's lack of data analysis capability.
- 20.5 Data is one of the minister's key priorities along with young people and place. The executive will engage with DCMS on how we might develop our data capability. On the young people priority, the Board were interested in the Board apprentice scheme.

21. Chief Executive's Report SGSA23(21)

- 21.1 Martyn Henderson provided his update to the Board covering:
 - Changes within government of relevance to the SGSA;
 - The Independent Regulator for Football, specifically how the SGSA features in the business case;
 - Implementation of safe standing which the organisation is looking at the likely demand for from clubs in the future, and also research with grounds that have implemented safe standing in different ways;
 - Fan engagement, noting that there is a lot of data held within the sector which could be used more effectively.



22. Head of Inspectorate's Report – Dashboard SGSA23(22)

- 22.1 Ken Scott introduced the latest version of his dashboard report which has been produced during an intense period of work. He identified the top five grounds where persistent standing is most prevalent and the work that the grounds are doing to mitigate the risk.
- 22.2 In respect of ground assessments, one ground where there has recently been a change of ownership gives cause for concern. We are monitoring the situation.
- 22.3 On Local Authorities assessment there is only one currently rated red, who we are actively engaging with.

23. Licensing 2023-24 SGSA23(23)

- 23.1 Paul McCormack presented his paper on licensing for the 2023-24 season.
- 23.2 Of the 93 grounds, 86 are ready to be awarded a licence with the remaining 7 requiring further work. Board members approved the awarding of the 86 licences and delegated the approval of the other 7 licences to the Chair.

24. Budget 2023-24 SGSA23(24)

- 24.1 Following the recommendation from the Audit and Risk Committee for the Board to recommend that Martyn as Accounting Officer approves the budget for 2023-24, the budget was approved.

25. Annual Report and Accounts SGSA23(25)

- 25.1 Andrea Jones and Gavin Jenkins presented the draft Annual Report and Accounts for 2022-23 and the timetable to completion.

26. Equality, Diversity and Inclusion Update SGSA23(26)

- 26.1 Andrea Jones provided an update to the Board on what the organisation is doing in respect of equality, diversity and inclusion.

27. Evidence and Data Update SGSA23(27)

- 27.1 Darren Whitehouse presented an update on the data and evidence strategy, highlighting the work that we are doing with DCMS on data sharing.
- 27.2 Priorities for the strategy are data and evidence being a key foundation to the overall organisational strategy refresh, a focus on KPI reporting, research on EDI in the sector, and our PhD student presenting to a future all staff meeting.



28. Any Other Business

28.1 The Board discussed the timing and location of the proposed Board awayday.

Gavin Jenkins
May 2023

SGSA Board Meeting Minutes 17 July 2023

Minutes of the sixty-fifth meeting of the Sports Grounds Safety Authority Board, held on 17th July 2023 at 10 South Colonnade, London and via video conference

Present

Derek Wilson (Chair)
Martin Esom – via video conference
Janet Johnson
Alex Lacey – via video conference
Jil Matheson
Bradley Pritchard
Jane Sawyers
Jon Sellins

In attendance

Martyn Henderson, Chief Executive Officer
Gavin Jenkins, Head of Corporate Services
Andrea Jones, Head of Communications
Paul McCormack, Head of Policy
Ken Scott, Head of Inspectorate
Anil Keshwala, Football Licensing and Oversight Manager – via video conference
Beth Powell, DCMS – via video conference
Frankie Broadbent, DCMS – via video conference
Caroline Hayward, SIA Legal
Lauren Bard, SIA Legal
Mark Roberts, Football Policing Unit (SGSA23(29) only – via video conference
Adrian Roberts, Football Policing Unit (SGSA23(29) only – via video conference
Carl Krueger, SGSA Inspector SGSA23(29) only

29. Welcome, apologies and declarations of interest

- 29.1 Derek Wilson welcomed everyone to the meeting. He noted that this would be the last Board meeting for Paul McCormack, thanking him for his massive contribution to the work of the Board over the last five years.
- 29.2 Derek declared the private work that he is doing at Luton Town where he is advising the architect on improvements to their stadium, and the Premier League for whom he is providing advice on accessibility issues. Having discussed the nature of the work the Board agreed that there were no potential conflicts of interest with any of the agenda items.

30. Football Policing SGSA23(29)

- 30.1 Mark Roberts, the Lead for football policing and also the Chief Constable of Cheshire gave an overview of the Football Policing Unit (FPU).



