

Active Devon Performance Sub Committee

20 July 2023, 5.10pm, via Teams

Agenda		Recommendations
1. FY24 Q1 Performance Report (HW & Strategy Leads)	30 mins (for scrutiny)	To note the contents
2. Safeguarding Update (AH)	10 mins (for discussion and to note)	To note the updates in respect safeguarding
3. Policy Reviews (ME) (a) Succession Policy (b) Business Continuity Plan	5 mins (for approval)	To approve the reviews conducted (summarised in supporting information)
4. AOB & Summary		Are there any matters for action/elevation with the Board or other sub-committees

Implications relating to equality, diversity & inclusion (EDI), welfare & safety, environmental impact and Active Devon's values:

EDI: Strong examples of EDI alignment and impact across Q1 performance (item 1).

Welfare & Safety: Good performance on staff satisfaction and morale metrics in Evaluation Dashboard (item 1); Significant update in respect of emerging work around safeguarding (item 2).

Environmental: Nothing applicable in this report

Values: (Item 1) commitment to values evident across all performance themes.

For Info (Additional context that is not covered by agenda discussions)

Staffing Risks – The Q1 risk report (which is under the remit of the Finance, Governance & Risk Sub-committee) outlines risks around team capacity which we have been, and are continuing to manage closely. 4x significant staff absences (some concurrent) and 3 within key business support roles have added significant further pressure to staff capacity in Q1. Delivery of enabling and improvement work has been particularly impacted.

Supporting Information for the Agenda

Agenda Item 1: **FY24 Q1 Performance Report**

The performance reports are included in appendices for Board Members' consideration and scrutiny. In addition to the standard [Q1 Exceptions Report](#) a copy of the new metric [Evaluation Dashboard](#) is included for the first time. Please note that this new report is still being refined as we baseline and introduce new measures.

Agenda Item 2: **Safeguarding Updates**

Adult Safeguarding Standards Framework Assessment

In March we made our planned review submission to the Ann Craft Trust for our Adult Safeguarding Framework assessment. The standards and review process were updated earlier in 2022 since the last time we were assessed in 2020. We have now received the results back and have been rated as '**Not Met**'. The possible review ratings are Met, Conditionally Met or Not Met.

The framework is designed to identify any gaps or areas of practice that need development, as well as supporting best practice and continued development in safeguarding adults. Having assessed the comments, we are satisfied that there is no immediate risk to staff, partner or participant safety and no safety concerns have been raised in the report. For clarity, most of the Not Met ratings stem from requests for further evidence to support the submission. There is also a common thread about greater separation of Safeguarding from adult and CYP perspectives. We have 12 months to work on the recommendations provided in the review document.

Safeguarding Lead and CEO have discussed the position with Hannah McDonald, the Board's Welfare and Safety Champion. She has been sighted on the report and has agreed to provide ongoing support and oversight as we respond. One of the likely first steps is review of our Policy document, which is currently combined with CYP document. We anticipate aligning this work with the CYP safeguarding standards review which is likely to take place in Q3.

We are fully compliant with the NSPCC's Child Protection in Sport Unit audit and are considered an Active Partnership with lots of best practice.

Regional/Local Welfare Officers Project

As part of Sport England's response to the Whyte Review (abuse in gymnastics) it has committed significant resource to establishing a nationwide network of Welfare Officers through Active Partnerships. This work has been in development over recent months and the Sport England Board recently approved the approach and investment. We understand that we will be asked to complete a solicited application in August for potential roll out in the Autumn.

We will provide a full update on both these areas of work as they progress.

Agenda Item 3: **Policy Reviews**

- (a) **Succession Policy** – has been reviewed by Claire Beney (People Strategy Lead). There are no material changes, just updates reflecting new sub-committee structure.
- (b) **Business Continuity Plan** – Ordinarily the scheduled annual review of this plan would be July but it was reviewed and changes agreed in April 23. It is recommended that it is next routinely reviewed in July 2024.