



Trustee Vacancies (x3)

November 2024

Note from our Chair

Thank you for expressing an interest in becoming a member of our Board of Trustees.

It has never been a harder time to be a young person growing up in the UK. One in four children live in poverty; recorded knife crime has more than doubled in the past 5 years, 80% of young people note their mental health has worsened in recent months and youth unemployment is at an all-time high. With youth provision reduced by over 40% since 2015, an already challenging future has been exacerbated by the cost of living crisis which has disproportionately affected the most disadvantaged and widened inequalities.

Amidst the gloom, thousands of community sports groups operate, not to create the next sporting superstar but to remove barriers from young people's lives to allow them to thrive against the odds. Sported has created the UK's largest network of grassroots organisations delivering sport and physical activity. As a charity, we exist to provide our groups with vital resources and support so they can become sustainable and deliver their services to those most in need.

At Sported, we have a remarkable team of over 50 people with backgrounds and specialisms ranging from social/youth work and business development to sport development and econometrics. Staff in our regional and national delivery teams, right across the UK, are local to their members. We also have a central office in Borough, London.

Even more capacity is provided by over 300 skilled, knowledgeable and passionate volunteers, who possess a wide range of professional skills and lived experience to provide invaluable support to our members. They work directly with the leaders of our member groups – most of them also volunteers – to build the effectiveness and sustainability of those organisations, so that they can do what they do best: positively influence and change the lives of young people.

For more information about Sported, our services, and our impact, please see www.sported.org.uk

Whether or not you apply for one of these roles, and whether you are successful or not, I'm grateful to you for considering bringing your skills and energy to Sported and our wonderful members.

Yours faithfully,

Simon Cummins

Sported, Chair of Trustees



Trustee Vacancies

The Board currently has 3 Trustee vacancies:

- **ROLE ONE** – Legal and Governance Lead and Safeguarding Trustee.
- **ROLE TWO** – Trustee with experience and understanding of the communities that our member groups work with.
- **ROLE THREE** – Trustee with experience of fundraising and profile raising.

Role overview and Responsibilities

Trustee Roles Overview

Are you passionate about using sport to transform the lives of young people and build stronger, safer communities?

Sported is looking for 3 new Trustees.

- Role 1: to lead on Governance, with legal experience and fulfil the role of Safeguarding Trustee;
- Role 2 will be a trustee who has an understanding of the communities and members that we work with and;
- Role 3 is a trustee with fundraising experience who can seek to help sported build its brand and profile. These new Trustees will support and challenge the charity's work.

You would ideally have some understanding of local sports delivery and the wider Sport for Development sector. You will join our passionate Board, sharing responsibility for the strategic direction, financial governance and community representation of the charity. These roles present an exciting opportunity to help shape and influence work that impacts the lives of communities and young people.

View the current Trustees at: <https://sported.org.uk/meet-the-trustees-sported/>



Roles and Responsibilities (all 3 positions)

- Ensuring Sported pursues its stated objects (purposes), as defined in its governing document, by developing and agreeing a long-term strategy
- Ensuring compliance with its constitution, charity law, and other relevant legislation/regulations
- Ensuring Sported applies its resources exclusively in pursuance of its charitable objectives (i.e. the charity must not spend money on activities not included in its own objectives, however worthwhile or charitable those activities are) for the benefit of the public
- Helping define Sported's goals and evaluate performance against agreed targets
- Contribute as part of the Board, ensuring the financial stability of the organisation
- Safeguarding the good name and values of the organisation
- Protecting and managing the property of the charity and ensuring the proper investment of the charity's funds
- Following proper and formal arrangements in supporting the Chair and NomCo in the appointment, support, appraisal and remuneration of the Chief Executive and Chief Finance Officer

Role and Responsibilities

Role 1: Legal and Governance Trustee

We are looking for a Trustee to join Sported's board who can bring excellence in understanding and giving guidance on Governance and utilise their skills to provide input on legal issues, the development of Sported and also fulfil the role of Safeguarding Trustee.

You will **ideally be a legal services professional working in private practise, in-house or chambers as a qualified solicitor or barrister or similar.**

In addition to the role responsibilities on page 6, your specific responsibilities will include:

- **Being the board member responsible for overseeing all Governance, legal and safeguarding matters for Sported, liaising with the executive in this regard**
- Supporting the executive in giving guidance to help ensure **compliance** with its constitution, charity law, and other relevant legislation/regulations
- Supporting the executive and providing guidance to the Board on all safeguarding issues

Prior trustee experience is desirable, but not essential for this position.



Role and Responsibilities

Role 2: Trustee

Sported is looking to expand the **equality, inclusivity, diversity and experience** of its Board and is seeking to appoint a new **Trustee** to support and challenge the charity's work.

