

SPIN NETWORK STATUTE – FINAL DRAFT

PREAMBLE

Sport is for all and should be equally accessible for everyone - irrespective of gender, race, nationality, ethnic origin, sexual orientation, religion, age, disability or social status.

Marginalised Groups, including migrants and ethnic minorities – in particular women and girls - face barriers when it comes to practicing sport and physical activities. Furthermore, the under-representation of migrants and their exclusion from positions of authority and the lack of advancement of minorities in non-playing positions are recurring issues for mainstream sport.

Against this backdrop, Sport Inclusion Network-SPIN has been formed to address issues of exclusion in sport and to make full use of sport as means for social inclusion and integration. The SPIN Network encourages the inclusion and participation of migrants, ethnic minorities, refugees and other vulnerable groups in and through sport.

TITLES I: IDENTITY AND AIMS

Article 1: *Name and headquarter*

Full name of the Network is **Sport Inclusion Network-SPIN**

Short: **SPIN network**

The headquarter of the network is based in Vienna, Austria.

The SPIN Network will be registered as an association under Austrian law.

Article 2: *Identity*

The SPIN Network fights for the right to enjoy sport and physical activities in a safe environment without the fear of discrimination or and harassment.

SPIN promotes equality and equal opportunities in and through sport and combats any form of discrimination. SPIN recognises (and adheres) in its operations and practices to principles enshrined in the following frameworks:

- a) The Universal Declaration of Human Rights
- b) EU Charter of Fundamental Rights
- c) Convention on the Elimination of All Forms of Racial Discrimination
- d) Convention on the Elimination of All Forms of Discrimination against Women
- e) The United Nations Convention on the Rights of the Child

f) European Sports Charter

SPIN adheres to the following guiding principles:

1. Participation – meaningful and equality of participation of members in decision making (the work of SPIN)
2. Inclusion – recognising and facilitating participation of member in decision making (the work of SPIN)
3. Autonomy – recognising the autonomy of its members

Article 3: Aims

Aims of SPIN Network are:

- Promote inclusion through sport and physical activity among disadvantaged groups, in particular ethnic minorities, migrants and women
- Raise awareness and share best practices among sport stakeholders how to pro-actively involve vulnerable groups in and through sport.
- Support, empower and capacity-build grass-roots initiatives and minority organisations
- Make innovative use of sport as an educational tool and particularly targeting young people
- To address pro-actively racism, sexism, homophobia and any form of discrimination in sport and in society and develop methods and tools to overcome these issues
- To promote dialogue and equal cooperation with sport-for-development initiatives and stakeholders outside the European Union and in the Global South

Article 4: Activities

Main activities of the SPIN Network include:

1. Developing and delivering high quality trainings and educational tools for sport stakeholders
2. Reflection, analysis and research: creating an evidence-base for social inclusion through sport interventions and practice
3. Facilitating action at a grassroots level and supporting grassroots clubs to enhance their activities in the field of sport and inclusion
4. Empower and lending practical support to small groups and promote migrant and minority self-organisations as key agents for social change
5. Advocacy and lobbying for policy change at a national and international level
6. Raising public awareness through public interventions and campaigning (influencing public discourse, develop counter narratives)
7. Promote the exchange of best practices among organisations working with marginalised groups
8. Promote the use of online educational tools and exchange of information

Article 5: Partners and Agreements

To achieve its objectives, the SPIN Network seeks to cooperate and establish partnerships with public and private bodies whose values and activities are not in contradiction with the principles of the SPIN Network.

Article 6: Visual identity

The logo of the SPIN network is as following:



TITLES II: MEMBERSHIP

Article 7: Founding organisations

The following organisations have initiated the SPIN network:

Camino - Werkstatt für Fortbildung, Praxisbegleitung und Forschung im sozialen Bereich gGmbH (Germany)

Football Association of Ireland (FAI) (Ireland)

Sindicato dos Jogadores Profissionais de Futebol (SJPF) (Portugal)

Liikkukaa – Sports for All ry (Finland)

Mahatma Gandhi Human Rights Organisation (Hungary)

Unione Italiana Sport per tutti (UISP) (Italy) [*pending/ currently on stand-by*]

Vienna Institute for International Dialogue and Cooperation (VIDC) / fairplay Initiative (Austria)

Article 8: Members and Supporters

Members are NGOs, Non-Profit-Organisations, associations, sport clubs and other entities, including public institutions and companies, which work in the field of sport and inclusion at various levels.

To become a member the organisation must present a written request together with the statute and a report about previous activities.

New members are approved by the board and become effective after the payment of the fee.

Members have the duty to pay an annual membership fee. The General Assembly determines the membership fees.

Only members who paid their membership fees may participate in the general assembly.

The board can adapt the amount of the membership fee.

Individuals cannot become members with voting rights. However, individuals can become supporters. Individual supporters must pay an annual contribution.

Article 9: *Members: rights and duties*

Members of the Sport Inclusion Network have the right to participate in elections, as well as to be informed about the activities of the network and the use of funds.

Members of the Sport Inclusion Network must respect the values and principles of the Network and must participate actively in the life of the association. Members should attend the periodic assemblies (in presence or online).

Article 10: *Withdrawal of membership*

The membership status of members can be withdrawn, when they

- violate against Article 2, 3 and 9;
- members have not paid their membership fee over a period of three years.

TITLES III: GOVERNANCE

Article 11: *Bodies of the Network*

- a) General Assembly
- b) Board
- c) Chair person
- d) Vice chair person
- e) Auditors
- f) Network Coordinator

Article 12: *The General Assembly*

The General Assembly is the assembly of all members of the Network, with representation of one delegate per member organisation, legally the chairperson or alternatively one person under written mandate of the chairperson. The General assembly is the highest political and programmatic body of the Network.

