

Swim England Swimming Leadership Group

Minutes of the meeting held 13th October 2019

Radisson Blu Hotel, East Midlands Airport

Present:

Tom Baster	Swimming Manager
Alex Harrison	SOC Liaison
Grant Robins	England Programmes Team Leader
Barry Saunders	Competitions Manager
John Hidle	Licensing Panel Chair
Helen Whittle	Swimming Officials Group Representative
Sharon Lock	Masters/Open Water Officer

By Telephone: (items 7-10)

Martin Lees	Para-Swimming Development Manager
-------------	-----------------------------------

Staff (non-voting):

Helen Akers	Administrator
Claire Coleman	Head of Volunteering and Pathways

Min No:

19/29

Apologies

Apologies were received from Mark Davies.

19/30

Minutes of the Previous Meeting – 30th July 2019

These were accepted as a true record of the meeting subject to the following amendments:

19/22.a – circulated

19/22.d - 550 long course points, Summer

19/31

Matters Arising

- 19/31.a 19/19 – TB has now spoken with the Chair of the SOC (Neil Booth – NB) to discuss some cosmetic changes necessary specifically for the SLG.
- 19/31.b 19/21.d – following assurances that school days would not be used for the Regional Championships, it was noted that one Region currently has a school day listed on their event calendar. Concern was expressed about the potential negative press of such a decision. TB to progress with SOC the issues caused by the shortening of the Summer qualification window.
- 19/31.c 19/24.b – the group were advised that Verity Dobbie has now stood down as the Chair of the existing Masters Working Group. Thought to be given to some form of recognition of her service.

19/32 Confirmation on Decisions Made by Email

No decisions had been made by email.

19/33 Correspondence

- 19/33.a Copies of correspondence received from some of the Regional Masters representatives were circulated to the group. This had not been circulated beforehand due to the sensitivity of it and it was stressed that it was the view of a particular group within the Masters population.
- 19/33.b TB outlined some background to what have become a long-running issues, namely the formation of the group, its purpose and the channels of communication.
- 19/33.c Whilst the current group has now exceeded its tenure, SL advised that NB has asked them to continue in a decision making role to ensure continuity of competitions, although no further meetings will take place.
- 19/33.d The Swim England representative on the HCMWG is currently a separate role and this individual will continue in post until new ToRs are agreed and in place.
- 19/33.e TB to discuss a way forward with NB, with the suggestion being that Swim England advertise for a new Chair of a Masters Working Group who will then be tasked with ensuring ToRs are in place and a group set up for 2020 onwards.

19/34 SOC Update

- 19/34.a TB welcomed AH to the Group.
- 19/34.b AH advised that most of the previous SOC meeting had been taken up with planning for the Swim England Awards. George Wood had delivered a presentation on the Diploma in Sporting Excellence (DiSE) qualification which is replacing the Advanced Level Apprenticeship in Sporting Excellence (AASE).
- 19/34.c The next SOC meeting will be in late November.

19/35 Implementation Planning

- 19/35.a Because of the size and structure of the discipline, and as there is no Swimming NDO, there is an overlap across a number of implementation plans.
- 19/35.b CC gave an outline of the volunteering and pathways plan, a copy is to be circulated via HA with a follow up Webex if required.
- 19/35.c Members raised issues that clubs had had with completion of the Coaching & Teaching register system and the possibility of similar issues with the Volunteer register.
- 19/35.d It was agreed that it would be useful for the group to have an update on all related plans before each meeting, HA to liaise with Jason Dankenbring.

19/36 Competition Calendar

- 19/36.a The review meeting for the 2019 British Summer Championships took place on 4 October 2019, copies of the meeting notes were circulated.
- 19/36.b Following discussion on the implications, particularly for standards, it was agreed that Swim England would implement a two phase entry process for the 2020 Summer Meet.
- 19/36.c The philosophy behind the meets was discussed, with British Swimming trying to aim their event at those athletes who train in Great Britain. BS to review British Swimming conditions when published, to see if there is anything that Swim England need to take in to consideration.

