

Chesham Swimming Club – Succession Planning Policy

Management Committee

Members of the Committee regularly review the skills necessary for the successful operation of the Club.

Potential members of the Committee are identified at an early stage from the parents of children in the Club and approached on an informal basis by a member of the Committee to whom the task has been delegated.

Recruitment evenings in the form of social gatherings are held to raise awareness of the work of the Committee.

Committee vacancies are advertised well in advance of the Club's AGM but replacements are normally identified in advance.

Workforce Coordinator

The workforce coordinator continually reviews the needs of the Club to ensure that there is an adequate supply of volunteers and Club officials at all levels. Full support and training is given.

Coaching Staff

The Club is too small to be able to replace from within the Club the Chief Coach. Should a vacancy arise in the role it would be necessary to recruit from outside the Club. The Chief Coach is supported by 6 level two teachers/coaches and 4 level 1 teachers. In the event of the Chief Coach leaving at short notice the Club would use these resources to provide coaching cover on a temporary basis until an appropriate replacement for the Chief Coach is recruited.

Potential coaches are identified from the parents of the children in the Club by the Chief Coach and members of the Committee. Support and training is provided to enable them to obtain a teaching or coaching qualification

Current as at March 2012.