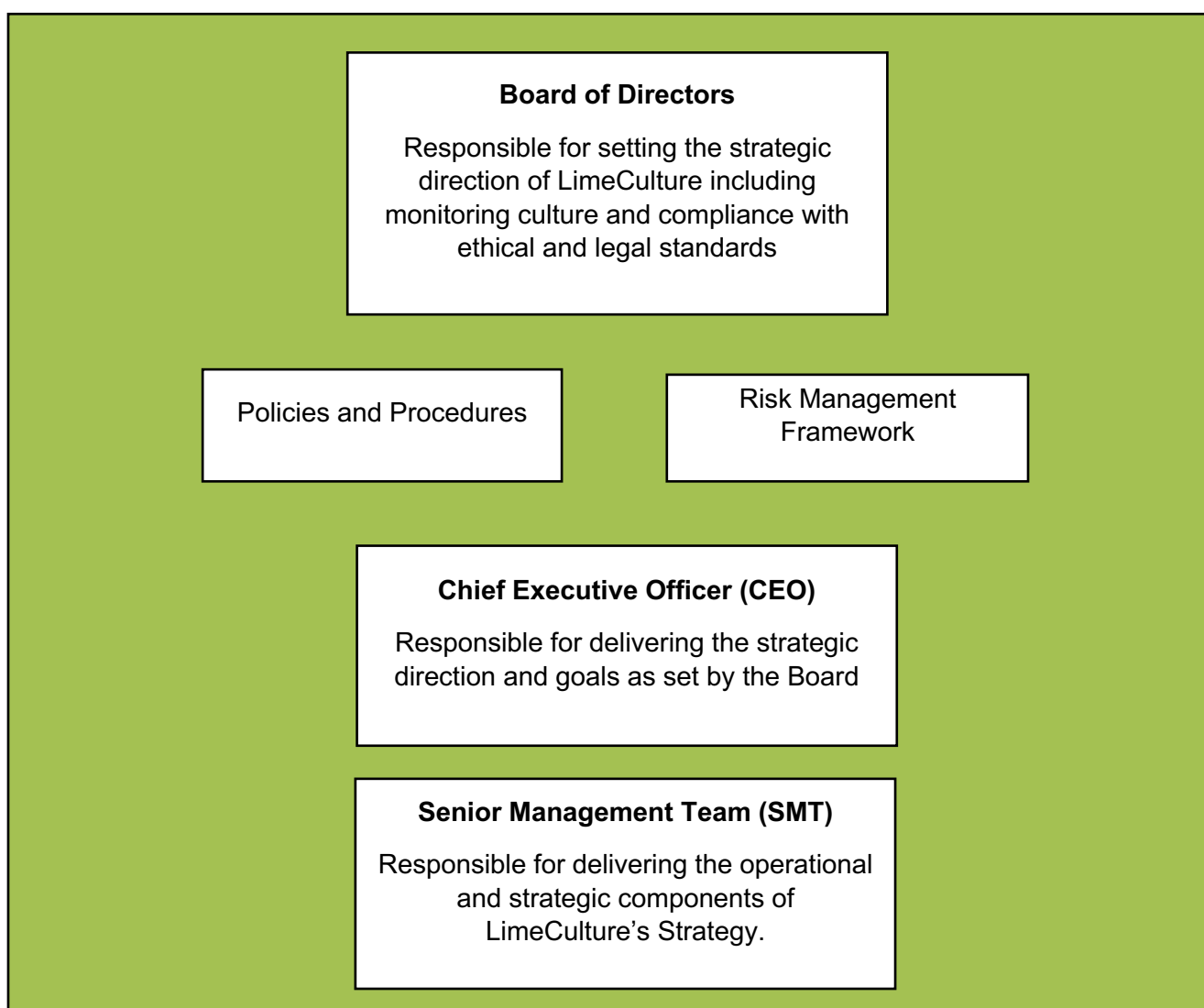


LimeCulture Governance Statement 2022/23

1. The Board of LimeCulture Community Interest Company is pleased to present our Governance Statement for the financial year 2022-23.
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 – Scheme of Delegation' specifically reserved for decision or consideration by the Board has been developed to support SMT in their decision making and delegation of authority.

Governance Progress update

9. During financial year 2022/23, LimeCulture focused on the following key areas:
 - Director changes – As the organisation continues to grow year on year, in a recent review, we have taken the opportunity to update the structure of the Board and following Executive Director changes within the year, we are currently in the process of introducing a number of Non-Executive Director roles on the Board. This new structure will remove the need for an Advisory Board which proved to be a fundamental support during our infancy years.
 - Policies, procedures and processes - We have continued to review and evolve these documents and practices to ensure we remain at the forefront of good governance.
 - Organisation-wide restructure - Creating three divisions Safeguarding, Sexual Violence and Operations introducing the role of Director of Operations and various Head positions to create an enhanced and more robust staffing structure with development opportunities.
 - 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

Operations and Safeguarding Services. We have also attracted a number of new staff in administration and training roles along with additional external consultants.

- Financial operations – We have further developed a comprehensive financial reporting dashboard that the Senior Management Team review monthly to assess current risks and growth. Improved and more detailed and accurate data is also presented to the Board of Directors on a quarterly basis.

Senior Management Team (SMT) Meetings

10. The CEO chairs the Senior Management Team (SMT) meeting on a 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

11. The LimeCulture Board has met three times during the year.

12. Each Board meeting is minuted by an administrator. Summary minutes from these Board meetings will be uploaded on the LimeCulture website during financial year 2023-24.

13. There have been a number of director changes during the financial year 2022/23. The Board is currently made up of 6 Directors, 5 of which are Executive Directors who have a day-to-day responsibility in the organisation and 1 Non-Executive Director. 3 additional Non-Executive Directors are currently being recruited. 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 2022/23
Kim Doyle	Chair	2/3
Stephanie Reardon	CEO	3/3
Bernie Ryan (resigned during the period)	Director	1/1
Saira Bashir (resigned during the period)	Director	0/0
Sam Whyte	Director	3/3
Phil Doorgachurn (changed to NED during the period)	Director	2/3
Rebecca Livesey (appointed during the period)	Director	2/2
Sarah Cavendish (appointed during the period)	Director	1/1

14. 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.
15. From 2023/24, the Board will aim to meet on four occasions throughout the year with additional (extraordinary) Board meetings scheduled as required.

Diversity of the Board

16. 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.
17. The Board currently has the following representation:
 - 83% Female
 - 16% BAME
 - 16% LGBTIQ+.

Audit

18. The organisation has its financial accounts and financial procedures audited on an annual basis. L W Accountants completed their audit 16 March 2023 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 three years. All policy updates are reported to the Board.