



By-Laws

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# 1. DENOMINATION, CONSTITUTION AND LEGAL STATUS

## 1.1 NAME, CONSTITUTION AND LEGAL STATUS

Inclusive Skating, formerly known as Impaired Skating, is a Registered Charity (SC042584) and is governed by the Impaired Skating SCIO Charity Constitution. Impaired Skating is now known as Inclusive Skating. Inclusive Skating was founded by Margarita Sweeney-Baird in 2010 as a Global Project for Impaired Skating and became a Registered Charity under the name of Impaired Skating in September 2011.

## 1.2 CHARITABLE PURPOSE

The purpose of the Charity is to advance the public participation in sport and to promote equality and diversity. In furtherance of these purposes, Inclusive Skating undertakes a range of activities as specified in the Constitution of the Charity.

As a non-profit making organisation, the charity does not distribute any profits to the members. So, the board of Trustees use all profits and surpluses in furtherance of the charitable purposes of Inclusive Skating.

Inclusive Skating Charity members are appointed as the Charity Trustees. Margarita Sweeney-Baird is the Chair of the Board of Charity Trustees and has continued to be the driving force behind the development of Inclusive Skating and the attainment of the charitable purposes.

## 1.3 WORLD RECOGNITION

On, July 18<sup>th</sup> 2018 the Inclusive Skating format was recognised by the International Skating Union. A significant part of the charitable purposes of Inclusive Skating has been successfully accomplished. The development of a structure that includes a direct relationship between the Inclusive Skating charity and the stakeholders is also possible now because the ISU eligibility rule is neutralised in relation to Inclusive Skating. The creation of a representative structure for stakeholders will require a transition period. The interests of the current skaters and members must also be balanced with the present and long-term charitable purposes and the interests of future skaters and associations who may affiliate to and benefit from Inclusive Skating and the format so created.

## 1.4 GOVERNANCE

The objective of these by-laws is to establish a governance structure for Inclusive Skating and to provide representation of the Inclusive Skating community, present and future, within the existing governance structure and in accordance with the charity constitution. The governance will be implemented through an online global platform and costs will at all times be minimised. All meetings will be held in English and wherever possible on line, all notices will be disseminated electronically and all voting will be conducted online.

## 1.5 RESPONSIBILITY

The Supreme Authority of Inclusive Skating is the Board of Trustees and the members of Inclusive Skating operating as the Charity Trustees. The Charity Trustees are responsible for ensuring that Inclusive Skating meets its charitable purposes. They must ensure that the Inclusive Skating format is, and will continue to be, available to all Inclusive Skaters and their communities across the world and that National Federations, clubs and event organisers can access the format in furtherance of the charitable purposes of Inclusive Skating. Trustees when appointed do not represent only the stakeholder group that has nominated them. Trustees must consider the charitable purposes and interests of all stakeholder groups of Inclusive Skating.

## 1.6 STAKEHOLDERS

There are three main categories of stakeholders requiring representation. Firstly, the skaters themselves and their community. Secondly, Associations. These include international and national federations, clubs and associations who provide representation and services to the Inclusive Skating community. Thirdly, volunteers. The volunteers are individuals who provide services to the Inclusive Skating community. They include event organisers, volunteers, supporters, officials, coaches and volunteer activities supporters.

## 1.7 EXECUTIVE

The Executive of Inclusive Skating is led by the Chair of the Charity Trustees. The Board of Charity Trustees, within the limits of the Constitution and these by-laws may further delegate such authorities and responsibilities as it deems appropriate to the Inclusive Skating Chair and Executive, in order that the organisation might work with maximum efficiency and effectiveness towards achieving the Purposes of Inclusive Skating.

This Board to Executive delegation shall occur in such a manner so as to ensure clear limits of authority and responsibility are established, risks to the organisation, its beneficiaries and its affiliated associations are minimised and the sport of Inclusive Skating grows to its maximum and sustainable potential.

While the Board of Trustees is authorised to delegate its authority, it does not delegate or relinquish accountability for the prudent operation of inclusive Skating in accordance with the Charity Constitution, by-Laws and the laws of the territories in which it operates.

# 2. STAKEHOLDER REPRESENTATION

## 2.1 Categories of Stakeholder

There are three categories of Stakeholder who will have the following rights and be represented on the Board of Trustees as follows.

### 2.1.1 Skaters (the skaters, their families and their community)

Individual skaters, their families and carers will obtain the right to become a participant of Inclusive Skating and obtain a benefit package as deemed appropriate by Inclusive Skating.

### 2.1.2 Associations (International Federations, National Federations, Clubs, Disability Specific Associations etc.)

International Federations, National Federations, Clubs, Disability Specific Associations and other Associations will obtain the right to be recognised by Inclusive Skating and to represent their membership and communities. Such associations will obtain a benefit package as deemed appropriate by Inclusive Skating. National Federations, Clubs, Disability Specific Associations and other Associations may operate as sub-associations of Inclusive Skating representing a defined community within Inclusive Skating or as independent associations. In all cases the geographical or specific community being represented must be clearly defined and the rules of the sub-association or the independent association shall be separately defined. Inclusive Skating may collect fees on behalf of the sub-association and provide support services for the development and operation of any such sub-association.

### 2.1.3 Volunteers (Event Organisers, Supporters and Professionals)

Individuals who provide support and services to the Inclusive Skating community; such as: event organisers, volunteers, supporters(fans), officials, coaches and volunteer activities supporters will obtain the right to be recognised as part of the Inclusive Skating community. They will collectively be known as volunteers even where they are remunerated. Such individual volunteers will obtain a benefit package as deemed appropriate by Inclusive Skating and this may differ according to the function and role that is performed.

