



RUGBY LEAGUE

CLUB BOARD RECRUITMENT PACK



WELCOME



FROM RFL

The Rugby Football League (RFL) is the national governing body for professional and amateur Rugby League in England. It is also a member of the sport's international board (IRL).

The-then Northern Union was founded in 1895, with the RFL celebrating its 125th anniversary in 2020.

There are several variations of Rugby League, including the 13-a-side game played by England's men and women during RLWC2021, Wheelchair RL, and learning and physical disability variations, making Rugby League one of the most inclusive sports.



FROM INCLUSIVE BOARDS

This pack contains information for leaders who are interested in joining a talent pool for RFL Club Board Positions.

We're seeking applications from enthusiastic potential Board members interested in using their skills to support the development of a sport at the heart of local communities.

We welcome applications from all.

Inclusive Boards was set up because accelerating the pace of change needs leaders who think differently at the heart of where decisions are made.

We are proud to work with Rugby Football League and to be at the forefront of positive change in the sports sector.



ABOUT THE CLUB BOARD TALENT POOL



Rugby Football League has partnered with Inclusive Boards, an award winning specialist executive search firm to deliver the Board Diversity Project. The overarching aim of this project is to increase the skills and diversity of boards at Rugby League professional clubs.

Through this programme 10 clubs are being supported to undertake diversity and inclusion training, share experiences in supportive, peer-led environment and participate in a baseline audit process with accompanying recommendations report to measure distance travelled.

THE TALENT POOL

Inclusive Boards is building a diverse talent pool of board level leaders who are interested in becoming a board member at an RFL club. We will recruit a minimum of 50 leaders with a cross-section of skills, attributes and experiences and encourage people who live, work, or who have a connection from within the communities where the clubs are located to consider applying for this unique opportunity to support their local clubs. We are seeking talent nationwide, and leaders who may or may not have had previous board experience.

FOR CANDIDATES

You will be passionate about supporting your Club in achieving its strategic goals and keen to bring your skills and experience to work in collaboration with your board colleagues to create sustainable success for the Club and for its local community.

This is an exciting opportunity to contribute your passion and expertise at governance level in the sport sector and you will be joining a Club who are committed to progressing their Equality, Diversity and Inclusion ambitions at the strategic level.



PARTICIPATING CLUBS



BARROW RAIDERS

Barrow Raiders (Cumbria) was formed in 1875. After being promoted from the RFL League 1 in 2021, the team now competes in the RFL Championship. Barrow Raiders have a community arm, Advantage!, which deliver over 15 community programmes designed to support people who suffer disadvantage within the heart of Barrow, supporting over 800 people per week.

HALIFAX PANTHERS

Established in West Yorkshire in 1873, Halifax Panthers was the first club to win the Yorkshire Cup only five years later in 1878. Then in 1895, the club was amongst the 22 founding members of what is now known as the RFL. Presently, they share the Shay stadium with Halifax Town football club.



HUDDERSFIELD GIANTS

Huddersfield Giants is the world's oldest professional rugby league club, founded in 1864. It is in the town of Huddersfield that RFL originated in 1895, although it was first known as Northern Rugby Football Union. Through Huddersfield Giants Community Trust, the club delivers sports and education-based initiatives in the community to inspire, create opportunities, promote being active, and build a stronger community where everyone belongs.



HUNSLET RLFC

Hunslet RLFC were founded in 1883 and were originally part of Hunslet Cricket, Football and Athletics Club. They play in Betfred League 1 of RFL and are based in South Leeds, playing at South Leeds Stadium. Since 2014, the club has been supporting the local community through the Hunslet Rugby Foundation which works across four pillars of activity - Health, Education, Heritage and Social Inclusion. Since 2012 the Club has been wholly supporter owned and is the only professional Rugby League Club with that ownership model.



MIDLANDS HURRICANES

Founded in 1998 as Coventry Bears, Midlands Hurricanes recently underwent a rebrand, giving the club its current name. The club is now based in the West Midlands in the UK's second city of Birmingham and competes in National Betfred League 1. The vision of the Hurricanes is to bring together the rugby league community while growing the club and business - they aim to develop new supporters and players within one regional club.



PARTICIPATING CLUBS

SALFORD RED DEVILS

Salford Red Devils compete in the Betfred Super League and appeared in the Grand Final 2019 and Challenge Cup Final in 2020. They will be celebrating their 150th anniversary in 2023. They were the first Rugby League club to work with PROTECHT - a mouthguard which actively monitors impacts to players heads. The Salford Red Devil's Foundation inspires the community through sport, health and education delivery across Salford, Greater Manchester and beyond as well as collaborating with local schools to deliver the Red Devils Development Academy, supporting children aged 12 and up on the path to becoming professional rugby players.



Salford Red Devils have partnerships with organisations including Rugby League Federation Ghana, Wales Rugby League, Ipswich Jets, Red Star Belgrade Rugby League and Florida Copperhead.

SHEFFIELD EAGLES

Sheffield Eagles played their first game in 1984 and have since made several achievements including winning the Challenge Cup in 1998 and being the first team to win the 1895 Cup back in 2019. The club play at the Olympic Legacy Park in Sheffield and support the local community through The Eagles Foundation.



