

# The Code for Sports Governance

## Improving governance in British sport

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**Head of Governance and Leadership, UK Sport**



**UK Sport**



## Introduction to UK Sport

- UK Sport is the United Kingdom's elite sport agency.
- Established by Royal Charter, we're an arms-length governing body of the UK Government.
- We strategically invest National Lottery and tax income into Olympic and Paralympic sport.

Total funding for Tokyo  
2021 Olympic and  
Paralympic Games:

**£345,279,427**

Total funding for Pyeongchang  
2018 Winter Olympic and  
Paralympic Games:

**£30,685,668**

The first host nation to win more Olympic AND Paralympic medals at the next Games



**67** Olympic Medals

**147** Paralympic Medals

**Best**  
Olympics since  
**1908**



**LAURA KENNY**  
FIRST BRITISH  
FEMALE TO WIN  
OLYMPIC TITLES

**4**

**Jason Kenny**  
equalled Sir Chris Hoy's  
record of six Olympic  
golds



Anne Dickins won  
800th Paralympic medal  
since National Lottery  
funding began



**LOTTERY FUNDED**

**GB WON 12%**  
of all Paralympic gold  
medals awarded. Best  
since Tel Aviv in 1968



**KADEENA COX**  
First Briton since 1984 to win  
gold medals in two different sports  
at the same Paralympic Games



**FIRST EVER GB  
OLYMPIC GOLD MEDALS**  
in Diving, Gymnastics  
and Women's Hockey

**GOLD MEDALS  
WON IN  
15  
DIFFERENT  
OLYMPIC  
SPORTS**  
More than any  
other country



**MEDALS WON  
IN 19 DIFFERENT  
OLYMPIC SPORTS**  
More than at London 2012



**BEST PARALYMPIC  
GAMES AND GOLD  
MEDAL RETURN**  
since National Lottery  
funding began



**GOLD MEDALS WON IN  
11 DIFFERENT  
PARALYMPIC SPORTS**  
Most ever with China in 2008



**MEDALS WON  
IN 15 DIFFERENT  
PARALYMPIC SPORTS**  
Most ever with USA in 2004

Joe Joyce won  
700th Olympic medal  
since National Lottery  
funding began



**LOTTERY FUNDED**

**130**  
Olympic  
medallists



**CHARLOTTE  
DUJARDIN**  
First British woman to  
retain an Olympic title  
in an individual event

**125**  
Paralympic  
medallists



The first nation to win  
a medal in every class at a  
Paralympic rowing regatta



**Dame Sarah Storey**  
became the most  
successful female GB  
Paralympian of all time



**METRO**

**THE Sun**

**A GREAT BRITISH RECORD**

**KAREN & SPANISH WAITER**

**FREE**

**The Sunday Telegraph**

**The greatest games**

**Brothers in arms**

**Double tops**

**SWEET 16 AS TINKLER GETS BRONZE P55**

**TROTT PURE GOLD**

**Waynehead**

**Brothers in arms**

**Double tops**

**SWEET 16 AS TINKLER GETS BRONZE P55**

**TROTT PURE GOLD**

**Waynehead**

**Sport**

**Brothers in arms**

**Waynehead**

**Brothers in arms**

**Waynehead**

**Brothers in arms**

**Waynehead**

**THE Sun**

**THEY DON'T BIKE IT UP 'EM**

**FREE TODAY CALIPPO ICE LOLLY**

**AT ONE-STOP STORES**

**Golden for Brit**

**Our Olympic heroes on the brink of record medal haul in Rio**

**Theresa May hails inspiration for the nation after Brexit**

**Golden for Brit**

**Our Olympic heroes on the brink of record medal haul in Rio**

**Theresa May hails inspiration for the nation after Brexit**

**Daily Mail**

**OLYMPIC SOUVENIR SPECIAL**

**ON TOP OF THE WORLD!**

**FARAH**

**ON TOP OF THE WORLD!**

**Sport**

**HISTORY GIRLS**

**Yaya's a no-no as Pep eyes intensity**

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**The Independent**

**Max makes GB history**

**Children to religious lead £1m**

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**DAILY Mirror**

**Executed with a 7ft spear..**

**BRIT'S OLYMPIC GLORY**

**HEARTS OF GOLD**

**Team GB wins another five golds as gymnast Max bags a double**

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**BRIT'S OLYMPIC GLORY**

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**Team GB wins another five golds as gymnast Max bags a double**

