

## Gareth Field



**Please give details of all diving industry related interests, whether remunerated or not, and any other potential conflicts of interest**

None

**What do you think are the key challenges facing BSAC, and what should we be doing to address them?**

From my limited experience in a diving club, but also from my experience working in Sports development and the charity sector the challenges BSAC face are the same that all third sector and sports organisations face.

- Managing an organisation in a challenging environment for funding with rising costs
- Securing funding
- Managing the overall safety of the diving schemes and ensuring compliance with rules and regulations to reduce risk of negligence claims against the organisation
- Inspiring new participants into the diving community from all parts of society and making them feel welcome and involved
- Attracting those people to get qualified and become members of BSAC
- Supporting clubs and providers to offer a participation pathway that inspires involvement in a safe and inclusive manner.
- Retain members and keep them involved
- Train and retain a suitably qualified, experienced and inspired workforce of coaches and leaders to deliver high quality experiences
- Maintaining currency of these coaches and leaders

These challenges are hard to meet in the current climate. But are achievable through.

- Developing easy, accessible, and cost-effective routes into diving. To help and encourage people to try diving through BSAC and get involved with local clubs and diving activities.
- Inspiring and motivating clubs to offer an inspiring and inclusive programme of activities in and out of the water. To encourage people to start and see the benefits of being involved in the diving club, and for clubs to see the benefits of bringing new members on board.
- Continue to develop pathways for participants to develop and grow in their diving journey.
- Sub regional and regional programme of activities for member development. Either in their personal journey or as volunteers or coaches within the clubs
- Club governance, development and funding workshops to help clubs make the best of local opportunities.
- Highly qualified and experienced staff team, that can support the growth of BSAC.
- Developing unrestricted income streams that can be used for the benefit of BSAC
- Seeking funding and sponsorship to support the delivery of different elements of BSAC's operational plan

This needs to be embedded within a strong business and development strategy and action plan.

**Please describe how you would contribute to any / all of these areas**

I have worked for the NGB for Canoeing, British Canoeing for 8 years in the participation team. This was a Sport England funded participation programme. I was responsible for managing a team of volunteers and staff to deliver the plan for growing participation. I had national responsibilities for different elements of the plan. Supporting clubs across my region to grow participation.

I worked for the National Trust as the Sport programme manager for Cumbria. This role was to develop and grow a new sports and activities participation programme. As part of the national Active Outdoors team, we developed and delivered new participation programmes. I was responsible for gaining £700,000 funding for a new watersports base on Windermere. I then worked with the property to develop this site into a busy Active Base with a wide range of watersports clubs and businesses operating.

Alongside the National Trust I have worked for a wide range of third sector organisations. I have led teams and managed projects so have first-hand experience of working within the constraints of the third sector. As a volunteer I helped my Snowsports club to move to a charity organisation as a volunteer committee member. I understand the governance of Charities and the challenges of applying for funding to survive.

I have been involved in funding applications, in my current role, Sustainability manager for a social housing provider. I was responsible for our application to the government for a funding application for supporting our house retrofit programme. Receiving £3.2m of government funding as part funding for this programme, I now manage the delivery of this work. As a member of Kendal and Lakes Sub Aqua club, I have just applied for and received a Sport England Small grant for our club. As a project manager I have been involved in the development of Comms plans and managing reputational risk. In a national project for the NT I had to work with the comms team to develop a comms plan to prevent any reputational risk from the project.

While at British Canoeing a member of staff went through gender re-assignment. In this situation we had to evolve our policies and procedures and ensure we supported this staff member with getting back to work. Since then I have been involved with EDI in different posts to ensure we are supporting everyone to feel included.

### **Personal statement**

From my first Try Dive, I have been hooked with diving. Every opportunity I can get, I want to get out diving with my club, Kendal and Lakes Sub Aqua Club. Although only recently becoming qualified as an Ocean Diver and only diving at Capernwray and being an absolute beginner, I am already planning where I can go diving and exploring this new world. I can't wait to introduce my wife and kids to this sport as soon as I can.

I had been looking for a new volunteer role to continue to develop my skills and give some time back into a volunteer-based organisation. When I saw the opportunity to use my experience from working in the third sector and other roles to support the ongoing management of my new passion it all linked together and seemed too good an opportunity not to apply.

I have been involved in different sports and activities all my life. Post university I started working in Outdoor centres and became qualified in Mountaineering, Climbing, Canoeing and Kayaking, Sailing and Powerboats. Alongside working as a coach in these sports I became a Coach Trainer and Assessor in paddlesports. Delivering coach education courses across the UK, training coaches for their first steps into the coaching scheme to assessing advanced coaches. Alongside this I was involved in the development and delivery of new courses.

I am now working for a Social Housing provider as their Sustainability manager. This has developed through my love for the outdoors and the recognition of the importance to protect and look after our natural environment and reduce our impact upon global warming. I am currently managing a large government funded programme of energy efficiency works to our homes. This is bringing huge amounts of learning, and challenges. That's why learning to dive this year has been so

powerful to keep me enjoying life. The quiet and solitude I experience when underwater is a real contrast to my day to day life. Which is just what I need! If i can use my skills and experience to help others experience what i have since learning to dive, that feels a positive thing.

This role would give me an opportunity to use skills and experience I have, and hopefully get the opportunity to do some more diving!