

JERSEY SPORT **ANNUAL REPORT 2020**



SPORT IT'S IN OUR DNA

WE PLAY TO **JOININ**,
WE HELP TO **CHIPIN**.

WE CLAP THE WINNERS
AND THE **LOSERSIN**.

WE **FILLIN** AND
WE **JUMPIN**.

ABOVE ALL THOUGH,
WE GET **STUCKIN**.

WHATEVER SPORT
YOU'RE **INTO**:

GET**IN**VOLVED

FIND OUT HOW AT
WWW.JERSEYSPORT.JE/GETIN

PLAY • SUPPORT • COACH • VOLUNTEER

CONTENTS

| | |
|--|-----------|
| CHAIRMAN'S FORWARD | 4 |
| BOARD OF DIRECTORS | 6 |
| OUR ORGANISATION | 8 |
| CEO STATEMENT | 10 |
| STRATEGIES | 12 |
| SPORT | 15 |
| SUPPORTING CLUBS AND ASSOCIATIONS | 17 |
| MOVE MORE CHILDREN | 19 |
| MOVE MORE SCHOOLS | 21 |
| MOVE MORE ADULTS | 22 |
| JERSEY SPORT COMMUNICATIONS | 24 |
| MOVE MORE JERSEY COMMUNICATIONS | 25 |
| JERSEY SPORT PARTNERSHIPS | 26 |
| GOVERNANCE MANAGEMENT AND PROCEDURES | 28 |
| SUBCOMMITTEE REPORTS | 30 |
| REMUNERATION AND NOMINATION COMMITTEE | 32 |
| STAFF STRUCTURE | 34 |
| 2020 SPENDING BREAKDOWN | 36 |
| 2020 FUNDRAISING | 37 |
| FINANCIAL STATEMENTS | 38 |



CHAIRMAN'S FOREWORD

It is with great pleasure that I present to you Jersey Sport's Annual Report for 2020, which highlights some of our key achievements during a year which brought forth unexpected and unprecedented challenges.

Jersey Sport is an independent body and charitable organisation which is honoured to represent and champion sport and active living in the island. As we enter our fourth year of service, we are both proud of the work our teams have achieved to date, and excited for the future as increased funding will enable us to create an even greater impact on island life.

Jersey Sport's CEO, Catriona McAllister, continues to work closely with the Government of Jersey to drive forward sports facilities plans which will support Jersey in becoming a world leader in sport and active living over the next 10 years and beyond.

Despite the appearance of a global pandemic which shut down sport, indoor activities and events for the majority of 2020, we are delighted that as an organisation, our teams reacted with agility, innovation and creativity. We worked closely with the Government of Jersey Public Health team to regularly update sports clubs and associations with the latest COVID-19 health and safety guidance to support them through challenging times. Members of staff were seconded to posts within the Government of Jersey, while others worked tirelessly behind the scenes to offer physical activity sessions in schools to the children of our frontline workers.

The work of our Move More Jersey team was integral in providing services, support, information and inspiration throughout the pandemic. We adapted quickly, bringing our exercise referral classes into the online space via Zoom video technology, and created a wealth of video resources on a new YouTube channel. The team personally telephoned many of our elderly class participants and walkers regularly, which reinforced our position as a community-focused organisation, whilst ensuring those at risk of loneliness and isolation were given a

friendly lifeline. We created a new series of motivational 'real stories' sharing the journeys of islanders who have seen huge shifts in their life after incorporating new activities and exercise into their lives. We also launched Sporteering, a new self-guided outdoor activity which uses GPS technology via a free app to encourage people to walk, run or cycle around new areas – with an optional competitive element.

Cycling played a huge role in the community during 2020 as islanders began working remotely from home, freeing up extra time and daylight hours to spend cycling with family or friends as social distancing guidelines allowed. Jersey Sport is very proud of its cycle team's efforts to successfully run the Level 1 Bikeability programme within six of the island's primary schools to children in years 5 and 6, with 256 children completing the certification. 18 children from St Mary's School then went on to complete the Level 2 certification and are now cycling to school. In addition, we were able to launch a new Learn to Ride initiative to equip more children and adults with the skills and confidence needed to ride a bike. These programmes not only support the Government's long-term Active Island Transport Strategy, but are potentially life-changing for those who take part, giving islanders of all ages a newfound freedom and the ability to swap their cars for a greener method of transport in the future.

On 2 September, Jersey Sport launched the new Inspiring an Active Jersey Strategy, with the Government of Jersey, and set out how the strategy will be delivered through collaboration between Government departments, the island's volunteer and community sectors, and business. The strategy sets the vision of making Jersey a healthier, more productive and fairer society by being one of the most physically active populations in the world. The mission is to increase physical activity by 10%, by 2030. This is the first time that sport and active living have been referenced as a priority in a Government plan and represents a major step forward in Government's understanding of the role it can play as an enabler to achieving the strategic ambitions for Jersey.



As the island opened up to small events and gatherings in the autumn, we were delighted to be able to launch the island's first inclusive cycling centre in October. Cycle Without Limits offers a range of adapted cycles that allow adults and children with disabilities or mobility issues to enjoy riding in a safe, outdoor space. Disability and inclusion provisions have always been a priority for Jersey Sport, but with the appointment of a new Disability and inclusion Officer, we are now set to substantially increase our programmes for all islanders over the coming years.

We also launched a new School to Sport pilot scheme in the autumn, to help combat inactivity amongst the island's school children and introduce more children to sport, as part of the Inspiring an Active Jersey Strategy. The pilot scheme, in partnership with the Commonwealth Games Association of Jersey and Plat Douet School, was created to introduce primary school children to sports clubs within their local vicinity to encourage them to play more sport and to join a local sports club. Besides raising awareness of the different sports available to play in the island, the pilot scheme, funded through the national Games Changers Grant secured by Jersey Sport and the Commonwealth Games Association of Jersey, helps to break down the barriers to playing sport some of our local children face.

Throughout 2020, our Marketing and Communications team inspired, motivated and supported islanders through these difficult times with various initiatives and marketing campaigns, including Pride in Sport, Winning This Winter, a collaboration with Digital Jersey and Soulgenic, multiple website resources and regular social media activity – all of which have raised the profile of Jersey Sport and brought significant increases to online traffic and engagement across our digital channels.

The organisation played an active role in promoting and taking part in various island events (albeit virtually in many cases) throughout the year, including the 2.6 Challenge, 30 Bays in 30 Days, At Home Superheroes Winter Wonderwheels, HSBC Let's Ride pop-ups at Les Quennevais, the Closer to Home roadshow

(in association with the Government of Jersey) as well as the expansion of our HSBC Breeze Jersey cycle group and the launch of HSBC Guided Rides.

