



Dear Swimmers and Parents,

We stated that we wanted to be open in respect of issues that arise and are aware that there have been a number of inaccurate emails sent around the club. We therefore thought we should clarify a few points so that you are aware of the facts.

1. The majority of swimming coaches, including those at BSC, operate as independent contractors. Their contracts are for coaching services and operate under a different tax bracket to PAYE. They apply to people who work in a number of different places and pay their own taxes thus allowing them to deduct expenses like training, equipment and travel. It also allows them to be free to be able to take on other contracts whenever they like. Coaches are not employees, the contracts are very clear on this.
2. In Sept 2011, under the previous committee the previous contracts were terminated and new contracts issued. These contracts had a termination date of Sept 2012. All coaches accepted these contracts, however, in the handover from the previous committee we were not supplied with copies of the contract signed by both parties.
3. Some coaches have never been issued with contracts and were working without them.
4. Additionally, when Sept 2012 came around the previous committee did not terminate and issue new contracts, allowing what contracts there were to run on, on a month-by-month basis.
5. As the contracts were due to expire on 1st September 2012 and were allowed to run on until termination was confirmed, all the contracts with SPBSC were terminated on 31st January 2013 to coincide with the change from SPBSC to BSC.
6. Following an initial review of the coaching structure by the committee, BSC issued contracts to the coaches that formed part of the structure moving forward. This followed discussions with coaches. The coaching services contracts were issued from 1st February 2013 and were the same for each coach with the exception of names and rates.
7. We have had one coach decline the contract.

We hope this clarifies the situation. We are sure that you will appreciate that the committee is unable to go into any specific details of discussions that have taken place but if you have any remaining concerns please contact one of the committee members.

Yours sincerely,

David Brandon
Chairman – Barnes Swimming Club