



LORD'S TAVERNERS

Empowering young people through cricket



Lord's Taverners Chair

Candidate Information



A Welcome from current Chair Tim Luckhurst

Dear Candidate

Thank you for your interest in the Chair role of the Lord's Taverners.

As the current Chair of Trustees of the Lord's Taverners, I can't stress enough the enjoyment and fulfilment the role has given me in the past four and a half years - witnessing the considerable transformation of this fantastic charity that puts our mission and impact on the young people we support at the heart of all our decision making.

My term as Chair will come to an end in May next year at the same time as the charity celebrates the milestone of its 75th anniversary, and with our life changing programmes reaching record numbers, the charity is well placed to continue its impact on some of society's most disadvantaged young people which has never been more vital than now.

We're currently two thirds of the way through our strategy and over that time we have achieved significant participation growth and transformation of the organisation's business and operating systems along with strengthening our standing within the game as a trusted delivery partner.

The new chair will join as we start to consider the next strategic period, and it is a great opportunity to shape the future - not only just in terms of empowering and positively impacting the lives of young people facing the challenges of inequality - but helping to further realise the untapped potential within our membership base and across our volunteer regions.

Much work has taken place to transform and modernise our technology and business processes, and a key role for the Trustee Board under the guidance of the new Chair will be to continue this work which will require innovation and fresh ideas to help drive further growth and imbed cultural change.

Over the past few years, we've had considerable trustee board evolution and undergone an exhaustive process to unite a diverse group of highly skilled professionals who are passionate about our work and supportive of our highly motivated and talented leadership team. But there is more to be done across the whole of the organisation which is a fantastic opportunity for the incoming Chair.

On a personal level, it's hard to put into words the feeling of pride and delight when you visit our work across the country - seeing the joy it brings to the young people taking part - but then chatting to their family and fully understanding the difference it is making away from the cricket pitch in their development and skills needed for everyday life.

As a result of our programmes, we're now seeing young people move into higher education, gain employment - in some cases as coaches within our network - and others have also gone on to represent their country. But for some, just playing regular sport, gaining new friends and developing a stronger sense of community are outcomes which are just as important on the road to raising aspirations and realising potential.

It's a hugely rewarding role and I'm sure that the next Chair will take just as much enjoyment, satisfaction, and pride as I have throughout my term.

Tim Luckhurst
Chair
Lord's Taverners





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About Us

The Lord's Taverners exist to empower and positively impact the lives of young people facing the challenges of inequality. Lord's Taverners was founded in 1950 and will be celebrating 75 years since our foundation in 2025!

We work across the UK and beyond to provide inclusive and impactful cricket programmes, empowering young disabled people and those from areas with high levels of poverty to develop the knowledge, skills, capabilities, and confidence required to overcome the challenges of inequality, raise their aspirations, and reach their potential.

Currently, over one million young people with disabilities in the UK are not accessing sport and the many personal benefits it brings. We want to change that and reach out to every single one of them.

We are driven by a passion for equality and strive to be an organisation at the heart of social change, maximising the knowledge, experience, and insight we have gained through our work with young people.

Strategic collaboration is a priority as we establish ourselves as specialists; shaping attitudes and approaches to unite communities is imperative in the drive to overcome inequalities.





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The Future

As Lord's Taverners approaches the milestone of its 75th anniversary, it is going through a significant period of transformation stretching every opportunity to increase its social return on investment.

In 2024 our headquarters moved into a sector leading charity hub co-located with charities that have a social impact on young people. In 2025 a new set of values will drive our vision, mission and the behaviours we will demonstrate to activate those values.

We have increased our capabilities through investment in people and digital systems as well as established new partnerships and strengthened existing ones.

Not only does 2025 hold the opportunity to celebrate the past, it also holds the opportunity to build our sustainable future.

Our new Chair will form part of the strategy development team as we build our future strategic plan to take us from 2025 into the future as a strong and reliable charity meeting the needs of our young people facing inequality. It's a great time to lead the Lord's Taverners!