In closing, I would like to take this opportunity to thank all the staff and board members of Jersey Sport whose efforts continue to help us achieve growth and recognition through their commitment and dedication. I would also like to thank all our sponsors and funders, including the Government of Jersey, who have provided so much support throughout 2020. The statistics included in this annual report are testament to the incredible work of our teams, even in the face of extraordinary new challenges, and we look forward to continued success, development and growth in 2021.

Phil Austin MBE
Chairman, Jersey Sport

BOARD OF DIRECTORS



Phil Austin MBE
Chairman



Ed Daubeney
Director



Steve Law
Director



Jean Cross
Director



Sarah Madel
Director
Resigned in August 2021



Mark Wanless
Director



Tony Taylor
Director

All board members act in a voluntary capacity.

OUR ORGANISATION

| SPORT AND CHILDREN James Tilley, Head of Sport and Children | | | | |
|--|--|--------------------|-----------------------------------|--|
| SPORTS DEVELOPMENT AND COVID-19 GUIDANCE | SCHOOL AND CHILDREN'S PROGRAMME PROGRAMMES | | | |
| Head of section was only staff resource in 2020 | School's and Children's Manager | | | |
| COVID-19 delayed the appointment of Sports Development Manager | School Swimming Officer | Children's Officer | School Cycling and Events Officer | School's SEN Physical Activity Officer |
| | Swimming Instructors | Sports Coaches | Cycling Instructors | |

| CORPORATE | | | MOVE MORE JERSEY Cirsty De Gruchy, Head of Move More Jersey | | |
|--------------------------------------|------------------------------|-------------------------|--|-------------------------------------|--------------------------------|
| MARKETING AND COMMUNICATIONS | ADMINISTRATION AND FINANCE | EXECUTIVE | MOVE MORE JERSEY REFERRAL AND ADULT CLASSES | DISABILITY AND INCLUSION PROGRAMMES | WALKING AND CYCLING PROGRAMMES |
| Marketing and Communications Manager | Finance and Bookings Officer | Chief Executive Officer | Operations Manager | Disability and Inclusion Officer | Walking and Cycling Officer |
| Communications Assistant | | | Instructors | Volunteers | |



CEO STATEMENT

I want to express my sincere thanks to the Board and team at Jersey Sport who have worked tirelessly through a difficult and unexpectedly challenging year. As CEO of a leading sports body, I would never have imagined a day when we would cancel all sport for the foreseeable future! Stopping all our programmes suddenly and ceasing activity was a strange event that we will never forget.

I am immensely proud of all our team members who went out of their way to ensure that sports clubs, organisations, schools, class participants and the general public were supported throughout the pandemic in a variety of ways. I would go as far as to say that out of adversity, came innovation.

Our Marketing and Communications team made sure that Jersey Sport and its Move More Jersey initiative were at the forefront of social media, sharing information and creating resources that islanders of all ages and abilities could access to remain active during the first long period of lockdown. We understood the importance of keeping people active both physically and mentally and did our best to inspire outdoor exercise in our open spaces and to find healthy new indoor routines to find balance amongst what for many was a complete change of daily routine.

Jersey Sport became the Government 'go-to' for information and guidelines on sport and physical activity, dissecting new guidelines and communicating them clearly to the sports clubs and organisations who had no idea what the future held for them physically or financially and needed support until sport could be safely brought back.

The Move More Jersey team were especially innovative with the introduction of online video-based exercise classes via 'Zoom' and spent many hours telephoning all their clients to check up on their well-being, to sign to support services and to make sure they understood how to use the technology to join an online class which was entirely new to most of them.

Many of our team members provided a valuable service to the island that went above and beyond their normal job role. Georgina Connor moved to the Fire department and Jersey Home Affairs. Dan Garton co-ordinated the Schools' COVID-19 Support through the delivery of games, challenges and general school activities to the children of essential workers and vulnerable families. Marilee Picot moved across to the Jersey Ambulance Service while Nigel Parry headed up the Courtesy Call programme to our customers many of whom were in the vulnerable category, with particular attention to those living in isolation. I was seconded out to the Contact Tracing Team to help expand the team and to support the development of automated contract tracing. I was able to leave Jersey Sport in the very capable hands of the highly professional and capable team.

Throughout 2020, as the island began to emerge from lockdown and some sports and activity programmes were allowed to resume, we continued with our efforts to ensure consumer confidence and to highlight the importance of safety across all areas.



Jersey Sport stepped up its game in being a strong advocate and voice for sport. Our team were adaptable, resilient and flexible and we didn't miss a beat! The team all shared a desire to influence people's lives positively in any way they could.

Despite the obvious negative implications of COVID-19, which have impacted our delivery programmes as you will see in the following pages, 2020 has in fact been a productive year and has shown a spotlight on the importance of good mental and physical health. It showed us what was most important after stripping everything back to the bare essentials. People were left with the options of walking, running, cycling and sea swimming, which opened people's eyes to the luxuries that were on their doorstep all along that they'd missed in the busyness of modern life. It's reaffirmed our own belief in creating safer and more numerous networks for walkers and cyclists and we're proud to continue advocating for this over the coming years.

2020 reminded us of the importance of time spent with family, friends and loved ones, and islanders naturally gravitated towards meeting other households for outdoor exercise once restrictions were eased. Seeing more and more people out on our roads, footpaths and pavements was a great delight and one I hope will continue long after we return to a 'new normal'. While our challenge as an organisation to increase physical activity by 10% by 2030 remains constant, it was great to see the shift in perception towards a more active, outdoor lifestyle on our beautiful island.

I want to also take this opportunity to thank all our customers and stakeholders who fully understood the pressures and challenges we all faced and who evolved and adapted with us. I am incredibly proud of Jersey Sport for supporting the Government of Jersey through an unprecedented era where keeping the island safe was the priority over sport. In particular, I would like to thank the many exceptional sports volunteers who were exemplary in following guidance during each phase of return and as a sector we all did our bit to protect islanders.

Looking forward, I believe that this is a time for optimism. Sport and physical activity play a crucial part in creating a more active population whilst also boosting the economy through the indirect effect of a healthier population as well as its direct financial contribution and savings to health spend. Sport must be placed at the heart of all strategies for the island's long and short-term recovery.

I am proud to be leading Jersey Sport into 2021 with this exceptional experience of a unified response to a global pandemic under our belt and look forward to even greater success in the future.

Catriona McAllister
CEO, Jersey Sport



STRATEGIES

INSPIRING AN ACTIVE JERSEY

VISION

Jersey will be a healthier, more productive and fairer society by being one of the most physically active populations in the world.

MISSION

More active people for a healthier island.
Jersey will increase physical activity by 10%, by 2030.

