



Board members Code of Conduct

British Rowing expects its Board members to commit to its values of integrity, excellence and teamwork, and to work to enable and inspire. It requires members to act in an ethical and business-like manner and including proper use of authority, appropriate decorum in group and individual behaviour, when acting as Board members, and to follow principles set out below based on those published by the Committee on Standards in Public Life as the Nolan Principles:

Selflessness

British Rowing Board members should take decisions solely in terms of the organisation's interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.

Integrity

British Rowing Board members should not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in the performance of their duties as a member of the Board.

Objectivity

In carrying out British Rowing business, including making appointments, awarding contracts, or recommending individuals for rewards and benefits, Board members should make choices on merit.

Accountability

British Rowing Board members are accountable for their decisions and actions and must submit themselves to appropriate scrutiny.

Openness

British Rowing Board members 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

British Rowing Board members have a duty to declare any private interests relating to their British Rowing duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

Leadership

British Rowing Board members should promote and support these principles by leadership and example.



Should a Board member be considered for employment by British Rowing, he or she must temporarily withdraw from Board deliberations, voting, and access to applicable Board information until an outcome is known.

General

Board members will;

- Act within the governing document of British Rowing and the law, and abide by the policies and procedures of the organisation. This includes having a knowledge of the contents of the Articles of Association and the Governance of British Rowing and relevant policies and procedures.
- Support the objects and mission of British Rowing, Championing it, using any skills of knowledge they might have to further that mission and seeking expert advice where appropriate.
- Be active trustees, making their skills, experience and knowledge available to British Rowing and seeking to do what additional work they can outside meetings, including sitting on sub-committees.
- Develop and maintain a sound and up-to-date knowledge of British Rowing and its environment. This will include an understanding of how British Rowing operates, the social, political and economic environment in which it operates and the nature and extent of its work.
- Use British Rowing's resources responsibly, and when claiming expenses will do so in line with British Rowing's procedures.
- Accept their responsibility to ensure that British Rowing is well run and will raise issues and questions in an appropriate and sensitive way to ensure that this is the case.
- Actively contribute towards improving governance of the Board, participating in induction and training and sharing ideas for improvement.
- Help to identify good candidates for the trusteeship at British Rowing and with their fellow Board members will appoint new members in accordance with agreed selection criteria.
- Respect diversity, different roles and boundaries, and avoid giving offence.
- Maintain the separation of their roles as Board member and volunteer if applicable.

Preparation for meetings

- British Rowing Board Members should:
- Attend all appropriate meetings and other appointments of British Rowing or give apologies. If unable to regularly attend meeting they should consider whether there are other ways that they could engage with the organisation.
- Prepare for meetings by reading the agenda, papers and emails before the meeting.
- Participate fully in the meeting:



- Listen to what others have to say and keep an open mind
- Contribute positively to the discussions
- Try to be concise and avoid soliloquies/speeches
- Talk to the chairman before the meeting if they need to clarify anything.
- Arrive on time. Stay to the end.
- Help others concentrate on the meeting. Discourage side conversations.
- Have the best interests of the organisation in mind at all times.
- Draw attention to any potential conflicts of interest that may arise in the meeting.
- Keep any information relating to Board matters confidential and ensure any interaction with the press on British Rowing matters has been approved by the Chairman or CEO of British Rowing.
- Keep abreast of best practice and follow the IOD directors' handbook which sets out guidance regarding duties and obligations for directors.

'Rules of engagement'

1. Executive team to be encouraged to engage with Board Members outside of Board meetings using their specific experience or expertise.
2. If Board Members disagree/are not happy with a business related matter to talk directly with the CEO, thereby reinforcing the role of the CEO.
3. Board Members to raise issues of concern with the Chairman and/or CEO in advance of meetings wherever possible.
4. There is Cabinet responsibility, meaning that discussions and decisions made at Board meetings are consistently communicated externally.
5. If a Board Member wants to get involved more deeply in a particular area then this should be communicated via the CEO.
6. The CEO report should focus on strategic objectives and status of progress.

Leaving the Board

If a Board member wishes to cease being a Board member of British Rowing at any time the Board member should inform the Chairman in advance, in writing and stating any reasons for leaving.



Declaration

I understand that substantial breach of any part of this code may result in procedures being put in motion that may result in my being asked to resign from the Board.

Should this happen I will be given the opportunity to be heard. In the event that I am asked to resign from the Board I will accept the majority decision of the Board in this matter and resign at the earliest opportunity.

Signed:

Name:

Date: