



SURFING
ENGLAND



Annual Governance Statement

April 2022 – April 2023

About Surfing England

For an introduction to our organisation, values and purpose <https://www.surfingengland.org/about/>

The organisation has been working closely with Sport England and Governance Utd in 2022/2023 to deliver a full governance review and move Surfing England's governance processes into line with T3 of the code for Sports Governance. That process is nearing completion, with new policies receiving final sign off from board and then integration into the business.

As policies go live, they will be available here: www.surfingengland.org/english-surf-resources/



Surfing England Board of Directors

The board of directors are listed here: <https://www.surfingengland.org/about/>

The board is currently composed of 8 directors, of which 4 are independent. The role of the board is to lead the governance of Surfing England, ensuring clear and appropriate structures are in place to support and enable the long term success of the organisation.

In 2023 we completed a skills and diversity matrix for the board, which will feed into the next round of board recruitment to ensure we have the skills and diversity of thought and background to help steer the organisation as it continues to grow and evolve.



Surfing England Board of Directors

In the period April 2022 – April 2023 the board meet on 4 occasions approximately every quarter.

Key board decisions within the period include:

- Agreement of annual budget and financial plan
- Commitment to full governance review against the requirements of the code for sports governance
- Open recruitment of three new directors: Paul Ratcliffe (Performance), Ricardo Oliver (Performance), Kate Eddy (Performance)
- Commitment to the formation of an Inclusive Line Ups committee to drive the organisations EDI action plan
- Sign off of the 2023 – 2028 organisational strategy



Equality Diversity and Inclusion

For a recent summary of EDI activity, the last public update was provided in Jan 2023:

<https://www.surfingengland.org/inclusive-line-ups-jan-2023/>

Example activity underway this year include:

- Formation of the Inclusive Line Up's committee
- £50k of sportsiad funds, with 50% committed to surfers from under represented groups
- Support and funding for Wave Women UK documentary
- Adaptive Surfing Team to the World Para Surfing Championships
- EDI embedded into new Surfing England coaching awards



Committees reporting to the board

As per the code for sports governance requirements, Surfing England will be forming a nominations committee to oversee board recruitment and an audit committee to oversee the financial review.

Previously these tasks had been done by the most appropriate board members, the formation of committees will formalise that process.

Nominations Committee Members: Piers Martin, Tina Beresford, Nick Hounsfield,

Audit Committee Members: Ricardo Oliver, Paul Ratcliffe, Kim Vande Velde

An EDI committee (Inclusive Line Ups Committee) has been formed with an independent chair and vice chair recruited. The Chair of the board and a rotating board member position plus the CEO are included within the committee.



Risk Management

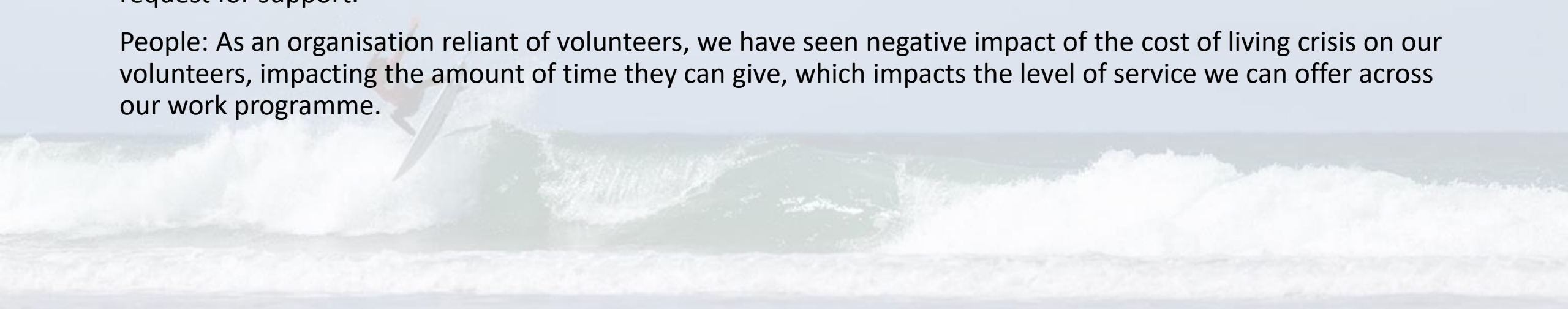
Surfing England has an organisational risk management policy and risk register. Risks are regularly reviewed at board meetings.

Significant risk areas include:

Finance: Whilst Surfing England has grown its revenue streams, it has also been adversely impacted by the cost of living crisis and economic downturn. The lack of core funding presents a real challenge and significant risk to the organisation as commercial revenue becomes harder to achieve.

