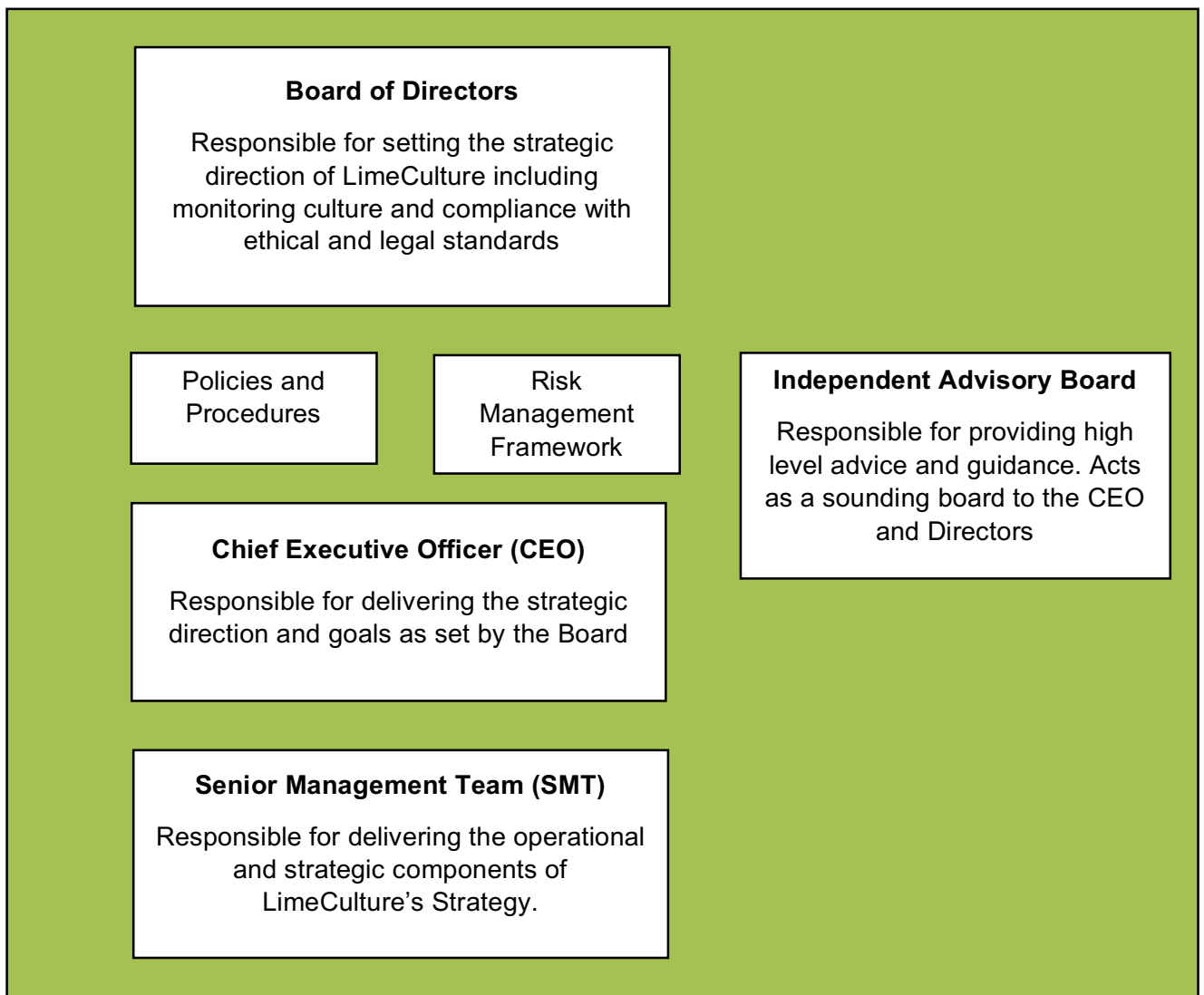


## LimeCulture Governance Statement 2021/22

1. The Board of LimeCulture Community Interest Company is pleased to present our Governance Statement for the financial year 2021-22.
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 professionalise the response to sexual violence and safeguarding.
3. LimeCulture is committed to the highest standards of governance and during the year we adopted the Sport England Code of Governance and have reviewed and restructured our governance policies and processes.

### Overview of LimeCulture’s Governance Framework



## Responsibilities of the Board

4. 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.
5. 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.
6. The Board delegates management of LimeCulture's operations and resources to the CEO and Senior Management Team (SMT). The Board review SMT through reporting and performance evaluations against pre-determined performance objectives as set out in LimeCulture's Strategy. SMT 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.
7. Performance evaluations of the Senior Management Team are undertaken by the CEO. The Chair undertakes the CEO's annual review.
8. A formal 'Schedule of Matters' specifically reserved for decision or consideration by the Board is currently being developed to support SMT in their decision making and delegation of authority.

## Governance Progress update

9. During financial year 2021/22, LimeCulture focused on the following key areas:
  - Implementing the recommendations from an external independent organisational review (The 'Greystone' Review) which assessed our organisational structure, profile and growth opportunities. The learning from the Greystone Review has now been enacted and rolled out effectively across LimeCulture.
  - Adopting the Sport England Code of Governance. LimeCulture has reviewed our organisational governance framework in line with the Code and developed policies, procedures and processes to ensure we remain at the forefront of good governance.
  - Recruitment and retention. As our work has grown, so has our Team. We have recruited two additional members of the Senior Management Team to head up our Sexual Violence and Safeguarding Consultancy work as well as the addition of core support to our training and consultancy teams.
  - Financial operations. We have developed a comprehensive financial reporting dashboard that the Senior Management Team review bi-monthly to assess current risks and growth.

## CEO transition

10. Following the Greystone Review recommendations, in August 2021, Kim Doyle transitioned from her Joint CEO role to the role of Chair of LimeCulture.
11. In August 2021, Stephanie Reardon became the sole CEO for LimeCulture.

## Senior Management Team (SMT) Meetings

12. The CEO chairs the Senior Management Team (SMT) meeting on a bi-monthly basis. As part of its remit, this meeting focuses on the following:
  - implementation of LimeCulture’s strategy
  - financial reviews
  - long range business planning
  - the competitive landscape
  - strategic updates from all areas of the business
  - risk reviews
  - organisational development (including HR, organisational culture, staff development).

## Governance of Board meetings

13. The LimeCulture Board meets four times per year with additional (extraordinary) Board meetings scheduled as required.
14. Each Board meeting is minuted by an administrator. Summary minutes from these Board meetings will be uploaded on the LimeCulture website during financial year 2022-23.
15. The Board is made up of 6 Directors. As part of the Conflicts of Interest Policy, Directors are required to disclose any conflicts on an annual basis with reminders stated in each Board meeting.

Name	Role	Board meetings attended in 2021/22
Kim Doyle	Chair	3/3
Stephanie Reardon	CEO	3/3
Bernie Ryan	Director	3/3
Saira Bashir	Director	3/3
Sam Whyte	Director	3/3
Phil Doorgachurn	Director	3/3

16. 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.

### **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.

18. During 2021/22 the Board currently has the following representation:

- 83% Female
- 33% BAME
- 16% LGBTIQ+.

### **Audit**

19. The organisation has its financial accounts and financial procedures audited on an annual basis. L W Accountants completed their audit 10 March 2022 with no matters arising.

### **Policy Review**

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