

Non-Executive Directors

Welsh Gymnastics

Candidate Information Pack



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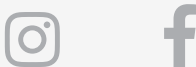
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Non-Executive Directors

The role of the Non-Executive Director is to strategically lead the organisation in its decision making, supporting our collective desire to see the sport grow and thrive, providing positive experiences for all involved.



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Overview of Welsh Gymnastics

Gymnastics is where sport begins.

The benefits of gymnastics are unrivalled and all encompassing.

Welsh Gymnastics as the governing body for the sport in Wales want to ensure more children, young people and adults from all backgrounds, abilities and communities can become involved with gymnastics. There is a diversity of disciplines on offer; whether it’s performance disciplines, pre-school, adult, recreational, or schools and disability

programmes – there is something on offer for everyone

We align everything we do against the seven goals of the Wellbeing of Future Generations Act (Wales). This ensures that Welsh Gymnastics and gymnastics in Wales can make a positive contribution to the social, economic, environmental, and cultural wellbeing of Wales

We nurture people through their gymnastics journey in fit for purpose places; all underpinned by best practice.

Over the past decade or more, Welsh Gymnastics has experienced significant and unprecedented growth in performance and development. Gymnasts have secured medals across the past four Commonwealth Games and an increasing number of Welsh gymnasts feature on the GB pathways. Welsh Gymnastics currently has over 22,000 active members taking part across Wale in our register clubs and continue to work to meet the demand.

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Vision, Mission & Purpose

Welsh Gymnastics has achieved high governance, equality and safeguarding standards. Welsh Gymnastics are also delivering ambitious community business projects and social enterprises, breaking down barriers to engage groups of people not currently accessing our sport. As a leading governing body, Welsh Gymnastics has created a gymnastics family community in Wales where the organisation works collaboratively, welcoming as many children as possible to enjoy gymnastics.

Our role is to support, lead and bring together all those involved or interested in gymnastics and provide a vision, strategy and structure for the sport; delivering a range of opportunities across the age spectrum to take part and stay in gymnastics, as well as developing talent and delivering top-level success.

Dynamic to view and exhilarating to perform, gymnastics is truly for all. Our performance gymnasts show amazing skills, phenomenal physical and mental strength and enormous courage.

Our Vision

Leap without Limits

To deliver an uplifting gymnastics experience for all, to ensure that gymnastics is safe, enjoyable and open to everyone.

Our Mission

To ensure we nurture people through their gymnastics journey, in fit for purpose places; all underpinned by (best) practices, ensure that quality-assured gymnastics is delivered in safe, positive, fun and inclusive environments

Our Purpose

To govern the sport in a safe, fair and equitable way as well as to lead the sport to enabling gymnastics across Wales to thrive.

[View our strategy >](#)



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The Role

Welsh Gymnastics is entering an exciting new chapter, guided by a refreshed strategic direction — and we are looking for passionate and skilled individuals to join us on this journey.

We are currently seeking Non-Executive Directors to join our Board. This is a unique opportunity to help shape the future of gymnastics in Wales by contributing your expertise, insight, and commitment to strong governance. We especially welcome applicants who can represent and champion the voice of the gymnastics community at Board level.

We are particularly interested in individuals with experience in:

- Legal Services
- High Performance Sport
- Equality, Diversity & Inclusion / Disability Sport
- Marketing and Communication
- Gymnastics Knowledge and Experience

Who will play an important role on a board by providing independent oversight, governance, and legal expertise.



Purpose

The Board of Directors has an essential role in Welsh Gymnastics governance and setting the strategic direction of the business. A Board member is required:

- To ensure the organisation pursues its objects as defined in its Articles.
- To contribute actively to the Board in giving strategic direction to the organisation setting overall policy, defining goals, setting targets and evaluating performance against agreed targets.
- Work as a board to ensure strategic responsibility for safeguarding across the organisation.
- To ensure the financial stability of the organisation.

[View our Board members >](#)

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Responsibilities of the role

To act in accordance with the Articles, and to use powers only for the purposes for which they were conferred.

To promote the success of the organisation for the achievement of the objects.

A duty to exercise independent judgment.

A duty to exercise reasonable care, skill and diligence.

A duty to avoid conflicts of interests.

A duty not to accept benefits from third parties.

A duty to declare to the other directors any interest that they have in a proposed transaction or arrangement with the organisation.

In addition to the statutory duties, each Board member is expected to apply their specific skills, knowledge or experience to help the Board reach sound decisions and make a practical contribution according to their particular knowledge, skills and experience. This will involve:

Scrutinising Board papers and regularly attending Board

meetings. Leading, and participating in, discussions.

Focusing on key issues.

Providing guidance on new initiatives.

Other issues in which the Board member has special expertise.

Commitment and Remuneration

- The post is a voluntary position and expenses will be paid.
- Each Non-Executive Director shall be appointed for a term of four years (2 terms max) and shall, on expiry of their term of office, be eligible for re-appointment to office. However, no director shall be entitled to undertake three consecutive terms in office.
- The time commitment will be four board meetings a year, face to face in Cardiff. With some work outside of meeting such as attending competitions and events and approving documents. Estimated time commitment is 1 day a month

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Message from the Chair

Thank you for your interest in the Non-Executive Director appointment on the Board of Welsh Gymnastics.

Gymnastics is an Olympic sport and is also included in the Commonwealth Games, where Wales competes in its own right. Our purpose is to govern the sport in a safe, fair and equitable way as well as to lead the sport in enabling gymnastics across Wales to thrive. Our role is to act as guardians by leading, developing and supporting those that wish to take place.

