

BOARD OBJECTIVITY AND SKILLS

The board should be made up of individuals with the right balance of skills, knowledge and experience to meet the needs of the organisation. This includes expertise and representation of the diversity of the rugby community it serves.

Make-Up of the Board

- Having a board that comprises up to 8-12 people for effective decision-making. The model rules state a minimum of 6 and a maximum of 9 elected Directors.
- Having at least 25% independent non-executive board members bringing knowledge and experience from outside of rugby.
- Having a Chair who can bring an objective perspective.

Skills and Competency of Directors

- Ensuring that board members are chosen on the basis of their competence, ability, quality, leadership, integrity and experience.
- Putting in place appropriate recruitment practices for new board members.
- Ensuring a balanced and inclusive interview panel and nominations panel for board appointments.
- Ensuring board succession planning is proactively undertaken.
- Ensuring board composition adequately reflects the community served by the organisation and the diversity of society.
- Setting terms of office for board members that are limited in duration to ensure the board is refreshed regularly and a balance of continuity and fresh perspective is maintained.

Operation

- Ensuring the voice of the supporters is heard or represented to the board.
- Ensuring diversity is championed on the board (this can be achieved through portfolio responsibility, quota setting or mentoring programmes).
- Ensuring all voices are heard in decision making processes.
- Ensuring that challenge and discussion are encouraged in a controlled meeting and conflict is resolved appropriately.