

Committee Recruitment Pack

Fish Legal is a membership organisation that uses the law to protect the water environment and our members' fishery interests—for over 70 years, we've taken action on behalf of anglers to make polluters pay.

We have an unparalleled track record of success holding to account rogue farmers, multinational corporations, water companies, and even statutory bodies when they breach their obligations.

Join us in our fight for fish, fishing, and the water environment—we're looking for new committee members who are passionate about our mission.

Fish Legal

April 2024



Using the law to protect our waters

Fish Legal (initially the Anglers Co-operative Association and later the Anglers' Conservation Association) was set up by enlightened barrister and angler, John Eastwood, in 1948—he could see the potential of anglers collaborating to finance action using the common law against polluters.

The ACA became a pioneering environmental watchdog long before the modern major environmental groups were created—under a new name, Fish Legal continues to provide its members with the expertise and collective financial strength to take effective legal action against those who damage our rivers or waterways.



Fighting for the environment

Rivers, lakes, and coastal waters across the UK are among the richest and most cherished habitats supporting diverse species of fish, mammals, insects, and plants—they are also some of the most vulnerable. Our rivers and other water bodies have historically suffered from pollution, over-abstraction, and host of other impacts which can prove devastating to fragile water ecosystems.

Fish Legal fights to protect all inland and coastal waters in the UK from pollution and other damage. We use the full range of the law—common, statutory, public, and criminal—and we have a long track record of winning cases and securing compensation to enable our members to restore their waters.

Our solicitors (both English and Scots-qualified) represent Fish Legal's member clubs, fisheries, and riparian owners in seeking compensation from offenders who cause pollution or other damage to rivers and still waters—the compensation we win goes back to those members to carry out habitat work or re-stock the waters.

We obtain injunctions to prevent activities which threaten to damage the aquatic environment and, if broken, offenders can find themselves in contempt of court and can even be jailed.

Funds raised by Fish Legal as well as funds donated by individuals, angling clubs, and federations are effectively pooled so that no one person must foot the costs of bringing defendants to court.

Working together

We are united in a collaborative relationship with the Angling Trust—the national governing body for the sport of angling in England and a leading NGO voice in the protection and enhancement of the aquatic environment, continuing the anglers' fight to raise awareness of the mistreatment of waterways for over 70 years.

Angling Trust volunteers give thousands of hours each year, carrying out water quality tests, coaching sessions, voluntary enforcement, and litter picks—thousands of families are given the opportunity to try fishing for the first time and the innovative Reel Education programme has introduced 20,000 primary school children to angling in the past 12 months.

Our objectives

- Promote and encourage the conservation, maintenance, and improvement of the water quality and good ecological status of rivers, lakes, other freshwater bodies, estuarine, and coastal waters of the UK
- Promote and encourage improvements in the sustainable management of the aquatic environment in the UK
- Promote and encourage the role of angling in the sustainable development and management of fisheries and the aquatic environment in the UK
- Undertake and commission appropriate research and education into matters concerning angling, fisheries management, and their relationship with the aquatic environment
- Provide legal representation and advice to the members of Fish Legal



Our committee

The broad policy, managerial, and financial concerns of Fish Legal are managed by the Fish Legal Committee, which is made up of no fewer than five and no more than 12 members.

At all times, some committee members are also directors of the Angling Trust, but they can comprise no more than one third of all committee members. The chair of the Fish Legal committee is also a director of the Angling Trust and, equally, the chair of the Angling Trust board is a Fish Legal committee member.

Our committee meets formally four times a year (usually midweek) in London and there are sub-committees which meet at varying intervals, usually virtually. The time commitment is approximately 10 days per year.

Committee members are unremunerated, although reasonable legitimate expenses may be claimed.

Becoming a committee member

- Build on our legacy of protecting the water environment and members' interests
- Make a positive difference to the environment
- Help us make polluters pay



Your responsibilities as committee member

Fish Legal committee members have fiduciary responsibility on behalf of Fish Legal's members—all committee members are automatically appointed as non-executive directors of the A.C.A Trustee Company Limited, which is responsible for overseeing and managing the investment portfolio comprising Fish Legal's Fighting Fund. You will be responsible to the chair of Fish Legal and your key objective will be to promote the success of Fish Legal for the benefit of its members.

- Exercise independent judgement
- Be diligent, careful, and well informed about Fish Legal's affairs
- Ensure the organisation pursues its objects as defined in its governing document
- Oversee the efficient and effective financial management and administration of the organisation
- Ensure proper governance
- Declare any conflict of interest whilst performing the duties of a committee member
- Ensure the executive have taken appropriate steps to protect Fish Legal from undue risk
- Ensure fulfilment by the executive of Fish Legal's constitutional, regulatory, and legal obligations
- Ensure the management systems and structures enable the organisation to carry out its work effectively, accountably, and safely
- Ensure protection and enhancement of the reputation of Fish Legal
- Seek opportunities to expand and promote awareness of Fish Legal's work, achievements, and potential
- Prepare for and attend planned meetings and read any distributed papers
- Be willing and eligible to act as a non-executive director of the A.C.A Trustee Company Limited (meetings are held on the same day as Fish Legal committee meetings)



Are you our next committee member?

We are looking for people who are passionate about the aquatic environment—who can help us grow and build on our successes as well as increase our membership and influence.

You will be keenly interested in issues affecting the water environment, ready to bring your knowledge and skills to your role as a committee member.

There are currently up to three vacancies and we would love to welcome those who can add to the mix of our committee members by bringing new thinking styles, backgrounds, personalities, and perspectives to our table—and we believe we could make even better decisions if we had a more inclusive mix of people from under-represented communities on our committee.

What you bring to the role

- Impressive communication and social intelligence
- Enthusiasm for protecting the marine and freshwater environment in line with the agreed strategy
- Capability to perform the duties of a director in a private limited company
- Excellent independent judgement
- Willingness to join in discussion and the courage to check and challenge
- Prepared to give approximately 10 days per annum as a committee member working on behalf of Fish Legal and the A.C.A Trustee Company Limited without remuneration, other than reasonable legitimate expenses incurred

How you might stand out

There are areas of expertise we'd like to see more of in our committee mix, so we're very interested in hearing from applicants with one or more of these skillsets:

- digital marketing
- environmental science
- fundraising
- charity and restructuring

Ready to join us?

Please email our Governance Manager, Karen Watkinson, at people@fishlegal.net to apply directly or arrange an informal chat about the role—and do let us know if you require any additional support to enable your application.

To apply, please submit your CV along with a covering letter to tell us a bit more about how you will add to the mix of our committee and strengthen our effectiveness with your skillset, perspective, background, or thinking style.

The closing date for applications will be **31 May 2024**.

Applications will be reviewed by our Nominations Committee on 11 June 2024 and any suitable candidates will be given further details of our interview process.

We take your privacy seriously and will only use your personal information to administer your application for this role—when you apply, we will process your details for this vacancy only and we will never pass your details onto a third party. We may contact you by email or telephone about the progress of your application. This processing is conducted lawfully based on legitimate interests.