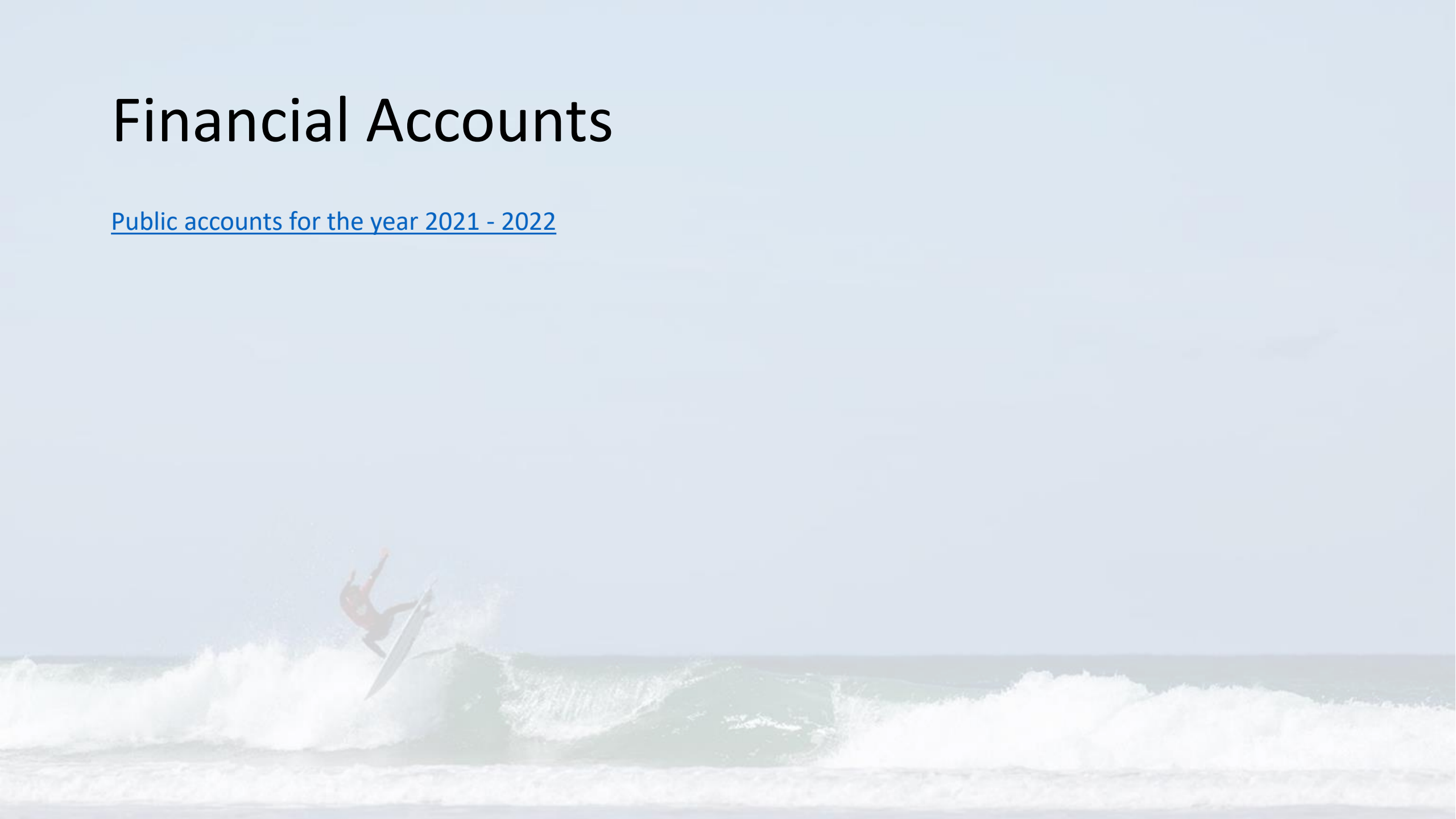
Safeguarding: With a million people surfing every year, the safeguarding capacity within Surfing England is stretched and not sufficient to support a sport of this size. The risk has been highlighted to Sport England with request for support.

People: As an organisation reliant of volunteers, we have seen negative impact of the cost of living crisis on our volunteers, impacting the amount of time they can give, which impacts the level of service we can offer across our work programme.



Financial Accounts

[Public accounts for the year 2021 - 2022](#)



CEO Governance Statement

A number of high profile reports into governance failings at the top of sport, from safeguarding to finance, have shone a light on the need for robust and transparent governance within the sector.

At Surfing England we are lucky to have a board and operational team committed to doing things the right way. We have put significant resources into a full governance review, with new policies being deployed across the business that will bring us inline with the top tiers of the code for sports governance.

However, the review has also highlighted how much our small team are delivering with very little resource. The governance needs of our sport are constantly growing, and like every other Olympic sport with over 1m participants, we now need some support from Sport England to ensure our governance programme is properly resourced.

Our focus for 2023 will be to fully embed the policies and processes developed through our review and to push for funding equality with Sport England, so that we can better support the evolving needs of our surfers, coaches, clubs, schools, volunteers and the wider surfing community.

Ben Powis
CEO



Chair of the Board

The 2023 Annual Governance Statement is approved on behalf of the board of directors.

Nick Hounsfield

Chair of the Board

