**ESG Gaming: Strategic review**

As usual, I have taken the opportunity to update progress against our agreed enabling plan KPIs ahead of our next scheduled board meeting on Tuesday 11 July at 1100. Our current enabling plan has a timeline of January – December 2023, however half way through this timeline we have already completed most actions. In addition our financial year and year-end statutory reporting has a different timeline being August 2022 to July 2023.

***ACTION:*** *Therefore I propose to change the date of our strategic year, to match our financial year – being 01 August – 31 July annually. I will update and aim to propose a new draft Enabling Plan and draft budget for the 01 August 2023 – 31 July 2024 at the meeting for discussion.*

**Misc. Governance items.**

**Governance Handbook.**

Our agreed Governance handbook has been updated to reflect (i) a focus on our two products and (ii) feedback from the Investors in People assessment that we have discussed. To view the latest version of this handbook: [Governance Handbook](https://esggaming-my.sharepoint.com/:b:/g/personal/lee_esggaming_org/EdOhTRpwh9tIqdJCmmhdH0kBuihV6gKFD80R23LfzWF1ig?e=UnUGhb)

**Founder salary.**

The Founder of ESG Gaming earned an annual salary of £900 in 2021/22. The likely salary for 2022/23 will be c£65,000, which is under the agreed £125,000 upper limit. A table showing Founder earnings to June 2023 is available: [Click here](https://esggaming-my.sharepoint.com/:b:/g/personal/lee_esggaming_org/EboXWrUYv05IoFLJvdXXOZEBgoBu060jJ5URn0pDb5jJZw?e=JIGACa) . Income continues to be drawn in an inconsistent manner when affordable to the organisation.

***ACTION:*** *Propose the upper level of salary is still the same for the founder in 2023/24 and 2024/25 and salary only to be drawn as affordable.*

**NED honorarium payments.**

One NED has consistently drawn £250pcm (plus £2.5k extra) due to their active involvement. A second NED has drawn £500 in total and a third NED has drawn nil.

***ACTION:*** *Propose all NEDs now draw a consistent £250pcm and agree a workplan for this drawdown as from 01 September 2023.*

**Investors in People accreditation.**

This has now been achieved. To view our report:[Click here](https://esggaming-my.sharepoint.com/:b:/g/personal/lee_esggaming_org/EbqQ6a6nVFJDk36tC1Jra68BgDSm6lpFkAAgkibIxuolHA?e=4g4oZG).We are planning for the IIP assessor to attend our July meeting to share feedback and insight.

***ACTION:*** *I propose we (i) work towards three-year accreditation and a re-assessment in May 2024 and (ii) work towards Investing in Mental Health accreditation.*

**Pride 365 accreditation.**

This has now been achieved. To view our report: [Click here](https://esggaming-my.sharepoint.com/:b:/g/personal/lee_esggaming_org/EWBQeJu92-NMkIWow1_ZmIwBBbu4qoaFtVyX4pmq_fR97Q?e=8tfvot)

**Army Covenant.**

ESG Gaming now signed the covenant and working towards Bronze accreditation.

**B Corp Certification.**

Certification is progressing well. However we do need to adopt some B Corp legal wording within our Articles of Association. Therefore I have taken legal advice and here is a copy of our updated Articles. The only change to these is the B Corp legal wording, which can be found on page 14 of 22: [Click here](https://esggaming-my.sharepoint.com/:b:/g/personal/lee_esggaming_org/EUsii_N4cDtNoMSL_uVOvr0BV1-_2uA5kbUFHhug_ll4sw?e=nRphmx)

***ACTION:*** *Board asked to consider this change and reach agreement.*

**Information Commissions Office (ICO).**

ESG Gaming have reviewed annual membership of ICO on 10 March 2023. To view our public listing please: [Click here](https://ico.org.uk/ESDWebPages/Entry/ZB313409). Please note I have now updated the Registered Office address for the Public Record.

