



Governance Statement

2025-26

British
Gymnastics
Foundation

Transforming lives through gymnastics



Describe and explain the governance framework of the organisation, including information about the committee structure of the governing board

British Gymnastics Foundation was incorporated on 28th May 2014, a company limited by guarantee and having no share capital. It was registered by the Charity Commission as a charity on 7th July 2014.

The Charity is governed by its Memorandum and Articles of Association. British Gymnastics Foundation has one member, British Gymnastics.

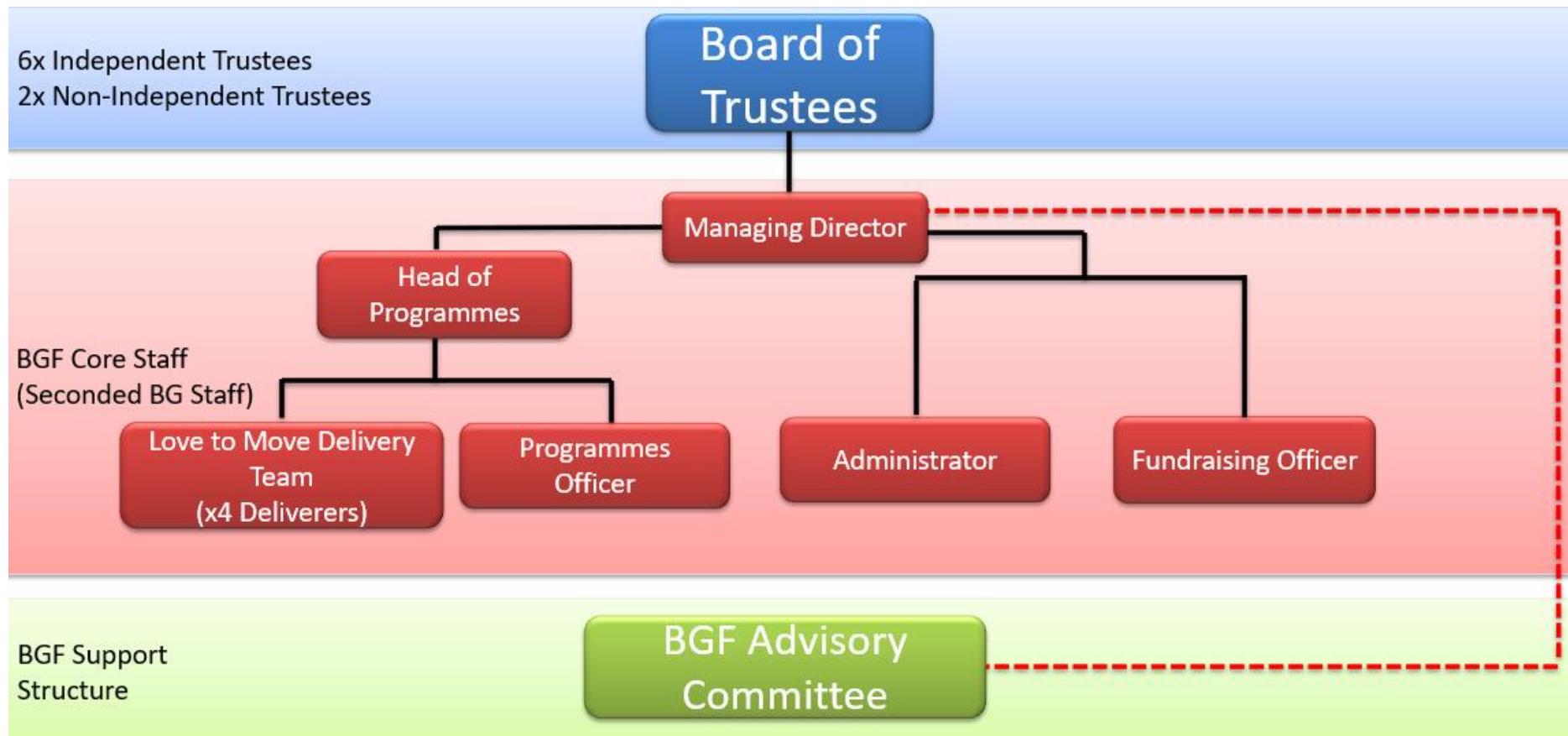
As set out in the Articles of Association, the Trustees are appointed by the sole member of the Charity. In certain circumstances, the Trustees may co-opt further Trustees. Trustees serve for a term of up to three years and retire at the relevant annual retirement meeting, unless reappointed for a second term of up to three years. Trustees may in exceptional circumstances be reappointed for a third term of up to three years.