# A Code for Sports Governance





## A Code for Sports Governance

Available at:

<http://www.uksport.gov.uk>

Or search for

'A Code for Sports Governance'



## **Government's Strategy: Sporting Future**

***"The UK should aspire to set and deliver the 'Gold Standard' for governing sports bodies. UK Sport and Sport England will ... agree a new UK Sports Governance Code by September 2016.***

***This new UK Sports Governance Code will be mandatory for all sports bodies seeking public funding in the next funding period."***



A large, stylized pink arrow graphic pointing towards the bottom right corner of the slide. In the background, there are several light blue geometric shapes, including a circle and a rectangle, partially visible.



# The Five Principles

## Principle 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** with the power to lead it. The Board shall be **properly constituted**, and shall **operate effectively**.



## Principle 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.



## Principle 3 - Communication

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



## Principle 4 – Standards and Conduct

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

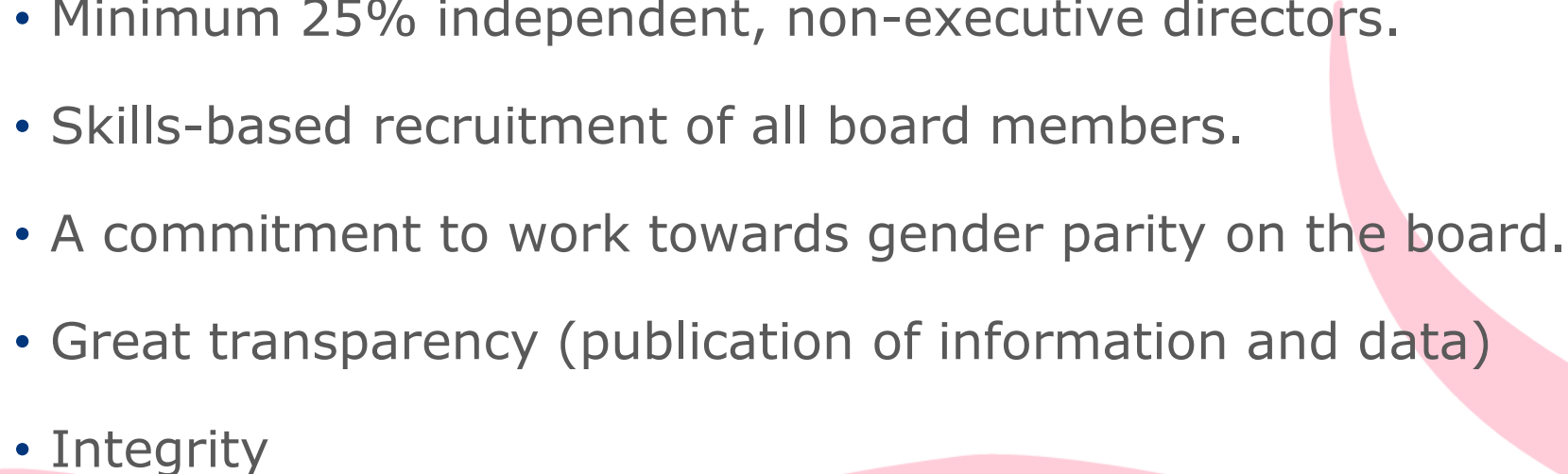


## Principle 5 – Policies and Procedures

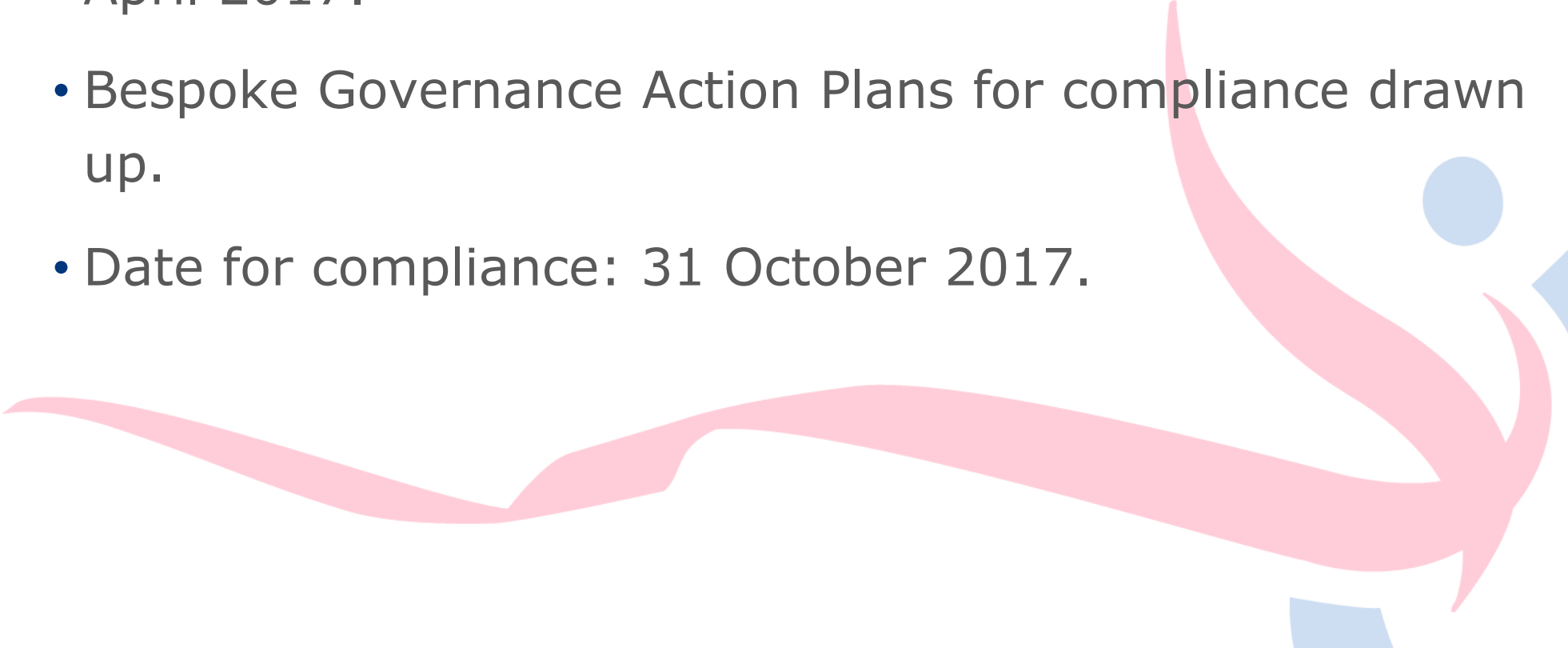
Organisations shall comply with all applicable **laws and regulations** and to take responsible financial **strategic planning**, and have appropriate controls and **risk management** procedures.



