

IVORS ACADEMY

YOUR GUIDE TO THE PROPOSED GOVERNANCE CHANGES

INTRODUCTION

The Ivors Academy is a proudly-creator led membership organisation that champions, campaigns for and supports the UK's songwriters and composers.

Its governance puts members at the heart of the organisation - who work with staff and co-opted experts to set the Academy's direction and oversee how it is run to benefit all members. The Academy's elections take place every three years and 2021 is an election year.

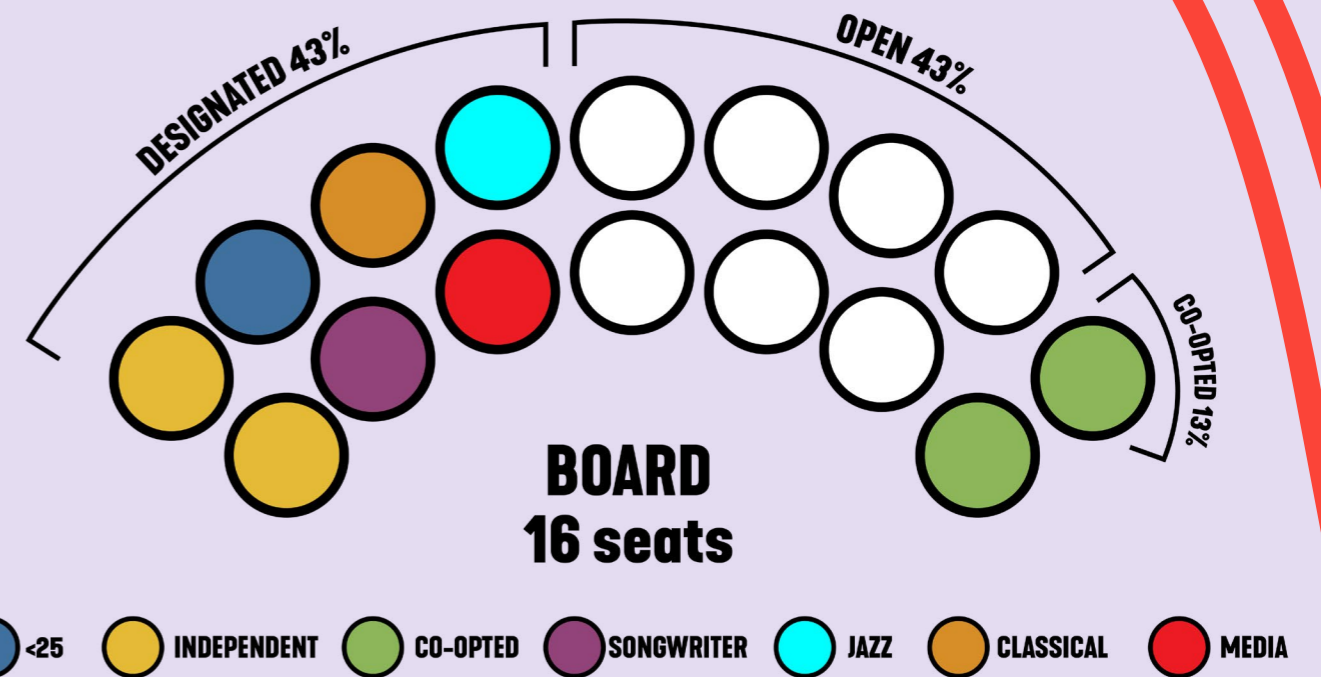
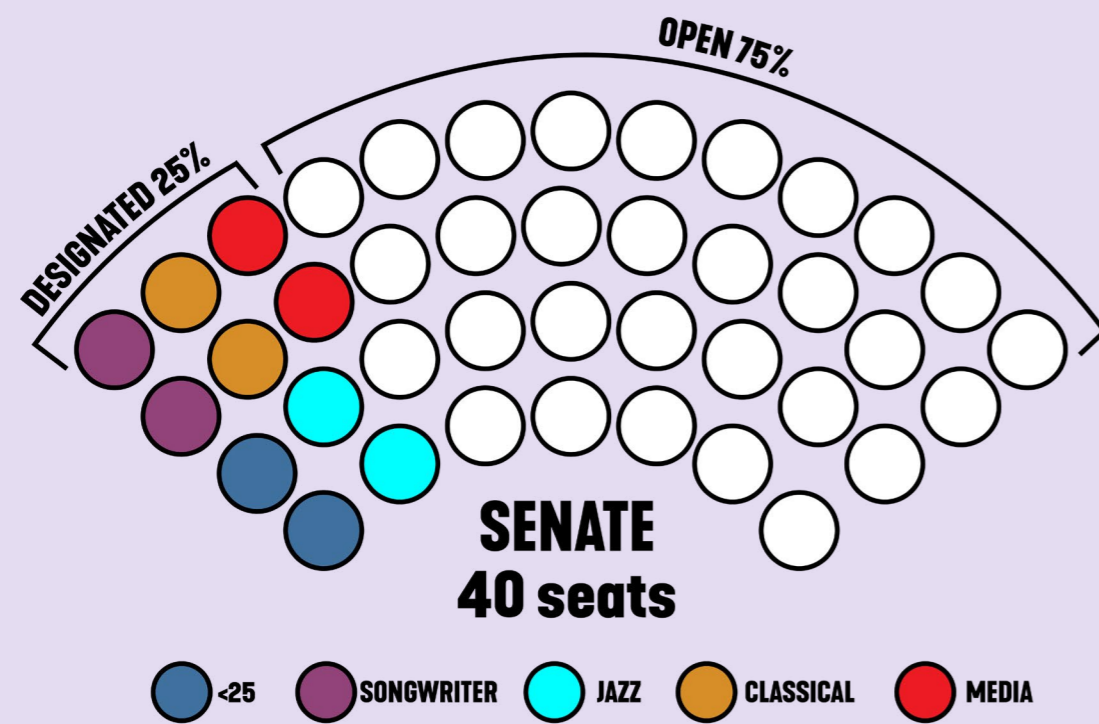
We want to increase diversity in both the governance structure and the membership to make the Academy as representative of the UK's creative community as possible. We have had feedback from music creators who write in a variety of styles such as folk, dance and electronic music, who write for games and theatre, or represent specific issues and perspectives, who struggle to fit into the current structure of four Genre Committees. The current situation implies the Academy is not for them.

