

ACTIVE BLACK COUNTRY

Board Member Recruitment Pack



SEPTEMBER 2021



Active
Black Country
Creating an active, healthier region

Welcome Note

Thank you for your interest in becoming a Board Member of Active Black Country.

Our organisation exists to help create equal opportunities for everybody in the Black Country to be physically active. This stems from a shared belief across our Board and Executive that being active has the power to change and improve people's lives. Our organisation has a passionate belief that physical activity and sport can change people's lives and that it is every resident's right to be active and play sport.

The pandemic has posed challenges across wider society but also brought to the fore the premium on our health and raised awareness of the need to safeguard it. Being active is one of the best things people can do to improve their health.

Next year promises to be hugely exciting with many new opportunities with the 2022 Commonwealth Games on the horizon. Our role places the emphasis on greater knowledge of the Black Country place and people to understand how we can ensure people across the Black Country have more equal opportunity to be active and play sport.

Our challenge is large-scale: tackling inactivity and low participation among under-represented groups in a region whose resident's lives are determined by a unique set of characteristics, setting it apart from other areas in England.

We recognise that to respond to the challenges set out within our strategic framework we need a collective approach, realised through shared agendas, to create change at all levels and across many sectors. To do this we need to build a committed organisation which can influence, inspire and enable others to achieve our vision of:

A future for the Black Country where all ages, abilities and backgrounds are able to be active and lead a healthy life.

Amanda Tomlinson

Amanda Tomlinson
Chair of Active Black Country Board

We have strong aspirations and operate to the highest standards of governance and performance. To help us on this next phase of our journey, we are looking for new Board members to strengthen our team. If you believe you have the skills and commitment to help us fully realise our vision, then we would love to hear from you. Experience isn't as important to us as innovative thinking, drive and a genuine understanding and passion for the local communities we work with.

I hope this pack provides you with valuable insight into our business, ways of working and, most importantly, the scale of challenge ahead of us. We will be happy to answer any additional questions you may have and I will be delighted to have an informal discussion with any potential applicants.



Who we are, where we are and what we do...

The Active Black Country Partnership (ABC) is the Active Partnership for the Black Country region.

The geographical region called the 'Black Country' is made up of 30 towns and four strategic centres with a growing population of 1.17m. The population is broken down by a gender split that is slightly more women than men, an age split that has 82.6% of its population under the age of 65 and a diverse ethnic population which is slightly larger than national average.

Sitting at the heart of England, it forms the west part of the West Midlands Metropolitan Area and is the largest conurbation outside of London. Comprising the four separate Borough councils of Walsall, Dudley, Wolverhampton and Sandwell, it has a proud and diverse history with a belief that it is a place not defined by its borders, but by its people. The region is undergoing a transformational period with regeneration seeking to change the face of its urban environment and improve the lives for those who live, work, learn and play within it.

Our priority audience is large scale with 500,000 people residing in the most deprived areas and communities across the Black Country who are most likely to be physically inactive. The high deprivation promotes inequalities to a greater extent than in the majority of other County regions.

Our organisation has a passionate belief that physical activity and sport can improve people's lives and that it is every resident right to be physically active and play sport.

The 'Creating an Active Black Country' Strategic Framework recognises the far-reaching approach needed to get people active, understanding people's motivations and challenges and improving the place to get people moving.

We are clear about our role as an 'enabling' organisation, performing in a strategic role, facilitating effective and deep collaboration between the four local authorities, communities and other identified stakeholders. We co-ordinate joint working, where it adds most value, to tackle physical inactivity and get more people playing sport - contributing to better outcomes for Black Country people who face severe and multiple disadvantage.

Our priorities reflect the need to understand the regions communities and residents, connect and collaborate to align strategic priorities and influence policy and investment.

Our golden thread, providing our shared sense of purpose, lies with our acknowledgement and genuine recognition that the inequalities across the Black Country must be addressed through understanding who the 'go to' people are, where we connect with key influencers and decision makers and how we connect with those who align with our agenda and can upscale our ability to impact on the large scale issues the region presents.



Our Vision

A future for the Black Country where all ages, abilities and backgrounds are able to be active and lead a healthy life.

Our Mission

Use the power of physical activity & sport to influence opportunities for everyone in the Black Country to lead an active, healthy lifestyle.

Our Objectives

1. Increase activity levels across the least active to support good mental and physical health and reduce inequalities in activity levels.
2. Provide young people the best start in life through a range of varied and diverse opportunities to be active.
3. Increase the range of opportunities to be active across Black Country communities. Ensuring they are inclusive, attainable and support stronger, better connected, resilient communities.
4. Champion and advocate the role being active can play in contributing to wider outcomes across the health system and tackling health inequalities.
5. Increase the diverse range of physical assets, networks, facilities and places that can get people active and take part in sport supporting wider health outcomes.
6. Develop a 'people plan' for the Black Country to inspire, motivate and guide others to be active and support the development of sport.



Board Member Terms of Appointment

Title: Independent Active Black Country Board Member

Eligibility: They must meet the criteria of 'being independent' which is defined as being free from any close connection to the organisation and therefore, from the perspective of an objective outsider, they would be viewed as independent. Examples of a close connection to the organisation would include:

- They are or have, within the last four years, been actively involved in the organisation's affairs;
- They are or have within the last four years been an employee of the organisation

Remuneration: This is a voluntary non-salaried position. Travel and other reasonable expenses will be reimbursed.

Location: Board meetings and events will be held throughout the Black Country region.