## Some key requirements:

- Board supremacy
  - Term limits for all board members.
  - Minimum 25% independent, non-executive directors.
  - Skills-based recruitment of all board members.
  - A commitment to work towards gender parity on the board.
  - Great transparency (publication of information and data)
  - Integrity
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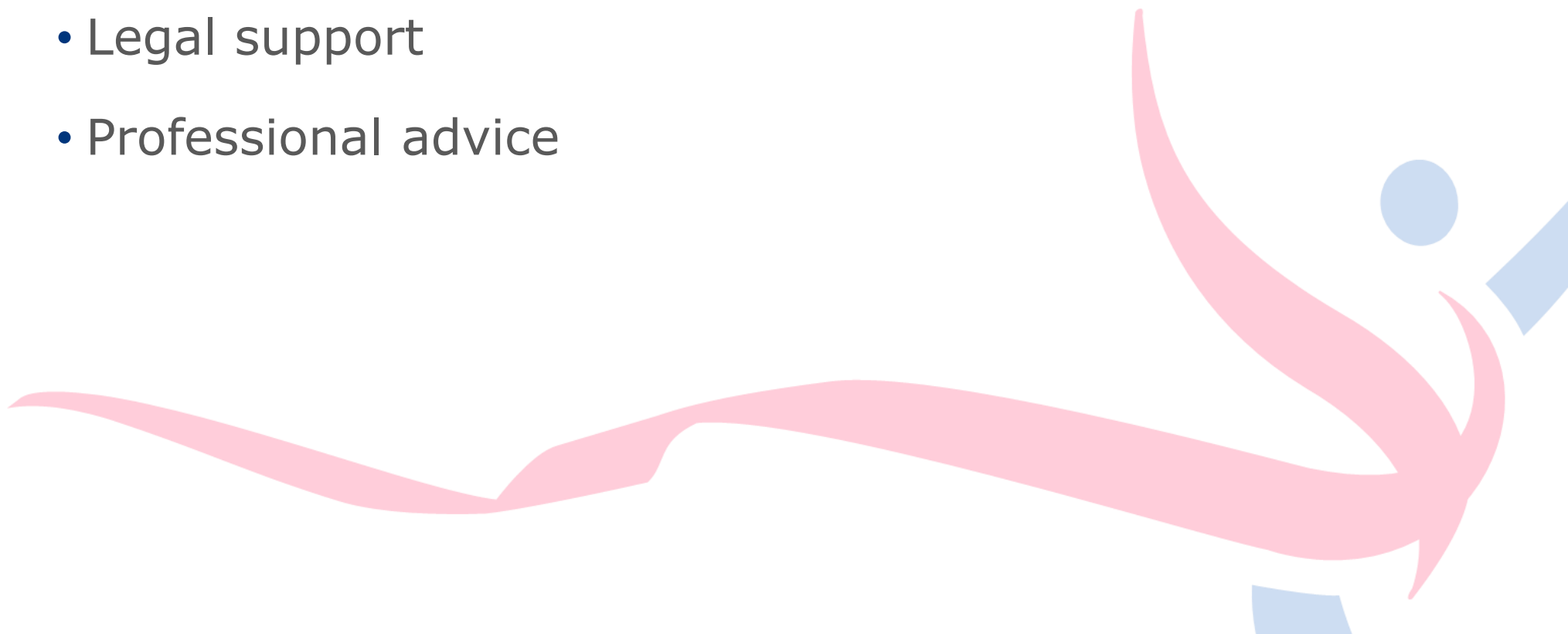
## Governance Action Plans