30.2 He identified the main current issues that he is concerned about from a policing point of view as being:

- An increase in disorder, borne out by Home Office statistics
- Coordinating plans for the next euros competition in Germany
- Additional risks associated with late kick off times, particularly those agreed at short notice
- Current legislation preventing a move to fairer system of funding for policing football

31. Minutes of the sixty-fourth meeting of the SGSA Board, including matters arising and action log SGSA23(30)

31.1 The Board agreed the minutes of the previous meeting, noting the action to improve on the reporting of potential conflicts of interest has been covered.

32. Chief Executive's Report SGSA23(31)

32.1 Martyn Henderson provided his update to the Board covering:

- The publication of the government's response to the Rossington Review, and the Annual Report and Accounts;
- A summary of the Karen Carney review of women's football and its implications for the SGSA;
- Feedback from the SGSA conference;
- Internal staff changes;
- An update on DCMS's progress towards creating the Independent Regulator for Football, and what the SGSA has been doing to ensure that our views are considered;
- Further information on the proposal to offer advisory services to the Vanarama National League, which had previously been discussed at the Change Programme Board having been recommended as part of the Rossington Review;
- Progress towards licence fee reform.

33. Head of Inspectorate's Report – Dashboard SGSA23(32)

33.1 Ken Scott introduced the latest version of his dashboard report which has been produced during an intense period of work. He identified the top three grounds where persistent standing is most prevalent and the work that the grounds are doing to mitigate the risk.

33.2 On Local Authorities assessment there is only one currently rated red, the reasons for which we are aware of, and which we are actively monitoring.

34. "Good Safety is Good for Business" Project SGSA23(33)



- 34.1 Andrea Jones outlined the project plan that is intended to ensure that the SGSA's profile is maintained and even increased as plans for the Independent Regulator for Football are developed.

35. Licensing 2023-24 Matters Arising SGSA23(34)

- 35.1 Paul McCormack presented his paper matters arising from the licensing exercise for the 2023-24 season.
- 35.2 All licences have been agreed subject to Board approval, 9 of which are licensed standing licences. The organisation expects further applications for license standing licences in the autumn.
- 35.3 Our lawyers have confirmed that it is possible for future licensing decisions to be delegated by the Board to the Executive without a change to legislation.
- 35.4 It will however require a scheme of delegation to be drafted.
- 35.5 The Board agreed that all licences for the 2023-24 season should be issued.

36. Persistent Standing Enforcement Strategy SGSA23(35)

- 36.1 Paul McCormack presented to the Board the proposals for strengthening our approach to Persistent Standing enforcement in the upcoming season. The proposals have been subject to consultation.
- 36.2 The Board agreed with the proposals for refining associated internal guidance on Persistent Standing risk assessment and enforcement.

37. HR Strategy SGSA23(36)

- 37.1 Gavin Jenkins gave an overview of what the organisation is doing to address HR issues. As the new corporate strategy is being developed and there are uncertainties around funding it was agreed that a more developed strategy would come to a future meeting of the Board.

38. Licensed Standing: Research SGSA23(37)

- 38.1 Martyn Henderson updated the Board on the results of the recently completed CFE research on the evaluation of licensed standing.

39. AOB

- 39.1 Gavin Jenkins noted the current uncertainties over finances identified in the Finance update paper.

Gavin Jenkins
July 2023

SGSA Board Meeting Minutes 22 September 2023

Minutes of the sixty-sixth meeting of the Sports Grounds Safety Authority Board, held on 22nd September 2023 at 10 South Colonnade, London and via video conference

Present

Derek Wilson (Chair)
Martin Esom
Janet Johnson
Jil Matheson
Jane Sawyers – via video conference
Jon Sellins

In attendance

Martyn Henderson, Chief Executive Officer
Gavin Jenkins, Head of Corporate Services
Andrea Jones, Head of Communications
Ken Scott, Head of Inspectorate – via video conference
Darren Whitehouse, Head of Strategy and Partnerships – via video conference
Anil Keshwala, Football Licensing and Oversight Manager
Beth Powell, DCMS – via video conference
Frankie Broadbent, DCMS – via video conference
Caroline Hayward, SIA Legal – via video conference
Wendy Harnan-Kajzer, SGSA Inspector – via video conference

40. Welcome, apologies and declarations of interest

- 40.1 Derek Wilson welcomed everyone to the meeting. Apologies were received from Alex Lacey and Bradley Pritchard.
- 40.2 Derek declared the private work that he is doing at Luton Town where he is advising the architect on improvements to their stadium, and the Premier League for whom he is providing advice on accessibility issues. Having discussed the nature of the work the Board agreed that there were no potential conflicts of interest with any of the agenda items.

