



University of Aberdeen Performance Swimming

CONSTITUTION, BYE-LAWS AND REGULATIONS INDEX

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CONSTITUTION

C1.0 NAME

C1.1 The Club shall be called **University of Aberdeen Performance Swimming** (Hereinafter referred to as the Club)

C2.0 OBJECTS

C2.1 The objectives of the Club shall be to:

- Advance the public participation in Aquatic Sports in accordance with paragraph C2.1 of the SASA Constitution.
- To provide the Performance pathway within the City of Aberdeen for Swimming

C3.0 MEMBERSHIP

C3.1 The membership shall consist of the following categories:-

- Adult Member
An adult is an athlete 16 years and over or a member of the club committee or an active volunteer within the club in the last 12 months;
- Junior Member
A Junior is an individual 15 years or under (not as defined in Scottish Swimming Company Rule R4.5.6 which refers to Championship and Meets, Eligibility).
- Life Member
- Associate Members
An associate member is an individual from one of the following categories:
 - A member from or moving from a non-partner club
 - A seasonal member
 - A non-residential Scottish member
 - An invited individual or guest who meets selection criteria

C3.2 Membership fees shall be as agreed at each Annual General Meeting.

C3.2.1 The Membership fees of existing athlete members (agreed at the AGM) shall become due on 1 November in each year and those of new members on the date of acceptance for membership. In order to assist members, payments may be made in a phased manner as determined by the Management Committee.

C3.2.2 *Athlete members not renewing by 31 December will be deemed to be non-members and will be notified in writing accordingly.*

C3.2.3 Members may be excluded from taking part in any of the Club's activities unless their annual subscription payments and club fees are up to date.

C3.3 All Club Members must be registered with the SASA in accordance with the categories defined in SASA Constitution C3.3.3.

C3.4 All members joining the Club shall be deemed to accept the terms of this Constitution, the Club Bye-Laws and any Regulations adopted by the Club.

C3.5 A member wishing to resign from the Club shall inform the Secretary or Membership Secretary in writing.

C3.6 A Club member wishing to change their 1st or 2nd Claim Club must do so in accordance with SS Company Rule R5.2.

C3.7 The Management Committee shall have the power to turn down an application for membership, provided they act in accordance with paragraph C3.7.1.

C3.7.1 When an application for membership is turned down by the Management Committee, the applicant must be advised, in writing, of the reason and their right of appeal to Scottish Swimming.

- C3.8 Membership of the club shall be available to athletes from one of the partnership clubs or a performance athlete from out with the Aberdeen area.
- C3.8.1 Performance athletes from a club based out with the Aberdeen area is defined as an athlete who has met the appropriate entry criteria for the relevant squad

C4.0 GOVERNANCE

- C4.1 The Club, and it's members, shall be subject to and bound by, the Scottish Swimming Governance Documentation (SASA Constitution, Company Articles and Company Rules) and the appropriate SASA District Rules.
- C4.2 The Club shall comply with the Scottish Swimming Codes of Conduct, Ethics and Wellbeing and Protection Policies.
- C4.3 The Club shall be governed by its Constitution, Bye-Laws and Regulations.
- C4.4 Amendments to the Constitution shall only be made at a General Meeting, provided at least a two thirds majority of those present and voting is secured.
- C4.5 Amendments to the Bye-Laws shall only be made at a General Meeting provided a simple majority of those present and voting is secured.
- C4.6 The Management Committee shall have the power to publish and enforce such Regulations as the Committee feels necessary to govern the activities of the Club.

C5.0 MEETINGS

C5.1 General

- C5.1.1 **Notices**
At least 28 days notice and the Agenda shall be given to all Adult members of any General Meeting
- C5.1.2 **Attendance**
All Adult Members and Life Members are entitled to attend, take part and vote unless specifically excluded from doing so by the Club's Constitution.
A Parent/Guardian, who is not a Club Member, is entitled to attend and take part on behalf of a Junior Member.
- C5.1.3 **Voting**
 - a) With the exception of changes to the Constitution, decisions put to a vote shall be resolved by simple majority at General Meetings.
 - b) Voting shall be by a show of hands unless decided otherwise by a majority of those attending the meeting.
- C5.1.4 **Quorum**
The quorum at General Meetings shall be two Officers of the Club plus ten members eligible to vote.
- C5.1.5 **Changes to the Constitution and Bye-Laws**
A proposal to change the Constitution or Bye-Laws must be submitted in writing to the Secretary, signed by two members eligible to vote at a General Meeting.
- C5.1.6 **Conduct of Business**
The conduct of business shall be in accordance with Scottish Swimming Company Rules Section R16.