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"Being part of Super 1s is such a positive experience, not only for the amazing opportunities my child is given but also because it inspires us as parents to believe our aspirations of our child living a full, active and happy life are achievable."

Quote from a parent of a Super 1s participant



Our Vision - Every young person can overcome the challenges of inequality and achieve their potential.

Our Mission - Deliver high quality cricket programmes that will empower young people facing inequality to make positive choices, improve their health and wellbeing, and achieve positive outcomes.

Our Programmes:

- [Wicketz](#) – a community programme aimed at young people aged 8-19 living in areas with high levels of poverty, using cricket as a tool for social change. It provides year-round weekly cricket sessions as well as workshops that teach vital life skills.
- [Table Cricket](#) – an adapted version of cricket, played on a table tennis table, aimed at young people with learning and complex physical disabilities, aged 8-25.
- [Super 1s](#) – this is a community cricket programme for young people with disabilities aged 12-25, which gives them the chance to play regular competitive cricket while improving life skills, such as confidence and independence.
- [Cricket Kit Recycling](#) – our cricket kit recycling programme helps young people in the UK and all over the world in developing countries, to access cricket equipment that allows them to take part in regular competitions in their community.

Our Impact

Our most recent impact report showed we worked in over 200 locations and doubled participant numbers, reaching more than 23,000 young people.

We measured our success in the past year through the following outcomes:

- Improve activity levels and promote healthy lifestyles.
- Increase confidence and self-esteem.
- Promote social inclusion.

Our Impact Report demonstrates that:

- 91% of participants felt more active.
- 88% felt more confident.
- 92% felt more included.

We delivered:

- 6,518 coaching sessions across Wicketz and Super 1s.
- 393 life skills workshops across Wicketz and Super 1s.
- 37,004 items of kit donated to community projects in 12 countries.

We also reached 400 new special educational needs and disability (SEND) schools through our updated disability cricket offer.

Read our 2023 Impact Report [here](#).



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Role Description

The Chair of Trustees is a crucial leadership position within Lord's Taverners. The Chair is responsible for leading the Board of Trustees and ensuring the charity fulfils its mission. The Chair provides strategic direction, governance oversight, and support to the executive team, ensuring effective operations and compliance with legal and ethical standards.

The successful candidate will be able to evidence inclusive leadership, as well as a strong appreciation for the role of governance and the responsibilities of Trustees in the charitable sector. You will be an excellent communicator, with the ability to work collaboratively in a complex multi stakeholder environment and you will bring an empathy for and understanding of the broader culture of Lord's Taverners and our communities.

We are looking to identify an individual who shares our vision and has the ambition and expertise to help us to continue to deliver on our success as we look to enhance a strong Board of Trustees connected to the communities we serve.

Location: National role with Head Office located at Fivefields, 8-10 Grosvenor Gardens, London SW1W 0DH

Remuneration: The role is unremunerated and voluntary in nature. Reasonable expenses will be covered.

Term: The appointment will be for an initial period of three years. The Chair may be in position for a maximum of two terms of three years each.

Time Commitment: Varied, but approximately four days per month, inclusive of regular board meetings, an annual strategy day and attendance at events/programme delivery days.

Lord's Taverners continually assesses the diversity, skills set and capacity of its Board of Trustees. We are governed by our Articles of Association which direct the composition of the Board to include up to 9 appointed Trustees and 3 elected from the Lord's Taverners Membership. In 2023 four new Trustees were recruited onto the Board with focus areas of Lived Experience, Finance, Membership and Fundraising. Alongside specialists with, Legal, Cricket, Entertainment, EDI and Transformation we have widened our diversity of thought to ensure that we are driven by good governance.

The Board's strategic decision making is supported by 5 sub-committees all Chaired by Trustees;

- Governance and Finance
- Fundraising and Marketing
- People and Culture
- Programmes
- Transformation

A sixth committee, the Nominations Committee acts as the independent lead for Board and CEO and Director Level role recruitment.



