



LORD'S TAVERNERS
Empowering young people through cricket



Appointment of Trustees



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Welcome

It is no understatement to say that it is an exciting and unique time to join the Lord's Taverners. We are delivering a **new strategy** and undergoing a significant transformation at the organisation – one which has, at its core, the objective of reaching and empowering more young people than ever before through our charitable efforts, as well as delivering meaningful change and positive outcomes for them as participants in our programmes.

The pandemic and lockdowns shed light on the many health disparities that persist across our society, and their disproportionate impact on disabled people and areas with high levels of poverty. It also demonstrated the wide-reaching positive impact our programmes have on our participants and how imperative they are in levelling the playing field for them so that they can enjoy the personal and social benefits sport offers.

Equity, diversity, and inclusivity continues to underpin our vision and is embedded across all our programmes. We know that to challenge the inequalities our participants face in society there is a responsibility on us to provide them with the confidence, knowledge, and skills to confront them; our more than 70 years of heritage illustrates how sport is the perfect means to do so and fulfil potential.

As we work towards delivering our new strategy and the transformation of the organisation, we are seeking Trustees to join our Board and help deliver our goals. We are proud of the diverse skills and experiences represented on our Board – but know that we have more to do in terms of recruiting more women and people from other marginalised communities. We are looking for forward-thinking, innovative individuals with expertise in finance, fundraising, or Membership as we enter the next stage in our growth. We would particularly benefit from those who have lived experience of a disability or facing disadvantage; this perspective is crucial in our aim to deliver value to our participants.

I would like to sincerely thank you for your interest in joining us at this exciting juncture in our journey and development. As a Trustee at the Lord's Taverners, you have an unrivalled opportunity to draw on your skills, experiences, and insights to make significant impact where it is most needed, and work towards creating better futures for all our participants.

Tim Luckhurst

Chair of the Board, Lord's Taverners



About Lord's Taverners

The Lord's Taverners exist to empower and positively impact the lives of young people facing the challenges of inequality. Founded in 1950, we work across the UK and beyond to provide inclusive and impactful cricket programmes, empowering young disabled people and those from areas with high levels of poverty to develop the knowledge, skills, capabilities, and confidence required to overcome the challenges of inequality, raise their aspirations, and reach their potential. Currently, over one million young people with disabilities in the UK are not accessing sport and the many personal benefits it brings. We want to change that and reach out to every single one of them.

We are driven by a passion for equality and strive to be an organisation at the heart of social change, maximising the knowledge, experience, and insight we have gained through our work with young people and areas with high levels of poverty. Strategic collaboration is a priority as we establish ourselves as specialists; shaping attitudes and approaches to unite communities is imperative in the drive to overcome inequalities.

Our Vision

Every young person can overcome the challenges of inequality and achieve their potential.

Our Mission

Deliver high quality cricket programmes that will empower young people facing inequality to make positive choices, improve their health and wellbeing, and achieve positive outcomes.

Our Programmes:

- **Wicketz** – a community programme aimed at young people aged 8-19 living in areas with high levels of poverty, using cricket as a tool for social change. It provides year-round weekly cricket sessions as well as workshops that teach vital life skills.
- **Table Cricket** – an adapted version of cricket, played on a table tennis table, aimed at young people with learning and complex physical disabilities, aged 8-25.
- **Super 1s** – this is a community cricket programme for young people with disabilities aged 12-25, which gives them the chance to play regular competitive cricket while improving life skills, such as confidence and independence.
- **Sports Kit Recycling** – our sports kit recycling programme helps young people all over the world in developing countries, and in the UK, to access sporting equipment that allows them to take part in regular team sport and competitions in their community.

About Lord's Taverners

Our Impact

In 2021, nearly 11,000 participants took part in our programmes. Our outcomes for these were to:

- Increase opportunities for regular participation.
- Improve health, mental wellbeing, and future prospects.
- Strengthen community and social cohesion.
- Develop a network of volunteers and role models.

Of our participants:

- 89% expressed how being part of our programmes made them feel better about themselves.
- 88% believed that they were more active because of our programmes.
- 84% said that being part of our programmes made them feel more optimistic about the future.