C5.2 Annual General Meeting (AGM)

C5.2.1 The Club shall hold an AGM in the month of October

C5.2.2 The Secretary shall give notice of not less than 28(twenty-eight) days prior to the date of the AGM to all Adult and Life Members. The format of the notice shall be agreed by the Management Committee.

C5.2.3 Appended to the notice of intimation of an AGM shall be the Agenda, minutes of the last AGM, a note of the process governing alteration to the Constitution, Bye-Laws and nomination for the Management Committee.

C5.2.4 Nominations for Officers of the Club and other members of the Management Committee shall be submitted in writing, signed by two Adult or Life Members and the nominee, to the Secretary no later than *two weeks prior to the AGM*.

C5.2.5 Proposed alterations to the Constitution and Bye-Laws, and notices of motion must be received by the Secretary not later than *two weeks prior to the AGM*.

C5.2.6 The Secretary shall arrange for all nominations and proposed alterations to governance to be circulated at least seven days before the meeting. The format of the circulation shall be agreed by the Management Committee.

C5.2.7 The business for an AGM shall include:

- a) Presidents Remarks
- b) Apologies for Absence
- c) Approval of minutes from previous AGM & matters arising.
- d) Club Secretary & Membership Secretary Report
- e) Team Manager Report
- f) Meet Secretary Report
- g) Financial Report
- h) Coaches Report
- i) Proposed changes to Constitution
- j) Proposed changes to Bye-Laws
- k) Notices of Motion
- l) Election of Management Committee Members
- m) Appointment of Auditors / Independent Examiners
- n) Appointment of President & Vice President(s)
- o) Life Membership Awards
- p) Other relevant business

C5.3 Extraordinary General Meeting (EGM)

C5.3.1 An EGM shall be called by an application in writing to the Secretary supported by at least fifteen Adult Members of the Club. The Management Committee shall have the power to call an EGM by decision of a simple majority of its members at a Management Committee Meeting.

C5.3.2 The Secretary will give notice, in writing of all EGMs, stating the Agenda, to all Adult and Life Members at least 14 days prior to such meetings being held.

C5.3.3 The order of Business for an EGM shall be:

- a) President's Remarks
- b) Apologies for Absence.
- c) Business to be transacted of which due notice has been given.

C5.3.4 No business shall be transacted at the EGM other than business of which due notice has been given.

C6.0 AWARDS

C6.1 Life Membership

C6.1.1 Life membership may be presented to person(s) who have given outstanding service, over many years, to the Club and shall be presented at the Annual General Meeting or at any other time decreed suitable by the Management Committee.

C6.1.2 A recommendation for Life Membership may be made by any Adult or Life Member to the Secretary for submission to the Management Committee. Full details of the nominee's service should be included with the recommendation and received by the secretary no later than 1 September.

C6.1.3 In the event that a Life Membership should require to be removed from any recipient, the Management Committee will make the decision to rescind and notify the Member concerned

C7.0 TROPHIES

C7.1 All trophies belong to the Club in perpetuity and cannot be won outright.

C7.2 The Club Treasurer shall act as Trustee of Club Trophies.

C7.3 The winner of a Club trophy shall guarantee safe custody and return of the trophy when requested by the Management Committee.

C7.4 The Club shall be responsible for arranging and funding the engraving of the winner's name on all Club trophies.

C8.0 DISSOLUTION

C8.1 In the event of the dissolution of the Club, any funds, property and other assets shall not be distributed amongst the members of the Club in any way whatsoever, but shall be applied towards the objectives of Scottish Swimming and retained within the University of Aberdeen for the development of Performance Swimming.

BL1.0 MANAGEMENT

BL1.1 The affairs of the Club shall be conducted by a Management Committee which shall consist of the Officers of the Club and six other adult committee members and ex-officio members as set out in Bye-Law BL1.5.1.
Adult Committee Members can be Adult or Life Members of the Club.

BL1.2 The Officers of the Club, shall consist of a President, Vice-President, Treasurer and Secretary who shall be elected at an Annual General Meeting, as shall be the said Adult Members.

BL1.3 If the post of any Officer or Adult committee member should fall vacant after such an election, the Management Committee shall have the power to fill the vacancy.

BL1.4 All Management Committee members shall be Adult members or Life Members of the Club.

BL1.5 Management Committee

BL1.5.1 The Management Committee shall comprise the Officers of the Club (as defined in paragraph BL1.2), with the addition of; Meet secretary, Assistant Meet secretary, Membership secretary, Lead coaches for each squad, Sponsorship & Fundraising Officer(s) Technical Official Coordinator, Team Manager, Athlete representative(s), Competition Manager and Ordinary Committee Member(s). There will be a standard open invite for a representative of Scottish Swimming, University of Aberdeen, Aberdeen Sports Village and one representative of each partnership club to attend committee meetings.