THE CHALLENGE

It's a staggering fact that in Jersey, 49% of adults and 81% of children and young people do not meet the World Health Organisation's recommended guidelines for physical activity.

This means these adults and children are not active enough to have a positive impact on their health and well-being. For adults the World Health Organisation (WHO) guideline is 150 minutes of moderate or vigorous physical activity per week and for children it is 60 minutes of moderate or vigorous physical activity daily.

The Inspiring an Active Jersey Strategy has been produced to tackle this issue of inactivity within the island and Jersey Sport will drive this strategy forward.

MOVE MORE JERSEY

VISION

Move More Jersey is an initiative created by Jersey Sport to get more islanders, more active, more often.

MISSION

To promote the importance of physical activity and the role it plays in our mental and physical health.

THE CHALLENGE

For many islanders there are barriers to being active. Through our carefully designed Move More Jersey programmes and classes, we hope to help break down these barriers and support the least active islanders by giving them the confidence to gradually move more in a way that fits in with their everyday lives.

INSPIRING ACTIVE PLACES

VISION

Jersey Sport is supporting the Government of Jersey with their vision for the Inspiring Active Places Strategy. This vision is to be one of the most physically active populations in the world and a healthier, more productive and fairer society, Jersey will develop inspirational, high quality, accessible and sustainable facilities, which inspires, supports and delivers an active Jersey.

This builds on the 'Inspiring an Active Jersey' (IAJ) Strategy which is focused on tackling levels of physical inactivity among Islanders and has the vision: "Jersey will be a healthier, more productive and fairer society by being one of the most physically active populations in the world".

MISSION

The IAJ mission is to 'increase physical activity by 10%, by 2030, resulting in people being more active, which in turn results in a healthier island'. This is on the basis that 49% of adults and 81% of children and young people do not meet the World Health Organisation's recommended guidelines for physical activity.

THE OBJECTIVES

- Establish a long-term strategy for improving sports facilities which is incrementally implemented, ensuring islanders have access to inspiring, affordable, well-programmed facilities which support active lifestyles and competitive sport.
- Geographically balanced provision of indoor sports facilities which support islanders to be active. Built on a culture of excellent customer service, the programmes will offer a wide variety of opportunities to individuals and clubs. Pricing and accessibility will ensure access for all.
- Jersey will endeavour to provide a wide range of public outdoor playing fields and other outdoor sports facilities which will be maintained to a standard dictated by the competitive standard required.



SPORT



922 (-70%)*

Journeys supported by travel grants

12 (-56%)*

CPD workshops (Coaches and officials accessed)

£715 (-91%)*

Distributed to sports associations for the development or qualification of coaches and officials

19 (-30%)*

Sports supported by travel grants

105 (+33%)

Disclosure and barring service checks for sports volunteers completed

11 (-35%)**

Partnership meetings with sports associations

85% (+10%)**

% sports engaged with

* Reduction due to impact of COVID-19
**Low due to COVID-19. Support turned to COVID-19 advice and guidance.
*** Increased engagement for COVID-19 guidance and advice.



SUPPORTING CLUBS & ASSOCIATIONS

"The Jersey Tennis Association is aligned with Jersey Sport in our mission to open tennis up and increase participation for all. James and the team at Jersey Sport have been hugely supportive throughout the pandemic, a voice of calm and reason and a helping hand with the myriad of ever-changing rules governing sport at all levels. It is refreshing nowadays to be able to pick up the 'phone to speak to people without an endless queue and automated system."

Sonia Smith
Chairwoman of Jersey Tennis Association

"Jersey Sport were fabulous during lockdown in keeping all Clubs with up to date information regarding the COVID 19 guidelines and the impact on Sport. The Jersey Motor Cycle and Light Car Club are very grateful to the team at Jersey Sport for their dedication and this helped us move forward and bring back Motorsport to the Island in a safe and organised environment."

Carol Le Vielez
General Secretary, Jersey Motorcycle & Light Car Club

"The Jersey Table Tennis Association are extremely grateful for all the guidance and support given by Jersey Sport to enable table tennis to be played at the various levels of easing of the COVID-19 regulations. The successful application to the Jersey Sport COVID-19 Recovery Grant has been a real help in covering lost income from the lower number of players and increased cleaning costs during the pandemic. The help of Jersey Sport has enabled us to open up and welcome all our players back to table tennis."

Paul Routier MBE
President Jersey Table Tennis Association

"We at JSAC were grateful for the guidance from Jersey Sport regarding the interpretation of the COVID-19 protocols. This enabled the athletes to return to training in a safe manner."

Paula Allbut
President JSAC

"As President of St Brelade Bowls Club I would like to comment on COVID-19 and, in particular, the manner in which Jersey Sport provided assistance to our Club.

At the outset of COVID-19 Clubs were being placed with strict restrictions by the Government of Jersey and I was looking for guidance as restrictions were continually changing. Paramount to me was always the well-being and safety of our members. Fortunately for me I soon found James Tilley of Jersey Sport who regularly kept me and other sports clubs up to date. This enabled me to ensure that our club and events were conducted with safety. James was always at the end of the telephone to offer advice and guidance, which he did in a most straightforward and courteous manner.

Obviously COVID-19 caused our club, and I am sure others, financial difficulties in that much of our fund raising had to cease which caused us incurring a loss for the season whilst at the same time not being able to build on our reserves. With the help and support of James, our Treasurer was able to secure a grant from Jersey Sport, which has been of great assistance. The grant received was certainly appreciated by all our members.

I know that COVID-19 prevented Jersey Sport from undertaking their normal work to improve sport in Jersey but it is fair to say that their diverted focus in supporting and guiding Clubs in Jersey through this serious pandemic can only be hailed a SUCCESS so thanks to James Tilley and all those at Jersey Sport for a job well done."

