

## Edward Haynes



**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?**

Council Direction:

During my time as BSAC's Chair, my primary goal was the implementation of the AMS (Association Membership System) which replaced the multitude of systems used to manage membership and training. The key challenge now is to realise the opportunities the AMS presents.

BSAC has a strategy for where BSAC should be by 2029. Within the strategy is BSAC's purpose: *"To positively impact people's lives through inspiring and supporting a safe and fun environment for them to enjoy the benefits of scuba diving and snorkelling"*. Two of BSAC's Ambitions are *"Protect our waters"* and *"Grow capacity to train"*.

WHAT I AIM TO ACHIEVE:

\* Support The Chair

As a Council Member I would support the Chair in ensuring the executive is delivering the objectives set by Council.

\* Protect Our Waters

There are many threats to our UK waters, from illegal fishing; oyster and salmon farms; scallop dredging; invasive species; sewage and chemical pollution; and more.

Earlier in 2025 I was fortunate to get a new Environment Lead for BSAC engaged. I would endeavour to get the post holder appointed to BSAC's Council ensuring the environment has a voice on Council.

\* Grow Capacity to Train

One area of scuba instruction that has been a historic 'no-no' is instructors teaching independently of Branches, the Regions, or BSAC Centres. The argument has always been ensuring quality control. Over the years I've attended BSAC courses where there has been a single BSAC instructor, but because it was 'approved' by a Branch or HQ (Advanced Instructor Course) these were not classed as BSAC instructors operating independently.

This mindset needs to change, allowing BSAC instructors more freedom to teach BSAC courses without the current bureaucracy of being tied to a Branch, a Region or a BSAC Centre.

\* Members' Safeguard:

To ensure, if approved at the 2026 AGM, the number of non-Officer Council members is implemented.

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

To support my Council nomination:

\* Support The BSAC Chair

As a past BSAC Chair I understand the demands on the position. I would take on whatever tasks are needed.

The recent change of the International Committee to the Rights, Licensing & IP Committee is a welcome development following my ending of the BSAC Chair being the default committee lead. I would continue to suggest further governance changes, but transparency to the membership is a priority for me.

The Protecting Vulnerable Groups (PVG) scheme in Scotland was updated on 1st April 2025. The penalties for non-compliance include fines and prison sentences. The PVG scheme will impact any Branch diving, or training, in Scottish waters. Especially if there is a child (under 18) or other vulnerable individual in the group. I have undertaken a number of compliance audits for Scottish organisations, so am well placed to guide BSAC through the PVG minefield.

\* Human resources / Organisational transformation:

I lead the merger of the Asset Accounting Centre (AAC) with Defence Internal Audit

(DIA). Which involved a transition to DIA's management system from the one used by the AAC.

The above gives me firsthand experience of organisational re-structuring, which will be invaluable to fully realise the benefits of the new AMS.

\* Business development and product development:

I'd work with the rest of Council providing advice and guidance on turning BSAC's strategy into live projects.

The detail in developing products and/or services for BSAC rests with the National Diving Officer (NDO) assisted by the Head of Diving & Training. I would work with the NDO on any solution to allow BSAC instructors to teach courses independent from Branches, the Regions or BSAC Centres.

\* Finance:

I was the budget holder for the Asset Accounting Centre with an operating budget in the region of £2M.

All Council members are equally responsible for managing BSAC's finances. My experience as a budget holder enables me to follow the Accounting jargon.

\* Numerical or analytical skills:

A large part of audit work involves the analysis and manipulation of data to understand what is happening, and to a lesser extent to predict future trends.

\* Strategy and Risk Management:

During my time as Hon Sec and Chair I assisted a working risk register, which was discussed by Council and used to develop the current 5-year strategy.

## **Personal statement**

BSAC Council Member:

Leadership:

During my periods on Council. I've served as:

- Hon Sec and instigated the public synopsis of Council meetings.
- Chair encouraging all Council members to have their say during discussions,
- a Council member who contributed to the revised governance framework in line with Sports England's Code of Governance[1], which has been implemented over the last 2 years,
- Chair encouraging the new independent non-executive directors to fully participate in discussions,

I lead the Asset Accounting Centre (AAC) with a staff of 40 through a strategic change resulting in a new office location and being merged with Defence Internal Audit (DIA).

#### Standards:

As a Chartered Internal Auditor, I live by the Code of Ethics<sup>[2]</sup> of the Institute of Internal Auditors. I also fully endorse BSAC's Code of Ethics and Director's Code of Conduct which I introduced in 2024.

#### The business of BSAC:

The management of BSAC, I believe, should be undertaken by HQ with the CEO being held to account by Council. HQ now have clear objectives to 2029 from BSAC's Strategy.

In October 2025 I represented BSAC at the Scottish Dive Conference held at Stirling University.

#### Personal:

I learned to dive with the military in 1977 going from Snorkel Diver to Advanced Diver then to Advanced Instructor, whilst diving throughout the world, which I still do.

I'm the DO of Fyne-divers SAC and a member of HMS Neptune (HMBN Faslane).

1. Sport England, (2021), A Code for Sports Governance,
2. Code of Ethics, available: <https://www.iaa.org.uk/resources/ippf/code-of-ethics/>

#### My Objectives:

1. To support the implementation of agreed HQ objectives set by Council.
2. To assist in the continued governance changes to BSAC to reflect the changed society we live in.