Person Specification

We are looking for an exceptional individual with the skills, experience and insight to provide leadership to the board and to take responsibility for its on-going development. Applicants should demonstrate:

Leadership:

- Significant experience in a leadership or governance role, ideally at a board level, with a proven track record of effective decision-making, strategic planning, and oversight of organisational performance.
- Strong leadership qualities, including the ability to lead and motivate a diverse group of individuals, foster collaboration, and effectively communicate with stakeholders, both internally and externally.
- A forward-thinking, strategic mindset with the ability to provide guidance and direction for Lord's Taverners, drive innovation, and adapt to changing circumstances.
- Excellent communication, negotiation, and interpersonal skills.
- Financial acumen and experience in overseeing budgets and financial statements.
- Commercially aware and strong understanding of finance in a comparably sized organisation.
- Develop a strong and productive relationship with the CEO providing appropriate levels of challenge and support.

Stakeholder Engagement:

- Strong relationship-building skills with the ability to engage and influence a diverse range of stakeholders, including investors, regulators, members, and partners.
- Strong interpersonal skills and relationship building abilities.
- Strong networking abilities and demonstrable experience of partnership working.
- Excellent people management skills with the ability to inspire a diverse Board and team.

Knowledge:

- A comprehensive understanding of the industry or sector, including relevant regulatory frameworks, best practices, and emerging trends.
- Demonstrated knowledge of charity governance principles, ethical practices, and regulatory compliance, with the ability to ensure transparency, accountability, and effective risk management within the organisation.
- Strong understanding of strategic planning, governance, and decision-making processes.
- Understanding of safeguarding regulation and requirements relevant to adults and young people.

Values:

- A commitment to upholding the highest ethical standards, integrity, and transparency in all aspects of governance and decision-making.
- Passionate about the mission and values of Lord's Taverners.
- Understanding of the organisation's objectives and passion for promoting the ethos of the organisation.
- A commitment to promoting diversity, equity, and inclusion within Lord's Taverners, with a focus on creating an inclusive board environment that values diverse perspectives.

Capability:

- Proactive, resilient, and adaptable.
- Able to support and challenge the CEO and senior executive team.
- Diplomatic and empathetic, an understanding of membership organisations would be an advantage.
- Effective communication skills with the ability to represent the organisation at various forums and events.
- The ability to navigate complex issues, facilitate constructive dialogue, and make well-informed, timely decisions while managing potential conflicts of interest.
- Availability to commit sufficient time to fulfil the responsibilities of the chairperson role, including attending board meetings, engaging with senior management, and representing the organisation at events and fundraisers externally.



“I enjoy playing table cricket a lot because it is quite fun, and you can get very competitive with it, which is what I enjoy. I like that it’s a unique sport that we can play.”

Quote from Table Cricket participant



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Responsibilities

Leadership and Governance:

1. Lead the Board of Trustees in setting and maintaining the strategic direction of the charity.
2. Ensure the Board fulfils its governance responsibilities, including compliance with legal and regulatory requirements.
3. Facilitate effective communication and collaboration among trustees, staff, and stakeholders.
4. Act as a primary point of contact between the Board and the executive team.
5. Chair meetings including Annual General Meetings (AGMs) and Extraordinary General Meetings (EGMs).
6. Conduct an annual review of Board effectiveness and ensure the appropriate mix of skills for effective governance.
7. Ensure the organisation complies with standards of good corporate governance, including risk management, and fulfils audit and remuneration responsibilities.
8. Act as a Director of the organisation, working in Lord's Taverners' best interests in line with all relevant legislation.

Board Management:

1. Plan and preside over Board meetings, ensuring they are productive and efficient.
2. Set meeting agendas in consultation with the CEO/Executive Directors and other trustees.
3. Ensure that Board decisions are implemented effectively and in a timely manner.
4. Oversee the development of new trustees.
5. Work alongside the Nominations Committee to recruit new trustees.
6. Mitigate any risk relevant to safeguarding by supporting the Trustee Safeguarding Lead in decision making where required.

Strategic Planning:

1. Influence and lead effective collaboration on the development and implementation of the charity's strategic plan.
2. Monitor progress towards strategic goals and objectives, ensuring alignment with the charity's vision and mission.
3. Encourage innovation and continuous improvement within the charity.





