

ORG Report Implementation Group Background

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1: Mandate

The National Council have requested that the ORG Report Implementation Group (IG):

take forward the Organisational Review Report and its Addendum in 2-stages. The initial stage ('Stage 1') is to gain agreement to those items relating to the key governance requirements and the subsequent stage ('Stage 2') is to address the remainder of items highlighted by the OR Report and its Addendum.

The specific objectives being:

- a) To determine the timeline associated with gaining agreement to Stage 1 noting the extant requirements in the Memorandum and Articles of Association (M&AA) concerning the timing of General Meetings and publication times for Summit et al.
- b) To identify from the OR Report and its Addendum those recommendations that have a bearing on the SE governance requirements.
- c) Engaging with Emma Moody, Identify the minimum changes needed to the M&A to address the recommendations referred to in the previous point, ie Stage 1.
- d) In concert with BMC staff, plan a June 2018 General Meeting to address the requirements of an Annual General Meeting and gain agreement to the Stage 1 changes needed to the M&AA.
- e) To recommend the viability of some form of electronic voting for the June 2018 General Meeting, thereby assisting hopefully greater member participation in the Meeting.
- f) Working with BMC staff, put in-place a communications strategy to sit alongside the key milestones of Stage 1.
- g) Make recommendations on the methodology for Stage 2.

(Taking forward the BMC Organisational Review Report - Terms Of Reference)

2: Background

The [BMC Independent Organisational Review Group Report](#) included a total of 51 recommendations in November 2017.

On 15 February 2018 the Acting President and CEO met with Sport England and were told that the Review was the most comprehensive they had seen; covering far more than their requirements; but the BMC timeline to implement was unacceptably long. They stated that they would withhold funding from April 2018 and withdraw it all together unless the BMC governance was 'compliant' by August 2018.

Following a further round of consultation the [ORG Amended Recommendations Report](#) was issued in March 2018, and highlighted 10 areas that were key governance requirements.

3: Paper Aim

This paper aims to provide a proposal to the National Council (NC) on how to review and implement the ORG Review recommendations. The intent is that once agreed by NC this document would be reissued as the "National Council ORG Review Implementation Plan" for member's agreement at the AGM in June 2018.

The main document provides a summary of the timeline and proposals and 2 appendices setting out the individual proposals as well as, where relevant, the rationale for the suggestions made.

It is proposed that the ORG Implementation project is split into 2 Stages. This two-step approach has been proposed in recognition of the reputational impact on the BMC of not demonstrating appropriate legal responsibilities and accountability practices; which necessitate a faster timeline for consideration of these discrete elements of the ORG report; and the need for full consultation and consideration of the wider ORG recommendations given the broad-reaching scope.

Stage 1 - Is to propose an implementation of the minimum Legal Responsibility and Accountability requirements, for agreement by the NC and presentation to the AGM.

Stage 1 will be in 2 Phases

Phase 1 - Development and review of IG draft proposal

Phase 2 - National Council ORG Review Implementation Plan issue, review and formal consideration at an AGM.

Stage 1 will complete with the AGM vote on the changes proposed to the Articles of Association.

Stage 2 - Post the AGM, and subject to it's approval, Stage 2 will take action on all other ORG recommendations as detailed in Proposal 2; and, where appropriate, implement the changes in an way appropriate to the BMC ethos and organisation.

The IG will propose a methodology to achieve this. Stage 2 will be in 4 Phases:

Phase 1 - Development and review of IG draft methodology

Phase 2 - National Council ORG Review Implementation Plan issue and formal consideration of the methodology at an AGM.

The IG involvement with Stage 2 will complete with the AGM vote on the methodology.

Phase 3 - Development of detailed plans for each workstream. The implementation of the methodology, as agreed at the AGM, will be undertaken by separate working groups under direction of the NC. EGM If necessary
 Phase 4 - Implementation of detailed plans.

In addition there are specific actions on the IG to assist with the communications of Stage 1 proposal and rationale.

4: Timeline

In Summary:

Stage 1 & 2 -

Phase 1 - 11 Mar to 26 Apr

Phase 2 - 30 Apr to 15 Jun

AGM - 16 Jun

Subject to AGM outcome

Stage 2

Phase 3 & 4 - 17 Jun onwards (dates as per the agreed methodology)

Date	Description	Options & Actions
2 Mar	ORG Addendum Report issued	Complete
10 Mar	NC meeting to review TORs and ORG Addendum	Complete
12-20 Mar	IG proposal draft created	Complete
20-29 Mar	Informal Review and Discussion of proposal by 'key stakeholders' & NC	Complete
30 Mar - 5 Apr	IG Proposal amendments	Complete
6 Apr	IG Proposal Review Draft Issued	
9-20 Apr	Area review of IG Proposal Review Draft	
27-30 Apr	NC review of IG Proposal and finalisation.	At this point the document will be renamed as the "National Council ORG Report Implementation Plan"
30 Apr	National Council ORG Report Implementation Plan Issued For Summit publication	
15 May	Papers Issued to Members for the AGM (Summit Summer Issue)	
28 May-8 Jun	Area Review of National Council ORG Review Implementation Plan	

16 Jun	National Council ORG Report Implementation Plan voted on by members at AGM including: 1. Vote on changes to M&AA 2. Vote on Stage 2 methodology	
Subject to AGM approval		
June 18 - Apr 19	Creation and Implementation of Development Plan (Proposal 2)	

5: Costs

Current rough order of magnitude (ROM) costs for the work up to the AGM are:

1. Drafting of proposed M&AA £8000
2. Communications to members - Social Media, email etc - £3000

ROM cost for Stage 2 will need developing.