- 93% said that being part of our programmes made them feel more included.
- 81% said that they were able to make new friends because of our programmes.
- 88% said that being part of our programmes made them feel more independent.

We have delivered more than 3,100 coaching sessions through Wicketz and Super 1s, and 80 per cent of participants from the previous year returned to sessions for those programmes.

Read our 2021 Impact Report [here](#).

Our 2022 Impact Report, released after the production of this candidate pack, can be found on our [website](#).





The Opportunity

The Lord's Taverners Board comprises up to 12 Trustees – three elected Members voted for by the Membership at the AGM and up to nine others appointed through an open recruitment process. The election and recruitment process is led by the Nominations Committee. Members are invited to apply for any Trustee position.

The Lord's Taverners are seeking to appoint up to five Trustees to join our Board. We are ambitious to diversify our board, including but not exclusively with focus on all protected characteristics, and to ensure wider geographical representation.

We are appointing individuals possessing the requisite knowledge and experience in each of the following areas:

- Lived Experience
- Fundraising
- Membership
- Finance
- Entertainment (Members only)

The primary responsibility of Trustees at the Lord's Taverners is to provide strong leadership and a clear sense of direction. Your role will form part of our Board and Committee structure, influencing strategic decision making across key aspects of our strategy. This is an exciting opportunity for people who wish to be at the heart of efforts to positively impact the lives of young people and use sport to shape better futures for them. We are looking for collaborative individuals who are driven to help every young person achieve their potential and prevail over the challenges of inequality.

The Opportunity

All Trustees will play a crucial role in:

