



**RULES of City of Bristol Swimming Club (“the Club”) as of Wednesday 20th January 2021
To be proposed and agreed at the CoB Club AGM on June / July 2021 (TBA)**

1. Name

- 1.1 The name of the Club shall be City of Bristol Swimming Club, also referred to as COB. The COB Committee will also be known as the City of Bristol Swimming Club Aquatics Board.

2. Objects

- 2.1 The objects of the Club shall be the teaching, development and practice of swimming, artistic swimming, open water, and water polo for its members and shall, where appropriate, be to compete.
- 2.2 The Club is dedicated to serving its athletes, members and working collaboration with the Network of Participating Clubs. The club's aims are the teaching, development and practice of competitive and recreational swimming, artistic swimming and water polo guided by the principles for development from the Swim England.
- 2.3 In the furtherance of these objects:
- 2.3.1 The Club is committed to treating everyone equally within the context of its activity and with due respect to the differences of individuals. It shall not apply nor endorse unlawful or unjustified discrimination, and shall act in compliance with the protections afforded by the Equality Act 2010.
- 2.3.2 The Club shall implement the Swim England Equality Policy (as may be amended from time to time).
- 2.4 The Club shall be affiliated to Swim England South West Region, and shall adopt and conform to the rules of Swim England South West Region, the Club and all members of the Club acknowledge that they are subject to the regulations, rules and constitutions of:
- 2.4.1 Gloucester County ASA; and
- 2.4.2 Swim England South West Region; and
- 2.4.3 Swim England (to include the Code of Ethics); and
- 2.4.4 British Swimming (in particular its Anti-Doping Rules and Judicial Code); and
- 2.4.5 FINA, the world governing body for the sport of swimming in all its disciplines (together “the Governing Body Rules”).
- 2.5 The business and affairs of the Club shall at all times be conducted in accordance with the Articles, Regulations and Technical Rules of Swim England (“Swim England Regulations”) and in particular:
- 2.5.1 all competing members shall be eligible competitors as defined in Swim England Regulations; and
- 2.5.2 the Club shall in accordance with Swim England Regulations adopt Swim England’s Child Safeguarding Policy and Procedures (“Wavepower”); and shall recognise that the welfare of children is everyone’s responsibility and that all children and young people have a right to have fun, be safe and be protected from harm.
- 2.5.3 members of the Club shall in accordance with Swim England Regulations comply with Wavepower.

- 2.6 By virtue of the affiliation of the Club to *Swim England South West Region*, the Club and all members of the Club acknowledge that they are subject to the regulations, rules and constitutions of:
- 2.6.1 Swim England South West Region; and
 - 2.6.2 Swim England (to include the Code of Ethics); and
 - 2.6.3 British Swimming (in particular its Anti-Doping Rules and Judicial Code); and
 - 2.6.4 FINA, the world governing body for the sport of swimming in all its disciplines (together “the Governing Body Rules”).
- 2.7 In the event that there shall be any conflict between any rule or by-law of the Club and any of the Governing Body Rules then the relevant Governing Body Rule shall prevail.
- 2.8 The Club will be Swim Mark accredited. All Participating Network Swimming Clubs must be Swim Mark accredited or actively working towards Swim Mark or have Stronger Affiliation accreditation.

