

Sport for Development Coalition Board

Recruitment Pack

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To access this pack or complete your application in an alternative format please contact the Sport for Development Coalition at coalition@sportfordevelopmentcoalition.org

1. Overview

The [Sport for Development Coalition](#) is a network of organisations working collectively to maximise the positive contribution sport and physical activity can make to changing lives and improving communities.

The Coalition is recruiting three (3) new Board members to champion our collaborative approach, provide leadership, share experience, and ensure oversight of our collective action. We are looking for a diversity of experience to help deliver our objective of ensuring more people and institutions recognise and value the role sport and physical activity can play in changing the lives of a diverse range of people and communities. We want these benefits to be accessible to all, without fear of discrimination or barriers.

The Coalition is recruiting for Board members with a diverse set of attributes, skills and lived experience to complement the current skill set of the Board. Within this group of three, the Coalition is seeking one or more Board members with specific expertise and experience in one or more of the following areas: public affairs and government relations; charity law; and, equality, diversity and inclusion action planning.

The Sport for Development Coalition recognises the value of diverse governance and leadership. It is of critical importance to us that different lived experience informs our decision making and we believe it is fundamental for the Board of the organisation to reflect the rich diversity of the communities and people who make up the sport for development movement. The Coalition welcomes and encourages applications from people of all backgrounds. We are working to achieve a fully gender-balanced and representative Board. We particularly encourage applications from people from diverse ethnic and cultural backgrounds, disabled people, people from the LGBT+ community, as these groups are currently under-represented across the Coalition's governance structures.

To apply please send a covering letter outlining how you meet the person specification and your CV to: coalition@sportfordevelopmentcoalition.org

As part of the shortlisting process, personal and identifying data will be removed ahead of the shortlisting process. We would also welcome applicants competing a voluntary diversity monitoring process at the following [link](#). This process is not part of the assessment process but is to help the Coalition monitor the equity of our recruitment processes.

Applications close on **23rd May 2021**.

2. Introducing the Sport for Development Coalition

The Sport for Development Coalition is a group of more than 180 organisations working collectively to measure impact at scale, create an enabling policy environment, and unlock new investment in sport for development. The Coalition was born out of a shared belief in sport's potential to play a greater role in addressing social issues across the UK.

The vision of the Sport for Development Coalition is that every person in the UK recognises and values the power of sport to change lives and has the freedom to access it without barriers.



Funded by Sport England, Comic Relief and Laureus Sport for Good, the collective action of the Coalition is guided by the [strategy and business plan](#) set-out and overseen by the Coalition Board. The Coalition delivers through the joined-up work of supporter organisations supported by a small management team.

Over the next four years the Coalition is aiming to strengthen collective capacity, build the evidence base and make the case for sport for development. This will be achieved through a focus on three core pillars of work: Impact, Advocacy and Investment, alongside governance reform aimed at enhancing the Coalition's effectiveness and efficiency in adding value to the sport for development movement.

3. The Sport for Development Coalition Board

The [Sport for Development Coalition](#) Board provides leadership, strategic direction and oversight for the delivery of the [Sport for Development Coalition strategy and business plan](#) that guides the collective action of the network of organisations that make up the Coalition.

The Sport for Development Coalition delivers through collective action and joined up work between the organisations and groups that make up the Coalition network. This delivery model includes a multi-layered governance structure that encompasses a range of multi-agency working groups and project teams overseen by the Coalition Board.

The collective action of the Coalition is supported by a small management team who are responsible for facilitating the delivery of the wider networks plans and strategic objectives. The Board supports and oversees the work of the [Coalition management team](#).

The Sport for Development Coalition recognises the value of diverse governance and leadership. It is an aim of the Coalition to ensure the Board of the organisation is fully gender-balanced and reflects the rich diversity of the communities and people who make up the sport for development movement.

