

British Swimming - Athlete Representative

Role Overview

Background

The British Swimming Board is made up of 12 Board Members, including the Chair, the British Swimming CEO, the Athlete Representative, x4 Independent Non-Executive Directors and x5 representatives from the Home Nation Associations namely; x3 Directors from England, x1 Director from Scotland and x1 Director from Wales.

British Swimming is now seeking to appoint an Athlete Representative (“the Role”) to its Board to commence in either February 2022 or April 2022.

Role Purpose

Athlete representation provides an important mechanism for effective consultation between athletes, world class system employees and the wider governing body and seeks to drive continuous improvement and a sustainable performance culture. The Role also ensures that British Swimming is able to benefit from the perspective and expertise of world class athletes in its deliberations and decision making and provides world class athletes with a formal mechanism for ensuring that their views on key matters are heard at Board level.

Why get involved?

This is an exciting opportunity to contribute to the British Swimming Vision; “One Team, Winning Well in Water”.

One Team - all aquatics disciplines rely on teamwork inside and outside the water.

One team includes all athletes, coaches, staff, supporters, fans and volunteers.

We all work closely together to encourage and bring out the best in us, like those who have gone before and those yet to come. We are one team.

Winning Well – winning can mean many things to many people. Winning is not just about the medals but also about achieving our potential whilst doing what is morally right and not just sticking to the rules. We want to win well; supporting our values to achieve our best performance whilst learning from the experience to enrich our lives and those around us.

In Water – water defines us. It’s the unique medium where we are at our best.

We win, lose, laugh and cry in water. We cannot survive without water.

Our sport is a life skill. We are at our best in water.

What is the time commitment?

Board meetings normally take place during late afternoon and evening on a Friday and on the following Saturday morning. There are usually 5 Board meetings each year (February – normally including the organisation strategy review, April, June, September and November – normally including the Annual General Meeting and awards dinner).

Board meetings normally take place face-to-face in various locations, including, Manchester, Loughborough, London and Birmingham. Following the Pandemic, the Board has also decided to hold at least one meeting a year remotely via electronic means with one of the other meetings being hosted by one of the Home Nation Associations on a rotation schedule.

In addition to the Board meetings, a Board member will be asked to contribute as a member of a Board sub-committee, plus occasional ad hoc meetings that may also include travelling to national centres during the course of the year.

Athlete Representative Role under the Athlete Agreement & Code of Conduct (“the Code”)

The Athlete Representative shall act as Chair of the Athlete Representative Group (“ARG”) and meet the respective obligations for and on behalf of the world class athletes under the Code, including but not limited to: -

1. Review the operation of the Code in or about March 2025.
2. Liaising with British Swimming, to create suitable Terms of Reference for the ARG - meaning the group of athletes and para-athletes identified by each discipline.
3. Make reasonable representations to the sport put forward by the ARG, for example, in connection with specialised equipment.
4. Assist any athlete with the British Swimming Liaison Procedure with a view to resolving an athletes concern(s).
5. Liaise with the British Swimming employee responsible for athlete mental welfare and wellness and to assist in managing any concerns and the development of relevant support in this area.
6. Ensure the views of the ARG are made known to the Board of British Swimming either directly or indirectly in the event of a conflict of interest.
7. Assist British Swimming in supporting an athlete with their sport exit plan where it is reasonable and practical to do so.
8. Liaise with the relevant British Swimming employee to arrange suitable seminars and/or training courses for athletes that may include delivery by performance lifestyle advisors or by suitable external partners.

The time commitment will be for up to 25 days per year averaging at circa 2 days per month.

Governance Requirements

Company - British Swimming Limited

The Athlete Representative is constituted under Article 12.2.3 of the British Swimming Limited Memorandum and Articles of Association (known as the Articles). These Articles are approved by the British Swimming members (England, Scotland and Wales) and are publicly available and regularly reviewed to ensure compliance with statute and the Sports Code of Governance.

[Extract]

- 12.2.3 An Athletes Representative who shall
- 12.2.3.1 Be a member of one of the National Associations
 - 12.2.3.2 Be elected from and by representative of the athletes competing at High Performance level in the Aquatic Sports the manner of such elections to be the subject of prior approval of British Swimming from time to time.
 - 12.2.3.3 Serve on the Managing Board for an initial term of up to four years from the date of their appointment. At the expiry of the initial term such person shall retire, upon which such person may stand for reappointment, if eligible, for a second consecutive term of up to four years. The Athlete Representative may not serve more than two consecutive terms of four years unless the Nomination Group determine, upon application, in exceptional circumstances, that the Athlete Representative shall be reappointed for an additional year.
 - 12.2.3.4 Have the power to vote.

Conflict of Interest Policy

All Directors are bound by British Swimming's Conflict of Interest Policy ("the Policy") adopted by British Swimming, which is modified from time to time and each Director is required to complete and sign the Policy annually (February) or upon joining the Board.

Managing Board Code of Conduct and Declaration of Good Character

All Directors are required to sign the Managing Board Code of Conduct upon appointment together with the Declaration of Good Character.