Freda Videgrain
President of St Brelade Bowls Club



"JERSEY SPORT ARE DOING A GREAT JOB. MY CHILD HAS REALLY ENJOYED HIS TIME THERE. WILL BE BACK"

MOVE MORE CHILDREN

452 (-17%)*

Holiday and term time sessions available

5,145 (-23%)*

Spaces on our holiday and term time courses offered

0 (-100%)**

Children and their families attended Playdays

12 (-84%)*

Disability sessions delivered

100

Children and adults attended the new 'Wheels for All' event

*Reduction due to the impact of COVID-19

**No Playdays delivered due to COVID-19

MOVE MORE SCHOOLS

1,752 (+209%)**

Physical literacy
assessments conducted

0 (-100%)***

Year 5 pupils participated
in sports festivals that were
delivered across 7 schools

342 (-39%)*

Extra curricular
classes taught

134 (-65%)*

Before school
sessions delivered

11 (-52%)****

Sessions per week
for pupils with Special
Educational Needs

2,817 (-4%)*

P.E. lessons
taught

0 (-100%)***

Year 5 pupils participated
in the national Swim Safe
programme on Jersey beaches

1,004 (-33%)*

Children took part in
swimming lessons

433 (-30%)*

Swimming lessons taught
during term time

87% (-1%)*

Achieved the required curriculum
standard in swimming
(above the UK average of 52%)

NEW COACH
DEVELOPMENT AND
COACH PATHWAY
INFRASTRUCTURE
IMPLEMENTED

* Reduction due to the impact of COVID-19

** Trial programme started in more primary schools for 2020/21 academic year

*** None delivered due to COVID-19

**** This is an average over 38 weeks



"MANY THANKS FOR ALL YOUR SUPPORT AFTER MY HIP OPERATION. ALTHOUGH NOT FULLY RECOVERED, I DO FEEL I AM MOVING FORWARD IN A BETTER DIRECTION NOW. THE 'MOVE MORE' PROGRAMME HAS BEEN VERY BENEFICIAL TO ME."

"HEALTH WALKS ARE A POSITIVE START TO MY DAY. ATTENDING GIVES ME A SENSE OF PURPOSE, AVOIDS THE LONELINESS, KEEPS ME FIT AND I'VE MET LIKE-MINDED PEOPLE FROM ALL WALKS OF LIFE."

MOVE MORE ADULTS

500+

People received a weekly, fortnightly, or monthly welfare call (depending on their level of need) from our team from March - July

300 (+50%)*

People referred by health professionals

21 (-73%)*

People accessed Move More Referral free of charge

44

Disability sessions delivered

314 (104%)**

Health Walks delivered (including MENCAP walks which were introduced at end of Q2)

5,948 (-45%)**

Health Walks walked

4

Closer to Home events supported

OUR NEW CYCLE WITHOUT LIMITS CENTRE

Opened in October 2020.

25

Cycle Without Limits sessions were run

107

Participants took part (until sessions had to stop due to COVID-19)

44 (-80%***)

People attended the new HSBC Let's Ride Pop Up events

16 (-27%****)

Sessions taught for prisoners at HMP La Moye

32 (-11%****)

Prisoners completed sports programmes

8

YEARS OLD

Our youngest rider

84

YEARS OLD

Our oldest rider

*Move More Referral programme closed March - end of July and then from beginning of December.

**Move More Health Walks programme was closed March - early July and then through December. This number also includes the new MENCAP disability walks.

***Only 1 HSBC Let's Ride Pop-Up Event took place due to COVID-19

****Sessions at HMP La Moye stopped in March due to COVID-19



JERSEY SPORT COMMUNICATIONS

f
703
(+22%)

New Jersey Sport
Facebook likes

t
262
(+11%)

New Jersey Sport
Twitter followers

i
426
(+34%)

New Jersey Sport
Instagram followers

35,708
(-4%)*

Unique visitors to jersey sport.je

MOVE MORE JERSEY COMMUNICATIONS

f
647
(+98%)

New Move More Jersey
Facebook likes

i
354
(+64%)

New Move More Jersey
Instagram followers

84
(+100%)

Articles published
in the local media

12,091
(+402%)

Unique visitors to move more.je

30
(+43%)

Media interviews given by
Jersey Sport staff

* Website traffic down due to COVID-19 and children's activities being cancelled



JERSEY SPORT PARTNERSHIPS

THIRD SECTOR

Bosdet Foundation and RNLI

Continued our partnership to deliver Swim Safe, but the programme didn't take place due to COVID-19.

Enable Jersey

Strong partnership formed to help improve disability access to sport. Provided 50% of funding to set up our Cycle Without Limits inclusive cycling centre, contributed to the purchase of cycles and centre running costs.

Jersey Community Foundation

Funding secured to develop a RunTogether programme, coaching time at the Cycle Without Limits Centre and development of interventional programmes in conjunction with key partners (e.g. Mind Jersey) to specifically target the least active / disengaged islanders.

Jersey Heritage

The Head of Move More Jersey was involved in the consultation and development of the Jersey Island Geopark.

Jersey Mencap

Strong relationship with Jersey MENCAP, to develop a free weekly health walk for members and other disability charities during lockdown.

Les Ormes, Mencap Jersey and Beresford Street Kitchen

Continued our relationship to deliver disability sporting sessions to young people, with the opportunity to try activities for the first time as well as to build relations with peers and coaches.

Mind Jersey

Developed a physical activity and mental wellbeing programme with Mind Jersey to help islanders recover from the effects of COVID-19.

Rotary Club of Jersey

Sponsors of Cycle Without Limits.

SportsAid

Continued to work with SportsAid Awards for Tom and Will Atkinson.

Sunrise Foundation

Sponsors of the Dame Kelly Holmes programme.

The Lions Club of Jersey

Sponsors of holiday sports camp places for children.

BUSINESS

Get Cycling

A not-for-profit community interest company and social enterprise who successfully tendered to provide cycles for the Cycle Without Limits Centre.

HSBC

Valued partner and sponsors of HSBC Breeze Jersey, HSBC Guided Rides and Cycle Without Limits.

Jersey Youth Service

Transport to the disability sessions for young people at Les Ormes was provided by Jersey Youth Service.

Ocorian

Sponsors of Cycle Without Limits and the Dame Kelly Holmes programme.

Royal Bank of Canada

Sponsors of the SportsAid awards received.

GOVERNMENT OF JERSEY

Throughout 2020 officers from Jersey Sport played a vital role in the advocacy of sport and physical literacy by working with Public Health to share guidance related to COVID-19 and by representing the organisation in a variety of Government of Jersey steering groups, including:

- Disability Strategy Group
- Diabetes Strategy Group
- Sustainable Transport Policy
- Team Jersey Employer Forum
- Mental Health Awareness Group
- Public Health - regular work supporting the development of COVID-19 guidance for sport and physical activity.
- Sports Consultancy Group – a new group formed initially to focus on the COVID-19 guidance for sports, chaired by the Assistant Minister with Responsibility for Sport.
- Additional Jersey Sport coaches delivered physical activity sessions in schools to support front-line working parents during the pandemic.
- Members of the Jersey Sport team were seconded to the Government of Jersey to support the response to COVID-19 in specific roles on a part-time, full-time or 'as required' basis. Government areas members were seconded to include: Contact Tracing, Facilities, Operations, Antibody Testing, Physiotherapy, Fire Service, Ambulance Service, School's Sport and courtesy calls were made to vulnerable Move More Jersey clients on a weekly basis.

