



**British
Elite
Athletes
Association**

Annual Governance Statement

2022-23

Version 1.0
April 2023

www.britisheliteathletes.org

With you.



Introduction and Governance Structure

Statement

The Annual Governance Statement provides the BEAA's athlete members and stakeholders with an annual report on the governance performance of the organisation during the reporting period.

This Statement is to demonstrate the BEAA's commitment to a high level of governance and is made in accordance with the Code for the period from 1 April 2022 to 31 March 2023 (the "Reporting Period").

The Code

The UK Government introduced the Code for Sports Governance in October 2016. In 2022 a revised and updated Code was published with new requirements for Tier 3 funded organisations:


The Code sets 49 requirements across 5 principles:

- 1) Structure
- 2) People
- 3) Communication
- 4) Standards and Conduct
- 5) Policies and Procedures

The BAC is committed to 'A Code for Sports Governance' (the "Code") and the principles of good governance.

Meeting the requirements of the Code for Sports Governance ('The Code') remains a priority for the BEAA and the executive will continue to report on compliance. The BEAA Board understand that compliance with the Code is an on-going requirement.

The BEAA will continue to work to meet the requirements of the revised Code.



Dominic Mahony
Chair, BEAA



About Us

The British Elite Athletes Association – formerly the British Athletes Commission – is the representative body for elite British athletes across over 40 sports.

We are primarily funded by UK Sport, but operate independently of National Governing Bodies, and are therefore able to provide a unique service to our members.

Since [our formation in 2004](#) our influence within the high-performance sport system has grown, and we are proud to play a crucial role within British sport.

Governance Structure

The organisation is a company limited by guarantee. Its governing document, the articles of association are published on its website at <https://britisheliteathletes.org/governance/policies-2/>

Board Governance changes and events during the reporting period:

- Victoria Aggar stepped down as Chair of the organisation on 31st December 2022
- Dominic Mahony was appointed Chair of the organisation on the 7th February 2023
- Dr Rod Jaques held the position of Interim Chair from 1st January – 6th February 2023
- Director appraisals took place in November and December 2022


The Board

The Board currently operates in accordance with the organisations revised Articles of Association (January 2023). The Board is collectively responsible for the long-term success of the organisation and is exclusively vested with the power to lead it.

Dominic Mahony is responsible for the leadership of the Board. As Senior Independent Non-Executive Director, Dougie Dryburgh deputises for the Chair in his absence.

Strategy

The Board sets the strategy of the organisation. The current strategy for the period to 31 March 2025 was published in July 2021.



The Board continually monitors progress against strategy and can report the following progress has been attained in the Reporting Period:

1. The BAC has provided ground-breaking, proactive support to all World-Class Programme (WCP) athletes in the areas of athlete welfare and wellbeing.
2. Ensured we have strong relationships with athletes, with them identifying us as their independent, trusted, representative body
3. Been considered by decision makers as an authentic and independent voice for athlete concerns and opinions.
4. Upheld strong governance and leadership delivering long term financial sustainability & success.

Purpose & Role

The purpose of The Board is to:

- Set the organisation's vision, values and standards in consultation with the member organisations.
- Set the organisation's strategic aims, ensure that the necessary financial and human resources are in place for the organisation to meet its objectives, and review management performance.
- Provide entrepreneurial leadership of the organisation within a framework of prudent and effective controls which enable risk to be assessed and managed.
- Constructively challenge corporate decision making

The Board will be composed of up to ten members.

Non-Executive Directors on the Board will be up to 10 individuals appointed as Independent Non-Executive Directors. One of these individuals will be appointed as Chair of the company, and another will be appointed as Senior Independent Director. A minimum of three individuals must be either a current or retired World Class Programme Athlete.

The Chief Executive of the company sits on the Board of the company in an ex-officio capacity.

The Board will meet four times each year. Directors are expected to attend all meetings. If a director fails to attend three consecutive meetings, the Board may revoke the appointment unless such absence is authorised by the Board.



The BEAA Board meetings take place in-person. Attendance of Board meetings during the reporting period is listed below.

