



## Sports Governance Code

The Sports Governance Code was introduced by UK Sport and Sport England in June 2016 with the aim of creating a gold standard in governance of sport in England. The Code has five main principles as follows:

1. **Structure:** Organisations shall have a clear and appropriate governance structure, led by a Board which is collectively responsible for the long-term success of the organisation and exclusively vested in the power to lead it. The Board shall be properly constituted, and shall operate effectively.

Why is this important? The right governance structure with decisions made at the right level enables the best decisions to be made to drive the success of the organisation. Having an appropriate governance structure demonstrates to all stakeholders that the organisation is well managed. This is key to winning the confidence of staff, suppliers and potential investors, and provides a framework for organisational growth and development.

2. **People:** Organisations shall recruit and engage people with appropriate diversity, independence, skills, experience and knowledge to take effective decisions that further the organisation's goals.

Why is this important? Diverse, skilled and experienced decision-making bodies which contain independent voices and engage in constructive, open debate enable good decision-making.

3. **Communication:** Organisations shall be transparent and accountable, engaging effectively with stakeholders and nurturing internal democracy.

Why is this important? Being responsive to stakeholders, understanding their interests and hearing their voice helps shape the organisation's governance and strategy. Transparency about why the organisation exists, what it is trying to do, how it is doing it and with what results empowers stakeholders by giving them the information about the organisation that they need to know.

4. **Standards and Conduct:** Organisations shall uphold high standards of integrity, and engage in regular and effective evaluation to drive continuous improvement.

Why is this important? Having the right values embedded in the culture of the organisation helps protect public investment and also enhances the reputation of the organisation, earning stakeholder trust. Constantly seeking to improve makes an organisation swift to respond to new challenges and opportunities.

5. **Policies and Processes:** Organisations shall comply with all applicable laws and regulations, undertake responsible financial strategic planning, and have appropriate controls and risk management procedures.

Why is this important? Understanding the legal environment and having in place appropriate financial and other controls helps to mitigate risk and enhance stakeholder trust.

Further details are available on the Sport England Website, and can be found here:

[https://www.sportengland.org/media/11193/a\\_code\\_for\\_sports\\_governance.pdf](https://www.sportengland.org/media/11193/a_code_for_sports_governance.pdf)

At the England Boxing June 2017 Board meeting, the Directors of England Boxing reaffirmed the organisation's commitment to the Sports Governance Code, and confirmed that it would adopt the following into its policies:

#### **People:**

#### **Objective**

*"That it shall recruit and engage people with appropriate diversity, independence, skills, experience and knowledge to take effective decisions that further the organisation's goals."*

England Boxing has confirmed that it shall adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its Board; and aim to achieve gender parity and greater diversity on the Board including, but not limited, to Black, Asian, minority ethnic diversity (BAME) and disability.

As part of this commitment the Board commits to fostering all aspects of diversity within its leadership and decision-making, including an annual published update on progress against actions.

#### **Board Recruitment:**

Further to the Articles of Association, England Boxing has confirmed that:

A Director may serve on the Board for a maximum of two terms of four years.

Regarding its recruitment of Directors, it is confirmed that this shall be through a formal, rigorous and transparent procedure. Appointments shall be made in line with the skills required in order for the Board to fulfil its duties and taking into account its commitment to diversity outlined above.

As part of these procedures all vacancies shall be advertised on the England Boxing website. In the case of the appointment of the Chair and Independent Non-Executive Directors, these positions will also be advertised to the wider public.

Applications to the Board shall be by CV and covering letter, and followed up with a formal interview process to be conducted by at least three Directors. For a Boxing Director, this shall be the Chair plus two Boxing Directors. For an Independent Non-Executive Director, this shall be the Chair, one Independent and one Boxing Director. For second-term appointments a Director shall submit their desire to be re-appointed to the Board.

No individual shall be appointed as an England Boxing Director until they have provided to the organisation a declaration of good character. On appointment, each Director shall be given a written statement of their responsibilities and will receive a full, formal and tailored induction to the Board.