You will be joining us at an exciting time, following the recent release of our 10 year strategy “Where Sport begins”, which sets out our aims of developing our people, places and practices across Wales to enable as many people as possible to enjoy the benefits our sport can provide.

This is a fantastic opportunity to join a forward-thinking Board and drive the future of gymnastics in Wales. We are extremely proud of the legacy of Welsh Gymnastics, and we have an aspiration to ensure there is an even greater legacy for future generations too.

The new NED will play a key role in strategically leading the organisation in its decision making, supporting our collective desire to see the sport grow and thrive, providing positive experiences for all involved.

Chris McLarnon

Chair, Welsh Gymnastics



Chris McLarnon
Chair

Christopher McLarnon was appointed *Chair of the Welsh Gymnastics Board in April 2025, following four years of service as a Non-Executive Director. Although he had no prior experience within the sport of gymnastics, Chris recognises the profound impact it can have on individuals’ physical and mental well-being at any age.*

A former Naval Officer who served with the Royal Marines, Chris has spent the past decade in industry, delivering cutting-edge technological solutions to clients across the Defence, Intelligence, and Financial Services sectors. He now brings that leadership, strategic insight, and technological expertise to Welsh Gymnastics, helping to guide the Board as it delivers a bold new 10-year strategic vision for the sport in Wales.

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The Board

The Board of Directors has an essential role in Welsh Gymnastics governance and setting the strategic direction of the organisation. The Board is responsible for developing the aims and objectives in accordance with its values and in line with legal and regulatory requirements.

Welsh Gymnastics is committed to the Sport Wales Governance and Leadership Framework for Wales and the principle of having a balanced, inclusive and skilled Board, supporting the good governance and values we share. To that end, we continue to evolve the composition of the Board so that it is made up of individuals with the relevant balance of skills, knowledge and experience to meet the needs of the organisation and represent the diversity of the community it serves currently and in the future.

Welsh Gymnastics is an equal opportunities employer and aims to provide a discrimination-free working environment for volunteers and staff. We are committed to an action plan and policy in line with the Equality Act 2010, which will ensure that no applicant or employee receives less favourable treatment because of a protected characteristic.

[Welsh Gymnastics Equality Policy](#)

Welsh Gymnastics is committed to developing a culture where respect and understanding is fostered, and where the diversity of people’s backgrounds and circumstances is positively valued.

We want to enhance a supportive and inclusive environment where individuals feel welcomed, and can reach their potential, without prejudice and discrimination. This extends to our employees, members and stakeholders.



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Strategy

Board members should help monitor the delivery on strategy, set the Welsh Gymnastics vision, values and standards to ensure that its obligations to Welsh Gymnastics’ membership are understood and met. Board members should also set Welsh Gymnastics strategic aims and ensure that the necessary human and financial resources are in place for Welsh Gymnastics to meet its objectives.



Performance

The Board should challenge the performance of Executive Directors/Senior Management in meeting agreed goals and objectives and monitor the reporting of performance.

Risk

Board members should provide leadership to Welsh Gymnastics within a framework of prudent and effective controls, which enable risk to be assessed and managed. Board members should satisfy themselves on the integrity of financial information ensuring the company accounts are presented as a true and fair reflection of its financial performance and that financial controls and systems of risk management are robust, defensible and monitored regularly and rigorously.

People

The Board should be aware of the interests of all stakeholders and should have a prime role in the Board committees with the responsibility for appointing and reviewing the performance of the Executive Directors.

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Non-Executive Director: Skills & Competencies

To operate effectively, make decisions and monitor performance, the Non-Executive Directors should collectively possess a wide range of skills, knowledge, experience, and competencies.

All members of the board should preferably have:

- Experience of working as a company director or in an appropriate senior executive management position;
- The ability to represent and promote Welsh Gymnastics externally, leveraging networks to support fundraising, organisational and the organisation's development;
- The highest standards of integrity and probity;
- The ability to question intelligently, debate constructively, challenge rigorously and decide dispassionately;
- The ability to work strategically as part of a team and to lead effectively in areas of specific responsibility;
- The ability to attend quarterly Board Meetings and others as required;
- A willingness to participate in meetings, ask questions and take responsibility;
- Honesty, integrity and credibility in the community;
- Tolerance and consideration of different views;
- A track record of acting in good faith and in the best interests of an organisation;
- An ability to listen, analyse, think clearly and work well with others;
- Creating and maintaining positive and productive relationships with stakeholders;
- At all times, acting with integrity and upholding the interests of Welsh Gymnastics;
- Championing the work of Welsh Gymnastics.



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The NED Board Directors actively work together to attract a diverse range of members, representative of the community that it serves or seeks to engage.

Equality & Diversity

Welsh Gymnastics is an equal opportunities employer.

Welsh Gymnastics wants to meet the aims and commitments set out in its employee equal opportunities policy. This includes not discriminating under the Equality Act 2010 and encouraging equality, diversity and inclusivity within the workforce.

Filling this form is voluntary and can be completed anonymously. The information provided will be kept confidential and will be used for monitoring purposes.

For further information regarding the equal opportunities form, contact **carys Kizito on carys.kizito@welshgymnastics.org** and, should you wish to, please return the form with your application (details on next page).

Privacy Policy

For information about how we use and store your data can be found [here](#).





Applications

Deadline for applications is **Wednesday the 6th of August** with interviews taking place 2-3 weeks following the deadline.

Please submit a covering letter and CV to **HR@welshgymnastics.org** by the closing date if you would like to apply for the vacancy.

Should you wish to speak with someone within the organisation, prior to submitting an application, please contact our HR Team on **hr@welshgymnastics.org**.