- Analyses of 60 sport national governing bodies against each of the 58 requirements of the Code completed in April 2017.
  - Bespoke Governance Action Plans for compliance drawn up.
  - Date for compliance: 31 October 2017.
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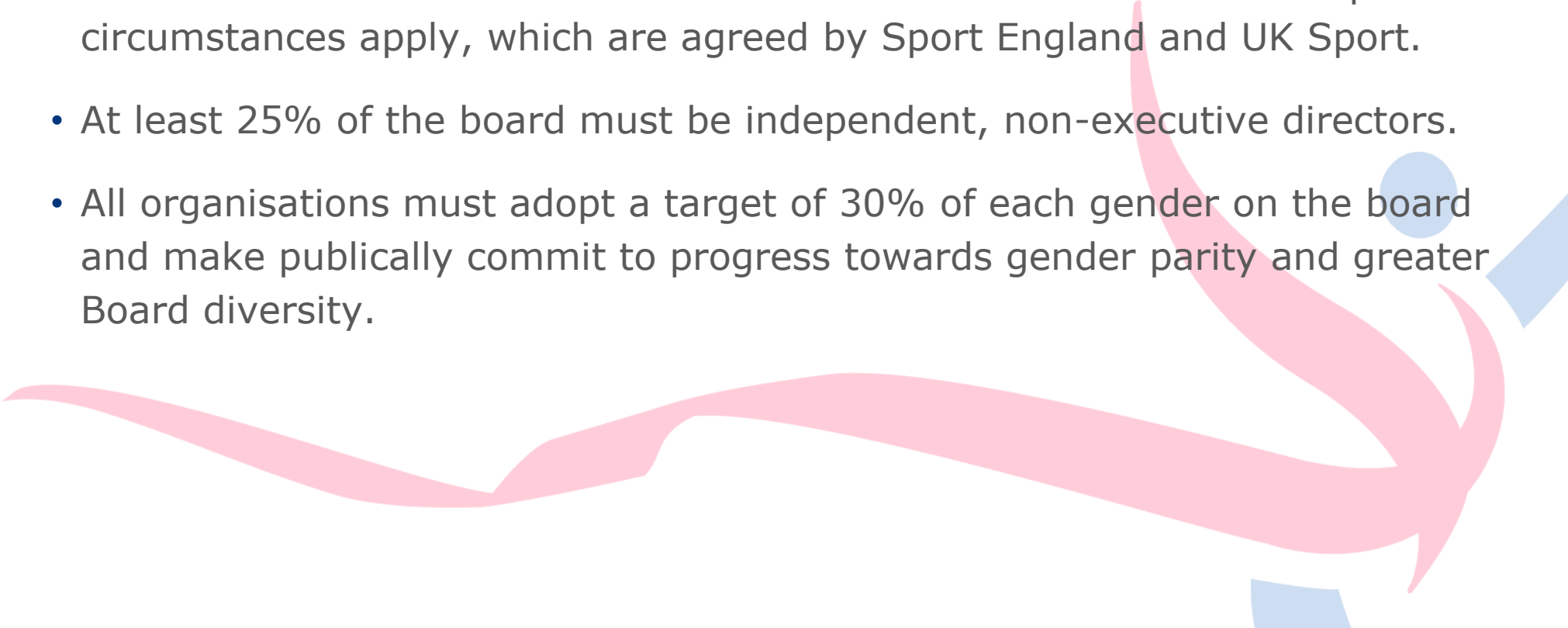


# Support

- Dedicated Governance Manager
- Technical support
- Legal support
- Professional advice

