

East Swimming Leadership Group Terms of Reference

Name

The group shall be known as the 'East Swimming Leadership Group' hereafter referred to as 'the Group'.

Purpose

The purpose of the Group is to plan and manage an effective structure of swimming competitions within the region, and to ensure effective development of swimming within the region in accordance with the Swim England East Region Strategy and Development Plan and compatible with Swim England structures. It should be noted that, although reported to the Group, swimming development is managed by regional staff and the development of swimming officials is the responsibility of the East Swimming Officials Leadership Group.

Membership

The membership of the Group should be appropriate to its purpose and function. The Group shall be managed by the Swimming Manager, who will be appointed by the Members' Forum after recommendation by the Nominations Committee following open recruitment.

Members of the Group shall be appointed after advertisement on the Region's website and drawn from across the region, giving priority to members that have relevant experience in assisting at regional competitions.

The Group will include a member of the Regional Operations Committee (ROC). Relevant members of staff may attend. Membership of the Group shall be approved by the Board. The size of the Group shall be appropriate to its purpose but shall not be less than six.

Aims

1. To operate an annual programme of regional competitions for swimming, in line with Swim England agreements and approved plans and budgets
2. Supported by staff, ensure appropriate structures are in place to support the development of swimming within the region
3. Supported by staff, ensure that an appropriate workforce is in place to support the development of swimming
4. Supported by staff, ensure that talented athletes are identified and supported to achieve their potential.

Objectives

1. To run regional competitions for appropriate age groups
2. To monitor that an effective athlete pathway is in place throughout the region and that regional camps are organised, as required and on a cost neutral basis, to support and identify talented athletes
3. Supported by the Regional Development Manager, to ensure that the workforce requirements for coaches and other club personnel are being met.

Meetings

A minimum of three meetings should be held a year. There will be a presumption of on-line meetings and, wherever possible, meetings should take place on-line. A calendar of meeting dates should be agreed by the Group, shown in the minutes and notified to the regional staff at east@swimming.org for inclusion on the Regional Calendar.

All members of the Group will be sent an agenda and papers for the meeting at least 7 days before the meeting. Minutes of meetings shall be produced by either the Manager or a designated member of the Group, initially circulated to the Group as a draft for comments, and then sent to the Regional Administrator within 10 days. The standardised regional template should be used as the format for all agendas and minutes.

Decisions shall be taken by resolution and recorded in the minutes at which such a resolution is passed. Where a consensus cannot be agreed, the Chairperson must request a vote on a show of hands, determined by a simple majority, with the Chairman having a second and casting vote. The Group would be quorate if 50% of members were present. If the meeting is inquorate, providing appropriate notice has been given, the meeting should continue and decisions confirmed with absent members via email.

Responsibilities

The Group will be responsible for:

1. Together with staff, producing an annual plan and budget to meet the objectives
2. Together with staff, submitting the annual plan and budget to the ROC for approval and to the Board for final agreement
3. Together with staff, implementing the agreed plan within the allocated budget, or agreeing any deviations with the Board
4. Where identified by the Group, advising the Regional Development Manager of requirements for coach and club development, and education requirements, to enable the successful implementation of the plan.

Reporting

The Manager will be responsible for ensuring the Group achieves its objectives, and will report on the work of the Group to the Board, ROC or Annual Meeting if requested.

The Group shall report to the ROC to seek approval for its annual plan and any alterations to the plan. The Group will report to the ROC on progress against the approved plan and other actions taken by the group. Minutes of the Group's meetings, in the standardised regional format, will be received by the ROC and any recommendations should be highlighted in the minutes. The minutes will be published on the region's website.

Working in Partnership with Swim England

The Manager will be the first point of contact for the Swim England Swimming Leadership Group, will attend its meetings if invited, or arrange for a substitute, reporting back to the Group as appropriate. When attending national meetings, the Manager may not commit the Region to areas that have cost implications, without referral to the ROC. The RDM and other staff will be the first point of contact for the Swim England Talent Team.

The Group will engage with, and respond to, consultations from Swim England about plans both for the development of swimming and the national pathway of competitions.

Working in Partnership with East Region Counties

The Group will work in partnership with East Region counties to ensure that the regional and county plans for development and competition are compatible.

Although the Group does not include county representatives we will arrange to meet with relevant volunteers from counties on at least an annual basis to discuss our plans

Conflicts of Interest

The Group must follow Swim England East Region's Conflict of Interest policy at all times. Declarations of Conflicts of Interest must be made at every committee meeting and, where appropriate, before any decision is taken by email.

Regional Policies

All Group members must adhere to Swim England and Regional policies. Swim England policies are published on the Swim England website at <https://www.swimming.org/swimengland/board-policy-documents/> and Regional Policies can be found on the Swim England East Region website. Regional Policies include:

Data and Privacy Policy, Retention Policy, Confidentiality Policy, Finance Policy, Social Media and Website Policy.

Group members may have access to confidential information. Confidential information must not be shared or discussed outside of the meeting. Group members may not make statements or comments to the media without the permission of the Chairman of the Board of Directors.

Expenses

Reasonable expenses will be reimbursed in accordance with the Expenses Policy, which can be found within the Regional Finance Policy. The Board reserve the right to review the expenses policy.