3. Membership

- 3.1 The total membership of the Club shall not normally be limited. If however the Committee considers that there is a good reason to impose any limit from time to time then the Committee shall put forward appropriate proposals for consideration at a General Meeting of the Club. The members shall have the right to impose (and remove) from time to time any limits on total membership (or any category of membership) of the Club.
- 3.2 All persons who assist in any way with the Club’s activities shall become members of the Club and hence of Swim England and the relevant Swim England membership fee shall be paid. Assisting with the Club’s activities shall include, but not be restricted to, administrators, associate members, voluntary instructors, teachers and coaches, Committee members, helpers, Honorary members, life members, Officers, patrons, Presidents, technical and non-technical officials, temporary members, Vice Presidents and verifiers or tutors of Swim England’s educational certificates. See Appendix A – Club Policies on Membership.
- 3.3 Paid instructors, teachers and coaches who are not members of the Club must be members of a body which accepts that its members are bound by Swim England’s Code of Ethics, Swim England Regulations relating to Wavepower, those parts of the Judicial Regulations and procedures necessary for their implementation and whilst engaged in activities under the jurisdiction of Swim England shall be subject to all the constraints and privileges of the Judicial Regulations.
- 3.4 Any person who wishes to become a member of the Club must submit a signed application (or email or online application) to the Membership Secretary of the relevant Discipline Management Group (and in the case of a junior swimmer the application must be signed (or email or online application completed) by the swimmer’s parent or guardian). Election to membership shall be determined by COB committee or other person(s) (for example by each Discipline Management Group) and authorised by the Committee. The COB committee shall be required to give reasons for the refusal of any application for membership. Any person refused membership may seek a review of this decision before a Review Panel appointed by the Committee (“Review Panel”) comprised of not less than three members (who may or may not be members of the Committee) and wherever practicable include one independent member nominated by the Swim England South West Region. The person refused membership shall be entitled to make representations to the Review Panel. The procedures for review shall be at the discretion of the Review Panel whose decision shall be final and binding.
- 3.5 In its consideration of applications for membership, the Club shall not act in a discriminatory manner and in particular, shall adhere to the Equality Act 2010 (as may be amended). Accordingly, (unless the Club chooses to restrict its membership to only people who share the same Protected

Characteristic) the Club shall not refuse membership on the basis of a Protected Characteristic within the Equality Act 2010, such as disability; gender or gender identity; pregnancy; race; religion or belief; or sexual orientation. Neither may refusal be made on the grounds of political persuasion.

- 3.6 The Club may refuse membership only for good and sufficient cause, such as conduct or character likely to bring the Club or the sport into disrepute, or, in the case of a swimmer, being unable to achieve the entry standards as laid down and provided by the Club to the applicant for membership.
- 3.7 Every Member shall be responsible for submitting updates (or to confirm there are no changes) on their personal contact information. This may be in written form or uploaded to the Club data system.
- 3.8 The members of the COB Committee are by virtue of their positions, members of the Club.
- 3.9 If required by the COB discipline, club captain(s) shall be appointed. The process for appointing club captains to be decided by each Discipline Management Group.
- 3.10 Swimming. All members joining from a Participating Network Swimming Club will be expected to continue as members of their home club, as well as COB. The list of participating network swimming clubs is to be agreed by the COB Committee. All swimmers joining COB from a Participating Network Swimming Club shall be fee paying members of Swim England, as described in Swim England regulation 47.4.3, for that or any other Participating Network Swimming Club (their home club) and will remain members of the Participating Network Club for the duration of their COB membership – unless the member themselves decides to leave the Participating Network Swimming Club.

4. Subscription and Other Fees

- 4.1 The annual members' subscription and coaching and squad fees (as applicable) for the different disciplines shall be proposed from time to time by the relevant Discipline Management Groups and the Discipline Management Groups shall in so doing make special provision for different classes of membership as it shall determine. Change in fees shall require approval of the Committee.
- 4.2 Annual Membership Fees can, if agreed by the COB Committee, be collected as part of training fees. This shall include the power to make such increase in fees as shall, where the Club pays the individual Swim England Membership fees to the Swim England on behalf of members, resulting from an increase in individual Swim England membership fees. Any increase in fees shall be advised to all members in writing or by email with the reasons for any increase.
- 4.3 Any Member whose subscription is unpaid shall be subject to the COB Late Payment late payment policy (Appendix B).
- 4.4 The annual subscription and entrance fee (if any) shall be due on joining the Club and thereafter on the 1st of January each year.
- 4.5 Any member whose subscription is unpaid by the date falling 30 days shall be subject to the Late Payment Policy – see Appendix B.
- 4.6 The Committee shall, from time to time, have the power to determine the annual membership subscription and other fees. This shall include the power to make such increase in the subscription as shall, where the Club pays the individual Swim England membership fees to Swim England on behalf of members, be consequential upon an increase in individual Swim England membership fees. Any increase in subscriptions shall be advised to the members in writing with the reasons for any increase to be reported to the members at the next Annual General Meeting.
- 4.7 The Executive Officers (or the Committee) shall have the power in special circumstances to remit the whole or part of the fees, including the Swim England membership fees, to address issues of social inclusion.