**Insurance.**

Our public and employers liability insurance have been renewed on 31 January 2023. Confirmation of our insurance and certificates have been uploaded to the ESG Gaming website [Click here](https://esggaming.org/governance/)

**Living Wage accreditation.**

ESG Gaming have renewed our Living Wage accreditation on 15 February 2023. Confirmation of our accreditation is available on the Living Wage website – search for ESG in the search tab: [Click here](https://www.livingwage.org.uk/accredited-living-wage-employers)

**Fundraising Regulator.**

ESG Gaming has been successful in our application to join and become regulated by the Fundraising Regulator. To view our inclusion on the official register: [Click here](https://www.fundraisingregulator.org.uk/directory/esg-corporate-community-interest-company).

**ISO:9001 accreditation.**

Propose we pause on this while we understand if ISO: 9001 is actually relevant to the work of ESG Gaming.

**City & Guilds / Pearson.**

Propose we keep these both active, while we deliver our products and guage consumer feedback.

**Products.**

We have completed a strategic review of products. Starting-out we effectively wanted to test the market with a number of products to guage which ones carry most appetite and were most likely to attract funding. We also considered what others were doing in the market, as we did not want to duplicate any products. Finally we considered what were the problems we were seeking to fix to avoid any vanity products.

**UK Register of Learning Providers (UKRLP) / Ofqual / Education & Skills Funding (ESFA) agency.**

I propose to remove the training product (i.e. becoming an EPAO) from our list of product offerings. The ROI while significant, will require a huge amount of heavy lifting and will change the dynamic of ESG Gaming quite considerably.

***ACTION:*** *Board to discuss this and reach agreement.*

**Web3 (Product is funded).**

Maintain this product. We are working with Mishcom de Reya LLP, MDRx, HTC VIVE and Metaverse Standards Forum to develop the business plan, business case, and architecture plan next week in an intensive five day strategy session. This work builds upon the research, literacy review, and Theory of Change completed with Bournemouth University: [Click here](https://esggaming-my.sharepoint.com/:b:/g/personal/lee_esggaming_org/EXghKJQBeJJMigmVMQxG-E4BWEaKos-j4sz8PjAt6_c-vA?e=U1X9oP)

**Addressing loneliness & social isolation through Esports (Product is funded).**

Maintain this product. Working with Sam we are pulling together a range of partners to deliver two pilots in September / October (alongside an academic evaluation) aimed at the 50yrs plus population. Here is an overview of what we are seeking to achieve: [Click here](https://esggaming-my.sharepoint.com/:b:/g/personal/lee_esggaming_org/EUUd9yvxl6FBo6jwlwTd06cBgIlr4vYD7vffeXZGIzIZBw?e=yTj0tz)

*Our website has had a refresh and has been updated with the new two products as above (I have also updated our Governance book to reflect these products).*

**Player protection in esports (product is pending a funding decision).**

This project is pending, further funding decision.

**Research.**

Propose we maintain our current research projects.

**Streamers research (Research is funded).**

This is now funded and work has commenced.

**Web3 Theory of Change and Literacy Review (Research is funded).**

This is complete.

**Esports player protection (Research is unfunded).**

This project is pending, further funding decision.

*Our website has had a refresh and has been updated with the three products as above (I have also updated our Governance book to reflect these research areas).*

**Income.**

Securing income remains at the top of the list of priorities currently. Below is a summary of our fundraising pipeline as at 26 June 2023. As we have opted to put all our information in to the public domain, I will only list the funding source where applications have been submitted or are pledged. Pipeline income sources will be provided verbally at the board meeting.



As we have agreed we want to keep ESG Gaming as a small organisation, building up to no more than six employees over the longer term. So our pipeline will always remain modest and realistic.

**Enabling Plan KPIs**

Lifted from our agreed Enabling Plan – a summery as to where we are is below, with a number of new actions listed, marked with an \*astrix:



*As part of our upcoming one-to-ones it would be helpful to review the above delivery plan and assign owners.*

**Other misc items.**

* **ESI & BAFTA Film Festival & Boxpark event:** Sam will provide an update at the meeting.
* **Esports Consultant:** Lee will provide an update at meeting.
* **Advisory Group:** Discussion planned at meeting.
* **Annual Review, AGM & YE Actions:** Discussion planned at meeting.
* **Strategy Away Day –** **Sept:** Discussion planned at meeting.
* **Levy Board Standards proposal:** Lee will provide an update at the meeting.

*Lee Willows*

*28 June 2023*