The Board currently has 8 Trustees (also the directors of the company), with 6 of these Trustees being independent of British Gymnastics (as defined by the Code of Sports Governance). In addition to company law, the role of the Board is detailed in its Terms of Reference and Code of Conduct. The Board has two sub-committees, the Audit Committee and the Awards Panel, whose role is detailed in the Terms of Reference for each Committee.

Disclose any persons or organisations with significant influence over the Board and/or the organisation

British Gymnastics is the sole member of British Gymnastics Foundation (BGF); and is responsible for appointing the Trustees of BGF. The Terms of Reference for Trustees and the Code of Conduct for Trustees both state that all Trustees have to act in the best interests of BGF. Trustees connected to British Gymnastics, because they are a director or employee of British Gymnastics, must still act in the best interests of BGF when they are acting as a Trustee. Where there is a conflict of interest between BGF and British Gymnastics, this must be dealt with in accordance with the BGF Conflicts of Interest Policy and will usually mean that conflicted Trustees cannot be involved in the decision making. The same principles would apply if a conflict of interest arose for a Trustee between BGF and any other organisation they are connected with.

Our Structure



Names and biographies for all Board members, identifying their roles on the Board

Chair

Alex Laybourne

Alex has spent the last 15 years involved in sport, education and the charity sector. He is currently CEO for Power2Inspire, an inclusive sports charity based out of Cambridgeshire, and combines that role with being Head Coach for Sweden Men's Rugby alongside being a Performance Lifestyle Mentor for Dual-Career Athletes. Previous to this he studied his BSc and MSc at Loughborough University, before going on to work as the Rugby Club and Coach Development Officer. From there he moved into teaching – spending the next eight years as a Head of Rugby, Deputy Head 6th Form, Head of Careers and PE/Games teacher at an independent school. Alex was also previously Scotland Women's Rugby U20s Head Coach.



Trustees

Jessica Cook

Jessica has over 18 years' experience of working in disability sport. She started her career in Cornwall as the Disability County Sports Development Officer then joined Activity Alliance (formerly EFDS) as a Regional Development Manager in the South East and East regions supporting the Active Partnerships with inclusion and development of activities for disabled people, then working nationally with National Governing Bodies of Sport (NGB's) supporting with a wide variety of strategic outcomes, ranging from support and guidance to the developments of national strategies and organisational changes to have a more inclusive approach. Jessica is currently working as the Disability Equalities Lead at Riding for the Disabled Association (RDA).



Chisara Nwabara

Chisara is a Service & Product Specialist experienced in helping enterprises across diverse industries and stages of development improve their operational performance and capabilities through the application of evidence-based programme management methodologies. She's worked across various product teams to make feedback loops and communication more effective through the use of experimentation, process engineering and service design. Chisara is also deeply invested in organisational culture and helping companies to be more psychologically safe and equally opportunistic for their employees.



Gary Tolometti

Gary, who has been the Chair of Trustees at Garioch Gymnastics Club since 2016, has played a key role in the development of a new gymnastics facility as well as developing new strategic business goals for the club. With a background serving as a senior officer in the RAF, specialising in leadership and command training – he has gone on to take up several roles with a wide range of experience across programme management, leadership development, operations and resource management. Gary's involvement in sport began as a qualified rugby union coach and referee, and is a parent to a former Commonwealth Games gymnast. Gary currently works in the NHS championing his work on staff engagement, compassionate leadership, inclusivity, and health and wellbeing.



Esther Ashman

Esther has over 19 years experience working in strategy and partnerships in the public sector, with 8 years in the private sector working for Centrica prior to this. Currently working as Associate Director of Strategy for NHS West Yorkshire Integrated Care Board with a focus on tackling health inequalities and supporting systems to integrate health and care. As a parent of a daughter who has competed for a number of years in acrobatic gymnastics, Esther has a good understanding of the opportunities that being involved in sport at any level can bring and is passionate about trying to ensure that there is access for all.



Louise Fawcett

Louise joined the BGF board of trustees in March 2017. Louise Fawcett is a chartered physiotherapist with over 26 years' experience that includes 19 years of working in elite sport. In 2009 Louise took up the role of Head of Sports Science and Sports Medicine for British Gymnastics, and is currently the Head of Olympic Performance Support, working for the UK Sports Institute (formerly the English Institute of Sport). Louise commenced a PhD in October 2016 to undertake research relating to her clinical interest in spinal pain and to consider its impact on the long-term healthcare of athletes.