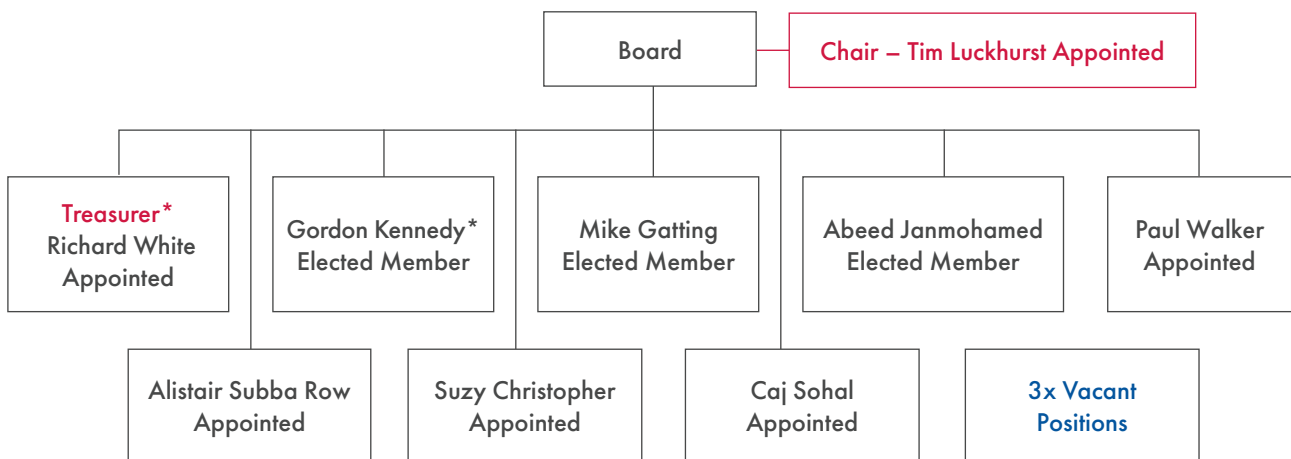
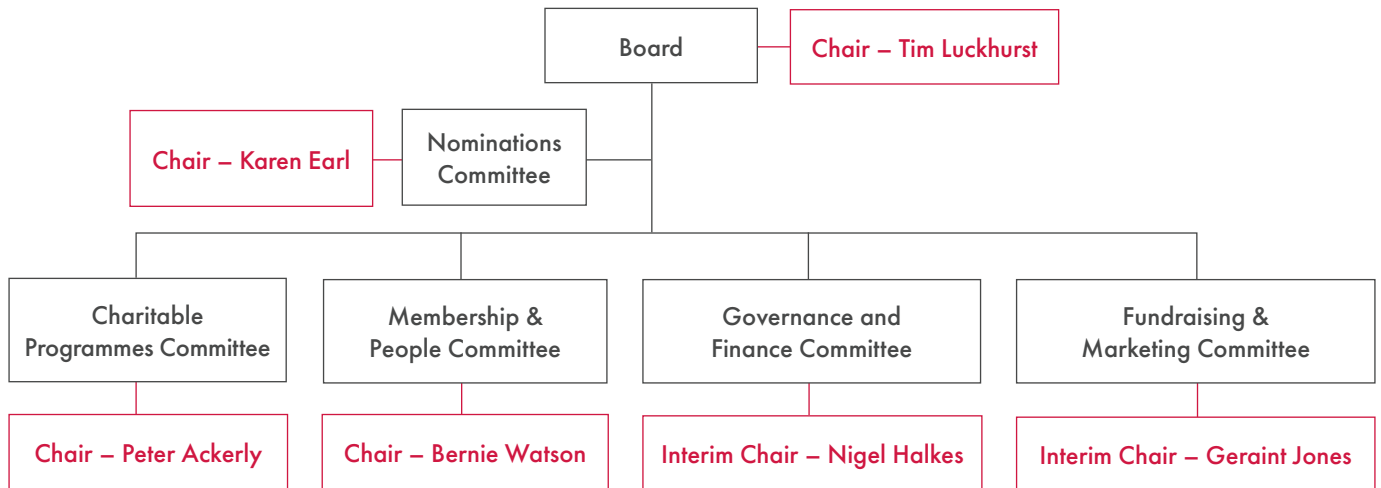
- Contributing to the development, and ensuring the effective implementation of the strategy and business plan, providing advice and expertise on relevant issues.
- Ensuring that the highest standards of contemporary governance are maintained.
- Championing and protecting the Lord's Taverners Core Values, acting as an ambassador and steward.
- Participating in Board discussions and supporting management outside of Board meetings where required.
- Ensuring that the Lord's Taverners operates effectively, with integrity, and in accordance with internal and external requirements.
- Providing appropriate scrutiny of the budget, financial controls, and systems of risk management to ensure that they are robust and defensible.
- Responding to concerns around safeguarding and supporting staff on safeguarding issues as required.
- Scrutinising the performance of management in meeting agreed goals and objectives, as well as monitoring the reporting of performance and steering it where necessary.
- Leading and empowering the executive team to deliver on the overarching strategic priorities.
- Promoting the activities of the Lord's Taverners across all the communities we are present in or should otherwise have a presence in.
- Actively maintaining and promoting equity, diversity, and inclusivity throughout the management and activities of the Lord's Taverners, considering all aspects of diversity including protected characteristics and backgrounds.
- Recognising and understanding the need for and positive benefits of diversity, in addition to the requirements and expectations of the wider communities that the Charity serves.



All Trustees will possess:

