

UK Deaf Sport UK Deaf Sport Board Evaluation

Specification

UK Deaf Sport

There are 12 million people in the UK with some form of deafness¹, or one in six of the population. The Sport England Active Lives Survey 2023 shows:

- 33% of people aged 16+ with a hearing impairment did not participate in sport or physical activity in 2022 compared to 5% of people without a disability.
- Children with a hearing impairment are just as likely to be active as those without a disability, but of those children who are less active, 43% of deaf children participate in no activity at all compared to 26% of children with no disability.

UK Deaf Sport is recognised by Government as the National Federation for Deaf Sport in the UK and aims to get more deaf people in the UK participating in sport at all levels from grassroots to elite level and selects and manages the DeaflympicsGB Team.

UK Deaf Sport's vision is:

Every Deaf Person Active and Inspired by Sport and Physical Activity

UK Deaf Sport's Mission is:

Leading Opportunities for More Deaf People to Participate in Sport Throughout their Lives and More Deaf Athletes to Perform on the World Stage

UK Deaf Sport is a small charity. We deliver our vision through three key strategic objectives:

- Leadership – strategic, well governed, recognised leadership for deaf sport.
- Participation - more deaf people trying, playing and supporting sport.
- Performance – more deaf athletes winning medals on the world stage.

UK Deaf Sport use the term 'deaf' to represent all people who are deaf, hard of hearing or have a hearing loss, whether this is acquired or from birth and the term 'deaf community' to represent all people who

¹ RNID prevalence estimates using Office for National Statistics population data (2018).

² The term 'deaf' covers a range of definitions of deafness, including those who are profoundly deaf, have severe, moderate or mild hearing loss or are hard of hearing whether acquired or from birth. This includes the use of the terms Deaf and deaf whereby the use of a capital D in Deaf may denote those who identify as having a cultural and shared experience of being Deaf. ICSD (who govern the Deaflympics) set their own



UK Deaf Sport



DeaflympicsGB

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Company No: 8611744 | Charity No: 1158878

are deaf, hard of hearing or have a hearing loss or anyone who has a lived experience of deafness such as family members, friends, allies, colleagues and other professionals.

UK Deaf Sport is a small charity with 6 employees. It is governed by a Board of up to 12 independent Directors all of which are voluntary unpaid positions. There are currently 10 Directors including an Independent Chair and Senior Independent Director and the Chief Executive Officer supports the Board. The appointment of the Chair and Directors is via an open, publicly advertised recruitment process. All appointments are made on merit, in line with the skills and diversity required.

The purpose of the Board is to ensure UK Deaf Sport's long-term prosperity by collectively providing oversight and directing the organisation's affairs to achieve UK Deaf Sport's Vision and Mission. The Board sets and implements the overall direction and strategy of the organisation and has ultimate responsibility for making decisions and exercising all of the powers of UK Deaf Sport.

The Board delegates different functions to specific Committees and Advisory Groups to assist them on relevant aspects of governance. Each Committee and Advisory Group has their own purpose and responsibilities as set out in their respective Terms of Reference.

Requirements

It is a requirement of the Sport England Tier 3 Code for Sports Governance that an externally conducted review of the Board is facilitated every four years.

UK Deaf Sport is seeking to appoint a consultant or company to carry out an external Board evaluation to obtain an independent and objective perspective on the performance, effectiveness, culture and function of the Board. The evaluation should provide insight on how effective the Board is as a unit and Board role and behaviour including:

- An understanding of the Board's strengths and weaknesses with regard to its performance and effectiveness as a group.
- The Board's value to the organisation and stakeholders.
- Identification of any challenges within the dynamics of the Board which may be impacting on effective decision-making.
- How effectively the Board gathers and uses a diverse range of viewpoints and experience to improve its decision-making.

The evaluation must include recommendations for improvement, where required, to enable the Board to implement an Action Plan for Board and Board Director training and development.

criteria for eligibility which is a hearing loss of at least 55dB in the better ear (3 tone frequency average of 500, 1,000 and 2,000 Hertz, ANSI 1969 standard). DeaflympicsGB athletes will meet this standard.

'Every deaf person active and inspired by sport'

The evaluation must meet the requirements of an externally evaluated Board evaluation as set out in Tier 3 of the Code for Sports Governance.

This external evaluation does not include the Committees and Advisory Groups but should look at how they report into the Board.

Timescales and Costed Proposal

UK Deaf Sport is seeking costed proposals to undertake the Board evaluation. The costed proposal (no more than 5 sides of A4) must include:

- Your understanding of our needs and context and how you will meet the Board external evaluation requirements in the Tier 3 of the Code for Sports Governance.
- Information about the consultant/company including an overview of the consultants/company's track record, expertise and experience undertaking similar work including any work with deaf/disability sport.
- Who will be undertaking the work and their relevant expertise and experience.
- Identification of the process and/or methodologies which the consultant/company will use to undertake the Board evaluation and the timescales including any observations, research methods and how the results and recommendations will be reported to the Board. The next UK Deaf Sport Board meeting is 27th September 2023.
- Breakdown of the costs associated including any VAT. This should be a fixed cost and be clear if travel costs and any other expenses will be charged additionally.
- Your approach to managing the work and its quality including how you will achieve the project's outputs successfully to specification, budget and timescales.
- Outline of any value-added which the consultant/company can bring to the project. UK Deaf Sport is a small charity with very limited resources and consideration will be given to organisations who will offer added value through pro bono support, part sponsorship for this project or provide support for a discounted rate.
- Two client reference contacts with permissions for UK Deaf Sport to contact prior to the consultant/company being offered the contract.



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Please send your costed proposal to UK Deaf Sport CEO Joanne Cholerton by **midday on 13th September 2023** at joanne.cholerton@ukds.org.uk. If you would like to discuss this specification, need help to access it or apply, please contact Joanne via this email.

Following a full review of all proposals submitted, a decision will be made to appoint a successful bidder. The successful consultant/company will be notified of the outcome by Monday 18th September 2023.

The UK Deaf Sport Board meets at 4pm on 25th November 2023 and the successful consultant/company will be required to report their findings and recommendations at this meeting.

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