Responsibilities (continued)

Financial Oversight:

1. Ensure the charity's financial stability and sustainability.
2. Oversee the approval and monitoring of the annual budget and financial statements.
3. Ensure effective risk management and internal controls are in place.

Advocacy and Representation:

1. Act as an ambassador for Lord's Taverners promoting its mission and values to external stakeholders.
2. Represent the charity at key events, meetings, and functions.
3. Build and maintain relationships with donors, partners, and other key stakeholders.

Performance Evaluation:

1. Address any conflicts or issues within the Board or the organisation in a timely and constructive manner.
2. Conduct board member annual performance reviews supporting ongoing professional development.
3. Support the completion of a 360 review of the Chair by Board and SLT, co-ordinated by Vice-Chair and Finance Trustee.
4. Provide support and guidance to the CEO including line management responsibilities, conduct annual performance reviews and maintain a strong working relationship with the Senior Leadership Team.
5. Act as a bridge between the Board and the CEO, overseeing the implementation of Board decisions and initiatives.



Equal Opportunities and Inclusivity

Lord's Taverners and our recruitment partners KinseySears are fully committed to providing services which embrace diversity and which promote equality of opportunity. We also ensure every assignment embraces all aspects of diversity – diversity of representation, thinking, approach, background and experience.

Every project is supported and reviewed by our ED & I consultant to ensure our planning, programme design, talent pooling, language and approach leads the way in equity, belonging, diversity and inclusion.

The lack of diversity within sport in general, and leadership positions in particular, is an issue we are committed to tackling in line with our clients' requirements. For each assignment we proactively seek suitably qualified candidates from under-represented sections of the community whether based on gender, ethnicity, disability or other criteria. As a matter of course we always seek to put forward candidates from different backgrounds and promote greater diversity within the industry.

Our processes are based entirely on merit with special care taken to ensure procedures are free from biases related to a candidate's age, race, gender, religion, sexual orientation, and other personal characteristics that are unrelated to their job performance. All candidates are treated equally and are fully supported throughout the process to ensure they have the best opportunity to demonstrate their skills and abilities to their full extent.

Should you require information in an alternative format or any adjustments to be made throughout the application or interview process or on appointment, please contact Tom Sears on 07775 106670 or tsears@kinseysears.com



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Sara's Story

Sara initially got into cricket through our Wicketz programme in Southampton, but has since gone on to coach, score, officiate and drive positive change particularly for young women in the sport.

Sara joined the Wicketz programme in Southampton during lockdown in 2020. Her first involvement was through taking part in online workshops with her brother Zaki. She had an outside interest in cricket, occasionally coming along to sessions in St Mary's to watch her brother but hadn't taken it further.

It was during the period of inactivity due to the global pandemic when Sara was inspired to not only become more active, but to become a role model to other young girls who want to take up the game.

In less than three years of being involved in the programme, Sara has demonstrated determination to develop within the sport and enhance her skillsets and opportunities. She has taken every opportunity to come her way and is the first Southampton Wicketz participant to hold an ECB Core Coach qualification as well as an ECBACO Stage Two umpire. This has allowed her to coach in communities and on talent pathways across Southampton, now coaching herself on the Wicketz and Southampton MCC Foundation Hub programmes.

Sara has also made an impact at Peter Symonds College where she studies, by single-handedly starting a girl's cricket session which she set up and now delivers.

As well as her coaching, Sara sits on youth advisory boards for Hampshire Cricket Board, Take Her Lead and Chance to Shine. She has also gained further umpiring, scoring and coaching qualifications by enrolling on the HCB Girls' Champions programme.

Sara has been involved with delivering the HCB's women and girls' programme over the two years. Sara played for the Hampshire Select XI in the annual fixture against the England VI Women squad in 2022 and 2023, captaining in 2023. She has also supported development programmes and women's and girl's festivals and in 2023 was part of the umpiring team for the first ever women's Hampshire Slam Finals at The Ageas Bowl.