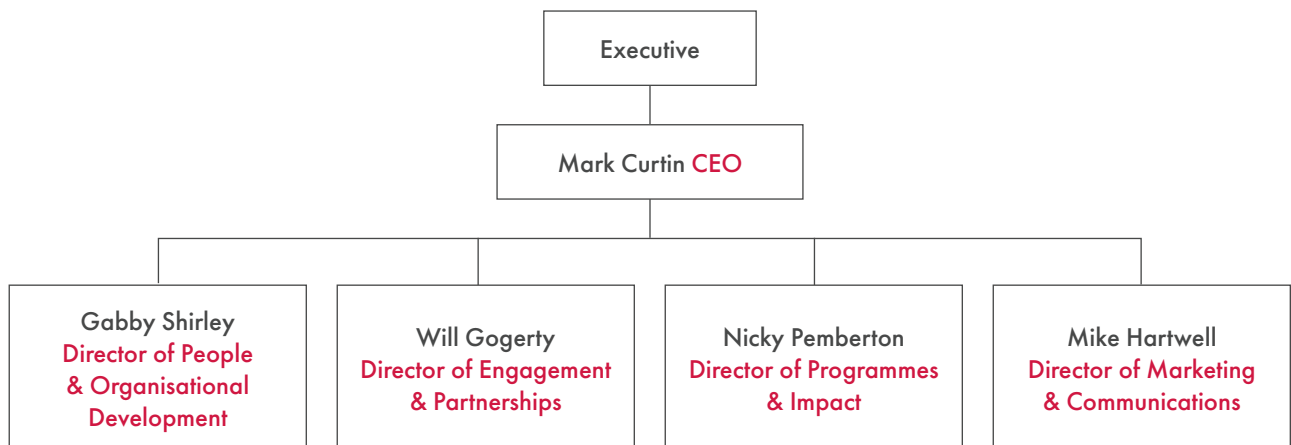
- A demonstrable track record of inclusive leadership.
- A commitment to – and enthusiasm for – the Lord's Taverners' vision.
- A strong sense of culture and ethics which lends itself to the continued modernisation of the Lord's Taverners.
- Empathy with – and a demonstrable passion for – promoting sport amongst communities traditionally underrepresented in terms of participation.
- An understanding of – and commitment to – the principles of equity, diversity, and inclusivity (EDI).
- An awareness of the broad commercial context relevant to the Lord's Taverners.
- The ability to develop and deliver strategic priorities creatively.
- Integrity, good judgement, and independence of mind.
- A commitment to strong teamwork, accountability, and transparency.
- An understanding of effective governance and boardroom dynamics.
- Strong stakeholder management and networking skills.
- Excellent communication, interpersonal, and relationship building skills.

Governance Structure



* Reached end of term will be replaced by Trustee Finance

* Entertainment Trustee position will be subject to election at AGM



Further information on Governance can be found at <https://www.lordstaverners.org/about-us/governance/>.



The Roles

Trustee – Lived Experience

We are keen to receive applications from people who have received support from charitable organisations such as the Lord's Taverners, or who care for someone who has. Candidates will be willing to draw on this experience and motivated to make a difference to the lives of others who may have experienced similar life challenges as their own. You will bring this determination and an inquisitive, analytical mind to bear in the role, feeding an informed perspective into our decision-making across every level of the organisation.

This role is focused on enabling us to do justice to the needs of our participants by bringing in knowledge and expertise not otherwise currently represented on our Board. However, we welcome potential applicants with lived experience of our programmes, a disability/multiple disabilities or social/economic disadvantages to apply to any of the focused positions listed below if they have the required skills and insights.

We are committed to building a representative, diverse, and inclusive boardroom. If your life experience has previously made it difficult to secure or maintain a Trustee role, for example due to an impairment, we will offer training, mentoring, and development to enable your success with us.

Skills, knowledge, and experience required:

- A personal understanding of charitable programmes aimed at benefiting young disabled people or those living in areas with high levels of poverty.
- Capability to increase our understanding of potential challenges for delivery of these programmes.
- The advocacy skills and conviction to promote best practice and bring metrics and objectives to life.
- A strong vision and appetite to make a difference and ensure that the voices of marginalised and at-risk people are heard and considered.

The Roles

Trustee – Fundraising

As a charity with a strong vision for future income growth and diversification, we are looking for an engaged individual with a strong history of fundraising experience at a senior level to support our strategic ambitions.

After a period of challenging circumstances through the pandemic, the Lord's Taverners have recently grown and re-branded the Directorate, which leads on income, to the Engagement and Partnerships Team. A period of growth in head count and capability has given the charity the foundations to achieve the objectives of a newly launched three-year strategy. As the team develops, we are looking for someone to provide mentor support to the Director and the wider team of this department.

You will peer review our future thinking on diverse income streams, drawing us into new growth areas. The capability of our newly established team means that we are able to deliver high quality events, seek new Trusts and Foundations, and engage major donors, which leaves a gap to do something new, something away from the norm! Your role focus would mean working alongside the newly appointed Membership Trustee as we look to build a wider supporter base that aren't Members. Whilst we love a book of contacts, this is not the focus of the position; we are looking for an individual to play a key role in the skills gap we are currently missing at both Trustee and Committee level.

