**New Code for Sports Governance Affirmation Statement**

*Basketball England shall recruit and engage people with appropriate diversity,*

*independence, skills, experience and knowledge to take effective decisions that further the organisation’s goals.*

**Diversity**

Basketball England shall:

(A) adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its Board; and

(B) demonstrate a strong and public commitment to progressing towards achieving gender parity and greater diversity generally on its Board, including, but not limited to, Black, Asian, minority ethnic (BAME) diversity, and disability.

Basketball England shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in The Governance Code Requirement 2.1.

The Board of Basketball England shall ensure that the organisation prepares and publishes on its website information (approved by the Board) about its work to foster all aspects of diversity within its leadership and decision making, including an annual

update on progress against the actions identified in the Governance Code Requirement 2.2.

**Board Recruitment**

Basketball England shall have a formal, rigorous and transparent procedure for the

appointment of new directors to the Board, and all appointments shall be made on

merit in line with the skills required of the Board. In exceptional circumstances a director may be Co-opted onto the Board if this is necessary to ensure that the Board has the skills and/ or experience necessary to fulfil its role. The appointment of the Chair and independent non-executive directors must be via an open, publicly advertised recruitment process.

The Basketball England Board shall have in place succession plans for orderly appointments to the Board and to key positions within senior management. The nomination committee shall lead the process for Board appointments on behalf of the Board (unless, as set out in Requirement 1.23), the organisation does not have a nomination committee, in which case the Board shall be responsible for the

appointment process). The Board or nomination committee shall inform Sport England of any appointment process being carried out by the organisation in relation to:

(A) any directors; and

(B) the chief executive;

Sport England to observe any such process. No individual shall be appointed as a

director until he or she has provided to the organisation a declaration of good character.

**Induction of new Directors**

On appointment, each director shall be given a written statement of their responsibilities.

**Remuneration**

Remuneration of directors and employees, if any, shall be determined in accordance

with a formal, approved procedure.

**Communication**

*Basketball England shall be transparent and accountable, engaging effectively with stakeholders and nurturing internal democracy.*

**Requirements**

Basketball England shall publicly disclose information on its governance, structure,

strategy, activities and financial position to enable stakeholders to have a good

understanding of them and shall publish:

(A) in the case of organisations which employ more than 50 staff, the total remuneration paid to its senior management team; and (B) the remuneration (if any) paid to each of its directors (except for members of the senior management team who are Ex Officio directors). Any information disclosed shall be fair, accurate and presented in an understandable manner. Basketball England shall develop a strategy for engaging with, and listening to, its stakeholders (including elite athletes

where appropriate) which the Board shall contribute to and review at least annually and shall carry out a regular staff survey (including their volunteers) at least once a year and:

(A) act on the results internally, communicating clearly to their employees and volunteers how such actions are to be taken; and (B) make topline data available to Sport England to collate the results for the purpose of developing a greater

understanding of the sport workforce.

**Standards and conduct**

Basketball England shall uphold high standards of integrity, and engage in regular and effective evaluation to drive continuous improvement.

**Requirements**

**Development of the Board**

The Board, led by the chair, shall undertake, and maintain in writing a record of, an annual evaluation of its own skills and performance and of individual directors, and that of its committees (committee evaluation need not be undertaken annually).

External evaluation of the Board shall be facilitated at least every four years or at the

request of Sport England. The Board shall agree and implement a plan to take forward any actions resulting from the evaluations.

**Integrity**

Basketball England shall adopt a mandatory directors’ code that, amongst other things, requires all directors to act at all times, with integrity, in a forthright and

ethical manner and in accordance with their organisation’s conflicts policy.

The directors’ code, terms of reference and other policies of the Board and its

committees shall be reviewed at least every four years to ensure compliance

with current laws.

**Conflicts of interest**

The chair shall proactively address and manage conflicts of interests amongst

the directors. No director may participate in the discussion of, or vote in respect of,

a matter in which they have a material conflict of interest.

**Policies and Processes**

Basketball England shall comply with all applicable laws and regulations,

undertake responsible financial strategic planning, and have appropriate controls and risk management procedures.

**Requirements**

Legal Compliance and Control

The Board shall ensure that:

(A) both individually and collectively it understands the key legal and regulatory obligations (including those which are specific to sport national governing bodies)

which affect the Board and the organisation; and

(B) the organisation has appropriate policies and procedures in respect of

these obligations.

**Financial control**

Basketball England shall exhibit honesty, integrity and competence in financial

matters. The Board shall adopt appropriate and proportionate finance policies and

procedures. Basketball England shall take all reasonable steps to ensure that

these policies and procedures, where appropriate, are communicated to, and

understood and followed by, its directors, staff and volunteers (where relevant). The

Board must review and update them at least once every two years. Basketball England must prepare annual accounts which:

(A) comply with legal Requirements and

recognised accounting standards;

(B) give specific disclosure of income received from public investors and clearly account for the expenditure of such funding; and

(C) are audited.

The audited annual accounts must be published on the organisation’s website.

**Financial strategy**

The Board must actively plan and monitor the financial position and performance

of the organisation against an annually approved budget and at least a four year

financial forecast.

**Risk Management and Internal Control**

The organisation shall maintain robust risk management and internal control

systems. The Board shall conduct an annual review of the effectiveness of the organisation’s risk management and internal control systems to ensure that they provide reasonable assurance.

Clare Wardle

Chair

Basketball England