5. Resignation

- 5.1 A member wishing to resign membership of the Club must give to the relevant Discipline Management Group Membership Secretary written (or email) notice of his/her resignation. A member's resignation shall only take effect when this (Rule 5.1) has been complied with.
- 5.2 The member who resigns from the Club in accordance with Rule 5.1 above shall not be entitled to have any part of the annual membership fee or any other fees returned.
- 5.3 Notwithstanding the provisions of Rule 5.1 above, a Member whose fees have not been paid and following the provisions of the COB Late Payment Policy shall be deemed to have resigned. Where the membership of a Member shall be terminated in this way he shall be informed in writing that he is no longer a member by notice handed to him or sent by email.
- 5.4 The Swim England Membership Department shall be informed should a member resign when still owing money or goods to the Club.

6. Expulsion and Other Disciplinary Action

- 6.1 The Committee shall have power to expel a member when, in its opinion, it would not be in the interests of the Club for the individual to remain a member. The Club in exercising this power shall comply with the provisions of Rules 6.3 and 6.4 below.
- 6.2 Upon expulsion the former member shall not be entitled to have any part of the annual membership fee refunded and must return any Club or external body's trophy or trophies held forthwith. Clubs in exercising this power are required to comply with the provision of Rules 6.3 and 6.4 below.
- 6.3 The Club shall comply with the relevant Judicial Regulations for handling Internal Club Disputes Procedures ("the Procedures") as the same may be revised from time to time. A copy of the relevant Regulations and Procedures are summarised in Appendix C to the constitutional rules. Additionally, a copy of the Procedures may be obtained from the Swim England website, Swim England Handbook or from the Office of Judicial Administration).
- 6.4 A member may not be expelled or (subject to Rule 6.5 below) be made the subject of any other penalty unless the panel hearing the complaint shall by a two-thirds majority vote in favour of the expulsion of (or other penalty imposed upon) the member.
- 6.5 The Officers of the Club (or any person to whom the Committee shall delegate this power) may temporarily suspend or exclude a member from particular training sessions and/or wider club activities, when in their opinion, such action is in the interests of the Club. Where such action is taken the incident or matter will thereafter be dealt with in accordance with the appropriate Judicial Regulations.
- 6.6 Any complaint must be referred to the COB Committee in writing – including by email.

7. Committee

- 7.1 The COB Committee (also known as the COB Aquatics Board) shall consist of the Chairperson, Vice Chairperson, Secretary and Treasurer (together "the Executive Officers of the Club") and three elected members all of whom must be members of the Club. The roles to be held by the three elected members is to be decided by the Club Committee (in preparation for the annual AGM). All Committee members must be not less than 18 years of age though the Committee may allow younger member(s) to attend their meetings without power to vote.
- 7.2 The structure and accountabilities of the COB Committee (also known as the COB Aquatics Board) and the Discipline Management Groups are listed in Appendix D.
- 7.3 The Committee shall appoint a member of the Club as Welfare Officer who must be not less than 18 years of age, who should have an appropriate background and who is required to undertake appropriate training in accordance with Wavepower. The Welfare Officer shall ideally not be a

Member of the teaching and coaching staff or a Team Manager or a member of the family of an Officer, COB Committee Member, the teaching and coaching staff or a Team Manager. The Welfare Officer is a Member of the COB Committee, without a vote, and shall report to the COB Committee on aspects of welfare concerning members of the Club in accordance with current Swim England Wavepower.