The Sport for Development Coalition is hosted by the Sport and Recreation Alliance as an interim arrangement. Part of the immediate role of the Board will be to determine the most appropriate legal structure to deliver the mission of the organisation and oversee the establishment of a robust governance model that establishes the Coalition as a credible organisation with integrity that adheres to the standards of good governance set out in the [Charity Governance Code](#) and [Code of Governance for Sport](#).

4. Board Members Roles and Responsibilities

The specific roles and responsibilities of a Sport for Development Coalition Board member is to:

Guide strategic direction

- Ensure the Coalition has a clear and evolving vision and mission that adds value to the sport for development sector.
- Develop, set and challenge the strategic direction of the collective action of the Coalition.
- Champion the importance of collective action to realise the potential of sport and physical activity to contribute to positive social change and a more equal and fairer society.

Strengthen good governance and monitor compliance

- Establish and monitor highest standards of integrity and good governance, and ensure compliance with the Coalition's evolving governing documents and appropriate legal and regulatory frameworks.
- Establish, update and monitor the application of policies, standards and guidelines required to effectively govern and steward delivery of the Coalition's objectives and promote equality, diversity and inclusion in an intersectional manner.
- Identify and oversee the management and mitigation of risk and issues that will impact of the delivery of the Coalition's objectives.

Champion equality, diversity and inclusion

- Embed, mainstream, and monitor the commitment to equality, diversity and inclusion across the Coalition, ensuring underrepresented and disengaged communities play a central role in the collective action of the network.
- Lead and champion equality, diversity and inclusion across sport for development.

Support organisational effectiveness, efficiency and sustainability

- Oversee the delivery of the agreed objectives of the Coalition and monitor the results achieved by the organisation.
- Ensure the Coalition's resources are used effectively and efficiently, and ensure the sustainability of the structures and system established to support collective action cross the sport for development movement.
- Work alongside the Coalition Chair and colleague Board members to advise, support and act as a critical friend for the Coalition Executive Director and network members delivering through collective action.

Diversify the groups, networks and communities supporting collective action

- Widen the groups and networks supporting the collective action of the Coalition, especially across government, third sector and communities.
- Diversify the wider Coalition network to better reflect the rich diversity of the communities and people who make up the sport for development movement.
- Provide links, introductions and networking that supports the collective action of the Coalition.

Champion collective action

- Act as an ambassador for the Coalition and champion collective action across organisations, groups and networks working to maximise the contribution of sport and physical activity to wider social outcomes.

Time Commitment

The Board meets six times per year. The usual duration of meetings is two hours. The facilitation of meetings take into account accessibility needs and can be adapted as necessary to ensure all individuals are able to contribute.

Board members are requested to commit an additional three to five hours per month for preparation, subcommittee meetings and strategic engagement, or to represent the Coalition as required.

Sport for Development Coalition Board members are appointed for a 3 year term, except where terms are adjusted to support succession and contingency planning. Board members may serve no more than three terms (nine years in total).

Remuneration

Appointments to the Sport for Development Coalition Board are made in a voluntary capacity. Reasonable expenses incurred in fulfilling the role will be reimbursed as per the Sport for Development Coalition expenses policy.

Location

The role primarily involves remote working, however Board members are requested to attend four in-person meetings per year which are held in different accessible locations across the UK as well as a small number of events per year. We would be pleased to discuss any accessibility needs with applicants.

At present, all meetings are conducted virtually due to COVID-19 restrictions.

5. Person Specification

The Sport for Development Coalition is seeking to recruit Board members with the following attributes.

Essential

- Commitment to the vision and mission of the Sport for Development Coalition.
- Ability to offer purposeful and constructive insight on organisational governance and strategic direction.
- Capability to meet the time commitment of Sport for Development Coalition Board members.
- Demonstrated commitment to collective impact, collaboration and partnership working and championing equality, diversity and inclusion in the community, workplace and/or through leadership and governance roles.