The General Assembly meets:

- Ordinarily every 4 years (General Assembly)
- Ordinarily every 2 years (Mid-Term Assembly)
- Extraordinarily, when the board or at least 15 % of the members so request and submit a written notification of the agenda.

The Assembly shall then convene within three month.

Article 13: *Function of the General Assembly*

- a) Elect the Chairperson;
- b) Elect the Board;
- c) Elect the Auditors;
- d) Approve the programmatic lines of the Network;
- e) To pass resolutions on the amendment of the statutes;
- f) Determine the membership fees.
- g) To approve the annual balance
- h) to debate and pass resolutions on other items of the agenda
- i) To pass resolutions on the dissolution of the Network

Article 14: *Validity*

The General Assembly shall be deemed to constitute a quorum when it has been called on time, irrespective of the number of members present. All General Assembly elections and resolutions require a simple majority of the eligible voters present.

To pass resolutions on issues referred to under article 13 items e.) and i) above, however, a two thirds majority of the eligible voters present is required.

Each member of the Network has **one** representative in the assembly and has therefore one vote.

Article 15: *The board*

The board is the operative body of the Network.

It is composed by:

- Chairperson
- Vice chairperson
- 5 individuals proposed by the chairperson in her/his candidature list

The board is elected every 4 year by the General Assembly.

Each member can present a list for the board composed by 7 people. A list, to be valid, must be signed by 15% of the members. Each member can sign only for one list. That means that members might have to choose one list among several. During the General Assembly all members vote for the list they prefer and elect the board. In the first meeting of the board the members vote for the Chairperson.

Each list needs to be gender balanced, otherwise it is not eligible. A list is gender balanced when at least 3 individuals of the list must be of a different gender.

Furthermore, lists must be balanced according to countries. A 7 people list must contain people from different members' organisations located in 4 different countries.

Per member organisation only one individual can be represented in the board.

The *Network coordinator* is a permanent guest at the board meetings.

Article 16: *Function of the board*

- Prepare annual programme and present it to the assembly
- Approve new members and withdrawal of membership status
- Take decision about partnership
- Take decisions about participation in projects and campaigns
- Each member of Board should have a specific task and should work on a political level with the Network coordinator to reach the aim
- Decide on the budget at disposal of the Chairperson and approve his/her work
- Determine spending limit of the Network Coordinator

Article 17: *The Chairperson*

The chairperson is the legal representative of the Network, she/ he is the one authorised to sign in the name of Network and to represent it in public.

Article 18: *The Vice Chairperson*

The Vice Chairperson is nominated by the chairperson. It is the second position in the Network. She/ he takes the lead in case of absence of the chairperson, she/ he has voting right inside the board.

Article 19: *Auditors*

The auditors are 2 and have the task to monitor the financial management of the Network. They are elected among the ordinary members and may not be members of the Board.

Auditors must present a report to the board yearly.

The term of office of the Auditors shall be four years and shall be terminated by the election of the new Auditors.

Article 20: *The Network Coordinator*

The Network coordinator should be hired after the first board election, depending on the availability of financial resources. The Board decides on the salary for the coordinator that must be in line with European and national job policies and the budget at disposal.

The Network coordinator is hired for up to 4 years. If budget restraints don't allow for a 4 year contract, the term can be shorter.

The network coordinator is in charge of the administrative functions of the Network, including financial management and communications. She or he should represent the Network in day-to-day operations.

Article 21: *Function of the Network Coordinator*

- Execute political decisions of the board
- Initiate, manage and implement projects and activities of the network
- Coordinate the present project proposals
- Manage and operate within the budget approved by the board and provide suggestions to the board
- Consult the board when hiring staff or when issues arise

Article 22: Incompatibility

The Network Coordinator **CAN NOT** be a member of the board.

Article 23: antidiscrimination policy

The process of hiring and employing staff has to be non-discriminatory. In particular, candidates must not be discriminated against for Age, Religion, Ethnicity / nationality, Disability / medical history, Marriage / civil partnership, Pregnancy / maternity/ paternity or Gender identity / sexual orientation.

All staff of the Network must sign an Antidiscrimination and Anti-Harassment policy.

Article 24: Regulation of relationship among board and network coordinator

- The Network Coordinator attend all the meetings of Assembly without voting right
- The Network Coordinator attend all the meetings of Board without voting rights
- Network Coordinator must report every 6 month about his work to the Board with a short written report, and must be available (in presence or via video) to the board or when a board member asks for clarification.
- Board members must inform the Network Coordinator about decision taken in all working areas
- The Board should consult the Network Coordinator before taking major decisions and vice-versa

Article 27: Additional staff

The Network coordinator can propose hiring additional staff to the chairperson, who will inform the Board. After a positive reply, the Network Coordinator is responsible for staff selection and management, always informing the chairperson before signing a new contract.

Article 28: Modality of meetings

Meetings must be organised according to principles of economics and efficiency. This includes: travels, hotels, rent of rooms, subsistence.

If a health situation and/or the financial situation does not allow one or more members to meet in presence, online meetings are an accepted solution, respecting the statutory rules. This includes: secrecy of vote, active cameras for the whole duration of the meeting, presence in the board only by people allowed with traditional meetings.

TITLES IV: FINANCES

Article 29: *Funding of the Network*

The Network shall be funded by means of:

- 1.) Membership fees;
- 2.) Income from its own activities and for services rendered;
- 3.) Funding, grants and subsidies from public bodies, foundations and sport organisations
- 4.) Subsidies and contributions from for-profit organizations and sponsors;
- 5.) Donations, gifts and legacies.