"Wicketz gives me opportunities and role models that I would not have had otherwise. I've met lots of people and made friends I wouldn't have made. Having that across the country builds a really nice network of people who like cricket and we do things together, improve together and hopefully reach our dreams and goals."

"It has been incredible to be recognised for my achievements. I'm very grateful to the Wicketz programme for supporting me to develop as an individual."





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Application Process

If you would like to be considered for the position, please contact Tom Sears, Managing Director of KinseySears on 07775 106670 or at tsears@kinseysears.com for a confidential and informal discussion.

To formally apply for the role please supply the following:

- An up-to-date CV setting out your career history, with responsibilities and achievements and preferred contact details.
- Send to info@kinseysears.com with the reference LT2024

Candidates whose application reflects the requirements of the role will be invited to attend a first stage interview with KinseySears.

The closing date for applications is Thursday 31st October 2024

Timelines

Applications close:	31 st October 2024
Candidates selected for interview notified:	8 th November 2024
First round interviews:	15 th November 2024
Second round candidates notified:	18 th November 2024
Informal meeting with Chair:	WC 20 th November 2024
Session with Lord's Taverners Youth Ambassadors:	WC 20 th November 2024
Final interviews:	27 th or 29 th November 2024

The new Chair will be formally appointed to the role at the Lord's Taverners Annual General Meeting on May 15th 2025. However, the successful candidate will be invited to join the Board immediately to contribute to the organisation's new strategy which is currently being formulated and have an effective induction and handover process with the current Chair.



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Your Information

Your personal information will be held in accordance with the Data Protection Act 2018. You will not receive unsolicited paper or electronic mail as a result of sending us any personal information. No personal information will be passed on to third parties for commercial purposes.

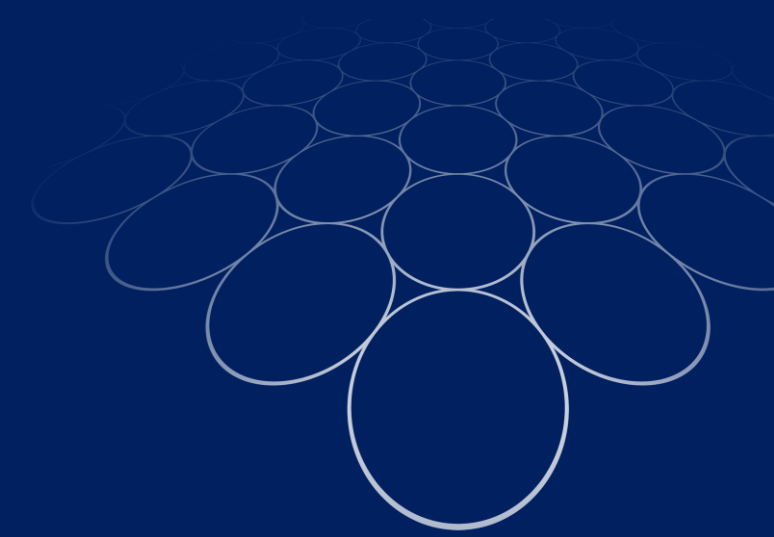
When we ask you for personal information, we promise we will:

- Only ask for what we need, and not collect too much or irrelevant information.
- Ensure that you know why we need it.
- Protect it and as far as is possible, make sure nobody has access to it who shouldn't.
- Ensure that you know what choice you have about giving us information.
- Make sure we don't keep it longer than necessary.
- Use your information only for the purposes you have authorised.

We ask that you:

- Give us accurate information.
- Inform us as soon as possible of any changes.
- Inform us as soon as possible if you notice mistakes in the information we hold about you.

If you apply for a post, we will share some of the information you provide with the Members of the Lord's Taverners Board for the post to which you apply, so that your application and CV can be assessed.



KinseySears is an organisational development consultancy specialising in the sports sector with unparalleled experience in the industry worldwide. Our company has been exclusively appointed by Lord's Taverners to conduct all aspects of this assignment.

For a confidential discussion regarding this role please contact:

Tom Sears, Managing Director

m: 07775 106670

t: 0203 488 2629

e: tsears@kinseysears.com

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