Desirable - Knowledge and Understanding

- Understanding of governance, regulatory requirements, and responsibilities of not-for-profit organisations, although training and support can be provided for first time board members.
- Understanding or interest in applying a ‘whole of system’ approach in addressing public policy challenges, that is looking at the system as a whole and how the different parts relate to one another.
- Delivering social impact through place-based and locally led approaches¹.
- Safeguarding and duty of care in voluntary and community settings.

¹ For examples of place-based and locally-led approaches see [People and Place: The story of doing it differently](#), [Building a vision for change for Model City London](#) and [Place-based approaches for reducing health inequalities](#).

Desirable – Experience

In addition to the specialised skills listed below which will be prioritised for this round of recruitment, the Sport for Development Coalition values experiences listed below as potentially useful in advancing our goals and would be interested to discuss:

- Facilitating, leading or advising industry bodies, trade associations, membership organisations and/or think tanks.
- Managing government relations and supporting policy and regulatory change.
- Delivering outcomes in the following policy areas (at national scale or in hyper local/community settings):
 - Public health and social care
 - Quality education
 - Social cohesion
 - Equality, diversity and inclusion
 - Employability and skills development
 - Reducing offending, rehabilitation and recidivism
- Evaluating public policy across portfolio areas.
- Developing digital strategy.
- Communicating messaging around public health/social policy.

Specialised skills and experience

Following a comprehensive Board audit, across the Board members being recruited the Coalition are specifically seeking to appoint candidates with well-developed expertise and experience in:

- **Equality, diversity and inclusion action planning**, including
 - supporting organisations and industries to strengthen equality, diversity and inclusion;
 - working with underrepresented and disengaged people and communities; and,
 - developing and delivering comprehensive equality, diversity and inclusion strategies and action plans.
- **Public Affairs**, including
 - well-developed public policy experience and a background influencing government policy across a range of different areas; and,
 - extensive public affairs experience with good networks across government departments.
- **Charity law**, including
 - Professional legal experience with a focus or specialisation on charity law; and/or,
 - Experience in assessing and advising on the establishment and implementation of legal structures for charities.

6. Equality and Diversity

The Sport for Development Coalition is committed to equal opportunities for individuals regardless of age, disability, sex, gender identity and gender expression, sexual orientation, pregnancy and maternity, race, religion or belief, marriage and civil partnerships.

The Coalition welcomes and encourages applications from people of all backgrounds.

The Coalition is working to achieve a fully gender-balanced and representative Board. We particularly encourage applications from people from diverse ethnic and cultural backgrounds, disabled people, people from the LGBT+ community, as these groups are currently under-represented across the Coalition's governance structures.

7. Safeguarding

The Sport for Development Coalition believes that no child, young person, or adult at risk should ever experience abuse of any kind. We all have a responsibility to promote the welfare, rights and safety of all children, young people, and adults at risk.

Therefore, all posts, including of Board members, undergo a safer recruitment process including but not limited to disclosure of criminal records where necessary and eligibility to work in the UK. All checks can be undertaken utilising a sensitive applications route. We have procedures in place to promote safeguarding and a safe culture at the Coalition.

8. GDPR

Protecting your personal data is of the utmost importance to the Sport for Development Coalition. The Coalition will be the processor and controller of any data you provide through this application process, in compliance with the Data Protection Act 2018. Our [privacy policy](#) explains how we collect, use and process data and personal information in compliance with data protection principles and data protection legislation. If you have any questions about the use and storage of your data collected through this application process contact: coalition@sportfordevelopmentcoalition.org

9. How to apply

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Applications close on **23rd May 2021**.

10. Timelines

Date	Milestone
23 rd May	Applications close
Week of 7 th June	Interviews with shortlisted candidates
Week of 28 th June	Appointments confirmed
Week of 5 th July	Board inductions
21 st July 2021	SFDC July Board Meeting

11. Enquiries and further information

For a confidential, informal discussion about this opportunity or for further information please contact coalition@sportfordevelopmentcoaliton.org