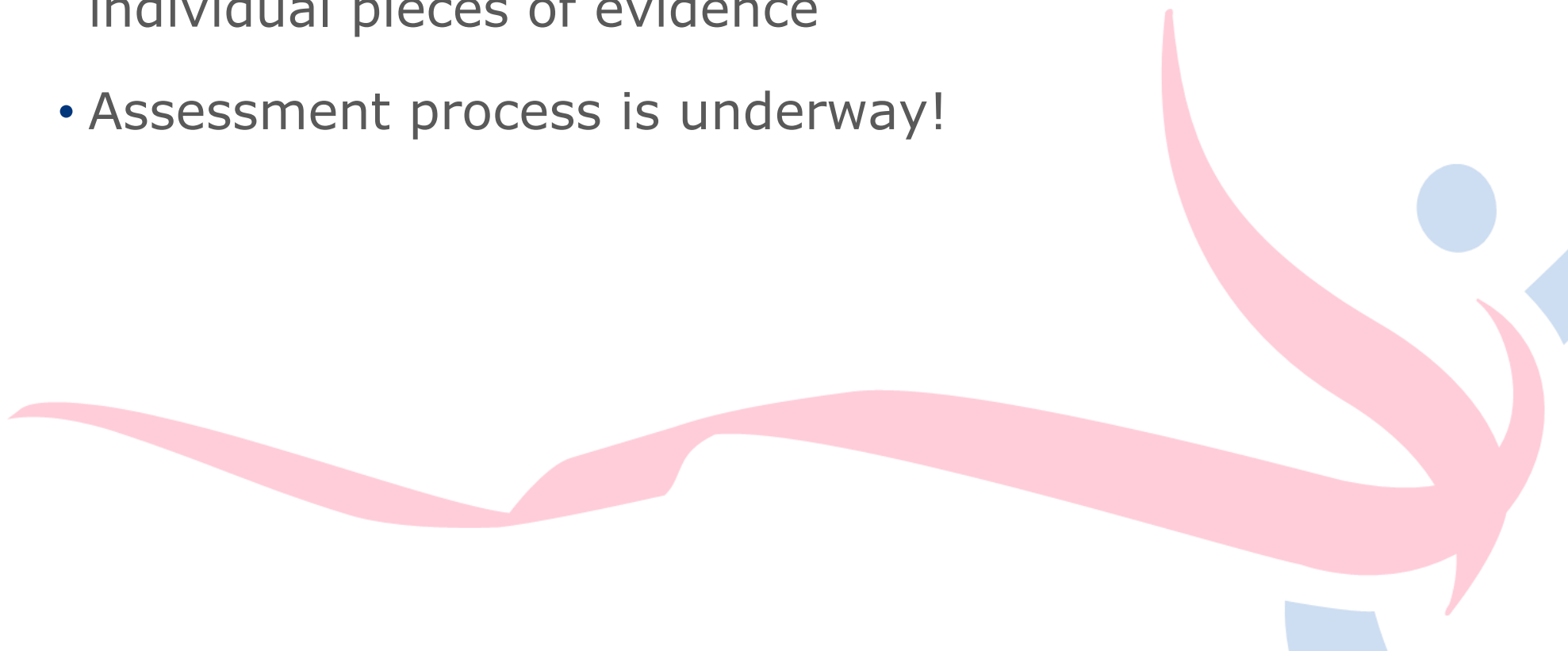


## Re-writing of how British sport is run....

- The board is now the ultimate decision-making body of the organisation.
  - Council members and directors are now subject to term limits.
  - Boards cannot exceed 12 members unless in the few cases where special circumstances apply, which are agreed by Sport England and UK Sport.