## 2.2 Representation

### 2.2.1 Voting

The category of stakeholder for skaters may elect 3 individuals for nomination as Inclusive Skating Charity Trustees. The categories of stakeholder for Associations and Volunteers may each elect 2 individuals for nomination as Inclusive Skating Charity Trustees.

### 2.2.2 Term of Office

Each nominated individual will be nominated to hold office for 4 years. Each individual may be re-appointed by the Board for a further period of 4 years and during the transitional phase for a period of 2 or 4 years as the case may be. Thereafter, the individual should stand down and may not be re-nominated until a period of at least 4 years has passed. In exceptional circumstances an individual may be re-appointed for a third term of 4 years.

### 2.2.3 Elections

Elections may take place online and voting may be conducted by an online poll.

#### 2.2.4 Qualifications

All individuals standing for nomination to the Board of Trustees must be suitably qualified and be in good standing.

#### 2.2.5 Vacancy

The Inclusive Skating Board of Trustees may fill any casual vacancy. Any trustee so appointed shall hold office until the next scheduled elections.

#### 2.2.6 Transition

The current Inclusive Skating Board of Trustees holding office on the adoption of these by-laws may hold office for 4 years and this will be deemed to be the first appointment under these by-laws. Up to a maximum of three of the current Inclusive Skating Board of Trustees may be reappointed for a second term. The first elections (expected in 2020) should provide two nominations to represent the category of stakeholder for Associations and any further vacancies that arise. The second elections (expected in 2022) should provide nominations to fill the two vacancies arising from the end of the term of two of the current Inclusive Skating Board of Trustees and any further vacancies that arise. Such nominations should provide a balanced representation of all stakeholders.

#### 2.2.7 Election Schedule

Thereafter, elections should be held every 2 years. Elections should wherever possible be for one nominated representative of each category of stakeholder. This will ensure that there is continuity of expertise whilst also ensuring that there is a turnover in stakeholder representation.

## 3. COMMISSIONS

### 3.1 AD-HOC AND STANDING COMMISSIONS AS FOLLOWS SHALL BE ESTABLISHED

#### 3.1.1 Athletes Commission

#### 3.1.2 Competition and Rules Commission

#### 3.1.3 Regional Commission (representatives of Americas, Europeans and Asia-Pacific)

#### 3.1.4 Clubs Commission (representatives of Clubs operating in a single rink facility)

#### 3.1.5 Disability Specific Commission (representatives of Paralympic Classes, Intellectual Classes, Visual Classes, Deaf Classes and Unified Classes)

#### 3.1.6 Regulation Commission (Governance and Finance)

#### 3.1.7 Disciplinary Commission

### 3.2 APPOINTMENT

The Board shall appoint a Charity Trustee from among their number, provide Terms of reference and reporting standards for each Commission. All relevant stakeholders and other experts may provide nominations for appointment to each Commission.

### 3.3 PUBLIC APPOINTMENT

The Board will make public all vacancies on its website and elsewhere wherever possible.

### 3.4 INDEPENDENT APPOINTMENTS

The Board will appoint at least one Independent person to each Commission to ensure good governance.

### 3.5 EXPERTS

The Board may appoint at least one independent expert to each Commission to ensure that each Commission has sufficient knowledge and skill.

## 4. SUB-ASSOCIATIONS

### 4.1 SUB-ASSOCIATIONS WILL BE ESTABLISHED TO PROVIDE REPRESENTATION AS FOLLOWS:

4.1.1 SCOTLAND

4.1.2 ENGLAND

4.1.3 WALES

4.1.4 IRELAND (and NORTHERN IRELAND SUBJECT TO 4.1.6)

4.1.5 GREAT BRITAIN and NORTHERN IRELAND

4.1.6 ANY SUB-ASSOCIATION THAT CAN ESTABLISH A SUSTAINABLE MEMBERSHIP TO REPRESENT A COUNTRY AT NATIONAL LEVEL, A GROUP OF RINKS AT REGIONAL LEVEL OR A RINK AT LOCAL LEVEL

4.1.7 ANY SUB-ASSOCIATION THAT CAN ESTABLISH A SUSTAINABLE MEMBERSHIP TO REPRESENT A SPECIFIC INTEREST OR DISABILITY SPECIFIC GROUP.

### 4.2 APPOINTMENT

The Board shall appoint a Charity Trustee from among their number, provide Terms of reference and reporting standards for each Sub-Association. All relevant stakeholders and other experts may provide nominations for election for between 2 and 4 appointments to each sub-Association. Each sub-Committee must include a minimum of 3 persons and a maximum of 7 persons.

### 4.3 PUBLIC APPOINTMENT

The Board will publicise all vacancies on its website and make public all appointments elsewhere wherever possible.



#### 4.4 INDEPENDENT APPOINTMENTS

The Board will appoint at least one Independent person to each sub-Association to ensure good governance.

#### 4.5 EXPERTS

The Board may appoint at least one independent expert to each sub-Association to ensure that each sub-Association has sufficient knowledge and skill in Inclusive Skating.

### 5. SUBSCRIPTIONS

#### 5.1 AMOUNT

The amount of the subscription and/or affiliation fee to be paid by each stakeholder is fixed by the Board.

#### 5.2 PAYMENT

Each Stakeholder shall pay its annual subscription and/or affiliation fee before 1<sup>st</sup> January of each year or whenever it becomes due.