

Lord's Taverners

Creating the Board of Trustees

Elected and Appointed Trustees and the role of the Nominations Committee

Introduction

The Lord's Taverners' Board of Trustees needs to be equipped with the right mix of skills and oversight to enable the Charity to effectively fulfil its charitable purpose – impacting the lives of young people in challenging circumstances through cricket. It therefore needs to have the skills and experience to be able to support and challenge the executive in both the day to day operations, and the longer term strategic goals.

The Lord's Taverners also has a Membership, and it is part of our constitution that the Members can elect individuals to the Board.

The Charity also requires that all trustees of the Charity should also be Members. The Charity can seek individuals outside of the Charity, for example in the event that the Charity is unable to get the relevant skills and/or experience from the existing Membership. However before taking up office they are required to become a Member.

No Trustee can serve for more than nine years consecutively from their election or appointment.

The Nominations Committee (the "Committee")

The Committee comprises five individuals:

- A Chair (who cannot be a Trustee)
- One Trustee
- A member of Governance and Finance Committee
- Two additional independent Members.

Assessment of the Board

The Committee will work with the Trustees and, where appropriate, with external advisors, to assess the skills, diversity and experience of the Trustee Board. This assessment will be against the guidance provided by the Charity Commission and other relevant industry bodies, and also will reflect the Charity's own charitable purpose, its participants, and society as a whole.

Skills may include areas such as chairmanship, finance, legal, social media, fundraising, impact reporting, and sport for development. Experience could include working with young people in challenging circumstances, including both disadvantage and disability, safeguarding, equality, diversity and inclusion, and more generally working at a Board level.

This assessment will provide a basis for the Committee to seek Trustees to meet specific criteria, whether they are Appointed or Elected.

Appointed Trustees

The Board of Trustees comprises up to 12 Members, of whom 9 are Appointed. Appointed Trustees can serve for terms of up to three years. The Trustees make the Appointment of a Trustee to the Board, based on the recommendations of the Committee.

In making a recommendation, the Committee will:

- Consider the Board's requirements in order to meet sector expectations in terms of skills, diversity and experience;
- Identify the skills and characteristics that an Appointed Trustee would be expected to fulfil;
- Invite Members to put themselves forward for consideration;
- If there was not the required skills and characteristics evident within the Membership, then the Committee may advertise the vacancy outside the Membership.

The intention is that at least four of the Appointed Trustees would be made up of individuals who had been Members for at least two years.

The Committee would undertake such interviews and assessments as they considered necessary in order to identify a proposed Appointed Trustee. If necessary they can bring in additional expertise to assist them in this process. They would then recommend the individual to the Trustees who would be expected to confirm the Appointment, subject to that individual being a Member at the time of Appointment.

Elected Trustees

The Board of Trustees include three Elected Trustees. Each Elected Trustee serves for three years, each term ending on the day of the third Annual General Meeting after which he or she was confirmed as Elected.

When the Committee becomes aware that there is an upcoming vacancy for an Elected Trustee the Committee will:

- Consider the Board's requirements in order to meet sector expectations in terms of skills, diversity and experience;
- Identify the skills and characteristics that an Elected Trustee would be expected to fulfil;
- Invite Members to put themselves forward for consideration, in accordance with the Articles.

The Committee would undertake such interviews and assessments as they consider necessary in order to confirm that the proposed candidates for election meet the requirements of the anticipated Trustee vacancy. If necessary they can bring in additional expertise to assist them in this process.

They would then confirm to the Trustees the candidates being put forward for inclusion on the ballot paper for Election.

If a candidate, in the view of the Committee, does not meet the requirements as specified in the invitation to Members to stand then the Committee shall not put the candidate forward for consideration. The decision of the Committee would be regarded as final.

If in the view of the Committee there are no suitable candidates for a particular vacancy, then there would not be an election and a casual vacancy would be created which the Trustees would then be able to fill on a temporary basis, through the appointment process referred to above.