- 7.4 The Executive Officers and Committee members shall be proposed seconded and elected at the Annual General Meeting each year and shall remain in office until their successors are elected at the next Annual General Meeting and will take office when the Chairperson has closed the meeting. Any vacancy occurring by resignation or otherwise may be filled by the Committee. Retiring Executive Officers and members of the Committee shall be eligible for re-election.
- 7.7 Committee meetings shall be held not less than quarterly (save where the Committee itself shall by a simple majority resolve not to meet), and the quorum of that meeting shall be such number as shall represent not less than a simple majority of the Committee members (to include not less than one Executive Officer). The Chairperson, Vice Chairperson and the Secretary shall have discretion to call further meetings of the Committee if they consider it to be in the interests of the Club. The Secretary shall give all the members of the Committee not less than seven days written notice of a meeting. Decisions of the Committee shall be made by a simple majority (and in the event of equality of votes the Chairperson (or the acting Chairperson of that meeting) shall have a casting or additional vote.) The Secretary, or in his/her absence a member of the Committee, shall take minutes.
- 7.8 In the event that a quorum is not present within 30 minutes of the published start time, a meeting shall stand adjourned to the time and date falling seven days after the date of the meeting, or such other date and time as may be determined by the Chairperson. If a quorum is not present at the adjourned meeting then those Committee members attending may act for the purpose of calling a Special General Meeting of the members, to which the provisions as to minimum notice contained in Rule 11.1 shall not apply.
- 7.9 In addition to the members so elected the Committee may co-opt up to three further members of the Club who shall serve until the next Annual General Meeting. Co-opted members shall be entitled to vote at the meetings of the Committee and shall not be counted in establishing whether a quorum is present.
- 7.10 The Committee may from time to time appoint from among their number such sub-committees as they may consider necessary (and to remove (in whole or in part) or vary the terms of reference of such sub-committees) and may delegate to them such of the powers and duties of the Committee as the Committee may determine. All sub-committees shall periodically report their proceedings to the Committee and shall conduct their business in accordance with the directions of the Committee. A summary of current sub-committees are found in Appendix D.
- 7.11 The Committee shall be responsible for the management of the Club and shall have the sole right of appointing and determining the terms and conditions of contract of those who undertake paid work for the Club. The Committee shall have power to enter into contracts for the purposes of the Club on behalf of all the members of the Club. The Committee shall be responsible for ensuring that the Accounts of the Club for each financial year be examined by an independent examiner to be appointed by the members in General Meeting.
- 7.12 The members of the Committee shall be entitled to an indemnity out of the assets of the Club for all expenses and other liabilities properly incurred by them in the management of the affairs of the Club.
- 7.13 The Committee will have overall responsibility for maintaining an Accident Book. Each Discipline Management Group (on behalf of the Committee) shall update the Accident Book in which all accidents to Club members at swimming related activities shall be recorded. Details of such

accidents shall be reported to the insurers in accordance with the Accident/Incident Notification guidelines. The Club shall make an annual return to the Swim England Membership Department indicating whether or not an entry has been made in the prescribed online form.

- 7.14 The Committee shall have power to make regulations, create by-laws (see Rule 13.1) and to settle disputed points not otherwise provided for in this Constitution.
- 7.15 The COB Committee shall ensure that the financial records and minutes of meetings are retained for a period of at least 6 years.
- 7.16 At the first COB Committee meeting following the Annual General meeting the COB Committee shall appoint the delegates to attend the Council meetings of Swim England South West, the County Association and such other bodies and associations to which the Club is affiliated, as required.
- 7.17 Discipline Management Groups will be formed to manage the day-to-day activities of the different aquatic disciplines that make up COB. The requirement and structure for the Discipline Management Group including the delegated accountabilities and membership required to deliver these accountabilities will be agreed by the COB Committee (see Appendix D).
- 7.18 The membership of each Discipline Management Group will be proposed by each Discipline Management Group, agreed by the COB Committee and approved at the AGM. Management groups will be established for:
 - Swimming
 - Artistic Swimming
 - Water Polo
- 7.19 The structure and delegated accountabilities of each of these Discipline Management Groups are listed in Appendix D

8. Ceremonial Positions and Honorary Members/Life Members

- 8.1 The Annual General Meeting of the Club, if it thinks fit, may elect a President and Vice-Presidents. A President or Vice-President need not be a member of the Club on election but shall, *ex officio*, be an honorary member of the Club and must be included in the Club's Annual Return of Members to Swim England.
- 8.2 The Committee may elect any person as an honorary member of the Club for such period as it thinks fit, or as a Life Member, and they shall be entitled to all the privileges of membership except that they shall not be entitled to vote at meetings and serve as Officers or on the Committee unless any such person shall have retained in addition their ordinary membership of the Club. Such honorary members and Life Members must be included in the Club's annual return as to membership.
- 8.3 Once created by the Committee, honorary and/or Life membership categories may only be removed (notwithstanding that persons may hold these categories of membership) at an Annual General Meeting of the Club, when it shall be properly proposed in accordance with these Rules.
- 8.5 Where the effected holder or holders of the honorary and/or Life membership do not attend or are unable to attend the Annual General Meeting, the Chairman may allow the matter (in so far as it relates to the absent person(s)) to proceed directly to vote, which shall be by a secret ballot.

