



## Independent Non-Executive Director (INED)

### British Swimming

#### OVERVIEW OF BRITISH SWIMMING

British Swimming is the Governing Body for Swimming, Para-Swimming, Diving, Artistic Swimming, Water Polo, High Diving and Open Water (Marathon Swimming) in Great Britain. It is responsible internationally for the high performance representation of the sport and is a member of European Aquatics (LEN), the Continental Governing Body for aquatics in Europe, and World Aquatics, the World Governing Body for aquatics. British Swimming seeks to enable its athletes to achieve gold medal success at the Olympic and Paralympic Games, World and Continental Championships. The members of British Swimming are the three Home Nation Associations of England (Swim England), Scotland (Scottish Swimming) and Wales (Swim Wales).

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 (one of whom is Senior Independent Director) and x5 Nominated Directors from the Home Nation Associations namely; x3 Directors from England, x1 Director from Scotland and x1 Director from Wales.

#### **World Class Performance**

##### Swimming

The swimming team won 8 medals (2 gold, 2 silver and 4 bronze) at the World Aquatics Championships 2023 in Fukuoka to finish 5<sup>th</sup> on the medal table. 6 of these 8 medals were in Olympic events. 2 medals were achieved in relay events including a gold medal in the Men's 4 x 200m freestyle relay which continues to highlight our relay strategy in providing a platform for World and Olympic medals. 11 athletes returned home with medals (39% of the team).

##### Para-Swimming

28 swimmers competed at the Para Swimming World Championships 2023 in Manchester. Britain finished 5<sup>th</sup> on the overall medal table winning 38 medals (14 gold, 14 silver and 10 bronze) to finish 5<sup>th</sup> on the medal table. 31 of these medals were in Paralympic events.

##### Diving

12 athletes competed at the World Aquatics Championships 2023 in Fukuoka. The team won 3 medals (all silver), 2 of them in females disciplines for the first time in British Diving history. Britain finished 4<sup>th</sup> on the medal table.



## Artistic Swimming

A full British team competed at the World Aquatics Championships 2023 in Fukuoka for the first time since 2013 with the GB cohort qualifying for finals in each of the 6 events they entered. Kate Shortman made British sporting history securing the first World Championships medal for Britain in Artistic Swimming with a bronze in the Solo Free Final.

## Water Polo

The British water polo team is very much in a developmental stage with an objective of becoming consistently competitive on the world stage. Signs of progress in recent months have been encouraging with the women's team reaching the European Championships in 2024 for the first time in over a decade and performing above expectations to reach the quarter-final stage.

## International Influence

British Swimming has continued to build its international profile and the aim towards Paris 2024 and beyond to Los Angeles in 2028 is to ensure the continued success of the work undertaken by our delegates, international technical officials and classifiers. International Influence is key to the success of British Swimming and having people in positions of influence can make positive impact on aquatics and can ensure British Swimming has the opportunity to tackle issues high on its own agenda such as the Olympic/Paralympic Programme and good governance.

## Staging Events

British Swimming's Major Events Strategy sets out ambitions for international events which we have identified that we want to host in line with both performance and commercial objectives. All of the events we deliver, both domestic and international, support the goal of long-term success for our athletes and are projected towards this overriding aim.

Through our domestic calendar British Swimming is able to create a clear performance pathway for our athletes, leading them to success on the international stage, by providing them with vital competition experience to then establish their benchmark meets each year leading towards Olympic and Paralympic success.

## STRATEGY AND PURPOSE

The Olympic and Paralympic Games provide all sports with a global opportunity to celebrate the amazing moments that inspire us all. British Swimming has the task to nurture and support all of our athletes who will hopefully be responsible for those medal-winning moments. We also have a wider responsibility to work with the Home Nation Associations and all involved in aquatics across Great Britain to ensure a healthy and growing sport. World-class success can inspire participation but only if the whole of our sport works



together to maximise this opportunity. The purpose of British Swimming's strategy document is to provide an overarching vision for British Swimming linked to the different disciplines. Performance sport thrives best when individuals and teams have clarity of purpose. Our individual disciplines display this, every day in training and competition. However, that relentless focus needs to sit within this vision and provide inspiration to the whole of the sport. Click on the following link to access the British Swimming strategy for 2018-2024: [www.britishswimming.org/about-us/british-swimming-strategy](http://www.britishswimming.org/about-us/british-swimming-strategy)

### Diversity, Equity and Inclusion Commitment

British Swimming believes that diversity and inclusion bring benefits to the organisation and that people work better when they can be themselves.