  - At least 25% of the board must be independent, non-executive directors.
  - All organisations must adopt a target of 30% of each gender on the board and make publically commit to progress towards gender parity and greater Board diversity.
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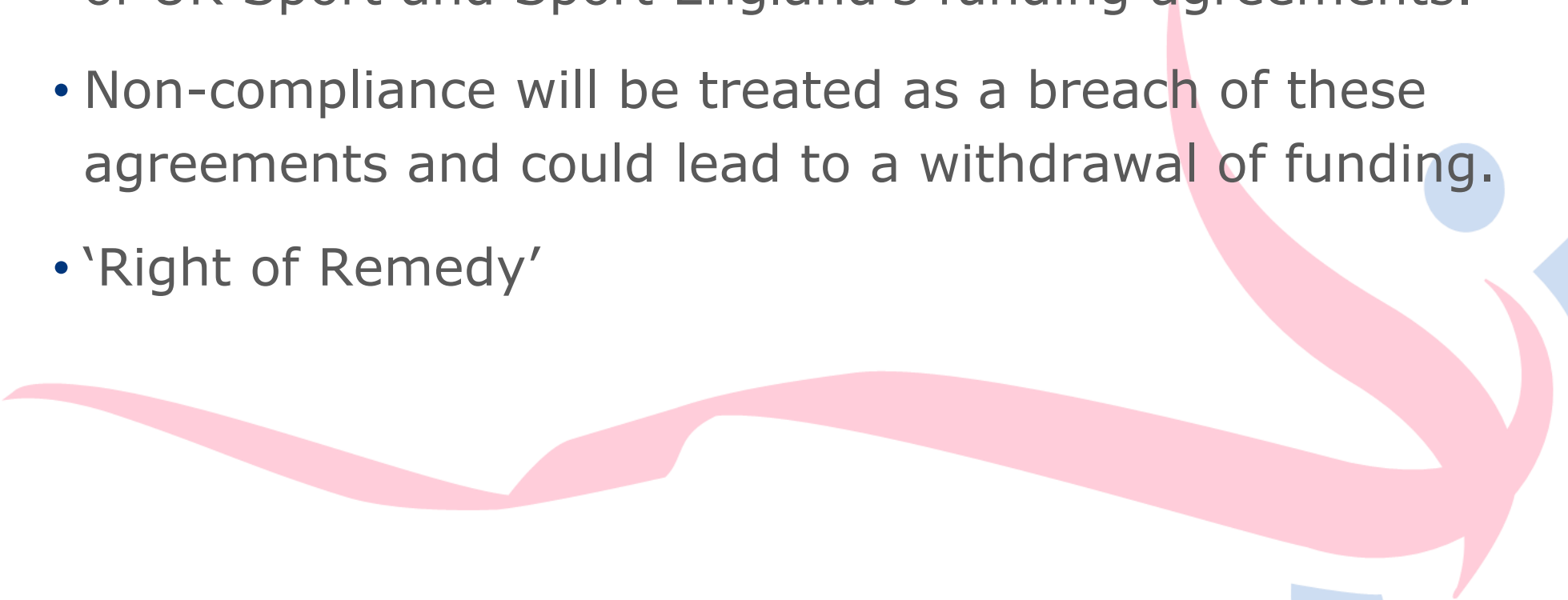
## Assessing Compliance

