

UK SPORT - MEMBER

TERMS AND CONDITIONS OF APPOINTMENT

PERIOD OF APPOINTMENT

This is a public appointment made for a **three year term** from **28 October 2013 to 27 October 2016**. The appointment will not necessarily be renewed at the end of this period. However, your appointment may be renewed subject to a satisfactory performance appraisal, and the continuing need for your set of skills on the board as defined by the nature of UK Sport. The decision on who is to be appointed at the end of your term of office rests with the Secretary of State.

You can at any time resign from your appointment. Your resignation should be given in writing to the Secretary of State, and we would expect you to provide as much notice as possible of your intention to resign, preferably at least six months.

Your appointment may be terminated by the Secretary of State at any time, for any reasonable cause, and in particular if:

- a. There is reason to believe that you have breached the Code of Conduct for board members;
- b. You have been absent from meetings without permission for more than three consecutive months;
- c. You become bankrupt or make any arrangement or composition with creditors generally;
- d. You are incapacitated by physical or mental illness;
- e. You are convicted of a criminal offence;
- f. You are in the opinion of the secretary of State, otherwise unable or unfit to discharge the functions of this office.

DUTIES

General issues of responsibility and accountability, and a Code of Conduct for board members, are described in the Cabinet Office *Guidance on Codes of Practice for Board Members* enclosed with these Terms and Conditions.

Set out below are is the boards responsibility, but it must be understood that these do not create an employment contract and that you are not an employee of either UK Sport or the Secretary of State.

The main Board has overall responsibility for the performance of UK Sport and concerns itself primarily with the development of business and investment strategies and oversight of targeted outcomes including:

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- Driving the development and delivery of a sustainable UK high performance system to maximise success at the Olympic and Paralympic Games and to provide a lasting legacy for sport in the UK;
- Attracting strategically important international sporting events to the UK and ensuring that they are staged to a world leading standard;
- Supporting international development through sport and promoting the UK's reputation internationally;
- Acting as a positive and powerful advocate for the work of UK Sport, ensuring effective pro-active communications across the UK and internationally with key stakeholders;
- Contributing to the development of a commercial strategy to maintain private sector income and expertise into the high performance system; and
- Ensuring good governance and financial management within UK Sport, and supporting, challenging and advising the executive team in equal measure.

TIME COMMITMENT

1-2 days a month. Some additional time will be required to study papers, to attend additional meetings as necessary, to attend events and to represent UK Sport at functions.

REMUNERATION

An attendance allowance of £218 per day for up to 24 days per annum is available and travel expenses will be reimbursed.

RULES OF CONDUCT AND CONFLICTS OF INTEREST

In order to avoid suspicion of or actual conflict of interest, corruption or impropriety by public bodies, Departments have a responsibility to see that appropriate rules of conduct, taking into account the nature of the body's function, its relationship to other persons and organisations, and the sources of recruitment to it, apply to its board members. You are therefore expected to comply with the guidance set out in the attached copy of the Cabinet Office's booklet *Guidance on Codes of Practice for Board Members of Public Bodies*. You must also ensure that your interests are included in the body's register of interests and that this is kept up to date.

You are required to ensure that your conduct on UK Sports behalf is at all times moderated and guided by the terms of its governance guidelines (this will be provided by UK Sport as part of the induction process) and those additional policies and protocols adopted by the Board in support of its objectives.

You will be expected to treat sensitive information relating to the board and to the body as a whole appropriately, complying with the body's own policy on confidentiality. (See UK Sports own guidelines for more information).

You are required to comply with the body's procedures and protocols regarding gifts and hospitality.

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You are expected to inform the Secretary of State in advance of any new appointments which may impinge on your duties as a member of the UK Sport

POLITICAL ACTIVITY

You must inform the Secretary of State if you intend to accept a paid or prominent position in any political party, and must understand that your appointment may be terminated early if it is felt that the positions are incompatible.

If you accept a nomination for election to the House of Commons, then you will resign the appointment.

Subject to the foregoing, you are free to engage in political activities provided that you are conscious of your general public responsibilities and exercise a proper discretion. Members of the House of Lords will be guided in their conduct by the statement in the House of Lords made by Lord Addison on 21 March 1951, as amended by the Second Report from the Select Committee on Procedure of the House, 3 February 1971.

PERFORMANCE APPRAISAL

We are very appreciative of all those who serve on the boards of the public bodies sponsored by DCMS. Accountability is very much a necessity of public life, and for this reason you will be asked to assess the performance of Board members on a regular basis, and be prepared to discuss this with the appropriate DCMS Director. We would also expect the Chair to discuss performance with Board members.