41. Minutes of the sixty-fifth meeting of the SGSA Board, including matters arising and action log SGSA23(41)

- 41.1 The Board agreed the minutes of the previous meeting.

42. ARC Update

- 42.1 Janet Johnson provided an update on the ARC meeting held that morning.



- 42.2 The NAO had formally reported on their audit of the 2022-23 Annual Report and Accounts. Three minor recommendations were made, all of which have been addressed by management.
- 42.3 Darren Hall from the GIAA presented an update on the Internal Audit programme highlighting the need to develop a new 5-year programme.

43. Chief Executive's Report SGSA23(42)

- 43.1 Martyn Henderson provided his update to the Board covering:
- The significant pressure that staff are under at this very busy time, with no dip in the quality of service'
 - The publication by DCMS of the updated Gold Framework;
 - The government response to the Karen Carney review;
 - A meeting between SGSA representatives and Baroness Casey to provide an update on some of the recommendations in her report;
 - Developments on Martyn's Law and the uncertainty of how it may impact the SGSA;
 - Relationships with Local Authorities, which have heightened in importance since Birmingham City Council reported that they were in financial difficulties.

44. Head of Inspectorate's Report – Dashboard SGSA23(43)

- 44.1 Ken Scott introduced the latest version of his dashboard report.
- 44.2 On Local Authorities assessment there is only one currently rated red, which has resulted from a change in personnel. We are providing support where we can.
- 44.3 The Board questioned how the organisation deals with 'near-misses'. What constitutes a near miss is a question which the Inspectorate have recently considered.

45. Licence Fee reform SGSA23(44)

- 45.1 Anil Keshwala presented the Board with an update on licence fee reform developments since the recent Board briefing session, reporting on the positive reaction received from initial stakeholder engagement.

46. Schedule of Delegation SGSA23(46)

- 46.1 Martyn Henderson noted that the draft Schedule of Delegation that was drafted with support from legal colleagues forms part of a wider piece of work on governance coming to the next Board meeting.

47. Data and Evidence Strategy SGSA23(45)

- 47.1 Darren Whitehouse provided an update to the Board on the data and evidence strategy.



48. Communications Update SGSA23(49)

- 48.1 Andrea Jones provided an update on communications highlighting the new website, the first look of which will be ready for the joint meeting in November.

49. Business Plan SGSA23(50)

- 49.1 Darren Whitehouse provided a mid-year update on the business plan.

50. AOB

- 50.1 Martyn Henderson provided an update on the new Independent Regulator for Football.
- 50.2 The Board noted the finance update and revised corporate risk register.
- 50.3 The Chair noted that the term of office for Janet Johnson is due to expire on 30th September. It is likely that DCMS will offer a six-month extension.

Gavin Jenkins
September 2023

SGSA Board Meeting Minutes 13 November 2023

Minutes of the sixty-seventh meeting of the Sports Grounds Safety Authority Board, held on 13th November 2023 at 10 South Colonnade, London and via video conference

Present

Derek Wilson (Chair)
Martin Esom – via video conference
Janet Johnson
Jil Matheson
Bradley Pritchard – via video conference
Jane Sawyers
Jon Sellins
Alex Taylor

In attendance

Martyn Henderson, Chief Executive Officer
Gavin Jenkins, Head of Corporate Services
Andrea Jones, Head of Communications – via video conference
Ken Scott, Head of Inspectorate
Darren Whitehouse, Head of Strategy and Partnerships – via video conference
Steven Stathakis, Head of Special Projects
Anil Keshwala, Football Licensing and Oversight Manager – via video conference
Frankie Broadbent, DCMS – via video conference
Caroline Hayward, SIA Legal – via video conference
Lauren Bard, SIA Legal – via video conference
Joey Edomobi, Boardroom Apprentice

51. Welcome, apologies and declarations of interest

- 51.1 Derek Wilson welcomed everyone to the meeting, in particular Joey Edomobi who was attending his first SGSA Board meeting as part of the Boardroom Apprentice programme run by the Department for Levelling Up, Housing and Communities.
- 51.2 There were no apologies for absence.
- 51.3 Derek declared the private work that he is doing for Luton Town FC, where he is advising the architect on improvements to their stadium, and for the Premier League, to whom he is providing advice on accessibility issues. Having discussed the nature of the work, the Board agreed that there were no potential conflicts of interest with any of the agenda items.