- Over 3,000 individual governance requirements
- Organisations have submitted to us in excess of 1,000 individual pieces of evidence
- Assessment process is underway!

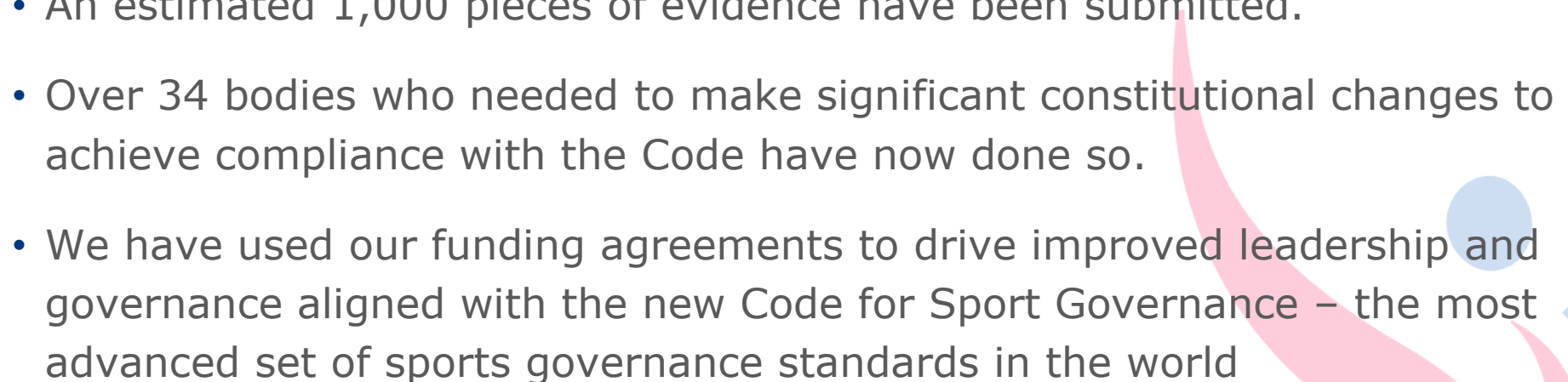




## Consequences of Non-Compliance

- The Code is not mandatory.
  - Compliance with the Code is a mandatory requirement of UK Sport and Sport England's funding agreements.
  - Non-compliance will be treated as a breach of these agreements and could lead to a withdrawal of funding.
  - 'Right of Remedy'
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## Highlights

- Over 60 national sports bodies have taken part in the most advanced and large scale sports governance reform process implemented anywhere in the world.
  - An estimated 1,000 pieces of evidence have been submitted.
  - Over 34 bodies who needed to make significant constitutional changes to achieve compliance with the Code have now done so.
  - We have used our funding agreements to drive improved leadership and governance aligned with the new Code for Sport Governance – the most advanced set of sports governance standards in the world
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