



SURFING
ENGLAND



Annual Governance Statement

April 2023 – April 2024

About Surfing England

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

In Sept 2023 Surfing England was formally recognised as a system partner by Sport England, with the requirement to meet Tier 3 of the Code for Sports governance.

We have been working closely with Sport England to complete a full governance review and move Surfing England's governance processes in line with T3 of the code for Sports Governance. The adoption of a new set of articles of association at the 2024 AGM will mark the completion of this initial stage.

If you wish to review our policies or the proposed new article of association, which are written to be compliant with the code, they are 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 7 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.

We thank Phil Williams for his huge contribution to the board and surfing more widely, as he stepped down from board duties at the end of his term in late 2023.

Appointments for a new chair (independent) and two new board directors (independent or non independent) are currently open, and we are actively encouraging applications from people of all backgrounds who can bring different perspectives, lived experiences and skills sets to the board.



Surfing England Board of Directors

In the period April 2023 – April 2024 the board meet on 4 occasions approximately every quarter.

Key board decisions within the period include:

- Agreement of annual budget and financial plan
- Governance review against the requirements of the code for sports governance and sign off of new policy documents in accordance with code requirements
- Ongoing review of organisational risks
- Review and agreement of articles of association ready for adoption
- Agreement of staff recruitment
- Agreement of annual delivery plans
- Establish Inclusive Line Up committee

Surfing England Board of Directors

Board Attendance

Board Member	% attendance	Skill Matrix	EDI matrix
Tina Beresford (chair)	100%	✓	✓
Nick Hounsfeld	75%	✓	✓
Piers Martin (Senior INED)	75%	✓	✓
Kate Eddy	75%	✓	✓
Paul Ratcliffe	50%	✓	✓
Phil Williams	75%	✓	✓
Kim Vande Velde	75%	✓	✓
Ricardo Oliveira	25%	✓	✓

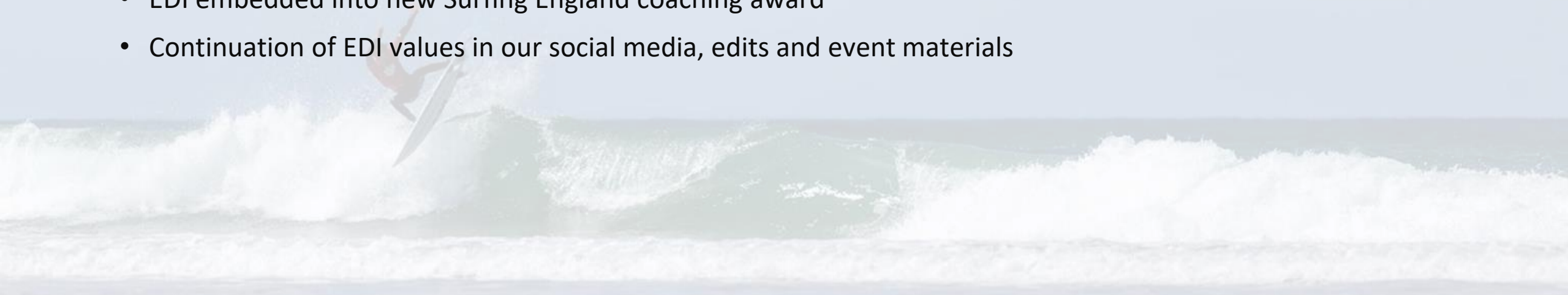
Committees reporting to the board

Inclusive Line Ups Committee

The inclusive line up committee members are be found here: <https://www.surfingengland.org/info/about-us/>

EDI achievements in 2023/24:

- £50k of sportsaid funds, with 50% committed to surfers from under represented groups
- New investment into adaptive surfing with a 2024 nation wide para surfing road show
- Joint commitment with GB Surfing to survey talent pipeline (Olympic disciplines) to establish EDI baseline
- EDI embedded into new Surfing England coaching award
- Continuation of EDI values in our social media, edits and event materials



Committees reporting to the board

Cont.

