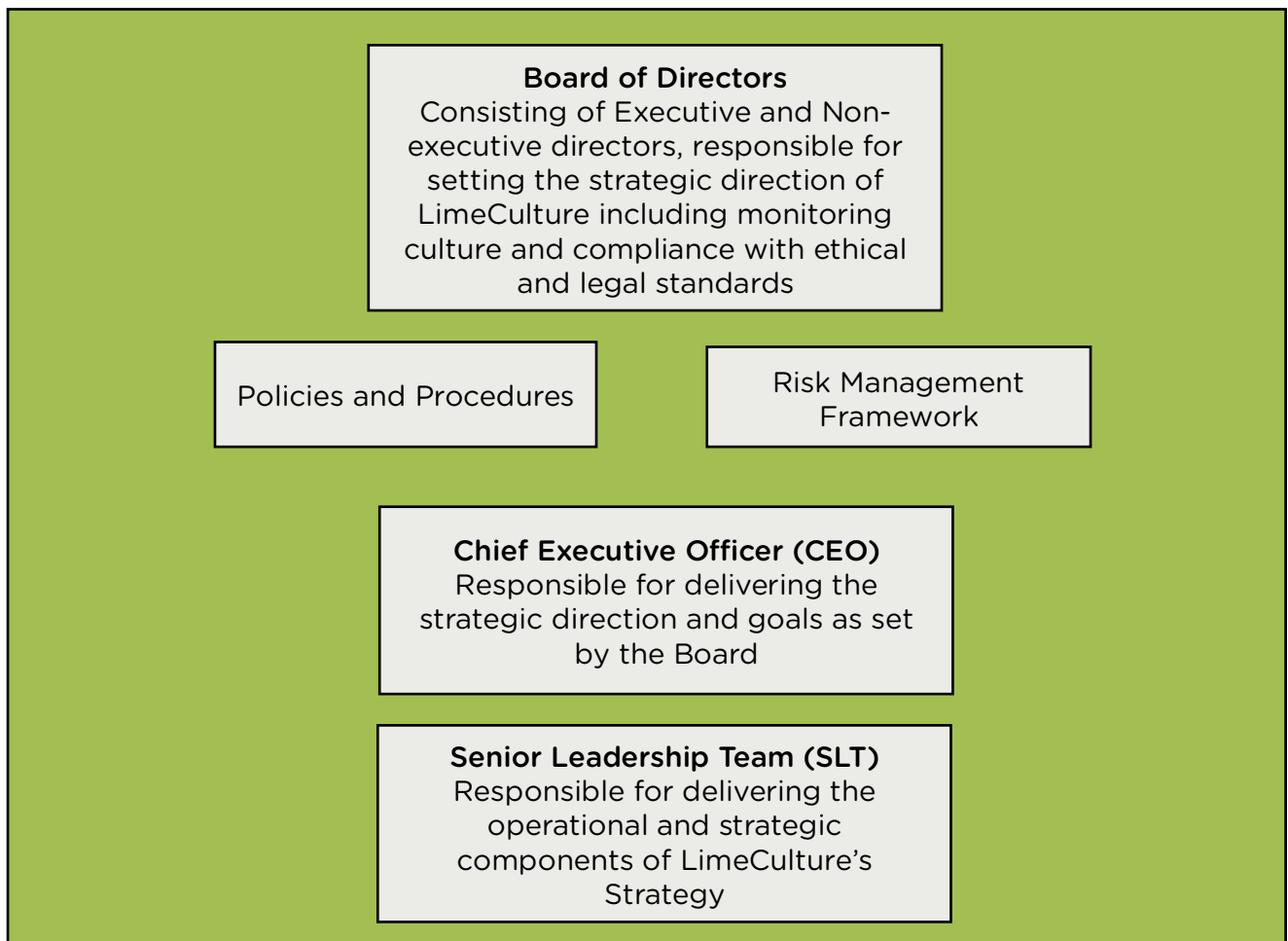




LimeCulture Community Interest Company LimeCulture Governance Statement 2024/25

1. The Board of LimeCulture Community Interest Company is pleased to present our Governance Statement for the financial year 2024-25.
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 have adopted the Sport England Code of Governance.
4. Overview of LimeCulture's Governance Framework:



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 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 2023/24, 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 evolve the structure of the Board and introduce a number of Non-Executive Director roles. This new structure has enabled us to further support the implementation of the division of responsibilities between the Board and SLT, providing greater clarity and check and challenge. The four non-executive directors bring a range of diverse skills, knowledge and experience in key areas.
 - b. Policies, procedures and processes - We have established a two-year review cycle to evolve our policy documents and practices to ensure we remain at the forefront of good governance. In addition, we have introduced numerous new processes across the organisation with a specific focus on financial and general administration, leading to greater effectiveness and efficiency.
 - c. Growth Strategy - Year-two of our three-year strategy has been all about exploring. We have reviewed and updated our vision, mission, and values

and have completed the initial mapping to identify what sectors we should start, stop and continue to work with and importantly 'how' and 'when' we will achieve our objectives set.

- d. Recruitment and retention - We have appointed internal staff to a number of new key roles to head up our Training and Sport Services. We have also attracted a number of new staff in administration and training roles along with additional external consultants in specialist areas.
- e. Financial reporting - We have further developed a comprehensive set of monthly/quarterly financial reports that provides 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

- 12. The LimeCulture Board has met five times during the year.
- 13. Each Board meeting is minuted by an administrator. Summary minutes from these Board meetings will be uploaded on the LimeCulture website during financial year 2024/25.
- 14. There have been a number of director changes during the financial year 2023/24. The Board is currently made up of 8 Directors, 4 of which are Executive Directors who have a day-to-day responsibility in the organisation and 4 Non-Executive Director. 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	5/5
Stephanie Reardon	CEO	5/5
Rebecca Livesey	Director	5/5
Sam Whyte	Director	3/5
Sarah Cavendish (removed during period)	Director	2/4
Phil Doorgachurn - NED	Director	5/5
Vicky Kloss - NED (appointed during period)	Director	4/5
Susan Lea - NED (appointed during period)	Director	4/5
Giles Smith - NED (appointed during period)	Director	3/5

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 2024/25, 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 2022/23 accounts were filed on time on 29 March 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.