Time Commitment: As a minimum, attendance and preparation should be made for:-

- An induction training event
- A minimum of 4 board meetings annually
- An appraisal meeting event
- 2 special meetings arranged e.g. strategic planning or to receive Sport England presentations
- 2 Active Black Country events

Term of Appointment: All appointments and re-appointments will be made in compliance with agreed stipulations regarding terms of office.

Board members will normally be appointed for a 3 year period.

At the expiry of the period of office any Board member shall be eligible for re-appointment, subject to approval by the Board, for two further terms of 3 years each.

The overall skills composition of the Board is critical to its effectiveness and therefore we seek to balance the benefits of continuity and tenure against the energy and new ideas that new members bring to the board. A rotational system directing appointment terms of office may therefore be put in place, at relevant times, to enable this approach as per the Board's assurance framework.

End of Term of Appointment/Re-appointment: An individual shall cease to be a Board member if they:-

- Resign in writing to the Chair of the Board
- Are expelled from membership by a resolution carried out by a majority of no less than two-thirds of those Board members voting of which due notice has been given. Grounds for expulsion must be specified in the notices calling the meeting and the individual must be given the opportunity to state their case at the meeting. Should they fail to attend with due notice given, the meeting may proceed in their absence.
- Have exceeded their term of appointment and/or re-appointment.

Independent Board Member Job Description & Person Specification

The role of an Independent Board member is to actively contribute to the development, leadership and governance of Active Black Country.

Accountable to:-	Chair of the Active Black Country Board
Responsible for:	<ul style="list-style-type: none">• Setting the vision, mission, values and objectives of the Active Black Country Board alongside fellow Board members.• Providing the strategic leadership and determining the direction and priorities for sport and physical activity across the Black Country.• Acting as an advocate for sport and physical activity focusing on its contribution to public health and economic development for the region.• Holding BCC Ltd to account for its performance and impact across its sport and activity work.• Acting as a member of the Board team, contributing to the fulfilment of its Terms of Reference and sharing responsibility for Board decisions.• Contributing towards ensuring that Active Black Country is for purpose and continuously improves.• Providing objective scrutiny and offering an independent perspective, drawing on their outside current and previous experience.
Key Duties:	<ul style="list-style-type: none">• Diligently preparing for and attending at least 80% of Board meetings, making an active contribution to discussions and decision making.• Taking responsibility, for an agreed portfolio area if required.• Analysing data, intelligence, insight and reports to ensure the delivery of planned results through monitoring and evaluating performance against strategic and operational objectives.• Overseeing risk, financial and administrative processes to ensure robust and rigorous systems are continuously scrutinised and managed.• Interpreting issues, challenges and opportunities faced by the sport and physical activity sector at a national, regional and local level making recommendations for response initiatives.• Setting the priorities, annual resources and annual programme of key events for the Active Black Country.• Preparing for and attending appraisal meetings on an annual basis.• Attending training events as appropriate and necessary to ensure the achievement of individual personal objectives.• Participating in agreed sub-committees, ad-hoc working groups and special meetings as required.• Developing and maintaining good working relationships with Board colleagues, the Director, stakeholders, Active Black Country and BCC Ltd.• Utilising specialist skills, knowledge, expertise and experience to support the work and development of Active Black Country.• Taking appropriate opportunities, as agreed by the Chair and the Director, to promote, support and represent the work of Active Black Country.• Abiding by the code of conduct for all Board members.

Person Specification:

- Demonstrates high level and broad leadership and management skills, both at a strategic and operational level.
- Understands the role of governance in the relevant sector.
- Demonstrates a good understanding of the key aspects of Active Black Country's activities and has knowledge and skills of at least one of its sector sports areas.
- Understands how to translate local, regional, national policy into beneficial plans.
- Demonstrates business acumen showing a good awareness of commercial principles, best practices approaches and high performance delivery.
- Demonstrates political awareness and can understand complex issues in a local, regional and national context.
- Can express views, challenge succinctly, listen to others and contribute to discussions effectively to engage, shape, influence and inspire the confidence of colleagues on the Board, the Director, stakeholders, staff and BCC Ltd.
- Is passionate about community sport and increasing participation in sport and physical activity in the Black Country.
- Considers potential conflicts of interest and acts with a high degree of confidentiality, integrity and probity at all times.
- Upholds the values and objectives of Active Black Country including those for equality and diversity.
- Regularly reviews and considers their own contributions, development needs and those of the Board membership as a whole.

To apply please go to bit.ly/ABC_Board for details on how to apply.

The closing date for applications is **28th January 2022**

Our Equality Statement




Active Black Country is committed to achieving the highest standards of employment practice. Equality of opportunity for all sections of the workforce is an integral part of this commitment.

We will not tolerate less favourable treatment on the grounds of: gender, race, colour, nationality, ethnic or national origin, disability, marital status, sexual orientation, gender reassignment, responsibility for dependents, age, trade union or political activities, religion or beliefs, spent offenses or any other reason which cannot be shown to be justified.

We monitor our recruitment and selection practices to fulfil our statutory duty relevant to equality in employment and to ensure our practices are fair, equitable and consistent with the aim of appointing the best person, based on merit, for any role.

Anti-Racist

Active Black Country is committed to being an anti-racist organisation and proactively tackling the racial inequalities that prevent or discourage people from leading active lives and enjoying the benefits of sport and physical activity, whether as participants, volunteers or by working in the sector.

 @activeblackcountry
 @bcbeactive
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