

Rowing Committee Explainer

Purpose

This paper sets out the purpose of the Rowing Committee, the approach to member selection, and the expected ways of working. It is intended to support discussion with divisional representatives, regional chairs, and the chairs of the racing and community committees as the new structure is established.

The committee is intended to ensure that the expertise of the rowing community contributes effectively to British Rowing's strategy and governance, while providing a clear route for proposals, feedback and challenge from across the sport to inform Board decision making.

A key priority in establishing the committee is to ensure communication is clear, timely and consistent, and that relevant stakeholders are engaged appropriately throughout decision making rather than only after decisions have been taken.

Purpose of the Rowing Committee

The Rowing Committee will operate as a Board sub-committee with a remit across all British Rowing activities. Its role is to bring informed community expertise into strategy, governance, policy development and the consideration of proposals that may affect the sport nationally. The priorities, plan of work and deliverable will be agreed by the board.

In practice, the committee will:

- Review strategic priorities delegated by the Board and support action planning against those priorities.
- Provide a forum for sharing best practice, constructive debate, idea development and risk awareness.
- Assess the viability and prioritisation of proposals emerging from the sport that would affect rowing nationally.
- Make recommendations to the Board on matters requiring approval or further action.
- Review delegated work and provide feedback on draft strategy and related proposals.
- Improve lines of communication and engagement between members and the board

The committee will help ensure that proposals are informed by the experience of volunteers, participants and subject matter experts from across the sport. It should also strengthen communication routes between British Rowing and the wider rowing community, so that issues, decisions and actions are shared in a way that is understood and timely.

The committee is not, a recreation of the Sports Committee but a new approach to how engagement and expertise is gathered and captured as part of decision making. Through two dedicated representatives the current national committees will feed into the rowing committee. These committees have been grouped as either Racing (NCC, NUC, MLUP, Calander) or Communities (Juniors, Masters, Recreational)

Selection of Members

The Terms of Reference provide for a committee of between six and ten members, including at least two current Board members.

The proposed core composition is two Board members, one community representative, one racing representative and up to six general members, with the option to appoint independent members where needed to address succession planning or a specific skills or experience gap.

Appointments are to be based on skills, expertise and experience. The roles will be appointed as follows:

Chair – Luke Dillon – Appointed through an open nominations process run by the People and Culture Committee, supported by Regional Representatives, who hold the final vote. The chair is a member of the Board.

2nd Board Member – The second Board member is appointed by the People and Culture Committee from the existing Board and will be appointed after all other members are selected with consideration for

General Members - General members are appointed through an open recruitment based on a skills matrix, with regions encouraged to nominate candidates. The appointment will be made by a panel comprising the Rowing Committee Chair and 3 divisional representatives. A key element of this selection will be diversity of experience, geography and rowing background.

Racing Representative - The racing representative is appointed by the relevant racing expert groups following an open recruitment, currently including British Rowing events, the National Competition Committee, the National Umpiring Committee, the Multi-Lane Umpiring Panel and the Competition Calendar group. The appointment will be made by a panel comprising the Rowing Committee chair, and representatives of the racing committees.

Community Representative - The community representative is appointed following an open recruitment by the relevant community expert groups, currently junior, masters and recreational. The appointment will be made by a panel comprising the Rowing Committee chair, and representatives of the community committees.

Chairs of regions, expert groups, task and finish groups, and other British Rowing committees are not eligible for nomination as general members whilst they remain in post.

The Director of Development will attend as executive sponsor in a non-voting capacity, and other executive, staff or volunteer attendees may be invited where this supports the work of the committee in an appropriate and timely way.

Ways of Working

The committee will meet quarterly, timed to align with the rowing calendar, with ad hoc meetings convened where required and agreed by the Chair. The committee will agree annual objectives and maintain a forward-looking annual agenda, allowing progress and priorities to be reviewed on a regular basis.

The committee will operate in a way that supports early engagement, clear accountability and prompt communication. In particular;

- Engage stakeholders early enough to inform proposals before decisions are finalised.
- Provide clear routes for issues and feedback to be raised from the sport into the committee.
- Communicate decisions, actions and rationale back to stakeholders in a timely and accessible way.
- Maintain a disciplined approach to agendas, papers and follow-up actions.
- Conduct a review of the committees effectiveness at the end of its first year and on an occasional basis thereafter.

Scope

The committee has been set up to undertake work on behalf of the board that requires specialist rowing knowledge. Often this will not be represented within the committee. A Task and Finish approach will allow the committee to bring in wider representation to support specific issues or discussions. Much of the day to day running of the sport is already capably undertake by the expert committees. The rowing committee will work to bring together multiple stakeholders or address issues of broader strategic importance to the sport where the impact is wide or particularly significant and requires work across multiple areas of the sport.

Luke Dillon

Chair, Rowing Committee