Skills, knowledge, and experience required:

- A background of mass marketing fundraising appeals and experience of developing FR propositions.
- Capability to increase our understanding of areas where there is a clear knowledge gap, increasing our ability to diversify income streams.
- Experience of using theory and insight to increase the opportunities that come with tailored comms and audience segmentation.
- Experience of digital transformation, and transformation as a whole, as we start our transition to a new CRM joining up our stewardship journeys.
- Experience of e-marketing campaigns, donor acquisition, direct debit, and digital fundraising.
- Experience in the Third sector is desirable, with experience of having delivered a strategic transformational business plan across a similar sized organisation.



Trustee – Membership

At present, the Lord's Taverners has a Membership base of over 3,500. These committed Members, many of whom volunteer their time for the cause, have a long-established history as stakeholders within the charity. We are looking for a Trustee to support us to evolve and modernise our approach to Membership, increasing the mutually beneficial relationship between all stakeholders.

The successful candidate will support our strategic direction on how we engage our Members, both by maintaining the heritage of the charity and at the same time encouraging our future thinking in an innovative and creative way. We are looking for an individual with a strong sense of culture and ethics which lends itself to the continued modernisation of the charity.

Skills, knowledge, and experience required:

- Experience of working within or alongside a Membership-led organisation with the capability to work at a strategic level to support a Membership review.
- Experience of the development and cultivation of a Membership journey and the stewardship of Members adding value to a current proposition.
- Significant insight and a holistic view of what Membership can bring to an organisation.
- Detailed knowledge of Charity Commission/regulation/byelaws linked to Membership-based organisations.
- Experience of digital transformation and using data and digital technology to inform Membership campaigns.
- Experience or an indicative understanding of regional committee-based structures is desirable, but an appreciation of the regional diversity of our work is fundamental.
- Experience in transformation programmes, ideally the transformation of Membership-based approaches, is desirable.

The Roles

Trustee – Finance

The Finance Trustee, previously known as the Treasurer, will take the lead on all financial and control matters on behalf of the Board, guiding Trustees through their responsibilities in this area. They will advise the Board on the viability of plans and proposals considered by Executive and Governance and Finance Committee, and liaise with the external auditors on the Annual Report, Audit Findings Report, and Trustee representations, as well as any other specific issues that may arise. They will also present on financial matters to the Annual General Meeting.

The Charity is undertaking a significant transformation programme, including investment in a range of activities, tools, and systems across the organisation. The finance role includes good oversight of the financial and control aspects of this project, supporting other Board Members who are linked to the programme.

This role is suited to someone who can help us re-architect our approach to our financial planning and management. We are seeking to find a finance professional who can demonstrate understanding of how we need to model our income and expenditure with a commercial approach – someone with a 3 year vision to support the robust finances that underpin our strategy delivery.

This role provides the key trustee link with the Governance and Finance Committee, and the successful candidate should therefore be interested in helping to develop and continuously improve the governance and control structure of the Charity, as we benchmark ourselves against the Code of Sports Governance. They should also work closely with the Head of Finance to review monthly/quarterly performance and report on issues or concerns relating to financial policies, including reserves and income recognition.

Skills, knowledge, and experience required:

- Relevant professional qualifications (ACA, ACCA, CIMA, or similar).
- Knowledge and experience in charity financial matters, including reserves, overhead allocation, and issues around disclosure and reporting, as well as Charity and Company Law aspects insofar as they impact reporting.
- The ability to articulate complex financial matters in a way that other Board Members can understand and make decisions.
- Strong mentoring and development/coaching skills.
- The ability to inspire confidence in others as to capability.



The Roles

Elected Trustee – Entertainment

This is an Elected position – that is, a position voted for by the Members of the Lord's Taverners.

Since the formation of the Lord's Taverners in 1950, the charity has had a very strong link with the entertainment industry. We are looking for an Entertainment Trustee to support us to evolve and reinvigorate these relationships. This role will work alongside the newly appointed Membership Trustee as we look to enhance our supporter base within the entertainment world.