Best Start Partnership Group

This partnership focused on the development of younger children and Jersey Sport sit on this group to promote sport and physical activity as essential to child development.

Closer To Home Steering Group and Board

Jersey sport continue to sit on the steering group and Board, and attend the Closer to Home Road Shows.

Disability strategy

Move More Jersey continues to take an active role within the Disability Strategy as an integral part of Inspiring An Active Jersey. Move More Jersey were successful in gaining £9200 towards delivering some projects which will help to increase opportunities for islanders with a disability.

Health and Social Services

Physiotherapy department

Move More Jersey provided various sessions for different departments and managers within the Physiotherapy service to support the development of pathways out of the health system into Move More Jersey programmes.

HMP La Moye

Jersey Sport delivered community prison sessions within three different wings to support the health and wellbeing strategy introduced by the prison at La Moye.

Safer Routes to School Group

Jersey Sport worked to promote Bikeability in the island's schools. Jersey Sport continued to contribute to this group, promoting active travel in and around school.

Skills Jersey

Jersey Sport took part in the virtual Skills Jersey roadshow. A partnership was also developed to run the DKHT project collaboratively, but was delayed to 2021 due to COVID-19.

Sports Facilities Strategy

Jersey Sport has continued to support the Government of Jersey with the development of a strategy for sports facilities and Jersey Sport's CEO is Programme Director for the Inspiring Active Places Strategy.

Volunteers Steering Group

Worked collaboratively to promote and support volunteering in Jersey.

SPORTS

British Cycling

Continued to work closely with British Cycling to deliver a range of programmes and cycle training in Jersey.

Cycle4Jersey

Jersey Sport continue to support Cycle4Jersey as a lobbying group to promote active travel and cycle safety throughout the island.

Commonwealth Games Association of Jersey and Commonwealth Games Federation

Sponsorship of School to Sport pilot project. Providing local sport opportunities for children who don't otherwise have access.

Dame Kelly Holmes Trust

Continued relationship with DKHT was developed throughout 2020.

Local Sports Clubs and Associations

The focus through 2020 was support with COVID-19 guidance, risk assessments, and travel, also COVID-19 Recovery grant funding.

UK Coaching

Continued partnership (Jersey Sport are a recognised delivery partner), moved safeguarding courses online.

UK Superhero Series

Worked with the Superhero Series to bring the virtual Superhero disability challenges to the island.

MEDIA

Local Media

Jersey Sport continued to work with local media providers to share timely news stories and engage with local journalists to maximise PR opportunities.

GOVERNANCE MANAGEMENT AND PROCEDURES

ABOUT JERSEY SPORT

The Company is registered in Jersey as a company limited by shares under the Companies (Jersey) Law 1991. The company registration number is 123018.

The Company was incorporated on 24 January 2017 and is registered (i) as a charity under the Income Tax Jersey Law, (ii) with the Association of Jersey Charities, and (iii) as a Non-profit Organisation.

The Company was awarded its Certificate of Registration from the Jersey Charity Commissioner on 9 December 2019, pursuant to the Charities (Jersey) Law 2014, the relevant provisions of which came into effect in 2018. The Jersey charity number is 281.

The principal activity of the Company is to advocate for sport and physical activity by promoting and developing opportunities for Islanders to play sport and adopt active lifestyles.

RECRUITMENT AND APPOINTMENT OF DIRECTORS

The Board has the power to appoint directors as may be from time to time deemed necessary, who shall hold office for no more than 2 terms of 3 years, though the Chairman may serve 3 terms of 3 years. The Board monitors performance against the objectives set for the Company.

The Board regularly reviews its composition to ensure a proper balance of skills, experience and diversity and has the power to appoint additional directors by ordinary resolution.

DIRECTORS' INDUCTION AND TRAINING

Any prospective or new director will be given a clear introduction to the Company and their role, and their duties and responsibilities will be explained to them.

Regarding training, the CEO has a clear personal development plan and works with the Senior Management Team to ensure relevant training and development is provided across the Company. In respect of the non-executive directors, they are invited to attend any relevant training and development programmes as and when it is felt necessary.

ORGANISATION

The Board meets at least every eight weeks.

The daily operations are the responsibility of the CEO, supported by independent financial professional input around the Company's accounts, including reconciliation of monthly figures produced by the Company's administration officer.

Operational and financial matters are formally reported to the Board during the scheduled board meetings.

RISK MANAGEMENT

The Company operates a robust risk management framework. Governance and risk management procedures are assessed through an external audit and regular reviews by the Board of Directors to ensure that the Company remains compliant with good practice. Potential risks to the Company are regularly reviewed by the Senior Management Team, the Audit and Risk Committee and the Board of Directors, and are formally listed in the Risk Register.

SUBCOMMITTEE REPORTS



JERSEY SPORT COMMERCIAL SUB COMMITTEE

In the light of the disruption to activities caused by COVID-19 and the postponement of some planned programmes, Jersey Sport's Commercial Subcommittee suspended its external fund-raising activities in 2020.

Previously, during 2019, we had focussed our efforts, with the objective of finding sources of financial support from philanthropists, businesses, charities and funding bodies for a limited number of new Jersey Sport initiatives.

We were successful in funding support for:

- Four programmes with the Dame Kelly Holmes Trust - three in schools and one in the community.
- A pilot project for the "School to Sport" initiative, via private individuals;
- The creation of "Cycle Without Limits", a programme which provides a range of adapted cycles that allow adults and children with disabilities or mobility issues to enjoy riding in a safe, outdoor space. Funding has been provided by Ocorian Trust, Enable Jersey, HSBC Channel Islands, The Rotary Club of Jersey, The Lions Club of Jersey and Claire Etienne.

Looking forward, as activities are increasingly being resumed, the challenge of finding funds from external sources will again need to be tackled. Jersey Sport will be conducting a review of its subcommittees' objectives, in the light of its new Corporate Plan and it is expected that the Commercial Subcommittee will be merged with the Grants Subcommittee.

The Commercial Sub Committee members are: Sarah Madel, Ed Daubeney, Steve Law, Catriona McAllister and Tony Taylor.

Tony Taylor
Chair, Jersey Sport



JERSEY SPORT GRANTS ADVISORY COMMITTEE

The Grants Advisory Committee operates under terms of reference agreed by the Jersey Sport Board and reviewed annually. The Committee is required to meet a minimum of 4 times per year.

The purpose of the Jersey Sport Grants Advisory Committee is to advise the Jersey Sport Board on the effective and strategic distribution of available funds for impact towards the Inspiring an Active Jersey Strategy 2020 - 2030.

