



# Senior Lead Independent Director

## English Karate National Governing Body

---

### Role Purpose

The Senior Lead Independent Director will provide strategic governance leadership to ensure the English Karate National Governing Body (NGB) operates to the highest standards of integrity, transparency, and accountability. This role is central to promoting a culture of inclusive practice, strong safeguarding, and independent oversight across the organisation.

The Senior Lead Independent Director will offer impartial challenge and support to the Board, helping ensure decisions reflect the widest interests of the sport, its participants, and the public.

---

### Key Responsibilities

#### 1. Governance & Leadership

- Serve as the senior independent voice on the Board, offering objective judgement on governance, risk, and organisational performance.
- Lead and strengthen governance structures to ensure compliance with Sport England/UK Sport governance codes and best practice.
- Act as a sounding board and advisor to the Chair, ensuring balance, impartiality, and constructive challenge.
- Oversee Board member conduct and contribute to the annual evaluation of Board effectiveness.

## 2. Inclusivity & Equality Leadership

- Champion a culture of equity, diversity, and inclusion (EDI) throughout the organisation and the sport.
- Ensure Board decisions actively consider and promote equal opportunity for all participants, volunteers, coaches, and staff.
- Support the development and monitoring of EDI action plans, ensuring measurable and sustainable progress.
- Advocate for accessible participation, addressing barriers faced by underrepresented groups.

## 3. Safeguarding Oversight

- Provide senior oversight of safeguarding policies, practice, and reporting processes across the NGB.
- Ensure that safeguarding standards align with current legislation, Sport England's requirements, and sector best practice.
- Work closely with the designated Safeguarding Lead to monitor training compliance, incident management, and cultural development relating to child and adult-at-risk protection.
- Promote a culture where safeguarding is embedded in every level of the organisation's activities.

## 4. Independence & Integrity

- Act as a neutral, unbiased voice in Board discussions and decision-making.
- Uphold and promote ethical behaviour, transparency, and accountability across all governance functions.
- Serve as an independent channel for Board member concerns or stakeholder issues that require impartial oversight.

## 5. Stakeholder Engagement

- Build strong, trust-based relationships across the sport, including athletes, coaches, member clubs, regional bodies, and partner organisations.
- Represent the NGB with professionalism and credibility in external forums, reinforcing its commitment to safe, inclusive, and responsible governance

---

# Person Specification

## Essential Skills & Experience

- Experience in senior governance or board-level leadership, ideally in sport, public service, education, or charity sectors.
- Demonstrable understanding of safeguarding principles, best practice, and regulatory responsibilities.
- Strong track record of championing inclusivity, with expertise in EDI frameworks, policy implementation, or cultural transformation.
- Ability to weigh complex information, exercise sound judgement, and provide constructive challenge.
- Excellent interpersonal, communication, and diplomatic skills, with the ability to foster consensus and trust.
- Independence from any operational, commercial, or personal conflicts relating to the NGB.

## Desirable Skills & Experience

- Familiarity with governance and national governing body structures.
- Experience working with volunteers, community sports programmes, or grassroots development.
- Understanding of risk management, compliance, and strategic planning in organisational settings.

---

# Term & Commitment

- Typical term: 4 years, renewable for a further 4 years (subject to Board approval and governance rules).
- Time commitment: Approximately 6 meetings a year (zoom based), including Board meetings, committee participation, stakeholder engagement, and occasional event attendance.

---

# Values & Behaviours

- Demonstrates integrity, impartiality, and professionalism.
- Actively embodies the principles of respect, fairness, inclusion, and safeguarding central to the NGB's mission.
- Committed to supporting a safe, positive, and empowering environment for all participants of English Karate.