Dave Marshall

Dave Marshall has 20 years' experience working within sport and leisure for a range of organisations including, national governing bodies, professional clubs, local authority and active partnership. For the past 10 years he has been working for British Gymnastics and is currently the Director of Participation. Dave has led on a variety of programmes within the sport that have led to a large increase in participation and securing high levels of government support. Prior to this role Dave established a charitable trust with rugby league and worked as the charity manager there.



Daniel Booth

Daniel joined us as an Independent Trustee leading on Finance in September 2023. Daniel is a Partner in the Transaction Services Team at Cortus Advisory Group. Previously Daniel was a Director at KPMG with over 13 years of financial experience. He commenced his career as an auditor and for the last 10 years has provided financial due diligence services to over 50 businesses during acquisition and disposal processes. Daniel has previous Board experience through the KPMG Manchester office Shadow Board and also supports junior team members as part of the Next Generation Mentoring scheme.

Dan was a keen cricketer in his junior days, representing England U19s in the 2007 Indoor Cricket World Cup, with his spare time now focussed on keeping pace with his young family.



Matters reserved for the Board and scheme of delegation

BGF has a specific policy to deal with matters reserved for the Board and the scheme of delegation.

Conflicts of interest

BGF has a policy to deal with conflicts of interest.

Meetings

The Board meets quarterly. The Awards Panel meets as is necessary to review the applications within the Hardship Grants Programme, and at least once annually. The Audit Committee meets annually to review the annual report and financial statements. Additionally, the Board holds extra meetings as required, for example, to determine the Charity's strategy or for training.

Name the primary governance code that the organisation operates to

BGF operates in accordance with the Code for Sports Governance, with no deviations.

Nominations Committee

As stated above, the sole member, British Gymnastics, is responsible for BGF's Board appointments, and therefore BGF does not have a Nominations Committee.

Equality & Diversity

Our Equality policy aims to ensure that anyone participating in or delivering our charitable programmes is able to do so in a discrimination-free environment. It sets out clear principles for us to work by in everything that we do. The recruitment and selection of British Gymnastics Foundation's Board of Trustees is the responsibility of British Gymnastics. In addition, all British Gymnastics Staff are employed by British Gymnastics and seconded to our charity. In board recruitment and staffing, the diversity of British Gymnastics Foundation therefore benefits from the integral involvement of British Gymnastics, which has a robust Diversity & Inclusion Action Plan and together our organisations have jointly achieved the advanced level of the Equality Standard. In addition to this, in 2020 British Gymnastics Foundation has worked with Board Diversity Consultants to recruit new and more diverse Trustees in 2021, and is a participating host Board in 2025 for the Board Room Apprentice Scheme run by the Ministry of Housing, Communities and Local Government.

The gender profile of our Board in 2025 is 50% male and 50% female. The gender profile of our staff is 13% male and 87% female.

Board and sub-committee evaluations

Board members are annually appraised. In addition, each Trustee takes part in a regular skills evaluation. Our Board's Senior Independent Director is accountable and responsible for the annual evaluation of the Chair of Trustees and for collecting Trustee feedback on the Chair. From January 2025 our Board will undergo an external independent Board Evaluation.

Risk management

The Board understands that identifying and managing risks, both positive and negative, aids good decision making and ensures that the strategic priorities are delivered. The Charity's policy on Risk Management sets out the Board's commitment to addressing risk management, both as part of the overall planning and implementation of BGF's strategy; and also, to support its system of internal controls, as detailed in its policies, including its Financial Regulations.

Annual review of internal controls framework

The Board conducts an annual review of its internal controls framework.

Annual independent examination of the financial statements

The Board has discharged all its responsibilities under the Companies Act 2006 in connection with the preparation of the annual financial statements for BGF. The annual financial statements are independently examined and for the year ending 31st March 2024 (and all previous years), the examiner gave a clean report, with no issues.

Data security

There are no significant lapses or lapses in data security during the reported year or from previous years.

Induction and ongoing training of Board members

All new Board members receive training from an external provider on their responsibilities as Trustees. They also receive a detailed induction from the Chair or Managing Director, covering all areas of the Charity's governance. Trustees also receive ongoing training, for example, on risk management, GDPR, counter-fraud and money laundering.

Related party transactions and transactions with group organisations

The Charity's Annual Report details related party transactions including transactions with group organisations.



British Gymnastics Foundation

www.britishgymnasticsfoundation.org



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