The Grants Committee met formally 5 times during 2020.

| Committee Member | Meeting Attendance |
|---|--------------------|
| Steve Law - Chair and Jersey Sport Director | 5 |
| Jean Cross - Vice Chair and Jersey Sport Director | 3 |
| James Tilley - Jersey Sport Head of Sport and CEO Delegate | 5 |
| Bernard Cooper - Independent Member | 5 |
| Steve Le Couilliard - Independent Member | 4 |
| Peter Slattery - Independent Member | 4 |

During 2020 the Grants Advisory Committee's role evolved from advising the Jersey Sport Board solely on Travel Grants to advising on new Jersey Sport funds to support workforce development and continues to evolve in anticipation of new funding streams in 2021, eg Lottery funding. The Committee also processed applications to the newly created COVID-19 Recovery Fund where un-used travel grant funds were re-purposed, with Government approval, to provide direct, much needed, financial support to many sports clubs and associations. No doubt the COVID-19 restrictions will continue to dominate the landscape in the early months of 2021.

From total available funding of £150,000 the Committee processed and recommended grants totalling £100,777.

Further information and details of available grant funds, terms, conditions and criteria can be found on the grants section at www.jerseysport.je

Steve Law
Chair, Jersey Sport



JERSEY SPORT AUDIT AND RISK COMMITTEE

The Audit and Risk Committee's (the 'ARC') purpose is to provide advice and support to the Board in relation to financial accounting, financial reporting and financial risk management and to provide a first point of contact with auditors and other financial stakeholders.

The ARC was constituted by the Board on 12 October 2017, operates under terms of reference which are regularly reviewed by the Board and reports into the Board under a standing agenda item in each Board Meeting.

The membership of the ARC as at the date of this report is:

- Mark Wanless** – Chair and Director
Phil Austin – Chairman of the Board of Directors
Catriona McAllister – CEO

During 2020 the ARC fulfilled its primary role of advising and recommending to the Board the matters necessary to complete the Company's annual statutory reporting cycle. Following completion of the audit of the 2019 financial statements and having completed a three year period with the previous auditors, the ARC recommended to the Board that the auditor position be put out to tender. The ARC then ran a competitive tender process, including the incumbent auditor. Following the tender, the ARC made the recommendation to change auditor to PKF BBA, which was approved by the Board and they were duly appointed for the audit of the 2020 financial statements.

Principal Risks

The Company maintains a risk register which is subject to regular review. Each identified risk has a risk owner and is assessed using the following methodology.

- Likelihood and impact of occurrence before consideration of controls and mitigants (gross risk)
- Consideration of controls and mitigants in place
- Likelihood and impact of occurrence after consideration of controls and mitigants (net risk)
- Likelihood and impact of occurrence after consideration of controls and mitigants (net risk)
- Actions required to move net risk to within risk appetite

As a Company largely reliant upon Government funding to carry out delivery of the programme set out in our Partnership Agreement with Government, it is to be expected that our principal risks are connected to our relationship with Government and strategic alignment of our priorities. In particular, the Company has determined that its principal risks are;

- Availability of the Company's core grant from Government and inflation linked increases to the grant
- Governmental adoption of and ongoing political support for the Inspiring an Active Jersey Strategy
- Governmental funding being available to support the delivery of the Inspiring an Active Jersey Strategy across multiple funding cycles
- Government restructure leading to no clear ownership of the relationship with Jersey Sport and the strategic initiatives being delivered

The Company maintains its focus upon the actions required to manage these risks, in particular by maintaining our strong and constructive working relationships with the Minister and Deputy Minister for Economic Development, Tourism, Sport and Culture as well as the respective government department.

Mark Wanless
Chair, Jersey Sport

REMUNERATION AND NOMINATION COMMITTEE

MEMBERSHIP OF THE COMMITTEE



Ed Daubeney
Jersey Sport Director



Jean Cross
Jersey Sport Director



Catriona McAllister
CEO, Jersey Sport

Phil Austin, Chair of Jersey Sport is regularly invited to join Committee meetings and other Jersey Sport Board Members can be co-opted where appropriate.

The Jersey Sport Remuneration and Nomination Committee operates under Terms of Reference agreed by the Jersey Sport Board and reviewed annually. The Committee aims to meet on a quarterly basis, but meetings are also arranged to cover specific items or projects.

The stated purpose of the Jersey Sport Remuneration and Nomination Committee is as follows:

- To perform an annual review of the remuneration of all Jersey Sport employees
- To oversee Board evaluations on an annual basis
- To ensure progressive Board renewal through orderly succession planning
- Assist CEO and Board with senior level recruitment
- Support CEO and Board with any other relevant HR related issues

The Remuneration and Nomination Committee convened on nine occasions during 2020 to deal with organisational items, which included:

- Remuneration review, including pay award, salary bands and employee benefits
- Staffing structure of the Senior Management Team and recruitment of senior roles
- Review of CEO role and remuneration (as part of becoming a project lead in the Government of Jersey's Facilities Project)
- Devising and conducting the Jersey Sport Board review
- Reviewing and amending the Board's succession plans due to COVID-19
- Evaluating Jersey Sport's actions and responsibilities to its employees as a result of the affects COVID-19 on its operations

In November 2020, the Committee broadened its Terms of Reference in response to a wider remit.

SALARY BANDS

One of the main functions of the Remuneration and Nominations Committee is to review and recommended to the board the salary and bonus payments made to staff. The salary bands in 2020 are detailed in the table below and the number of staff on each band.

| BAND | FROM | TO | HEAD COUNT (CONTRACTED ONLY) |
|----------------------------------|----------|---------|---------------------------------|
| Executive | £51,000+ | - | 4 (3 from April 2020) |
| Manager | £42,840 | £52,040 | 4 |
| Officer/Specialist Intrstruction | £30,600 | £43,860 | 8 |
| Delivery | £28,560 | £31,620 | 15 |

PERFORMANCE DEVELOPMENT REVIEWS

All contracted staff members receive an annual Performance Development Review with six-monthly reviews. The reviews set out annual forward job plans for all staff which detailed targets which relate specifically to the delivery against the Inspiring an Active Jersey Strategy and against which performance is monitored. The review also detailed any training and development the staff member would like to undertake or that their line manager believes will be helpful to the company or the individual.

No staff has had a rating lower than 'Good'.

STAFF STRUCTURE

Jersey Sport operates with a mix of contracted full and part-time staff and a range of zero-hours coaches and instructors who work across various delivery programmes. The organisation operates through a streamline corporate structure with only 3.3 FTE not directly involved in the day to day delivery of our core programmes. The following diagrams and tables show the types of roles employed in the organisation and details the programmes or corporate functions they deliver.

