



## **ELIGIBILITY CRITERIA**

### **PRESIDENT OF BRITISH GYMNASTICS**

British Gymnastics is a Not for Profit Company, limited by Guarantee and controlled by a Board of twelve members made up as follows:

- 1 x Elected Officer (President)
- 4 x Independent Non-Executive Directors which includes the Chairman (NEDs)
- 3 x Home Country nominated Independent Non-Executive Directors (NEDs)
- 4 x Executive Directors (including the CEO)

Any person considering nominating for the elected position of President of the British Gymnastics should read the following information to understand the roles and responsibilities of a BG Board Director as well as the skills and competencies required to be eligible for the position. The role of the President is one that is elected by the members and is the titular head of the organisation. The President acts as the ceremonial representative of British Gymnastics in making awards, appearing at competitions and other public events. As this position also contributes to the Board, as a Non-Executive Director, please find below the Roles & Responsibilities of Board Directors:

#### **1. ROLES & RESPONSIBILITIES OF BOARD DIRECTORS**

The Directors of the Board have the legal responsibility of making sure that the Company operates within the law and within its own Rules and Regulations (the Articles of Association and Membership Rules). They are, in effect, the legal guardians of the assets of the Company, including all property, investments, cash, debts and other liabilities held by the Association. They have the duty of making sure these assets are used in the proper manner to further the objects of the Association.

The Directors can and do delegate much of this function to paid employees, but they may not delegate or avoid the legal responsibilities imposed on them by their position. Ultimately, it is the Directors and not the employees who are responsible for the management of the Company.

Non- Executive Directors (of which the President is one), are required, as members of the Board, to take responsibility for four key areas:

##### **a. Strategy**

NEDs should challenge and help develop proposals on strategy, set BG's vision, values and standards and ensure that its obligations to BG's membership are understood and met. Board Members should also set BG's strategic aims and ensure that the necessary human and financial resources are in place for BG to meet its objectives.

### **b. Performance**

NEDs should scrutinise the performance of Executive Directors/Senior Management in meeting agreed goals and objectives and monitor the reporting of performance.

### **c. Risk**

NEDs should provide leadership of BG within a framework of prudent and effective controls, which enable risk to be assessed and managed. Board Members should satisfy themselves on the integrity of financial information and that financial controls and systems of risk management are robust and defensible.

### **d. People**

NEDs should be aware of the interests of all stakeholders and should have a prime role in appointing and reviewing the performance of the Executive Management Team (EMT).

NEDs are not part of the EMT or employees of BG. NEDs may only receive remuneration for their role within the Board in accordance with Article 20. NEDs are entitled to claim expenses in accordance with the Articles [Articles of Association](#)

## **2. BOARD DIRECTOR SKILLS & COMPETENCIES**

The Board will actively work to attract a diverse range of members, representative of the community that it serves or seeks to engage. To operate effectively and make decisions and monitor performance, the Board should collectively possess a wide range of skills, knowledge, experience and competencies.

All members of the Board should have:

- at least three years' experience of working as a company director or in an appropriate senior executive management position;
- a thorough knowledge of and commitment to BG's Core Purpose, Vision, Strategic Priorities and Core Values;
- commitment to promote the highest standards of corporate governance and seek compliance wherever possible;
- the ability to represent and promote BG externally;
- a knowledge of the structures, controls and politics of British sport;
- the highest standards of integrity and probity;
- the ability to question intelligently, debate constructively, challenge rigorously and decide dispassionately;
- the ability to work strategically as part of a team and to lead effectively in areas of specific responsibility;
- the ability to attend quarterly Board Meetings and others as required (approximately 6 – 10 days per year);
- a willingness to participate in meetings, ask questions and take responsibility;
- honesty, integrity and credibility in the community;
- tolerance and consideration of different views;
- a track record of acting in good faith and in the best interests of an organisation;
- an ability to listen, analyse, think clearly and work well with others.

### 3. **WHO CANNOT BE A BOARD DIRECTOR?**

There are certain criteria that may make a person unsuitable or unable to become a Board Member. These criteria are a mixture of legislative and Policy based on Best Practice. These are when someone:

#### **By Legislation**

- is an undischarged bankrupt or has made an arrangement with their creditors generally in satisfaction of that person's debts;
- is subject to a disqualification order under the Company Directors Disqualification Act 1986 or is otherwise prohibited from being a director by law;
- has been previously excluded from the board of directors of any company due to conduct or performance reasons;
- is subject to an order under the Insolvency Act 1986 (failure to pay under County Court Administration);
- possesses a conviction for a serious or a number of minor criminal offences;
- is incapable of acting by reason of mental disorder. This includes someone who has been admitted to hospital under the Mental Health Act 1983 or a registered medical practitioner who is treating such person gives a written opinion to BG stating that such person has become physically or mentally incapable of acting as a director or by reason of such person's mental health, a court makes an order which wholly or partly prevents that person from personally exercising any powers or rights which that person would otherwise have.

#### **By Policy**

- has immediately prior to appointment, served 2 x 4 years consecutively or had a gap of service as a Director for less than 4 years.
- has left the employment or membership of BG for reasons relating to their conduct or performance;
- ceased to be a Board Director, other than pursuant to the operation of the retirement by rotation provisions in the Articles or as a result of or in consequence of his employment having been terminated by BG on the grounds or by reason of:
  - redundancy within the meaning of the Employment Rights Act 1996; or
  - a relevant transfer within the meaning of Regulation 3 of the Transfer of Undertakings (Protection of Employment Regulations) 2006
- Represents, or has a close relationship, with a significant stakeholder, membership or other single interest groups (e.g. Board, Committee or Executive member of a Home Country, Region, County, Sponsor, supplier, creditor, employees);\*

*\*Not Independent*

### 4. **DECLARATION OF ELIGIBILITY**

No person may be eligible for election or to hold office as the President unless they are a member\* of BG on the date of nomination and election and shall have been nominated for election by notice in writing signed by the nominating member\* of BG, and not less than two other members\* of BG supporting the nomination.

The Board is seeking nominations for the position of President, to present to the membership for election, that can demonstrate competencies and experience in a range of gymnastic disciplines and skills relevant to the business and activities of the Association and the sport of gymnastics.

These skills include:

Leadership	Strategic Planning
Communication	Stakeholder Engagement
Risk Management	Corporate Governance
Legal	Ethics & Welfare, Health & Safety & Equality
Human Resources	Financial
Remuneration	Grant Funding
Marketing	Public Affairs
Product Management	Digital Experience
Sponsorship/Fundraising	Performance Sport
Gymnastics Knowledge/Background	Technology & Data
Education	

Nominees are requested to submit with the Nomination form and their CV, a short declaration (no more than one page) as to why they believe they are eligible for the role and evidence of competencies in at least three of the skills listed above.

Whenever there is more than one candidate for election as the President, a poll will be taken on the election to such office, on which each member of BG present in person or by proxy shall have one vote and the candidate who receives the greatest number of votes shall be elected. In the case of an equality of votes, the Chairman of the meeting shall have a casting vote

\* Member definition – Life, Gold or Joint Member of British Gymnastics