In addition to the role responsibilities on page 6, We are seeking candidates with relevant lived experience of the challenges faced by historically underserved communities, and we welcome applicants who may not necessarily held trustee positions before. You will have some understanding of the communities that Sported reaches through our member groups.

Role 3: Trustee

We are looking for a Trustee to join Sported's board who can join our Development Committee and bring excellence in understanding and giving guidance on fundraising in the charitable sector.

You will **ideally have a proven track record of fundraising.**

In addition to all the role responsibilities on page 6, you will also be responsible for

- Supporting the executive in giving guidance on brand awareness and building
- Working with the Development Committee and wider board to shape brand and identify strategy for income streams



Experience and Commitment

Knowledge and Experience (all roles)

Essential qualifications:

- Being passionate about using sport for social change
- Can demonstrate working with others at leadership level in an effective and positive way
- An ability to understand financial information /numerate
- An unblemished track record within your profession, demonstrating integrity, transparency and a commitment to diversity, equality
- and values
- A positive, “can do” approach and demonstrably a team player and willingness to work with the Board and executive in this role

Desirable areas of expertise include:

- Involvement in the sports and/or volunteer sector
- Understanding local sports delivery
- Knowledge of one or more of the sectors which work alongside the Sport for Development community, such as Health, Wellbeing and/or Education



Board Requirements

- **Strategy:** establishing the overall strategic direction of Sported
- **Specialist knowledge:** sharing your skills, experience and knowledge with the Board and Executive Team for the benefit of Sported
- **Working with the Executive Team:** providing oversight, guidance and support to the Executive Team
- **Performance:** observe the performance of the Executive Team and Board and taking action to maximise performance
- **People:** providing independent views on appointments and remuneration
- **Advocacy:** acting as effective advocates and influential ambassadors for Sported and sport for social change in the UK
- **Independence:** ensuring that Sported is beyond reproach on the question of independence
- **Governance:** providing strong governance
- **Compliance:** ensuring that Sported complies with any statutory and administrative requirements for the use of public funds; that it delivers its statutory responsibilities and operates within the limits of its statutory authority and that high standards of corporate governance are observed at all times

Terms and Commitments

- A commitment to the organisation for at least **one term of three years**
- A willingness to **devote the necessary time and effort** required
- **Team players**, willing to speak their mind and exercise **independent judgement**, challenge and support the Chair and the Executive
- A commitment to **Nolan's seven principles** of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership

Hours:

The main Board meets quarterly. Trustees are encouraged to attend the meetings in person at House of Sport, London, and attend Board calls / relevant committee meetings and assist with relevant matters between meetings (c. one-day per month). Board Calls/Committee meetings are held remotely.

Remuneration:

Trustees are not remunerated, but reasonable expenses are paid.



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Reach. Include. Empower

Our 2021–25 organisational strategy, sets out how we will strengthen the local workforce and build the resilience of community sports groups.

Through our network of 3,000 grassroots groups, we will improve wellbeing, tackle inequalities and connect communities.

We know sport and physical activity can have **wide ranging benefits** for young people, communities, and society.

Between 2021 and 2025, we have identified 3 priority areas – wellbeing, equality and community – that are hugely **relevant and important** within the current environment, and also where we believe Sported has the **expertise and experience** to have the biggest impact.

At the heart of our work will remain our **long-standing commitment** to support the **passionate, dedicated local people** who are running vital community sports groups across the UK and **building the resilience** of these groups, so that they can survive and thrive.

Our vision

We want every young person to have the same opportunity to fulfil their potential.

Our purpose

Helping community groups survive, to help young people thrive.

Our Values

Demonstrate
integrity

Commit to
inclusion

Be
people
led

Drive
change

We **lead** by example

We are honest, open and
trustworthy

We are **diligent** and
committed

We are willing to **challenge**
and be challenged

We are positive, **supportive**,
and approachable

We **value** an inclusive
culture

We demonstrate respect
and **equality** for all

We are led by the **needs**
of our network and
volunteers

We invite feedback and
respond quickly

We **collaborate** and
support our colleagues

We are **innovative** and
make things happen

We strive for **continuous**
improvement professionally
and personally

We make a significant
impact to communities and
young people

The Clubhouse



Recruitment timetable

Closing date for applications: 3rd December

Interviews: TBC

Role commences: January 2025

To apply for this role please submit the following documents to Rebecca Mills, Chair of Nominations Committee, at recruitment@sported.org.uk

- CV
- **Covering letter explaining your motivations, relevant professional and lived experiences**

We encourage applications regardless of race, gender, gender identity, age, religion, sexual orientation, disability or nationality.

We particularly welcome applicants from historically underserved groups as well as those with lived experiences of tackling inequalities, as we are committed to seeing better representation at all levels.

If you have any questions about the role please contact **Rebecca Mills**, Board Trustee
recruitment@sported.org.uk



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