



APPLICATION INFORMATION PACK FOR
ENGLAND NETBALL
NOMINATED NON-EXECUTIVE DIRECTOR
2022

Do you want to make a difference by leading England Netball in an exciting new era?

England Netball is seeking an experienced, passionate and ambitious individual to help lead our game at this critical time for the organisation and the sport as we look ahead to an exciting new chapter in our development.

England Netball has experienced its most successful decade in the sport's history. We delivered the iconic Gold medal win at the Commonwealth Games in 2018, which transformed the sport both on and off the court. Our Vitality Roses received accolades on the global stage, winning much coveted awards including the BBC's Sports Personality 'Team of the Year' and Sunday Times Sports Women 'Team of the Year', while England Netball won 'Sport Organisation of the Year' at the Sport Industry of the Year Awards in 2019. As a consequence we have been able to establish the organisation as a powerful influence for good within UK sport and the wider community. On the international stage we are amongst the leading nations of our sport and have earned the respect of long-time dominant nations Australia and New Zealand.

The growth in participation across the game, plus record-breaking crowds, landmark commercial partnerships with global brands including Nike, Red Bull, Vitality and Sky – and a never before seen level of momentum and visibility – have taken our game and our athletes to new levels.

We also hosted the Vitality Netball World Cup 2019 in Liverpool, the largest Netball World Cup competition ever held, with 120,000+ ticket sales and 6 million fans following the event. An explosion in participation followed, with the number of people playing the sport now having doubled over the last decade. England Netball membership had grown to an all-time high of 107,000 members before the pandemic.

England Netball is a thriving and vibrant organisation and although the sport was significantly impacted by the pandemic the whole netball family rallied together for the survival of the sport and once the sport was able to return in the 2021/22 season the membership level returned to pre-pandemic level.

This, coupled with the growth of the Vitality Netball Superleague which has seen viewing figures double and sold-out events in recent years, means the sport now faces a hugely exciting next stage of development.

Whilst the last two years have been a challenging, where the impact of the global pandemic has been felt from the grassroots to the elite game, the Board, executive, staff and an army of unwaveringly committed volunteers have dedicated themselves to supporting the sport and ensuring we are in the best possible shape to build back stronger than ever.

It is fitting therefore that we are now embarking on our 'Adventure Strategy' to fulfil our purpose 'To lead a movement, on and beyond the court. To uphold an unapologetic focus on women and girls whilst opening the game for new audiences to belong, flourish and soar.'

England Netball prides itself on being a guardian of the game, but also aspires to demonstrate to the whole of society what a positive power for good the sport can be. The Vitality Roses provide great female role models for aspiring athletes but the wider Netball Family prides itself on being a compassionate, supportive and inspiring network for all members of society. Together we try to bring out the good in people; build confidence and aid the well-being of everyone engaged in our sport so that they can belong, flourish and soar. We recognise that as a sport, like the rest of the industry, we need to challenge ourselves more to diversify and ensure we provide inclusive opportunities to be involved in our sport. The Board is collectively committed to being dedicated to difference and continuing to drive progress in this area with the new strategy.

We have an excellent executive leadership team; loyal members of staff throughout the company and a passionate team of energetic volunteers. We recognise that the sport still faces a number of challenges including uncertainty around future funding and diversification of income streams however many of the challenges are equally opportunities to be realised.

One of the current Nominated Non-Executive Directors is coming to the end of their current term. They are eligible for re-election and have indicated that they wish to continue on the board. However, in its quest to continue to recruit high quality and appropriately skilled directors England Netball is offering the opportunity for other members to be nominated if they wish to be considered to serve on the Board. This role is a fantastic opportunity for an individual to contribute to a sport that is truly 'on an adventure'; to encourage and enable bold strategic decision-making, commercial and social ambition and to contribute to an exciting new strategy. Recent years have seen the undisputed rise of netball and of women's sport more widely, but here at England Netball we are only just getting started. We hope you are inspired and excited by this opportunity and I thank you on behalf of the England Netball board for your interest and support.

Following a skills analysis England Netball has determined that the appropriate skills required of any candidates and would welcome nominations from those with a background in one or more of the following areas:

- Grassroots Netball
- Elite Sport
- Legal
- Governance, Risk & Compliance
- Safeguarding & Welfare
- HR

England Netball is keen to address areas of underrepresentation throughout the sport and particularly welcomes applications from ethnically diverse communities, disabled people, individuals under 30 years old and people from the LGBT+ community. Should you require application forms in an alternative format or any adjustments to be made throughout the application process or upon appointment, please contact company.secretary@englandnetball.co.uk. England Netball also operates a guaranteed interview scheme for disabled applicants and is a Stonewall Diversity Champion.