SWINTON LIONS

Swinton Rugby Club dates back to 1866, with its first official match taking place in 1871. Over the course of its history, the Club has won the Championship six times along with three Challenge Cups and are currently based at Heywood Road stadium. Through The Lions Foundation the club support and provide community projects in Greater Manchester and beyond, developing education provision using Rugby League as a conduit for engagement.



WAKEFIELD TRINITY

Wakefield Trinity, founded in 1873, were one of the first 22 clubs to form what is now officially known as RFL. The club has been league champions twice and currently plays in the Super League. Through the Wakefield Trinity Community Foundation the club supports the local community in three key areas: Education, Rugby League and Health, Wellbeing & Inclusion.



WIDNES VIKINGS

Established in 1875, Widnes Vikings play in the Betfred Championship and are based in Widnes, Cheshire - home fixtures are played at the DCBL Stadium in Halton. Widnes Vikings are a part of the first 22 clubs that formed the Northern Rugby Football Union in 1895. In 1989, the team became the inaugural World Club Champions.



ABOUT THE ROLE OF CLUB BOARD MEMBER



ATTRIBUTES

As with any role, there are specific qualities that are essential when taking on the position of board member, including:

- Passionate about using your skills and experiences to support an RFL club to achieve its aims
- Being able to consider the 'big picture'
- Having an independent mindset
- Being a good listener
- Energy and commitment
- An effective networker
- Able to act as an ambassador

SKILLS

In addition to having the range of attributes outlined above, boards are seeking members with a range of or specific singular skills such as:

- Collaboration
- Digital marketing
- Diversity & Inclusion
- Facilities Management
- Financial skills
- IT Systems
- Leadership
- Legal
- Media
- Presentation
- Risk Management

We request that in your response, you inform us about as many of the criteria listed, however candidates need not meet all of the person specification criteria to apply.

ABOUT BEING A CLUB BOARD MEMBER



TERM OF OFFICE

In general, Board Members are appointed for an initial period of up to 2 years which can be renewed up to a maximum of 2 years. Each club's regulation around these timescales may differ.

TERMS OF APPOINTMENT

An offer of appointment will be made once all candidates have been successfully shortlisted and interviewed. The offer will be subject to satisfactory completion of the club's internal recruitment process. If you are offered an appointment you will receive a detailed summary of your main terms and conditions.

TIME COMMITMENT

In general, Board members are expected to commit the equivalent of 2 working days (16 hours) a month to Board responsibilities. This may include, responding to agenda items, reading and commenting on club meeting papers/reports, raising the club profile, and attending meetings on behalf of the club board. Although members will have specific areas of responsibility, the expectation is that the board will work collaboratively to assist with the overall aim of achieving the club's objectives.

LOCATION

The location of the clubs is mostly along the M62 corridor. While candidates are encouraged to consider clubs in their locality, candidates are being considered from outside the scope of the clubs geographical area. What is more important is that you can commit to the club you are considering.

REMUNERATION

The role is a voluntary one, however, reasonable expenses may be covered under the club Board Member expenses policy.

CONFLICTS OF INTEREST

All candidates will be asked to disclose any actual, potential or perceived conflict of interest, and these will be discussed with the candidate to establish whether and what action is needed to avoid a conflict or the perception of a conflict. An example of this may be an existing connection to another RFL Club.

COMMITMENT TO DIVERSITY & INCLUSION



RFL and the Clubs on this programme are committed to increasing diversity and inclusion within their organisations, as well as using their voice and platform to help make the sporting sector more inclusive.

They aim to improve the diversity of their senior team and welcome applications from anyone regardless of disability, ethnicity, heritage, gender, sexuality, religion or socio-economic background.

Clubs and RFL are committed to inclusive working practices, and during the application process commit to:

- Conducting interviews online where requested to reduce travel or childcare costs.
- Making any reasonable adjustments - for example ensuring we have sign language interpreters organised in advance if you'd like them.
- Providing this document in a Word document format readily available to download.

If there is anything else you're concerned about or think we could provide, please let us know.



HOW TO APPLY



This recruitment process is being undertaken by Inclusive Boards on behalf of Rugby Football League.

Please submit an application form to join the RFL Club Board Talent Pool with a view to being invited to apply for a rugby club board position. The application form is available online here:

<https://www.inclusiveboards.co.uk/rfl-talent-pool-application-form/>

- Please note, as part of the application process you will be asked to submit a CV.

To find out more, request a PDF copy of the form or have an informal confidential discussion before applying, please get in touch with one of our consultants by emailing rugby@inclusiveboards.co.uk with the subject line "Rugby Football League"

Applications will be reviewed on a rolling basis. You can expect a submission outcome from Inclusive Boards no later than January 31st 2023.



INCLUSIVE BOARDS

About Us

Inclusive Boards is the UK's leading board diversity practice. We have worked alongside over 300 organisations to provide support with Board recruitment, development and governance reviews. We strive to be at the forefront of equity and diversity, and believe that everyone should be represented at Board level. Additionally, we also provide bespoke training sessions on a variety of subjects including personal branding, inclusive recruitment practices and board structures and governance as well as delivering leadership development programmes for underrepresented leaders across a range of sectors.

Why Not Get in Touch?

If you think we can help to improve diversity on your Board, please don't hesitate to contact us via hello@inclusiveboards.co.uk.

If you aspire to join a Board, you can sign up to become a candidate on our website and be notified of the latest opportunities as and when they become available.

www.inclusiveboards.co.uk



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