9. Annual General Meeting

- 9.1 The Annual General Meeting of the Club shall be held each year on a date in June or July. The date, time and venue for the Annual General Meeting shall be fixed by the Committee.
- 9.2 The purpose of the Annual General Meeting is to transact the following business:

- 9.2.1 to receive the Chairperson's report of the activities of the Club during the previous year;
 - 9.2.2 to receive and consider the accounts of the Club for the previous year and the report on the accounts of the independent examiner and the Treasurer's report as to the financial position of the Club;
 - 9.2.3 to remove and elect the independent examiner (who must not be a member of the Committee or a member of the family of a member of the Committee) or confirm that he/she remain in office;
 - 9.2.4 to elect the Executive Officers and other members of the Committee;
 - 9.2.5 to decide on any resolution which may be duly submitted in accordance with Rule 9.3.
- 9.3 Nominations for election of members to any office or for membership of the Committee shall be made in writing (or email) by the proposer and seconder to the Secretary not later than 21 days before the AGM. The nominee shall be required to indicate in writing on the nomination form (or by email) his/her willingness to stand for election. Notice of any resolution proposed to be moved at the Annual General Meeting shall be given in writing to the Secretary not later than *21 days before* the AGM.

10. Special General Meeting

- 10.1 A Special General Meeting may be called at any time by the Committee. A Special General Meeting shall be called by the Club within 28 days of receipt by the Secretary of a requisition in writing signed by not less than seven members entitled to attend and vote at a General Meeting or, if greater, such number as represents one-tenth in number of such members, stating the purposes for which the meeting is required and the resolutions proposed.

11. Procedure at the Annual and Special General Meetings

- 11.1 The Secretary shall personally be responsible for the handing out or sending to each member by email a written agenda giving notice of the date, time and place of the General Meeting together with the resolutions to be proposed thereat at least fourteen days before the meeting and in the case of the Annual General Meeting a list of the nominees for the Committee posts and a copy of the examined accounts. The Secretary may, alternatively, with the agreement of member(s) concerned distribute these materials by e-mail or similar form of communication. The Notice of Meeting shall in addition wherever possible be displayed on the Club Notice Board and/or club website - where these exist.
- 11.2 The quorum for the Annual and Special General Meetings shall be 15 members entitled to attend and vote at the Meeting.
- 11.3 The Chairperson, or in the Chairperson's absence a member appointed by the Committee, shall take the chair. Each member present shall have one vote and resolutions shall be passed by a simple majority. For the procedures for submitting resolutions to be considered at a General Meeting members are referred to Rule 9.3. In the event of an equality of votes the Chairperson shall have a casting or additional vote.
- Only paid up members who have reached their 16th birthday shall be entitled to be heard and to vote on all matters. (Members who have not reached their 16th birthday shall be entitled to be heard and vote only on those matters determined by the Chairperson as matters concerning juniors, such as the election of club captains.)
- 11.4 The Secretary, or in his/her absence a member of the Committee, shall take minutes at the Annual and Special General Meetings.
- 11.5 The Chairperson shall at all General Meetings have unlimited authority upon every question of

order and shall be, for the purpose of such meeting, the sole interpreter of the Rules of the Club.

12. Alteration of the Rules and Other Resolutions

- 12.1 The Rules may be altered by resolution at an Annual or Special General Meeting provided that the resolution is carried by a majority of at least (two-thirds) of members present and entitled to vote at the General Meeting. No amendment(s) to the Rules shall become effective until such amendment(s) shall have been submitted to and validated by such person as is authorised to do so by the Gloucester County Association and the Swim England South West Region.
- 12.2 Any member shall be entitled to put any proposal for consideration at any General Meeting provided the proposal in writing shall have been handed to or posted to the Secretary of the Club so as to be received by him/her not later than 21 days before the Annual General Meeting or Special General Meeting, and thereafter the Secretary shall supply a copy of the proposal or resolution to the members in the manner provided in Rule 11.1.

13. By-Laws

- 13.1 The Committee shall have power to make, repeal and amend such by-laws (e.g. Appendices A to F and specific club policies) as they may from time to time consider necessary for the wellbeing of the Club which by-laws, repeals and amendments shall have effect until set aside by the Committee or at a General Meeting.