Finance and Audit Committee

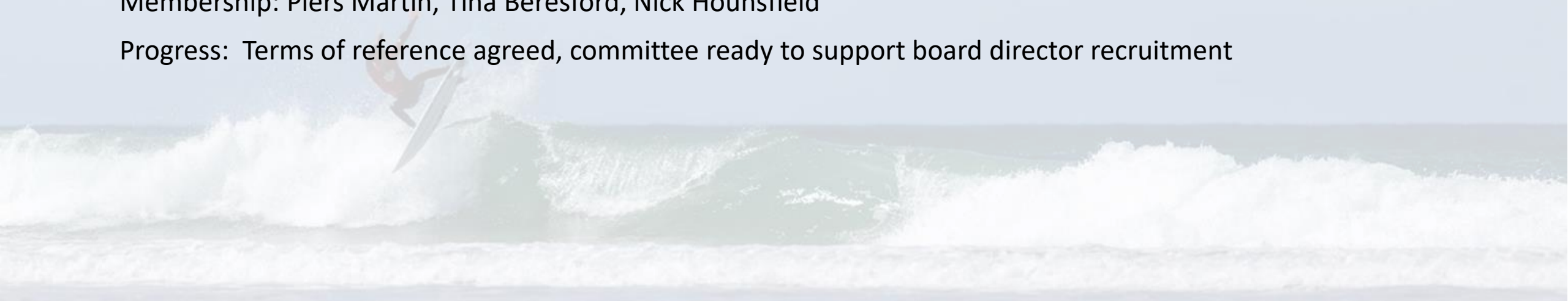
Membership: Ricardo Oliver, Paul Ratcliffe, Kim Vande Velde

Progress: Terms of reference agreed, first meeting to be held Q1 2024/25

Recruitment and Nominations Committee

Membership: Piers Martin, Tina Beresford, Nick Hounsfield

Progress: Terms of reference agreed, committee ready to support board director recruitment



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: A key income stream for Surfing England's deliver activity is commercial (sponsorship) income, which has been adversely impacted by the cost of living crisis and economic downturn. Sport England core funding is targeted at Governance, Systemic and Talent and has positively contributed to our 2024/25 revenue income, but the overall financial picture remains finely balanced.

Safeguarding: The risk highlighted last year in relation to our safeguarding capacity has been acted upon, with the Sport England investment enabling recruitment of dedicated welfare support and the training of additional team members as lead safeguarding officers. This is directing improving our ability to support our network of surf clubs, schools, athletes and members.

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. We see this impacting many sports, and we're taking action through our community lead to provide volunteers with increased support.

Financial Accounts

Public accounts for the year 2022/3 are available on our policies page.

<https://www.surfingengland.org/policies/>

Please note. Surfing England is changing it's financial year from calander years to financial years (running 6th April to the 5th April). The extended set of accounts running Jan 2023 to April 2024 will be published on the website once approved by our accountants.



CEO Governance Statement

2023 has been a significant year in the development of Surfing England. Most notably through our recognition as a Sport England sector partner.

We worked hard in advance of that recognition to build a well structured and well governed organisation, putting us in a good position to meet the additional requirements of receiving multi year public funding.

New appointments within the team have given us significantly more resource to effectively govern and promote a culture of good governance within our sport. This is particularly so in the area of safeguarding where we now have dedicated team members working directly with our clubs and surfers, alongside our organisational governance that is on route to being approved as meeting the highest standard of sports governance (Tier 3 of The Code for Sports Governance).

At the core of any well governed sport or organisation are the people within it and the culture they set. The team at Surfing England continue to work with rigour, openness and unwavering commitment to doing what they believe is best for surfing. I thank them for creating a working culture in which doing the right thing is second nature, and a more powerful driver of good governance than any enforced policy or code could be.

Ben Powis

CEO

Chair of the Board

The 2024 Annual Governance Statement is approved on behalf of the board of directors.

Tina Beresford
Chair of the Board