Our history has seen many well-known faces become ambassadors for the Lord's Taverners and we are looking at how these relationships can be further developed and reflective of the modern world.

Skills, knowledge, and experience required:

- Experience of working within the Entertainment Industry for a number of years.
- Knowledge of the Entertainment Industry's long association with the Lord's Taverners and the heritage that this partnership has produced.
- A knowledge of the social impact of cricket, especially the benefits with regards to empowering young people with disabilities and those from areas of high levels of poverty.
- An appreciation of Member relations and the workings of the Taverner Membership specifically, including the Regions and their importance in raising funds, as well as awareness of our programmes.



Location

UK-wide with a Central London office base.

Remuneration

All roles are unremunerated and voluntary in nature with reasonable expenses covered.

Time Commitment

Varied, but approximately two to three days per month, inclusive of four quarterly board meetings, an annual strategy day and the expectation to be part of at least one of the Board's sub-committees, potentially as its Chair, which also meet quarterly.

Term Length

Three years (each Trustee can sit for up to a maximum term of nine years).

Upcoming Board Meetings

Please note that these dates may be subject to change.

Committees w/c 1 May 2023

Trustee Board 18 May 2023

Trustee Board and Strategy Day 22 June 2023

Committees w/c 25 July 2023

Trustee Board 10 August 2023

Committees w/c 16 October 2023

Trustee Board 2 November 2023



How to Apply

How to Apply – Entertainment Trustee

Candidates wishing to apply for the Entertainment Trustee role should send a CV with a maximum two page covering letter to nominations@lordstaverners.org by **Tuesday 14 February 2023 at 5pm**. Members will receive separate communication from Lord's Taverners on the timelines and process for this Trustee position.

For more information regarding the role and requirements, please email Lord's Taverners' Nominations Committee at nominations@lordstaverners.org.

How to Apply – Lived Experience, Fundraising, Membership and Finance Trustees

Candidates wishing to apply for the above roles should apply via Perrett Laver.

For more information regarding the roles and requirements, including the job description, person specification, and information on how to apply, please visit <https://candidates.perrettlaver.com/vacancies> quoting reference number **6305**.

The closing date for applications is **Tuesday 14 February 2023 at 5pm (GMT)**.

For any initial enquiries regarding the roles, please contact Grace Fakes at grace.fakes@perrettlaver.com and +44 (0)20 7340 6221.

Recruitment Timetable – Lived Experience, Fundraising, Membership and Finance Trustees

Longlisted candidates will be invited to interview with Perrett Laver between Monday 6 March – Friday 17 March 2023.

The Selection Panel will meet to decide upon a final shortlist for the post on Monday 27 March 2023.

Final Interviews with Lord's Taverners shall take place in week commencing 3 April 2023.

Accessibility

For a conversation in confidence, please contact Grace Fakes at grace.fakes@perrettlaver.com and +44 (0)20 7340 6221.

Should you require access to these documents in alternative formats, please contact Sofia Coppoletta at sofia.coppoletta@perrettlaver.com.

If you have comments that would support us to improve access to documentation, or our application processes more generally, please do not hesitate to contact us via accessibility@perrettlaver.com.

Inclusion

Perrett Laver believes that excellence will be achieved through recognising the value of every individual. A broad range of perspectives, backgrounds and opinions amongst our global community of colleagues is crucial in maintaining our culture of openness, intellectual curiosity, and creativity.

We take an active role in supporting under-represented communities and groups in becoming better and more fairly represented in the leadership of all organisations. We also know that diverse and inclusive teams have a positive impact on our ability to identify, engage and secure candidates from these groups.

Our commitment to inclusion across race, gender, age, religion, sexual orientation, identity, and experience drives us every day – for clients, for candidate identification and in the recruitment, development and retention of colleagues.

To ensure inclusion on the basis of age, disability, ethnic or national origin, family circumstance, gender, gender identity, marital status, nationality, political or religious beliefs, race, socioeconomic background, sexual orientation, we would like to specifically invite applications from under-represented groups.

Data Protection and Privacy

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

As defined under the General Data Protection Regulation (GDPR) Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website: <http://www.perrettlaver.com/information/privacy/>.