Name	Role	Board meetings attended
Victoria Aggar	Chair (stepped down 31 st December 2022)	4/4
Dominic Mahony	Chair (commenced 6 th February 2023)	0/0
Dougie Dryburgh	Senior Independent Non-Executive Director	3/4
Peter Crowther	Independent Non-Executive Director (Legal)	3/4
Dr Rod Jaques	Independent Non-Executive Director (Athlete Health and Wellbeing)	4/4
Jennifer Nel	Independent Non-Executive Director (Finance)	3/4
Asha Philip	Independent Non-Executive Director (Athlete)	4/4
Hollie Pearne Webb	Independent Non-Executive Director (Athlete)	0/4
Pranav Soneji	Independent Non-Executive Director (Communications)	4/4
Milan Sud	Independent Non-Executive Director (Commercial)	2/4
Simon Freedman	Independent Non-Executive Director (Commercial)	3/4

Director Recruitment

The Nominations Committee is responsible for the recruitment of Independent Non-Executive Directors through interviewing and then recommending individuals to the Board for appointment.

The Nominations Committee is responsible for Board succession planning and Board diversity, including a broad mix of skills. This committee is formed of the Chair of the organisation and two Non-Executive Directors.





Directors

All directors receive an induction upon appointment, including a meeting with the Chair and Chief Executive of the organisation. Directors can serve for a maximum of two terms (4 years each).

Directors must sign a declaration of good character and adhere to the BEAA's Code of Conduct prior to their appointment being ratified.

Conflict of Interest

Each director is expected to adhere to the BEAA's Conflict of Interest Policy and are asked prior to the start of each Board meeting if there are any conflicts to declare.

Sub Committees

The Board has two sub-committees, each of which meet prior to each Board meeting or as and when required. Each subcommittee reports into the Board at every meeting.

- The Audit and Risk Committee (ARC)
- The Remuneration and Nominations Committee (REMCOM)

Each sub committee has its own Terms of Reference, found [here](#).

Risk Management

On a quarterly basis the Audit and Risk Committee reviews the company Risk Register to consider new risks and review existing ones. The Risk Register is updated to reflect past and future business strategies and activities.

Annual Board Evaluation

The Board undertakes an evaluation on an annual basis.

The evaluation is completed on an anonymous basis and the results are shared with the Board to ensure any issues can be discussed and improvements made.

The next externally facilitated Board evaluation is scheduled to take place in the Autumn of 2023.



Remuneration

The Chair role carries a remuneration of £24,000 per annum. All other roles are voluntary.

Skills Matrix

Is conducted annually to help identify any skills gaps within the Board and to ensure that future director recruitment focuses on areas that better support the organisation.

Diversity

The organisation is fully committed to the principles of equality of opportunity and to creating a diverse environment. We work with our athlete members and partners to enable the BEAA to be an accessible and inclusive organisation that provides opportunities for enjoyment and achievement for all.

The organisation has undertaken the following activities in the Reporting Period to increase diversity:

We've continued to make available accessible software to our website to widen our accessibility to our athlete members and stakeholders.

- Our target is to maintain a position where a minimum of 30% of Board members are from each gender whilst working towards gender parity. As of 31 March 2023, the gender balance was a 70/30 split of male and female.
- We are continually committed to increasing the diversity of staff, volunteers including Board and committee members.

The organisation currently holds the INTERMEDIATE standard for Equality and Diversity.

Audit

The organisation has its financial accounts and financial procedures audited on an annual basis by Hayes McIntyre Chartered Accountants. The last audit was completed in September 2022 with no matters arising.

Staff Engagement Survey



The organisation asks its staff to complete a survey annually. Results are shared with the Board.

Policy Reviews

The organisation conducts an internal review of all policies on a biennial basis. The next review is scheduled for April 2023. This includes all company, Board, financial and human resources policies. Any updates or amendments are reported to the ARC for approval.

Complaints/whistleblowing

In the Reporting Period there were no complaints to the organisation. There were no reports of wrongdoing.