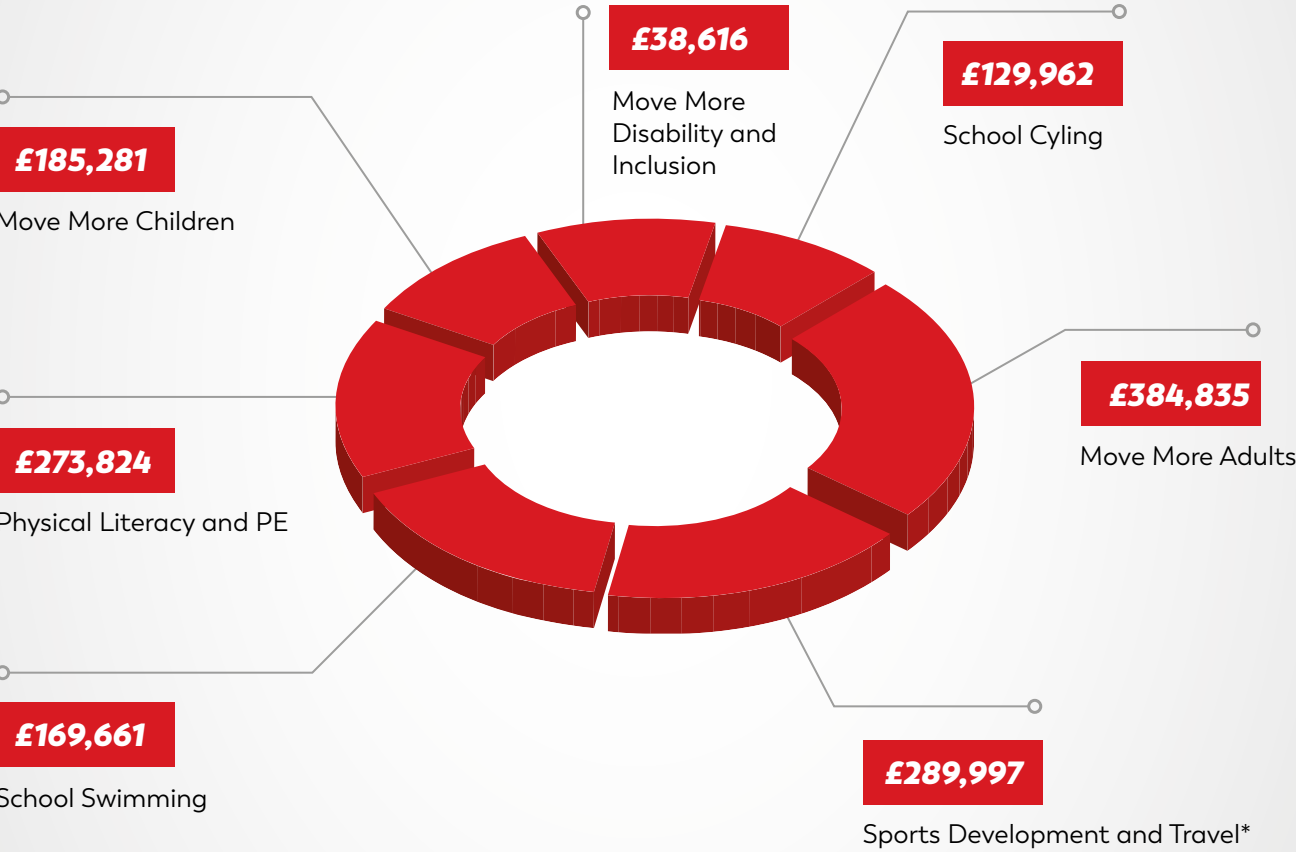
| SPORT AND CHILDREN | FTE | HEAD COUNT |
|--|--------------|------------|
| Head of Sport, Children and Business | 1 | 1 |
| School and Children’s Manager | 1 | 1 |
| Children’s Officer | 1 | 1 |
| Sports Coaches (zero hours holiday staff) | 4.18 | 32 |
| School Swimming Officer | 1 | 1 |
| Swimming Instructors | 1.01 | 4 |
| School Cycling and Events Officer | 0.8 | 1 |
| School SEN Physical Activity Officer | 0.73 | 1 |
| School Physical Literacy Coaches (paid for by schools term time) | 3.75 | 6 |
| Physical Literacy Testing Instructor | 1.06 | 2 |
| Total | 15.53 | 50 |

| CORPORATE | FTE | HEAD COUNT |
|--------------------------------------|------------|------------|
| Marketing and Communications Manager | 1 | 1 |
| Communications Assistant | 0.5 | 1 |
| Finance and Bookings Officer | 0.8 | 1 |
| Chief Executive Officer | 1 | 1 |
| Total | 3.3 | 4 |

| MOVE MORE JERSEY STAFFING | FTE | HEAD COUNT |
|--|-------------|------------|
| Head of Move More Jersey | 1 | 1 |
| Operations Manager | 1 | 1 |
| Instructors | 2.83 | 8 |
| Disability and Inclusion Officer (from Nov 2020) | 1 | 1 |
| Walking and Cycling Officer | 0.8 | 1 |
| Total | 6.63 | 12 |

