LimeCulture Community Interest Company
LimeCulture Governance Statement 2025/26

1. The Board of LimeCulture Community Interest Company is pleased to present our Governance Statement for the financial year 2025-26 (1 July 2025 to 30 June 2026).

2. Effective governance is critical to the long-term success of LimeCulture. The Board and all levels of management are committed to maintaining and enhancing a strong governance framework that underpins LimeCulture's vision to create Safer Cultures for all.

3. LimeCulture is committed to the highest standards of governance and have adopted the Sport England Code of Governance.

4. Overview of LimeCulture's Governance Framework:

Board of Directors
Consisting of Executive and Non-executive directors, responsible for setting the strategic direction of LimeCulture including monitoring culture and compliance with ethical and legal standards

Policies and Procedures

Risk Management Framework

Chief Executive Officer (CEO)
Responsible for delivering the strategic direction and goals as set by the Board

Senior Leadership Team (SLT)
Responsible for delivering the operational and strategic components of LimeCulture's Strategy

Responsibilities of the Board

5. The Board is responsible for the overall governance of LimeCulture, including setting and approving the strategic direction of the organisation, and its financial objectives, oversight of the performance and operations of the LimeCulture, establishing goals for management and monitoring the attainment of these goals.

6. Each Director is required to ensure that they are able to devote sufficient time to discharge their duties and to prepare for Board and Committee meetings and associated activities.

7. The Board delegates management of LimeCulture's operations and resources to the CEO and Senior Leadership Team (SLT). The Board review SLT through reporting and performance evaluations against pre-determined performance objectives and Key Performance Indicators (KPIs), as set out in LimeCulture's Strategy. SLT reports to the Board as part of the wider risk management and internal controls, allowing the Board to demonstrate its oversight of the delegated responsibilities.

8. Performance evaluations of the SLT are undertaken by the CEO. The Chair undertakes the CEO's annual review.

9. A formal 'Schedule of Matters – Scheme of Delegation' specifically reserved for decision or consideration by the Board has been developed to support SLT in their decision making and delegation of authority.

Governance Progress update

10. During financial year 2024/25, LimeCulture focused on the following key areas:

    a. *Director changes* - As the organisation matures and prepares for further growth, we have taken the opportunity to further evolve our Directors on the Board. We have introduced an additional Non-Executive Director role. We have also made two new appointments to Executive Director roles covering both our Sexual Violence and Sport divisions. All new appointments bring a range of diverse skills, knowledge and experience in key areas.

    b. *Policies, procedures and processes* - We have continued to introduce numerous new processes across the organisation with a specific focus on people and general administration, leading to greater consistency, efficiency, and effectivity. The two-year policy cycle review has proved positive and has provided the board with the appropriate visibility and oversight.

c. *Growth Strategy* - Year-three of our three-year strategy has been all about exceling. A solid and detailed Action Plan has been agreed and implementation has commenced. The Year-three plan is clear, underpinned by robust KPIs that are reported to the Board on a quarterly basis for check and challenge. The Year-three plan consists of 3 strategic aims; 9 strategic initiatives; underpinned by 26 objectives, and measured by 31 KPIs.

d. *Recruitment and retention* - We have appointed a number of exceptional staff to a number of key roles to ensure we have the best talent within the sector.

e. *Financial reporting* - We have further developed a comprehensive set of monthly/quarterly financial reports that provide valuable data to inform our decision making.

Senior Leadership Team (SLT) Meetings

11. The CEO chairs the SLT meeting on a monthly basis. As part of its remit, this meeting focuses on the following:

a. implementation of LimeCulture's strategy

b. financial reviews

c. long range business planning

d. the competitive landscape

e. strategic updates from all areas of the business

f. risk reviews

g. organisational development (including HR, organisational culture, staff development).

Governance of Board meetings

Name	Role	Board meetings Attended in 2024/25
Kim Doyle	Chair	4/4
Stephanie Reardon	CEO	3/4
Rebecca Livesey	Director	4/4
Sam Whyte (removed during the period)	Director	2/4
Annabel Timmins (appointed during this period)	Director	3/4
Kerrie Best (appointed during this period)	Director	1/1

Phil Doorgachurn	NED Director	4/4
Vicky Kloss	NED Director	3/4
Susan Lea	NED Director	3/4
Giles Smith	NED Director	4/4
Kate Rossier (appointed during this period)	NED Director	1/1

12. The LimeCulture Board has met four times during the year.

13. Each Board meeting is minuted by an administrator and transferred to an Action Log.

14. As part of the Conflicts of Interest Policy, Directors are required to disclose any conflicts in each board meeting.

15. Due to the size and nature of LimeCulture, there are currently no sub-committees. However, the Board regularly reviews the governance structure and as and when appropriate sub-committees may be formed based on need.

16. From 2025/26, the Board will aim to meet on four occasions throughout the year with additional (extraordinary) Board meetings scheduled as required.

Diversity of the Board

17. LimeCulture is committed to diversity, equity and inclusion and sets this out in our Diversity and Inclusion Policy. LimeCulture will continue to monitor the equality of our Board to ensure it remains representative of the communities that we serve.

The Board currently has the following representation:

a. 83% Female

b. 16% BAME

c. 16% LGBTIQ+

Audit

18. The organisation has its financial accounts and financial procedures audited on an annual basis by L W Accountants. The 2023/24 accounts were filed on time in November 2024 with no matters arising.

Policy Review

19. LimeCulture undertakes an internal review of all policies as per our policy register, with policies being reviewed no later than every two-years. All policy updates are reported to the Board.