19/37 Swimming

- 19/37.a Reports had been circulated prior to the meeting.
- 19/37.b A number of younger swimmers who would normally have been expected to stay in the Swim England pathway have been picked up by Podium Potential.
- 19/37.c GR outlined roles within the Talent Team and ways of structuring support to give the best outcomes that were under consideration.
- 19/37.d A consultant has been brought into review the DiSE plans to ensure that they are plausible. The current thinking is for a two year cycle, with 4 appointments in September 2020 and 4 in September 2021, but this is not yet certain.
- 19/37.e An increasing number of coaches have now received all of the development resources available, so the next stage is to set up an alumni system to offer CPD opportunities. It is expected that by the Commonwealth Games in 2020, Swim England will have sufficient experienced staff to facilitate their own team.
- 19/37.d It was noted that there had been some scheduling issues in October between competitions and development – GR and BS to discuss going forward.
- 19/37.e The format of the PIG is changing to consist of Tim Jones (as Chair), Chris Spice plus a representative of each Home Country (GR for Swim England). The agenda will vary and other individuals will be invited as appropriate. Gr will continue to circulate notes and will welcome the opportunity to continue to talk over any decisions affecting Swim England.
- 19/37.f There was discussion around extending the season beyond Regionals for the majority of swimmers, and the scope for Regions to run end of season meets without impacting on meets already in place and resultant club income.

19/38 Para-Swimming

- 19/38.a A report had been circulated prior to the meeting.
- 19/38.b A successful World Para-Swimming Championships means that there is now a focus on legacy work in London Region.
- 19/38.c Four swimmers have been selected for Podium/Podium Potential. All of their coaches have previously engaged in the development pathway with 100% attendance, so this is now showing results. As a result of those selections, there are now 17 on the academy programme and this is “youth heavy” with 12 new swimmers aged 10-12 and mainly S8-10.
- 19/38.d Swimmer ID is one of the key drivers in the implementation plan, with a target of 250 athletes per year identified and directed into the pathway. It is intended to achieve this through targeted and focussed work, rather than mass attendance days.
- 19/38.e Start Para-Swimming – briefings have been issued to all Regional Chairs with 7 Regions supporting so far, with East Region working towards April 2020. Of the existing 33 hub clubs, who have all been invited to transition, only 8 have responded positively. As the target was all 33 there will now be an additional workload of approaching other clubs. ML to supply details of those who have responded.
- 19/38.f There have been a number of recent cancellations of classification opportunities, adding to the general level of frustration around delivery. There will be a training day in January to up-skill a number of new technical classifiers.
- 19/38.g ML would like to see some formalisation of the dates of Regional Championships, which will assist in being able to offer classification opportunities. SLG to review the dates included in the paper circulated and to get feedback from Regions to ensure that any change can be accommodated.
- 19/38.h Secondary Strobes – of the 33 strobes needed to meet the September 2019 deadline for Level 1 and 2 meets to offer them, 19 now have access. The remaining venues are mostly operated by large leisure providers, TB has discussed with George Wood and the suggested approach is to identify the providers and then ask questions at headquarters level regarding their policies. ML to take forward with Strategic Partnerships Team.

19/39 Open Water

- 19/39.a A report had been circulated prior to the meeting.
- 19/39.b Following further discussion around some of the issues experienced, and confirmation that funding is available to run as two separate events, it was agreed that the 2020 events would be:
- Age Groups – 27 July, Thrybergh Country Park
 - Masters – 5 September, Nene Park
- 19/39.c It was agreed that management of the discipline would stay with the SLG, with the focus for 2020 being on event delivery.

- 19/39.d It was agreed to look at holding a centralised training day, targeting existing pool officials, to increase the number of active open water officials. SL to liaise with SOG.

19/40 Masters

- 19/40.a Two items to be included on the implementation plan are recruitment of a new Chair for the working group and the formation of an effective committee.
- 19/40.b SL to liaise with Swim England Comms Team to communicate Verity's resignation and follow up on recognition.

19/41 Licensing

- 19/41.a JH outlined a recent appeal against sanctions issued by a Regional panel. The appeal was rejected but Licensing Officers will be asked to consider the financial impact of any sanctions.
- 19/41.b A recent issue regarding an apparent contradiction between promoter's conditions for a licensed meet and Swim England Regulations, regarding swimwear, has now been resolved.

19/42 Officials

- 19/42.a The last meeting was held on 28 September, with the following items being discussed:
- Judge 1 online training – pilot and back office functions
 - Pool Referee – to be reviewed for the 2021 course
 - Open Water – BSSOG OW rep to look at ways of restructuring the training programme. Referee training schedule to be changed from 2020.
 - FINA nominations – policy under review

19/43 Any Other Business

- 19/43.a Concern was expressed that one SESOG member had circulated information regarding the Judge 1 online training that had not been agreed. It was confirmed that the group had been advised that it was a draft document that should not be circulated. HA to advise MD and remind all SOG members of this. It was agreed that no further documentation will be issued until it has been finalised and approved.

MD to be asked to update SLG on progress towards rollout.

19/44 Date of Next Meeting

The following date and venue has been agreed previously:

- Saturday 21st March 2020 – SportPark, Loughborough

A conference call will be held in January 2020 if required.