



FUTURE RECRUITMENT ONTO THE GBWR BOARD OF TRUSTEES/DIRECTORS
INFORMATION PAPER FOR THE 2018 ANNUAL GENERAL MEETING

Background

At the AGM in 2017 certain Articles of Association of GBWR were updated in order to comply with the mandatory Code for Sports Governance in the United Kingdom.

Under the Code and the current GBWR Articles, when any of the following vacancies occur on the Board of Trustees/Directors:

- the Chair is to be recruited through an openly-advertised competitive process and appointed by the Board;
- Elected Directors are to be elected by the Voting Members of GBWR at an AGM from amongst candidates who have applied to the Board for nomination; and
- Independent Non-Executive Trustees/Directors are to be recruited by an openly-advertised competitive process and appointed by the Board.

Plans for Recruitment from amongst GBWR Members

As already mentioned earlier in this 2018 GBWR AGM, the current Board of Trustees/Directors is looking to develop the skills and experience on the Board further and to prepare for the various vacancies which are due to occur over the next three to five years.

As a key part of this development, the current Board wishes to encourage and to facilitate candidates from amongst the broader membership of GBWR, who have appropriate skills and experience, to put themselves forward for any future vacancies on the GBWR Board of Trustees/Directors.

Answers to Questions

- Will GBWR members, who have appropriate skills and experience, be able to apply for any future vacancy which occurs for the position of Chair?

Yes - any future vacancy for the position of Chair will be open both to candidates from within the membership of GBWR and to independent candidates.

- Will GBWR members, who have appropriate skills and experience, be able to apply for nomination for any future vacancies which occur for the positions of Elected Directors.

Yes - since Elected Directors are elected by the membership of GBWR at an AGM, it is expected that the members of GBWR will be the primary source of candidates for these Elected Director positions.

- Will GBWR members, who have appropriate skills and experience, be able apply for any future vacancies which occur for the positions of Independent Non-Executive Trustees/Directors (INEDs)?

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Yes, provided any such GBWR member is able to meet the definition of independence¹ set out in the Code for Sports Governance - for example: a GBWR member who happens to be an accountant and who just plays Wheelchair Rugby in his/her local club would be considered independent and could therefore apply for any future vacancy in the position of Finance INED; but a GBWR member who happens to be an accountant and also the treasurer of a GBWR- affiliated wheelchair rugby club would probably not be considered independent and would therefore not be eligible to apply.

- What happens if a GBWR member, who has appropriate skills and experience of the sport, is interested in becoming a candidate for a position on the GBWR Board of Trustees/Directors but feels he/she does not have enough experience or knowledge of the duties of company directors and/or charity trustees?

Briefings and training will be available in order to assist any successful candidate to fill any such gap in his/her skills skills. Training courses on the roles of company directors and of charity trustees are provided by bodies such as the National Council for Voluntary Organisations (NVCO) and the Sport & Recreation Alliance (SRA). The costs (which are generally limited) of such training courses will be legitimate expenses of a Trustee/Director and therefore covered by GBWR rather than the individual.

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¹ Under the Code for Sports Governance, 'Independent' means someone who is free from any close connection to GBWR and who, from the perspective of an objective outsider, would be viewed as independent. Alongside a specific skill set or experience, these individuals should bring a dispassionate objectivity to the Board that a close connection to the NGB (e.g. active involvement in its affairs or a fiduciary interest) through regional or national representation, or other interests, cannot provide. Often, but not always, independents will be non-members though they may also be members simply because they play the sport.

Examples of a "close connection" include: persons who are or have within the last four years been actively involved in the organisation's affairs (e.g. as a representative of a specific interest group within GBWR, such as a sporting discipline, a region or a home country; persons who are or have within the last four years been an employee of GBWR; persons who have close family ties with any of GBWR's directors/trustees or senior employees.)