



Fans' Forum Terms of Reference

1. Name

Hibs Supporters' Panel

2. Mission

To provide a two-way open, honest, transparent and constructive dialogue between the Club and its supporters on a wide variety of issues.

3. Objectives

- To seek opinion and feedback from individual members as well as supporter groups
- To provide honest and candid feedback on Club issues
- To drive an open agenda between its members, the fans and the Club to reflect key issues and priorities
- To keep Hibernian FC supporters briefed on progress and actions
- To generate, develop and activate ideas, working alongside various departments in the Club
- To ensure the Panel remains as representative of Hibernian FC supporters as possible

4. Membership

The Panel shall be no larger than 15 in number and will represent a cross-section of the Hibernian FC fanbase over the age of 18 years old, irrespective of gender, race, ethnic origin, sexual orientation or any other protected characteristic.

The 15 will be made up of established supporter groups to represent their own members, as well as of individual Hibs supporters.

5. Selection, Term, And Recruitment

Any one individual supporter will serve on the Panel for between two and three seasons but has the ability to reapply along with new applicants at the end of their term.

The supporter groups on the Panel will not be required to relinquish their place, however, their representative should only serve on the Panel for between two and three seasons.

Where there are places on the Panel for new members at the end of a season, supporters will be invited to apply for a place, and details of this process will be communicated through the usual Club channels.

Applicants will be invited to apply via a form giving details of their reasons for wanting to be on the Panel and what they believe they can bring to the group. Forms will be assessed (without an applicant's name being disclosed) by the Club and Hibernian Supporters Limited.

If any member departs the Panel during a season, the Club reserves the right to recruit a new member or continue without.

6. Meetings And Obligations

Three meetings will take place per season and will be held in-person. Club staff from various departments will be present, dependent on the agenda, and this will include senior members of staff including at least one Board member. Meetings will be Chaired by a Club member of staff.

The Club will provide notice of a meeting a minimum of 14 days before it is due to take place other than in exceptional circumstances.

Panel members are expected to attend at least two out of the three meetings each season. Should a member not attend for three successive meetings without appropriate reason, they will be required to relinquish their place on the Panel.

If a Panel member cannot attend a meeting, they are not allowed to name a proxy to attend the meeting.

Panel members are encouraged to obtain feedback from their fellow supporters. The Club may use the panel as a sounding-board for significant new ideas before they are implemented or ask for a 'straw poll' of members views by email at points throughout the season.

7. Agenda

Panel members are encouraged to add items to the agenda wherever they feel appropriate. Agenda items should be emailed to the Club's Supporter Liaison no later than 10 days before a meeting.

Additionally, from time to time, the Club may add items to the agenda which it would like to discuss with panel members.

8. Minutes And Communication

Notes from meetings shall be posted publicly on the official Club website (hibernianfc.co.uk) and promoted on the Club's social media channels. Notes from the meeting will be taken by Hibernian Supporters Limited (HSL), and approved by the Club.

9. Review

Hibernian FC and the Supporters' Panel reserve the right to amend any of the Terms of Reference at their discretion; a formal review of the Terms of Reference will take place on an annual basis.