

Cycling UK Nominations Committee

Terms of reference

March 2025

Purpose

1. To consider whether candidates who stand for election for the Chair, Vice Chair or Trustee roles have the appropriate personal qualities, skills and experience required;
2. To promote and facilitate a diverse and inclusive board and help ensure the membership has a range of candidates to choose from;
3. To oversee the recruitment process when there is a decision to co-opt people to the Board of Trustees or recruit externally.
4. To oversee trustee and board development.
5. To review Cycling UK honorary memberships and patronages.

Authority

6. The Nominations Committee is appointed by, and responsible to Cycling UK's Board. Its decisions are subject to the Board's approval. The committee will report on its work and recommendations to Board meetings as appropriate and flag up urgent issues to Trustees between meetings where appropriate.

Responsibilities

7. To consider whether candidates who stand for election for the Chair, Vice Chair or Trustee **roles have the appropriate personal qualities, skills and experience required.**
 - a. Carry out a Board skills audit prior to the start of any election process to identify the Board's requirements; and make recommendations to the Board;
 - b. Review applications from members wishing to stand for election and consider the degree to which a) they are competent to carry out the role and b) they would address the identified requirements. This process may include an interview with candidates;
 - c. Provide a statement about each candidate's suitability to be included in their election material; and
 - d. Review this nominations process once a year and make recommendations to the Board about improvements needed to make it more effective.

8. To promote and facilitate the election/appointment of a diverse and inclusive board and help ensure the membership has a range of candidates to choose from.

- a. Carry out a Board diversity and inclusion audit prior to the start of any election process to identify the underrepresented groups. This might include reference to relevant external statistical data;
- b. Make recommendations to the Board about how to promote Cycling UK trusteeship to underrepresented groups and how to encourage more people from these groups to put themselves forward;
- c. Promote the role of Cycling UK Trustee to the membership so members better understand what the role involves and what qualities the Board is looking for from candidates;
- d. Ensure the recruitment process complies with relevant legislation and the Board's decisions about promoting and facilitating a diverse and inclusive board; and
- e. Review the outcome of the election process with respect to diversity and inclusion and make recommendations to the Board about further action to achieve a diverse and inclusive Board.

9. To oversee the recruitment process when there is a decision to co-opt people to the Board, Committees or recruit externally.

- a. Identify where there may be a need to appoint or co-opt people to roles and make a recommendation to the Board;
- b. Agree the recruitment process for these appointments; and
- c. Shortlist, interview and select preferred candidates and make recommendations to the Board.

10. To oversee trustee and board development.

- a. Support the chair in carrying out trustee effectiveness conversations on an annual basis.
- b. Support the vice chair in carrying out the chair effectiveness conversation on an annual basis with input from the board and senior leadership team.

11. To review Cycling UK honorary memberships and patronages.

- a. Agree and oversee honorary memberships criteria and process and review memberships on an annual basis.
- b. Agree and oversee patronage/president succession planning process and review when required.

Membership of Nominations Committee

12. Composition:

- a. The committee will consist of the Chair of the Board and a minimum of three other trustees selected by the Board. The quorum is three;
- b. The Chair of the Board will chair the Nominations Committee, unless otherwise agreed by the Board. When business is connected to the recruitment of the Chair, the Vice-Chair of the Board will chair the committee and the Chair will not be present;
- c. The CEO and COO will attend all meetings. Other members of the SLT and staff may be invited on specific topics;
- d. The Committee may appoint professional advice when required.

13. Tenure:

- a. The usual term of office for members of the committee is three years. This may be extended at the discretion of the Board, up to a maximum of six years, However, all members must be serving trustees, so committee membership will automatically end if and when members cease to be trustees.

Meeting management

14. The committee will meet when required - typically three times a year.
15. The meeting agenda and papers will be circulated at least five days before the meeting.

*Approved by the Board
XX March 2025*