

Title : Mr

Forename : Theo

Surname : Ayanwale

Occupation and position held (if applicable): : Customer Service

MEMBER NOMINATIONS

Nick Fihosy, Chiara McDermott, Jon Willis, Mariette Mason, Howard West, Caryl Oliver, Pete Eames, Samantha Kagoya, Brian Trim, Richard Roseblade, Eric Lauga, Kseniya Kushtan, Gabriella Ortega, Noah Blackmore, Phil Elliott

Please describe your Fencing Experience & BF Service :

- * BF membership since approximately 2001
- * Former top 100 athlete (Senior ME)
- * Referee Pathway since 2016
- * FIE and World AbilitySport qualified (Epee)
- * Organiser of Bexley Open - 2017
- * Referee Mentor and Examiner
- * Welfare Officer - ZFW Bexley

Please describe your Governance/Company Director/Board level Experience: (This can be in private or public sector, sport or non-sporting capacity.) :

- * Former Director - Bexley Fencing Club (former): Contributed to community engagement and athlete support. During the transitional phase, provided support to the Chair and Secretary, as well as attending EGM and AGM sessions
- * Former Director - IHTC Ltd (dissolved): Formal responsibilities relating to compliance with statutory duties under the Companies Act (2006)
- * Board Member - BVF: Active contributor to athlete engagement. Focused on practical insight on managing events and athlete engagement

How would you support the strategic objectives of British Fencing (Grow Participation, Create a Sustainable Future, Deliver GBR Success, Support Women and Girls, Deliver Positive Social Impact) if elected to the Board: :

Strategic Contribution to British Fencing's Objectives: Drawing on previous board-level experience in sport, as well as my professional grounding in mediation, inclusion, and governance, I bring a strategic and people-centred approach to advancing British Fencing's goals. With my regular engagement with GB athletes and a background in HR, I can contribute meaningfully to positive participation pathways and ethical programme oversight. I would support **growing participation** by promoting access and inclusion, especially for underrepresented

groups. Drawing on my background in training and DEI, I would support development programmes that attract and retain a broad spectrum of participants. To help **create a sustainable future**, I would look to strengthen long-term organisational continuity through clear policies, financial responsibility, and community partnerships. Having observed performance delivery through ADP camps and fencer engagement, my support for **GBR's success** would include advocating for athlete-informed improvements and transparent performance oversight. As an advocate for equity, I would help **support women and girls** through inclusive safeguarding practices, visibility strategies, and leadership pathways. And with my training in mediation and social impact, my focus would be on contributing to **positive social outcomes** by positioning fencing as a tool for connection, confidence, and opportunity, whilst ensuring open communication between the athlete body and the NGB management teams.

Please indicate and describe your current qualifications and practice experience in relation to those sought by the Board.

Delivery/Oversight of World Class Performance Programmes in Paralympic Sport :

* Master of Laws (LLM) - University of Law (In view - 2025): Building a legal foundation in ethics, regulatory compliance, and mediation & ADR

* Certificate in Mediation - Phoenix Dispute Solutions (In view - 2025): A focus on formalising tools for effective conflict resolution, which will support athlete welfare, team dynamics, and stakeholder communication

* Paralympic Sport Engagement - Regularly involved with ADP camps, as well as maintaining direct relationships with Team GB fencers competing internationally. First-hand exposure to both wheelchair and standing athlete improvement and support

Private sector fundraising/commercial activities to support British Fencing strategic priorities :

N/A

Sport/activity procurement in the education sector (primary/secondary) :

* Supported Bexley Fencing Club, through tender applications, to secure Local Government funding between 2015 and 2017. The funding was used to deliver fencing programmes in the local community, as well as to purchase kit for the club.

HR :

* Associate CIPD - Modules in Employee Relations; Employment Law; People Resourcing; Employee Reward - Modules that helped to provide a strong theoretical understanding of HR policy and workforce strategy

* HR Advisor DEI (formerly Equality & Diversity). During this time, I created a contractor training plan that was deployed across a multi-contract project. The programme supported inclusive practices, upskilled non-permanent staff, and enabled the wider project to align with organisational and government DEI objectives

* L&D Training Manager - Supported onboarding programmes; chaired disciplinary proceedings, emphasising procedural fairness and resolution; facilitated skills-based training for internal progression

Please indicate whether you fall into the following under-represented categories

Disabled people : No

Ethnic minorities : Yes

Females : No

Please describe any additional skills and attributes that you believe you would bring to the Board if elected. Please study the job description for a Board Director on the British Fencing website. : I aim to lead with integrity and listen carefully before making decisions. A background in mediation and an understanding of employment law means I'm confident handling sensitive conversations, finding common ground, and helping people work through challenges constructively. Having worked with a wide range of people - community volunteers, business stakeholders, and elite athletes - I am skilled at building relationships and keeping communication clear and respectful. Coupled with being close to various diversity groups, I believe my skills and experience will help British Fencing connect with new audiences and grow its visibility.