ACCEPTANCE

Please sign a copy of the statement attached and return it with your letter of acceptance.

EXAMPLE COPY

APPENDIX 1

THE SEVEN PRINCIPLES OF PUBLIC LIFE

Selflessness

Holders of public office should take decisions solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.

Integrity

Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in the performance of their official duties.

Objectivity

In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merits.

Accountability

Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

Openness

Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

Honesty

Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interests.

Leadership

Holders of public office should promote and support these principles by leadership and example.

EXAMPLE COPY



CABINET OFFICE

CODE OF CONDUCT FOR BOARD MEMBERS OF PUBLIC BODIES

APRIL 2011

EXAMPLE COPY

FOREWORD

The Government expects all holders of public office to work to the highest personal and professional standards. In support of this, all non-executive board members of UK public bodies¹ must abide by the principles set out in this Code of Conduct. The Code sets out, clearly and openly, the standards expected from those who serve on the boards of UK public bodies and should form part of individual members' terms and conditions of appointment. Any breach of the Code should be viewed as a breach of those terms and conditions of appointment.

This Code replaces *Guidance on Codes of Practice for Board Members of Public Bodies* issued by the Cabinet Office in 2004.

Any questions on the Code should be directed to:

Propriety and Ethics Team
Cabinet Office
70 Whitehall
LONDON
SW1A 2AS

Tel: 020 7276 0269/0387

Copies of the Code can be downloaded from:

www.cabinetoffice.gov.uk/content/public-bodies-and-appointments

¹ The principles set out in this Code should apply to all non-executive members on the boards of Government Departments, non-Ministerial Departments, Executive Agencies, Executive and Advisory non-department public bodies (NDPBs) and national public corporations.

**CODE OF CONDUCT FOR BOARD MEMBERS OF
PUBLIC BODIES**

CONTENTS

1. Introduction	5
2. Key Principles of Public Life	5
3. General Conduct	6
Use of Public Funds	6
Allowances	6
Gifts and Hospitality	7
Use of Official Resources	7
Use of Official Information	7
Political Activity	7
Employment and Appointments	8
4. Members' Interests	8
5. Responsibilities as a Board Member	9
6. Responsibilities towards Employees	9

CODE OF CONDUCT FOR BOARD MEMBERS OF PUBLIC BODIES

1. INTRODUCTION

- 1.1 As a public office-holder, your behaviour and actions must be governed by the principles set out in this Code of Conduct. It is your responsibility to ensure that you are familiar with, and comply with, all the relevant provisions of the Code.

2. KEY PRINCIPLES OF PUBLIC LIFE

- 2.1 The key principles upon which this Code of Conduct is based are the Seven Principle of Public Life². These are:

Selflessness

You should take decisions solely in terms of the public interest. You should not do so in order to gain financial or other material benefits for yourself, your family or your friends.

Integrity

You should not place yourself under any financial or other obligation to outside individuals or organisations that might, or might be perceived to, influence you in the performance of your official duties.

Objectivity

In carrying out public business, including awarding contracts and recommending individuals for rewards and benefits, you should make choices on merit.

Accountability

You are accountable for your decisions and actions to the public and must submit yourself to whatever scrutiny is appropriate for your office.

² *Standards in Public Life: First Report of the Committee on Standards in Public Life*. Volume 1: Report. CM 2850-I.

Openness

You should be as open as possible about the decisions and actions that you take. You should give reasons for your decisions and restrict information only when the wider public interest clearly demands.

Honesty

You have a duty to declare any private interests relating to your public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

Leadership

You should promote and support these principles by leadership and example.

- 2.2 These principles should inform your actions and decisions as a board member.

3. GENERAL CONDUCT

Use of Public Funds

- 3.1 You have a duty to ensure the safeguarding of public funds³ and the proper custody of assets which have been publicly funded.
- 3.2 You must carry out your fiduciary obligations responsibly – that is, take appropriate measures to ensure that the body uses resources efficiently, economically and effectively, avoiding waste and extravagance. It will always be an improper use of public funds for public bodies to employ consultants or other companies to lobby Parliament, Government or political parties.

Allowances

- 3.3 You must comply with the rules set by the board and the public body regarding remuneration, allowances and expenses. It is your responsibility to ensure compliance with all relevant HM Revenue and Customs' requirements concerning payments, including expenses.

³ This should be taken to include all forms of receipts from fees, charges and other sources.