British Swimming is committed to ensuring all working environments are free from discrimination, victimisation, bullying and harassment, and that everyone is treated with dignity and respect.

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### **Overview of Independent Non-Executive Director (INED) Required:**

The role of an Independent Non-Executive Director for British Swimming is to help ensure the organisation focuses on its mission while supporting and enabling strategic direction, delivering the corporate plan together with a sustainable performance culture. In addition to the strategic and high-level oversight we are looking for an Independent Non-Executive Director with expertise and insight across the area of Environmental Social Governance (ESG) particularly with regard to Sustainability.

As the governing body of aquatic sport in Great Britain and the entity responsible for GB's elite representation, British Swimming aims to ensure leading standards regarding its contribution to environmentally sustainable activity and advocacy in aquatics sports. This Independent Non-Executive Director appointment will be a major contributor to achieving this mission.

### **Objectives and Role Requirements:**

The general responsibilities of Independent Non-Executive Directors include:

- Attending up to 6 British Swimming Board meetings per year and contributing to ensure that the objectives of British Swimming, the targets set out in the British Swimming Strategy and the overall Vision for Aquatics are achieved within budget.
- Attending the Annual General Meeting of British Swimming each year, and any other British Swimming General Meetings which may be called from time to time.



- Where appropriate, acting as a Board liaison member on committees and undertaking the roles and responsibilities set out in the applicable job description for that position.
- Participating in appropriate activities, as requested, to raise the profile of British Swimming as a key influencer with Home Country associations, UK organisations and international authorities including LEN (European Aquatics) and World Aquatics.
- Participating in an agreed appraisal process for Board members. Preparing appropriately for each Board meeting and keeping up-to-date with current developments in sport.
- Adhering to the principles of the Code for Sports Governance and maintaining the high standards for compliance.

The Specialist requirements of this Independent Non-Executive Director position are:

- Provide independent oversight and constructive challenge to the Board and CEO to support the achievement of British Swimming's Environmental Sustainability Strategy.
- Consider British Swimming's Environmental Sustainability policies and advise to ensure these reflect best-in-class for a Sports National Governing Body.
- In collaboration with the Board, monitor British Swimming's ESG performance ensuring compliance with relevant regulations, standards and best practice.
- Be a leading voice for innovation and the adoption of sustainable practices, including but not limited to engagement with employees, athletes, coaches, stakeholders and others in the aquatics community.
- Assist the Board in determining the sustainability and environmental risks (and opportunities) which may impact reputation and those risks that need to be included on the Risk Register with planned and appropriate mitigation measures.
- Monitor how British Swimming engages with partners to ensure that policies and procedures achieve strategic objectives, high ethical standards and long term sustainability goals.

Creating the right culture

- Champion ESG at the British Swimming Board and ensure that it is considered in decision making.
- Advise the CEO, Board and designated sustainability leads to build a culture where sustainability is built into British Swimming's day to day operations and activities.



The following skills and experience would be most likely to be successful:

- Have current working experience of ESG in a Corporate or Not for Profit organisation.
- A proven track record of driving positive ESG outcomes and integrating sustainability into business operations.
- Experience of delivering strong partnerships, which reflect a joint ambition to improve British Swimming's ESG models.
- In depth knowledge of ESG trends, frameworks and best practices as well as current and emerging sustainability issues.

Along with General Skills and Experience required for an Independent Non-Executive Director:

- Previous experience working at a leadership / senior strategic level.
- Excellent interpersonal, leadership, communication and influencing skills.
- Ability to challenge and support management effectively, fostering a constructive and collaborative Boardroom culture.
- Having a sport mindset and proven ability to demonstrate impact/influence in a high performance environment.
- Strong debating skills coupled with the ability to balance conflicting views in discussions.
- Experience of setting and working to strategic plans and objectives

