



## Matters Reserved to the Board of British Rowing

There are two types of authorities the Board approves:

Reserved Authorities - For matters determined and approved by the Board only.

Delegated Authorities - General day to day management matters are delegated to the CEO and the Executive Management Team.

Authority levels including the financial spend level will vary depending on the type of transaction and the materiality /significance of the transaction.

Delegated Authorities are set out in British Rowing's Scheme of Delegation.

### Reserved Authorities

Area	Authority Holder	Area of Approval
Governance	Board	Approval of recommendations to change or amend Articles of Association for proposal to Members. Regulations and Corporate Governance Handbook. Terms of Reference, Scheme of Delegation, and other key governance documentation. Appointment of Board and Committee Members.
Strategy & Budgets	Board	Corporate Strategy. Annual and multi-year budgets (post review and recommendation by the Finance Committee). Changes to annual and multi-year plans that have a material impact on the strategic goals approved (this may be delegated to the Finance Committee for review and approval from time to time). Major projects/initiatives budgeted and not budgeted subject to delegated authority expenditure levels.
Grant Funding Application	Board	Approval of all major funding applications such as UKS or SE greater than or equal to [REDACTED] (after business case review by Finance Committee).

Human Resources	Board	<p>Remuneration, terms, and conditions of CEO.</p> <p>Hiring of personnel (budgeted or not with a salary greater than or equal to █████ per annum will be approved on behalf of the Board by the Nominations Committee).</p> <p>Major organisational restructuring.</p> <p>All initiatives leading to redundancy and/or requiring financial expenditure (whether budgeted or not).</p> <p>Pay policy related items including pay rate reviews (annual or otherwise), changes in HR pay and grade framework, employee benefits, one off payments and terms and conditions impacting all staff (after review by the Nominations Committee).</p> <p>Exceptional HR related matters such as disputes or grievances where the outcome could lead to costs of more than █████ and / or have a significant reputational risk.</p> <p>Succession planning for the Board and CEO.</p>
Freehold and Leasehold Property	Board	<p>Approval of purchase or sale of land/buildings.</p> <p>Approval of capital property projects .</p>
Audit	Board	<p>Appointment of internal auditors.</p> <p>Recommendation of appointment of external auditors to Board and Members.</p> <p>Remuneration of external auditors.</p>
Financial Controls and Investments	Board	<p>Appointment of Investment Managers as reviewed and recommended by Finance Committee.</p> <p>Charges, Loans, Mortgages.</p> <p>Write-off debts &gt; █████</p>
Legal Matters	Board	<p>Conduct of litigation likely to have an impact on the organisation.</p>
Name. Trademarks & Intellectual Property	Board	<p>Approval of any exclusive contract involving exploitation of BRL's intellectual property.</p>



		Approval of any non-exclusive category contract involving exploitation of BRL's intellectual property in accordance with the Delegated Authorities. Approval of any commercial joint venture contract.
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Last Reviewed	October 2021
Reviewed by	FC Chair, ARC Chair and Board
Next Review:	October 2023