Gifts and Hospitality

- 3.4 You must not accept any gifts or hospitality which might, or might reasonably appear to, compromise your personal judgement or integrity or place you under an improper obligation.
- 3.5 You must never canvass or seek gifts or hospitality.
- 3.6 You must comply with the rules set by the body on the acceptance of gifts and hospitality. You should inform the Chief Executive (or equivalent) of any offer of gifts or hospitality and ensure that, where a gift or hospitality is accepted, this is recorded in a public register in line with the rules set by the body.
- 3.7 You are responsible for your decisions on the acceptance of gifts or hospitality and for ensuring that any gifts or hospitality accepted can stand up to public scrutiny and do not bring the public body into disrepute.

Use of Official Resources

- 3.8 You must not misuse official resources⁴ for personal gain or for political purposes. Use of such resources must be in line with the body's rules on their usage.

Use of Official Information

- 3.9 You must not misuse information gained in the course of your public service for personal gain or for political purpose.⁵
- 3.10 You must not disclose any information which is confidential in nature or which is provided in confidence without authority. This duty continues to apply after you have left the board.

Political Activity⁶

- 3.11 In your public role, you should be, and be seen to be, politically impartial. You should not occupy a paid party political post or hold a particularly sensitive or high-

⁴ This includes facilities, equipment, stationery, telephony and other services.

⁵ Board members who misuse information gained by virtue of their position may be liable for breach of confidence under common law or may commit a criminal offence under insider dealing legislation

⁶ If you are an MP, Member of the House of Lords, Member of a Devolved Administration or Local Councillor, you are exempt from these requirements - although you should still exercise proper discretion on matters directly related to the work of the body and recognise that certain political activities may be incompatible with your role as a board member.

profile role in a political party. You should abstain from all controversial political activity and comply with Cabinet Office rules on attendance at Party Conferences⁷.

- 3.12 On matters directly related to the work of the body, you should not make political statements or engage in any other political activity.
- 3.13 In your official capacity, you should be even-handed in all dealings with political parties.
- 3.14 Subject to the above, you may engage in political activity but should, at all times, remain conscious of your responsibilities as a board member and exercise proper discretion. You should inform the Chair and/or the parent Department before undertaking any significant political activity.

Employment and Appointments

- 3.15 If you wish to take up new employment or appointments during your term of office, you must inform the Chair and/or the relevant parent Department.
- 3.16 On leaving office, you must comply with the rules of the body on the acceptance of future employment or appointments.

4. MEMBERS' INTERESTS

- 4.1 You must ensure that no conflict arises, or could reasonably be perceived to arise, between your public duties and your private interests – financial or otherwise.
- 4.2 You must comply with the rules of the body on handling conflicts of interests. As a minimum, these will require you to declare publicly any private interests which may, or may be perceived to, conflict with your public duties⁸. The rules will also require you to remove yourself from the discussion or determination of matters in which you have a financial interest. In matters in which you have a non-financial interest, you should not participate in the discussion or determination of a matter where the interest might suggest a danger of bias.⁹
- 4.3 It is your responsibility to ensure that you are familiar with the body's rules on

⁷ www.cabinetoffice.gov.uk/content/public-bodies-and-appointments

⁸ In general, all financial interests should be declared. When considering what non-financial interests should be declared, you should ask yourself whether a member of the public, acting reasonably, would consider that the interest in question might influence your words, actions or decisions.

⁹ These are common law provisions.

handling conflicts of interests, that you comply with these rules and that your entry in the body's register of members' interests is accurate and up-to-date.

5 RESPONSIBILITIES AS A BOARD MEMBER

- 5.1 You should play a full and active role in the work of the body. You should fulfil your duties and responsibilities responsibly and, at all times, act in good faith and in the best interests of the body.
- 5.2 You should deal with the public and their affairs fairly, efficiently, promptly, effectively and sensitively, to the best of your ability. You must not act in a way that unjustifiably favours or discriminates against particular individuals or interests.
- 5.3 You must comply with any statutory or administrative requirements relating to your post¹⁰.
- 5.4 You should respect the principle of collective decision-making and corporate responsibility. This means that, once the board has made a decision, you should support that decision.
- 5.5 You must not use, or attempt to use, the opportunity of public service to promote your personal interests or those of any connected person, firm, business or other organisation.

6. RESPONSIBILITIES TOWARDS EMPLOYEES

- 6.1 You will treat any staff employed by the body with courtesy and respect. It is expected that employees will show you the same consideration in return.
- 6.2 You will not ask or encourage employees to act in any way which would conflict with their own Code of Conduct.

¹⁰ In the case of a body incorporated under the Companies Act or the Companies (Northern Ireland) Order, you will also be subject to the duties of directors under company law. In the case of a body that has charitable status, you will also be subject to the duties of trustees under charities law.