A review of governance in 2015 recognised this and suggested changes to help further that goal, and this is now the right time to ask members to vote to introduce them.

THE CHANGES BEING VOTED ON

To enable more members to be at the heart of the Academy and increase diversity and representation, the main change is to create a Senate, which will:

- Be formed of up to 40 members to represent songwriters and composers from a range of genres, backgrounds and parts of the UK.
- Meet four times a year to ask questions of the Board and CEO, and put member views at the centre of the Academy's strategy and plans.
- Be involved in Committees, Advisory Groups and Councils to represent members' interests and make recommendations to the Board.
- Appoint up to 11 of the Senate to be Board Directors.
- Have guaranteed representation from under-25 creators and from the songwriting, jazz, classical and media composition communities to make sure there is continuity with the past and a broad balance of representation.
- Provide the ability to co-opt up to two people to the Board to increase diversity and balance.



INCREASING REPRESENTATION

It is important that the Academy represents creators from as broad a range of music as possible. To retain a balance, two seats for each of the four current Genre Committees – Classical, Jazz, Media and Songwriting - will be designated on the Senate. One seat for each of those four genres will be designated on the Board. Two seats on the Senate and one on the Board will also be designated for under-25 creators.

The rest of the seats are not specified and open to all. We hope that the governance changes create opportunities to involve creators from more genres to broaden our voice and appeal.

Members of the Senate will be encouraged to establish Councils, as replacements for the Genre Committees, which can be open to non-elected members to join depending on their interests.

THE BENEFITS

The Board of Directors of the Academy are enthusiastically recommending these changes to deliver the following benefits:

- **Increase the diversity of our voice:** by removing genre-barriers so a broader range of members from all backgrounds and with a greater variety of interests can get involved with how we are run and make a difference.
- **Strengthen our collective voice:** to powerfully represent your interests with the music industry, politicians and press. We will do this by putting members at the heart of our governance to strengthen the focus of our campaigns on your needs and rights.
- **Increased accountability:** the Senate will provide direct engagement between the Board and Executive, and increase the communication and involvement of elected members in the work of the Academy.
- **More member engagement:** by making it easier for members to raise issues that affect them the most to shape what we do, and how we support and represent everyone in our community.
- **New member benefits:** connecting with more members across the UK will mean we can run more events and activities that are accessible and closer to you.

WHAT WILL STAY THE SAME?

Much of how our governance works will stay the same, in particular:

- **The Academy is a creator-led organisation.** Members will vote on introducing these changes and to elect fellow-members to the Senate.
- **We can bring in new expertise and perspectives.** Up to two independent Directors can be appointed to the Board.
- **Terms on the Board will stay the same.** The Chair will be elected by Board Directors and serve up to six years. Directors will serve up to nine years if re-elected every three years.

HOW TO VOTE

At this year's AGM members are being asked to approve new Articles of Association, which will introduce these changes.

Even if you can't attend the AGM, you can still cast your vote by proxy. All members will be contacted by email or post with details about how to vote by proxy. This way you can instruct the Chair how to vote on your behalf.

For all details about the AGM visit <https://ivorsacademy.com/AGM2021>

WHAT HAPPENS AFTER THE AGM?

Elections will take place in the autumn based on this new approach if approved by members, or on the existing system if not approved.

If you want to find out more about the governance changes or how to stand in the election email membership@ivorsacademy.com.