BL1.5.2 The term of office for President, Vice President, Secretary, Treasurer shall be one year

BL1.5.3 The term of office for the other Committee Members shall be one year.

BL1.5.4 Not Used

BL1.5.5 Retiring members of the Management Committee may offer themselves for re-election.

BL1.5.6 Not Used

BL1.5.7 Management Committee members co-opted by the committee shall be subject to endorsement at the first EGM or AGM thereafter.

BL1.5.8 *The Management Committee shall be responsible for:*
a) Running the day-to-day management and affairs of the Club.
b) The organisation and control of all members during Club hours.
c) The selection of members to represent the Club.
d) The handicapping of Club events as necessary.
e) The organisation of swimming activities as may be requested by other bodies.
f) Considering and approving or otherwise nominations for Life Membership of the Club.

BL1.5.9 The Management Committee shall appoint such sub-committees as may be considered necessary.

BL1.5.10 The Management Committee shall appoint at least one Wellbeing and Protection Officer (WPO) in accordance with section C10.6 of the SASA Constitution.

BL2.0 COMMITTEE MEETINGS

BL2.1 Committee Meetings and Standing Orders

BL2.1.1 At all meetings, if a quorum is present, the Chair shall be taken not later than fifteen minutes after the appointed time of the meeting.

BL2.1.2 All Members when called to order at any meeting or gathering of the Club and not complying to the "rule of order" shall be expelled from the meeting.

BL2.1.3 The Chair at all meetings of the Club shall be the President
In the absence of the President, the Vice President shall substitute.
In the absence of the President and Vice President, those in attendance shall appoint a substitute.

BL2.1.4 In the event of equality of votes in any resolution before the meeting which requires a choice to be made for the continued good governance of the Club, the Chair of a meeting shall have a second or casting vote.

BL2.1.5 The Chair of a meeting shall be the sole judge of questions of order and interpreter of the "rules" governing the Club.

BL2.1.6 A meeting must keep a record, in writing, of every decision taken by the meeting. The general rule is that any decision made by the meeting must be either a unanimous decision or a majority decision.

BL2.1.7 The minutes of all meetings will be circulated to all committee members

BL2.1.8 A person is able to exercise the right to speak and vote at a meeting when:
a) that person is able to communicate and vote, during the meeting, on the business of the meeting; and
b) that person's vote can be taken into account in determining whether or not such motions are passed at the same time as the votes of all other persons attending the meeting.

BL2.1.9 A meeting need not be held in any particular place and the meeting may be held without any number of those participating in the meeting being together at the same place. In determining attendance at a meeting, it is immaterial whether any two or more persons attending it are in the same place as each other.

BL2.2 Management Committee Meetings (MCM)

BL2.2.1 The club shall hold Management Committee Meetings no less frequently than every 2 months.

BL2.2.2 A MCM shall be called by the Secretary when there is business to transact or on request of an Officer of the Club or by an application in writing by at least seven Adult or Life Members of the Club.

BL2.2.3 A quorum for Management Committee Meetings shall be at least six Committee members including at least one Officer.

BL2.2.4 The business of the meeting shall be enacted in accordance with Section BL2.1

BL2.2.5 The Secretary will give Notice of the date, time and venue of each committee meeting at least 7 (seven) days prior to the meeting. The format of the notice shall be agreed by the Management Committee.

BL2.2.6 Adult Members who are not members of the Committee, may attend, but may only participate with the agreement of the Chair.

BL2.2.7 Not Used

BL2.2.8 No decision of the Committee may be altered or revoked without 14 (fourteen) days prior notice of intent, in writing, being given to the Secretary.

BL3.0 FINANCE & ACCOUNTS

- BL3.1 The financial year shall run from 1st August to 31st July each year.
- BL3.2 The Treasurer shall be responsible for the preparation of Annual Accounts of the Club.
- BL3.3 The Accounts shall be audited / examined by an independent person(s) elected annually at the Annual General Meeting.
- BL3.4 All invoices / expenses received by the club should be signed off by an Officer of the Club before being processed by the Treasurer. When payments are required to be made by direct Bank transfer the Treasurer shall process invoices/expenses online for approval by the President or another authorised Officer of the Club who shall complete the electronic bank transfer payment process
- BL3.5 The Management Committee can enter into contracts and/or partnerships, on behalf of the Club, provided each proposal is approved by the Performance Management Group and fully discussed at and recorded in the minutes of a quorate committee meeting prior to the commitment being made.
- BL3.6 As an unincorporated organisation the responsibility for the financial liabilities of the Club shall normally be dependent on who was responsible for the liability.