14. Finance

- 14.1 The Financial relationship between the COB Committee and the Discipline Management Groups (swimming, artistic swimming, and water polo) will be governed by financial protocols detailed in Appendix E.
- 14.2 The income and property of the Club shall be applied only in furtherance of the objects of the Club and no part thereof shall be paid by way of bonus, dividend or profit to any members of the Club (save as set out in Rule 17.3.).
- 14.3 The Committee shall have power to authorise the payment of remuneration and expenses to any Officer, Member or paid workforce member of the Club and to any other person or persons for services rendered to the Club.
- 14.4 The financial transactions of the Club shall be recorded by the COB Treasurer or Discipline Finance Officers in such a manner as the COB Committee think fit.
- 14.5 The financial year of the Club shall be the period commencing on 1st April and ending on 31st March. Any change to the financial year shall require the approval of the members at a General Meeting.
- 14.6 The Committee shall retain all financial records relating to the Club and copies of minutes of all meetings for a minimum period of six years.
- 14.7 Discipline Management Groups will be accountable for their own finances as agreed by the COB Committee; they will have their own bank account/s. All money payable to each Discipline Management Group shall be received by the Finance Officer and deposited in a bank account in the name of that discipline. No sum shall be drawn from that account except where agreed by two of the three signatories who shall be the Discipline Management Group Chairperson, Secretary and Finance Officer or others appointed by the COB Committee. There shall be two additional signatories from the COB Committee (at least one must be an executive officer) who will only exercise this authority should one of the Discipline Management Group signatories leave post or if clause 14.8 be enacted. There shall be two signatories for the Club Committee bank account (Club Treasurer and one other executive officer).
- 14.8 The COB Committee will at all times have the authority to take full control of any individual

discipline's finances should they feel it necessary. Control shall only be reinstated once any anomalies or irregularity to the finance plan or monetary control has been restored in to line with the individual Discipline's annual finance plan or to such time, that any irregularity has been duly concluded to the COB Committee's satisfaction.

- 14.9 If the COB Committee decides to operate all or part of its financial matters on internet banking it shall first discuss the process with the relevant bank and as a minimum shall provision, in conjunction with the Bank, to ensure that two of the aforesaid signatories (14.7) shall approve the payment made by the club online.

15. Property

- 15.1 The property of the Club, other than cash at the bank, shall be vested in not less than two but not more than four Custodians. They shall deal with the property as directed by resolution of the Committee and entry in the minute book shall be conclusive evidence of such a resolution.
- 15.2 The Custodians shall be elected at a General Meeting of the Club and shall hold office until death or resignation unless removed by a resolution passed at a General Meeting.
- 15.3 The Custodians shall be entitled to an indemnity out of the property of the Club for all expenses and other liabilities properly incurred by them in the discharge of their duties.

16. Dissolution

- 16.1 A resolution to dissolve the Club shall only be proposed at a General Meeting and shall be carried by a majority of at least three - quarters of the members present and entitled to vote. A specific date for the dissolution shall be included in the resolution.
- 16.2 The dissolution shall take effect from the date specified in the resolution and the members of the Committee shall be responsible for the winding-up of the assets and liabilities of the Club.
- 16.3 Any property remaining after the discharge of the debts and liabilities of the Club shall be given to a charity or charities (or other non-profit making organisation having objects similar to those of the Club for the furtherance of such objects) nominated by the last Committee.

17. COB Network of Participating Swimming Clubs

- 17.1 In addition to COB, there will be a Network of Participating Swimming Clubs. The COB Swimming Club (swimming discipline) and the Network of Participating Swimming Clubs form the COB Swimming Network. The list of Participating Swimming Clubs is to be agreed by the COB Committee. Policies concerning Participating Swimming Clubs are included in Appendix F.

18. Acknowledgement

- 18.1 The Members acknowledge that these Rules constitute a legally binding contract to regulate the relationship of the members with each other and the Club.
- 18.2 The following statement must appear on Club membership forms and is to be signed by the member. It must also be countersigned by the parent, or a person having parental responsibility for the member, if under 18 years of age:

"I acknowledge receipt of the rules of City of Bristol Swimming Club and confirm my understanding and acceptance that such rules (as amended from time to time) shall govern my membership of the Club. I further acknowledge and accept the responsibilities of membership upon members as set out in these rules."



Club Constitution / Club Rules – Signatures

Name: J. Sissons Role: Chair Signature:  Date: 20/01/2021

Name: BEN MULLEN Role: VICE CHAIR Signature:  Date: 20/1/2021