

Present Attendees		Apologies	Also Distributed To:
Malcolm Armstrong	Chair		Board
Jane Kracke (JK)	Chief Operating Officer		
Kimiyo Rickett (KR)	Senior Independent Director		
Jude Taylor (JT)	Chief Executive		
Jonathan Topham (JTT)	Board member		
Hazell Thorogood (HT)	Office Manager		

Meeting Minutes

No.	Item Topic
1.	Apologies: as above
2.	Declarations of Interest – as in previous minutes
3	Minutes of Last Meeting & Matters Arising The minutes were agreed as an accurate record.
4	Tier Three Compliance (Enclosure 2 & 3) <ul style="list-style-type: none"> - The Diversity in Governance and Leadership Action Plan is a Tier 3 requirement and has been updated from the SASSOT version. A full review of our Equality, Diversity and Inclusion work will be discussed under Item 5. - The group signed off the opening statement (for inclusion on our website) and the full plan from a Tier 3 perspective. - A mechanism for listening is key. - The group discussed creating a model to show the impact of the team on equality diversity and inclusion.
5	Equality, Diversity and Inclusion / Black Lives Matter <ul style="list-style-type: none"> - A piece of work is being completed within the team on Equality Diversity and Inclusion. The suggestion is to have a robust proposal in each of these categories: - Leadership & Governance / Policy / Operations / Communication and Engagement. - Policy – recruitment, grant giving. - Operations – running of the business on a day-to-day basis. - Communication & engagement – being vocal about the organisation’s position on racism. - The Race code https://www.karlgeorge.com/radical-change-on-race-is-a-must/ is a code around leadership and how to achieve a certain culture. - All agreed to take this piece of work to the Board in April. - Ensure we are considering all protected characteristics.
6	Future Development of Board / GAG <ul style="list-style-type: none"> - MA to conduct calls to Board members to increase engagement with strategy development. - No feedback was given regarding the interim Board drop-in sessions time slot / day.
7	Strategy Development <ul style="list-style-type: none"> - Two stakeholder sessions have been held: feedback included: high levels of respect for team members but concern around a change of organisational direction in terms of bid competition.

	<ul style="list-style-type: none"> - The work carried out by Claire around the crime referrals project for high-risk individuals was very valued by partners. - JT took the group through the work carried out on the vision, mission, and values. - 'Active Places' may be too jargony. - Test each box under the four strands against the overall mission. - Next steps are to take this to Board for approval.
8	Board Meeting agenda and format (Enclosure 4) <ul style="list-style-type: none"> - All agreed the Board agenda.
9	Future meeting dates <ul style="list-style-type: none"> - Tuesday 6th April 2021, 12pm - Tuesday 6th July 2021, 12pm - Tuesday 5th October 2021, 12pm

Actions		Owner	Date

Number	Decision
1	The Diversity in Governance and Leadership Action Plan is a Tier 3 requirement and has been updated from the SASSOT version. A full review of our Equality, Diversity and Inclusion work will be discussed under Item 5. The group signed off the opening statement (for inclusion on our website) and the full plan from a Tier 3 perspective.

Prepared By	Date	Checked By	File Code
Hazell Thorogood	12.01.21	Malcolm Armstrong	Governance Appointments Group Minutes 12.01.21