(Interpretation - As an unincorporated association the members are liable for the debts of the club on a "joint and several" basis. Determining which members are liable is usually considered on a case by case basis and will depend on how the relevant decision that resulted in the liability has been made. For example, if a decision was made by the members at a general meeting, then it might be all members of the club who are liable, or it might be all of the committee, or one or more persons (whether office-bearers or not) who assumed the responsibility for taking a particular decision. Further, if a member of the Club's committee acts ultra vires or out with the club's constitution then they may have personal liability.)
- BL3.7 Any surplus of the Club's income will be re-invested in the Club and not distributed to its members by way of dividend, distribution, bonus, honoraria or otherwise by way of profit.
- BL3.8 The Treasurer shall arrange for the Independent Examiner(s) to examine and certify the accounts and balance sheet before presentation of a certified summary to the AGM. Where this is not possible, the accounts should be presented at a committee meeting within 3 months following the AGM.
- BL3.9 The Treasurer shall submit a budget, to the last meeting of the Management Committee prior to the AGM, for the following financial year.
- BL3.10 The Treasurer shall submit a financial statement to the Management Committee no less frequently than every 3 (Three) calendar months.
- BL3.11 All outgoing payments shall be made by direct Bank transfer or the Club debit card duly authorised in accordance with paragraph BL3.4.
- BL3.12 All bank cards issued against club funds must be authorised for issuance by the Management Committee and reconciliation of statements administered by the Treasurer.

BL4.0 DISCIPLINARY PROCEDURE, COMPLAINTS and APPEALS

BL4.1 General

- BL4.1.1 All complaints and appeals, except for doping, wellbeing or protection, or alleged criminal offences, shall be dealt with in accordance with Sections BL4.2, BL4.3 and BL4.4.
- BL4.1.2 Complaints involving doping should be referred to British Swimming as Per Scottish Swimming Company Rule R13.1.3.
- BL4.1.3 Complaints involving, wellbeing or protection, or other criminal offences shall be referred to Scottish Swimming within 48 hours, in accordance with Scottish Swimming Company Rule R13.2.1.

BL4.2 Disciplinary Procedure

- BL4.2.1 In the event that the behaviour of a swimmer, member of the coaching team or Management Group or a parent volunteer contravenes the Club's codes of conduct, the following action will be taken.
- BL4.2.2 The President, or a deputising club official, will conduct an investigation into the alleged breach of the Club's codes of conduct as they see fit and all persons and parties shall cooperate fully with the same. Failure to co-operate may amount to misconduct.
- BL4.2.3 The Investigating Club Official shall thereafter be entitled at any time to decide to:
 - a) Apply a sanction to the person(s) being investigated
 - b) Refer the matter to a Club Complaint panel
 - c) Take no further action
 - d) Pursue an alternative resolution, which may include Mediation, Arbitration or Conciliation.
- BL4.2.4 The Club will keep a record of each stage of the disciplinary process.

BL4.3 Complaints

- BL4.3.1 A complaint, which is a formal expression of dissatisfaction or allegation of unfair practice in connection with aquatic sports as governed by Scottish Swimming, can be made by:
 - a) Any member of the Club
 - b) A parent or guardian on behalf of a Junior member as defined in paragraph C3.1(b)
 - c) A parent or guardian on behalf of a Member classified as a Vulnerable Person, defined as a person who lacks sufficient capacity to present a complaint by themselves.
 - d) Any Individual
- BL4.3.2 A complaint must be made in accordance with Scottish Swimming Company Rules Sections R12 to R15.

BL4.4 Appeals

- BL4.4.1 An appeal may be made against decisions taken by the Club in respect to the outcome of a submitted complaint or against decisions taken by a National Complaints Committee.
- BL4.4.2 An appeal must be made in accordance with Scottish Swimming Company Rules Sections R12 to R15.

BL4.5 Suspensions and Fines

- BL4.5.1 The Management Committee may take action (e.g. fine, suspend or cancel membership) against any Club Member proved guilty of conduct or breach of the Constitution, Bye- laws, Regulations which is detrimental to the interests or aims of the Club or for acting in such a manner as to bring disrepute to the Club. Such action shall only be taken if the principles and procedures embodied in the Complaints, Appeals and Suspension & Fines sections of the Scottish Swimming Governance Documentation (Company Rules Sections R12 to R15) have been applied.