

SWIM IRELAND BOARD MEETING**TUESDAY 24 FEBRUARY 2026****POINTS OF NOTE FOR CLUBS, REGIONS, AND STAFF**

The Swim Ireland Board of Directors held its seventh meeting on Tuesday 24 February 2026. The meeting took place online. The following Points of Note may be of interest:

- The Board approved arrangements for the Swim Ireland Annual General Meeting which takes place on 28 April 2026. The meeting will be held online utilising the Zoom Platform for registered delegates and YouTube live stream for observers. Formal notification has issued to members.
- The Board received a report from the HR & Remuneration Committee, whose remit includes remuneration frameworks, HR strategy, and governance oversight of people-related risk. In 2025, the Committee supported Board onboarding, refreshed its Terms of Reference to strengthen governance and alignment with the Finance Policy, and oversaw senior leadership recruitment, including Interim and permanent CEO and National Performance Director appointments. It also maintained oversight of workforce planning, remuneration structures, and key organisational risks, including employment status compliance, gender pay reporting, pension auto-enrolment, and forthcoming pay transparency legislation. The Board noted the Committee's 2026 priorities, which include governance and assurance around senior leadership recruitment and remuneration, oversight of the annual pay and benchmarking cycle, and maintaining robust decision-making and delegation frameworks in line with evolving employment and pay legislation.
- The Board received a presentation on the 2026 Communications Plan from Trish Mayon, Swim Ireland Head of Communications & Sponsorship and noted the volume and quality of output from a small team of two.
- Honorary Treasurer, Keith Lynch, presented the Finance Report including the January 2026 Management Accounts. The Board noted that the accounts are ahead of budget.
- The Treasurer advised that the annual Audit was nearing completion and the 2025 accounts would be reviewed and approved at the next Board meeting.
- The Board reviewed an Athlete Culture Review Report following a review undertaken by Sport Ireland Culture Advisor John Donnelly and was pleased to note that the findings were broadly positive.
- The Board received an update from the CEO on a mix of operational matters and noted the following:
 - All Regional and Water Polo Annual Conferences have taken place or are scheduled to take place in the coming weeks.
 - Dublin City Council and Swim Ireland have agreed the framework of a partnership agreement to run a Liffey Swim Festival in 2026.
 - Swim Ireland will host a European Aquatics Safeguarding Conference, supported financially by Sport Ireland. The date has been confirmed for 8th May in Dublin.

The Complaints & Disciplinary Officer's Report shows that there are 3 active cases. This is in the context of 34 cases having been processed since January 2025.

The next Board meeting will take place on Tuesday 24 March 2026.



Sarah Kelly, Swim Ireland Company Secretary

24 February 2026