

Background to the changes to the Articles referred to in the Agenda under item 5: the case for adopting new Articles of Association.

What is this all about?

The meeting is to seek approval for changes to our governing document known as the Articles of Association (the Articles) to enable British Weightlifting (BWL) to further comply with the Government's Code for Sports Governance.

Following the publication by Sport England and UK Sport (on behalf of the Government) of the mandatory Code of Governance entitled "A Code for Sports Governance" (the Code) in October 2016, it remains essential that BWL is fully compliant if it is to maintain on-going public funding from both Sport England and UK Sport.

BWL is not on its own – all National Governing Bodies of Sport (NGBs) and any organisation looking to receive public funds are faced with the requirement to demonstrate the highest standards of governance and, if necessary, amend their Articles appropriately from time to time.

The BWL proposal to the AGM addresses what we need to do now to ensure continued on-going compliance with the Code, while retaining the democratic process within the sport.

We strongly believe that the latest changes are in the best interests of our sport because they will lead to a better run governing body and a better service for our membership and anyone involved in the sport.

Access to public funding is conditional upon compliance with the Code.

Loss of that funding would have very serious and wide-ranging implications for both the organisation and the sport.

What does BWL have to do to comply with the Code?

Not very much, because modernisation of our governance arrangements started 6 years ago with changes to our Articles in 2013 and in 2017 that complied with governance standards at that time. That groundwork means that we now have a small number of amendments to make to ensure we remain fully compliant and demonstrate the appropriate standards of good governance.

The key areas to change were:

- Definitions

These have been updated in line with the Code.

- Election /Appointment of Board Directors

The existing Articles were clear on how to appoint the Chair/CEO & Independent Non-Executive Directors but there was a need to ensure more clarity in the recruitment process for elected and potentially appointed directors, ensuring it is more transparent and easier

for current members and recently retired lifters to both understand the process and the opportunities to be involved at Board level.

- The new Articles in clauses 34 and 35 also further enhance our commitment to Equality, Diversity and Inclusivity stating as a minimum 25% of the Board should comprise Independent Directors with the preferred option for an Independent Chair (Clause 37) plus a minimum 30% gender balance and greater encouragement for representation from BAME communities or those with disabilities.
- Further amends include clarification that the CEO & FD are ex-officio members of the Board and as a result are eligible to be Board members whilst they remain employed by BWL only. Under the new articles, clause 31.4 now states that up to two (2) members of the Senior Management Team (one of whom must be the Chief Executive and both of whom must be appointed in an Ex Officio capacity only) can be appointed to the Board.

The previous Articles had also stated that apart from the CEO you could not be a Board member if employed by BWL which needed to be amended to enable the FD to be ex-officio as well.

- Finally, the new Articles (clause 46) provide the option to elect/appoint individuals on different lengths of terms – currently all terms are the same (4 years). However, it would create a smoother transition of Board members if there were options for terms to be 2,3 or 4 years, whilst avoiding large numbers all retiring at the end of a 4-year term?

THE BOARD RECOMMENDS THAT YOU VOTE IN FAVOUR TO ADOPT THE NEW ARTICLES.

On behalf of the Board
Angus Kinnear
Independent Chairman, British Weightlifting