2020 SPENDING BREAKDOWN

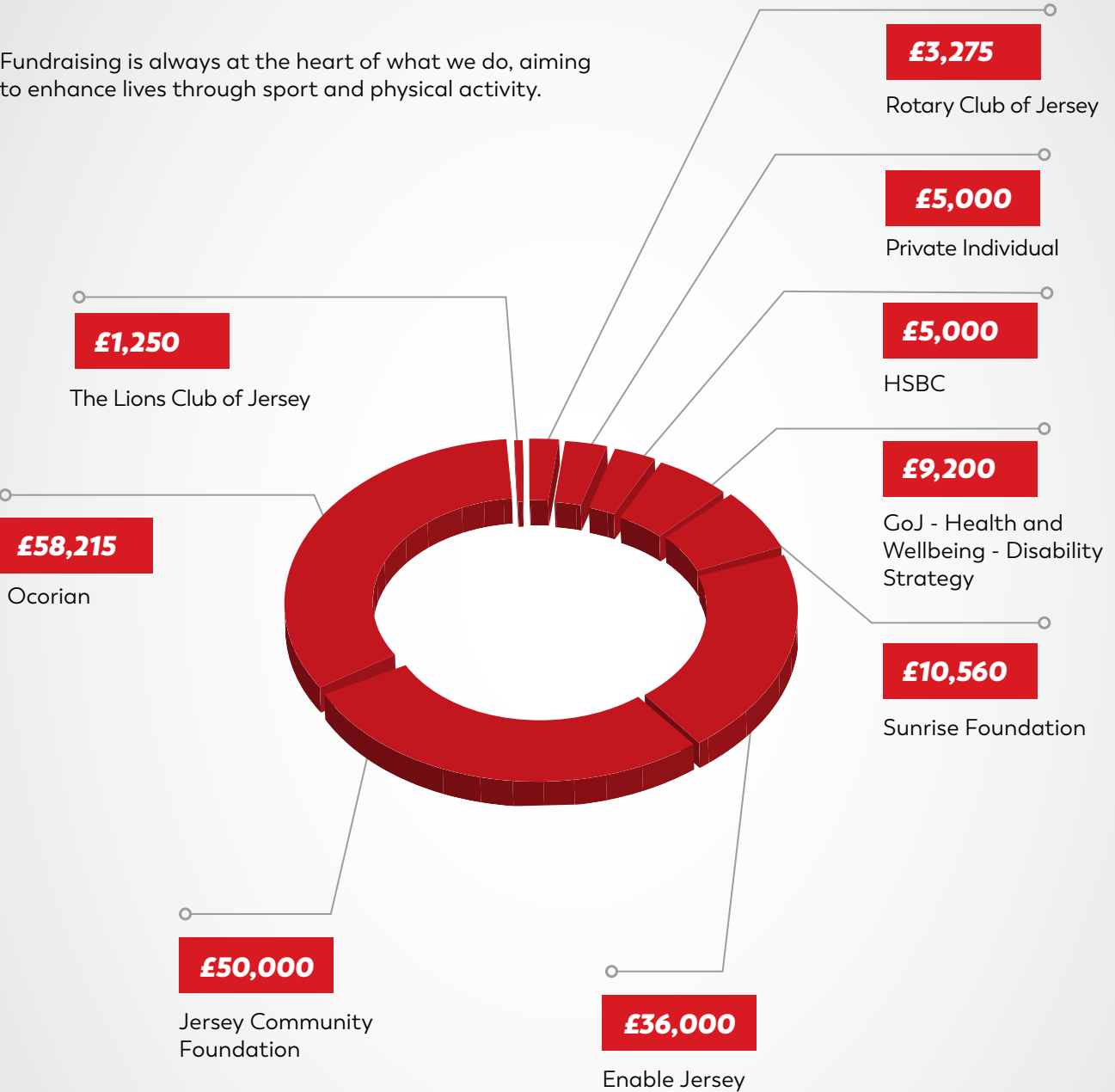
Our programmes have helped so many people and organisations to get islanders more active.



* Includes £49,223 of travel grants not distributed in 2020.

2020 FUNDRAISING

Fundraising is always at the heart of what we do, aiming to enhance lives through sport and physical activity.



FINANCIAL STATEMENTS

STATEMENT OF COMPREHENSIVE INCOME for the year ended 31 December 2020 (£)

The Company has not made any acquisitions or discontinued any operations during 2020 and 2019. The revenue derives entirely from continuing operations.

| INCOME | RESTRICTED | UNRESTRICTED | 2020 | 2019 |
|---|----------------|-----------------|----------------|------------------|
| Active Adults | - | 77 | 77 | 1,614 |
| Active Children | - | 70,321 | 70,321 | 125,113 |
| Schools Activity | - | 68,388 | 68,388 | 101,520 |
| Active Referral | - | 22,703 | 22,703 | 36,761 |
| Physical Literacy Testing | - | 4,300 | 4,300 | - |
| Awards Dinner | - | - | - | 25,111 |
| Grant from Government of Jersey | - | 1,293,748 | 1,293,748 | 1,150,000 |
| Walking Officer grant from Government of Jersey | - | - | - | 27,439 |
| Sports Facilities project grant from Government of Jersey | - | 26,477 | 26,477 | - |
| Travel Grant Administration Fee | - | - | - | 7,500 |
| Other Income | - | 492 | 492 | 448 |
| Bank Interest | - | 87 | 87 | 412 |
| Sponsorship | <u>168,050</u> | <u>9,200</u> | <u>177,250</u> | <u>28,000</u> |
| | 168,050 | <u>1495,793</u> | 1,663,843 | <u>1,503,918</u> |

| OPERATING EXPENSES | RESTRICTED | UNRESTRICTED | 2020 | 2019 |
|---|-----------------|--------------------|--------------------|--------------------|
| Staff Costs | - | (1,179,638) | (1,179,638) | (1,091,385) |
| Programme Costs | (65,126) | (100,894) | (166,020) | (137,754) |
| Central Costs | <u>(1,188)</u> | <u>(237,880)</u> | <u>(239,068)</u> | <u>(268,827)</u> |
| | <u>(66,314)</u> | <u>(1,518,412)</u> | <u>(1,584,726)</u> | <u>(1,497,966)</u> |
| Surplus (deficit) for the year | 101,736 | <u>(22,619)</u> | 79,117 | <u>5,952</u> |
| Other comprehensive income | - | - | - | - |
| Total comprehensive income for the year | <u>£101,736</u> | <u>£(22,452)</u> | <u>£79,117</u> | <u>£5,952</u> |

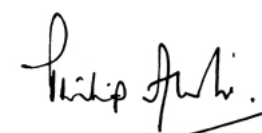
STATEMENT OF FINANCIAL POSITION at 31 December 2020 (£)

| | RESTRICTED | UNRESTRICTED | 2020 | 2019 |
|--|-----------------|----------------|-----------------|-----------------|
| Tangible fixed assets | - | 24,098 | 24,098 | 36,134 |
| Intangible fixed assets | - | 10,218 | 10,218 | 15,327 |
| | - | 34,316 | 34,316 | 51,461 |
| Current assets | - | - | - | - |
| Debtors and prepayments | - | 43,248 | 43,248 | 58,736 |
| Cash at bank | 101,736 | 102,115 | 203,851 | 117,924 |
| | <u>101,736</u> | <u>145,363</u> | <u>247,099</u> | <u>176,660</u> |
| Creditors: amounts falling due within one year | - | -97,397 | -97,397 | -123,220 |
| Net current assets | <u>101,736</u> | <u>47,966</u> | <u>149,702</u> | <u>53,440</u> |
| Total assets less current liabilities | <u>£101,736</u> | <u>£82,282</u> | <u>£184,018</u> | <u>£104,901</u> |

| CAPITAL AND RESERVES | RESTRICTED | UNRESTRICTED | 2020 | 2019 |
|-------------------------|-----------------|----------------|-----------------|-----------------|
| Called up share capital | - | 2 | 2 | 2 |
| Reserves | 101,736 | 82,280 | 184,016 | 104,899 |
| Shareholder's funds | <u>£101,736</u> | <u>£82,282</u> | <u>£184,018</u> | <u>£104,901</u> |

The financial statements were approved by the Board on 12 May 2021 and signed on its behalf by:

Phil Austin MBE
Chairman



Mark Wanless
Director