If you wish to be considered for nomination to the Board as a Non-Executive Director and you are a member of England Netball, please read the information provided and complete all three parts of the Nominated Director Application Form and return it along with your CV (marked Private and Confidential) to Naomi Defroand, Company Secretary at England Netball, SportPark, 3 Oakwood Drive, Loughborough, Leicestershire, LE11 3QF or email company.secretary@englandnetball.co.uk to arrive no later than 5 p.m. on 23rd May 2022.

All applications will be subject to review by the Nominations Committee and candidates must be endorsed by the Nominations Committee. If there are more endorsed candidates than there are vacancies on the England Netball board candidates will be subject to a formal election process conducted in accordance with the Articles of Association and the final appointments will be ratified at the AGM.

THE ROLE OF THE BOARD OF DIRECTORS AND ATTRIBUTES OF A NON-EXECUTIVE DIRECTOR

Non-Executive Directors are accountable to the Members and responsible for using their skills and experience to help England Netball achieve its aims. Non-Executive Directors make decisions and work collectively as a team known as The Board. England Netball has defined that The Board is collectively responsible for:

- Custodians:
 - To act, on behalf of the members, as custodians of the values, history and heritage of the game.
- Leadership:
 - To act as a catalyst to high quality thinking on the strategy; constructively challenging, asking good questions, feeding in insights from other sources, but also trusting the expertise in the team
 - To help create an environment conducive to high achievement; clarity of focus, ambition with stretching goals and high standards, effective strategy, empowerment, accountability and teamwork
 - To give people in the sport a voice in the leadership of Netball; to bring ideas and issues back to the Board and to the staff team
 - To help engage the sport and key partners behind this direction; to act as an ambassador for the vision and strategy
- Governance:
 - Accept ultimate responsibility for the sport and the organisation
 - Ensure the sport and business operates in an ethical way
 - Protect the future of the sport and the Governing body
- To make decisions of strategic importance:
 - On the strategy
 - On policy
 - On business management
- Monitor performance against the agreed plans; which links to the above point on performance environment.
- Specific management responsibility for:
 - The Chief Executive Officer
 - Finances and other statutory responsibilities as a company limited by guarantee

All nominees for the role of Non-Executive Director should be motivated by the opportunity to lead England Netball into a new era of further growth and success. They should be visionary; fully committed to promoting the purpose of England Netball and embody England Netball's Moral Compass.



Our Moral Compass

Our framework of beliefs, values and ideals we hold fast, that help us stay true to our purpose.



Guardians of the Game
Guide, safeguard and influence netball across the country, moving our game into the future and preserving it for generations to come.



Proudly Female
Uphold our focus on women and girls, recognising that our female sensibility is a mark of distinction, a sign of strength, and a vital force in the effort to address the gender participation gap across sport.



Dedicated to Difference
Pledge to promote and celebrate difference, embracing the opportunity to make our sport a possibility within everyone's reach, ensuring netball is open to new audiences, beyond our current following, to discover the joy of belonging in netball.*



Driven by Insight
Fuel innovation with insight and intelligence, grounding all decisions, plans, and actions in a deep knowledge of our sport, our audiences, and the wider landscape.



People Centred
Unlock personalised experiences by placing the participant at the heart of the design and delivery of our sport.



Consciously Sustainable
Empower our people and partners to prioritise sustainability and nurture a healthy planet, maintaining mindfulness about the footprints we leave on every step of our adventure.**



Endlessly Innovating
Enshrine a restless commitment to innovation and new ideas, inspiring each other to forever reimagine and lead the way.

Specifically, Non-Executive Directors will possess:

- Strategic leadership skills. The ability to establish strategies and guide their implementation.
- Decision-making skills. The relevant knowledge and experience for England Netball to be able to make informed decisions on a variety of matters.
- A willingness and ability to challenge and probe. The ability to discuss and debate and to constructively challenge ideas and decisions where necessary.
- Strong interpersonal skills. The ability to form good working relationships both within and outside the Board.
- A clear understanding of the role of the Board and its relationship with the Association's management team.
- Availability. It is anticipated that this role requires approximately 15 day per year. Board Members must commit to:
 - Preparing and attending six Board meetings per annum (dates agreed in advance and may include either week days or weekends) and induction and training days as agreed by the Board itself (these may be either week days or weekends).
 - Participating and in some cases chairing Committees and Advisory Forums where necessary
 - Carrying out the ambassador role at events, games and member gatherings including the AGM.
 - Being contactable between board meeting and the preferred mode for communicating documentation is via email.

The Non-Executive Director role is a voluntary position. Expenses incurred will be reimbursed.