52. Minutes of the sixty-sixth meeting of the SGSA Board, including matters arising and action log SGSA23(51)

- 52.1 The Board agreed the minutes of the previous meeting.



- 52.2 Martyn and Gavin have met with Darren Hall from the GIAA to discuss the 5-year internal audit programme, a draft of which will come to the January Audit and Risk Committee for consideration.
- 52.3 Ken confirmed that the Board would be informed should a 'near-miss' occur that was of serious concern.

53. Chief Executive's Report SGSA23(52)

- 53.1 Martyn Henderson provided his update to the Board covering:
- DCMS developments including the upcoming government response to the Karen Carney review, an update on the DCMS Select Committee inquiry into the safety of major sporting events, and the meeting that week with Stuart Andrew;
 - The meeting of the 'Sport Cabinet' where the SGSA had the opportunity to make a case for a more strategic relationship with the devolved nations. The Board agreed that the SGSA Chair should be represented at future meetings of this forum if possible;
 - Internal matters, including the recruitment of a new Inspector, our participation in the Boardroom Apprenticeship programme, and the approval by DCMS of our pay remit;
 - An update on the Football Data Sharing Working Group;
 - Developments on the governance of safety at Wembley Stadium, in particular the SGSA's inclusion on a new assurance group chaired by the Baroness Casey, progress on the implementation of licensed standing, and the publication of new 'Safety Essentials' guidance.

54. Head of Inspectorate's Report – Dashboard SGSA23(53)

- 54.1 Ken Scott introduced the latest version of his dashboard report.
- 54.2 On Local Authority Audits, as in September there is only one currently rated red, which has resulted from a change in personnel. We are providing support where we can.
- 54.3 Although there are no ground assessments in the red risk category, there are some grounds that are causing concern in the amber. We continue to work with ground management.
- 54.4 The new Standard Operating Procedure for enforcement will ensure that if we arrive at a position where we have to take enforcement action against any ground, we will have taken the appropriate steps to get there.

[Frankie Broadbent joined the meeting]

55. Key Performance Indicators: Update SGSA23(53A)

- 55.1 Darren Whitehouse presented an update on KPIs.



- 55.2 The Board noted that the KPI relating to licensed standing includes those grounds that have indicated that they are looking to implement licensed standing as well as those that already have.
- 55.3 The Board requested that the KPI on persistent standing be amended to only include those grounds rated as red.

56. Licence Fee Reform: Update SGSA23(54)

- 56.1 Andrea Jones and Anil Keshwala provided a summary of the results of the recent consultation on licence fee reform. The consultation had been considered a success. The next step will be to submit an updated business case to DCMS.

57. Licensing the Women's Super League SGSA23(55)

- 57.1 Steven Stathakis presented an update on the proposed approach to licensing the Women's Super League. The Board agreed with the approach.

58. SGSA Governance SGSA23(56)

- 58.1 The Board approved the proposed amendments to the terms of reference for the Audit and Risk Committee.
- 58.2 In respect of the terms of reference for the proposed Remuneration Committee the Board sought further clarity on where the decision-making powers of the committee lie.
- 58.3 The Board also requested that the terms of reference include the committee's role on ensuring that equality, diversity and inclusion issues are considered.
- 58.4 The Board requested that the diversity of the committee be considered when deciding on membership, and that membership should be open to all Board members, not just those who sit on the Audit and Risk Committee.

59. People Survey 2023 SGSA23(57)

- 59.1 Martyn Henderson presented the summary of results from the recent people survey, the sixth time that the survey had been run.
- 59.2 Although the long-term trends are positive, there has been a dip in some results from the previous year. Management are taking steps to address the particular issues identified.
- 59.3 The Board were pleased with the increased score in relation to the Board adding value. They discussed how this score might be increased further, particularly in relation to the Inspectorate.
- 59.4 It was agreed that match visits by Board members were important in developing relationships with Inspectors.

60. Joint Meeting SGSA 23(58)

- 60.1 Martyn Henderson informed the Board of the proposed agenda for the upcoming Board meeting in Liverpool.



61. AOB

61.1 There were no other items of business

Gavin Jenkins
November 2023