

Water Polo Leadership Group

Minutes of the meeting held on 07.09.21, 6.30pm via Zoom

Present: *Toby King – Chair*
Ben McDonald - Volunteer Lead
Chris Stephens – Officials Lead
Adam Older – Officials Lead
Ian Mackenzie – SOC Representative

Staff: *Rachel Bayley – Head of Performance Operations*
Claire Coleman – Head of Development
Ekaterina Boyd – Head of Events
Norman Leighton – Talent Development Officer
Becky Walker – National Development Officer
Chris Jones - Administrator

(Members are identified by initials)

Apologies: *Fiona Pearson/Craig Figes/Rachel Bailey/ Elliot McHugh*

1	Welcome & Apologies
1.1	TK welcomed attendees and updated apologies
2	Minutes of Previous meeting
2.1	Minutes of previous meeting accepted prior to the meeting. TK requested EMcH added to the email list for attendance. TK acknowledged that the 2022 dates need to be set for the next meeting. Action 1: CJ to confirm EMCh has been added to the Group list and receives all invites Action 2: CJ to draw up a draft set of dates for 2022 for consideration and agreement by the Group on 07.12.21
3	Progress from Action Log
3.1	Swimming Trust funding for videos – TK outlined the concept detailed in the funding application. TK had made contact with a preferred production company who quoted more than the allocated monies so there is work needed to fill the gap. FP has a clear concept of the look and feel of the video. Action 3: TK and FP to progress the commissioning of the video
3.2	The group discussed the option of approaching 'Drenched' to feature in the video to acknowledge that drenched has a particularly good format in engaging young people into Water Polo. NL raised a point around Drenched not following the LTS 8-10 syllabus as they are an STA swim school and IM raised the need to be mindful of background signage to ensure the video was usable. CC suggested that BW could support TK and FG taking in to consideration

	<p>where this video could be used as part of the wider growth agenda. BW would be able to access the brand guidelines of SE to support the project.</p> <p>Action 4: TK / FG to loop BW into conversations around the video.</p>
3.3	<p>Competition calendar – NL confirmed that the calendar is now online albeit difficult to find. NL acknowledges there is some tweaking to be done and the size of the text is small.</p> <p>TK raised a question around how updates would be added and communicated to the community. CC suggested that the regional emailer could be used for this purpose.</p> <p>Action 5: CC to ensure NL is able to use regional emailer.</p> <p>Action 6: NL to confirm how updates will be communicated</p>
3.4	<p>Implementation plan – TK outlined that following a conversation with George Wood, a draft implementation plan was being prepared by CC based on the strategy. This would need to be discussed and agreed at the next meeting.</p> <p>Action 7: CC to provide Draft to George Wood (GW) / TK</p> <p>Action 8: CJ to add to December Agenda</p>
3.5	<p>Social Media - Ongoing action, CC expressed frustration at the slowness of this item and agreed to discuss matter with GW and escalate if necessary</p> <p>Action 9: CC to discuss with GW and report back at next meeting</p> <p>Action 10: CJ to add to agenda</p>
4	Competitions Review Update
4.1	<p>IM reported nothing new on this item. Intention is to go ahead with new competition structure by September 2022. Agreeing the structure is necessary for budgetary reasons as we approach 2022.</p> <p>Action 11: IM to provide report to CJ for circulation to the Group by the end of September</p> <p>Action 12 : Group to discuss either at or before the December meeting – confirmation needed from TK as to the timings</p>
5	Competition Update (sub-group)
5.1	<p>NAGS dates have been announced also published IR dates. There was discussion about the confusion with the Regions around who is organizing IR's. The interpretation is it's a Swim England run competition. A complaint has been received from the East Region that one of the IR dates clashes with a regional event.</p> <p>EB has responded to the complaint to confirm IR is not organized by SE. The group agree that there is unfortunately going to be clashes with some events.</p>
5.2	<p>TK advised pointing the regional managers in the direction of the 'Competitions' page on the website which contains the entry forms and outlines who is organising the events. The group is supportive of Mike and Joanne who are organising IR's.</p>
5.3	<p>EB's priority is working on the conditions and look to publish ASAP. They will be for under 15's and will be on the pre covid timelines. Entries may be limited, this will be on a first come first served basis but must be clear in the conditions.</p>

	Action 13 : EB to confirm date conditions will be published as soon as possible
6	Review of U17 Euro girls tournament/lessons learned
6.1	RB sent in a report. Group would like to thank her for taking the time to write and submit this.
6.2	<p>U17 Jnr women's Euros – Croatia. Performance target pre pandemic was top 8. Post pandemic the coaching team felt this was ambitious so targeted top 12. Final placing was 17th out of 19 teams, having very narrowly missed out (by 1 goal) on the 13-16 place playoffs. In a group with Spain, Israel, Serbia and Czech Republic. Finished bottom of the group losing 11-10 to Czech Republic. Beat Turkey and Romania to finish 17th. From the other teams in the group Spain 6th, Israel 8th Czech Republic 14th and Serbia 12th.</p> <p>RB view is the team need to focus on fitness, speed, and physical strength in the water. Technically she feels the players are ready with some competitive tactical insight needed.</p> <p>RB report highlighted the support from Nick Buller who was in constant communication with team management and coaches and was a fantastic in providing team analysis and guidance where needed. RB and the group would like to thank him for this.</p> <p>NL added this is the first major competition for this group girls and that this competition was a big step up. NL feels if we had beaten the Czech Republic this would have been more reflective of where we should have finished.</p> <p>Action 14: RB to write to Nick Buller to thank him for his input.</p> <p>Action 15 : TK provide RB report to CJ for circulation to the group</p>
7	Plans for Senior Teams over 4 year cycle
7.1	<p>TK provided details based on RB's report. This item would cover GB as well as England. Vision and mission remains both men's and women's teams to qualify for the 2024 European championships at senior level. Key competitions had been highlighted to UKsport as necessary to achieve the ambition. These competitions include: -World University Games 2023, U17 Euros 2023, World League 2023, World University Games 2022, U19 Euros 2022, U17 Euros 2021, U15 yet to be decided.</p> <p>Several development events were also highlighted– Danube league seniors, U19 and U17 involvement if possible, Commonwealth Championships, North Sea Cup and EU Nations.</p>
7.2	<p>An update was given on several appointments made to the Talent Pathway:</p> <p>Coach appointments: Women's: Nick Buller – Senior GB and England Women Simon Tomlinson – U19 and U17 Nick Hulme – England National academy</p> <p>Men's: Dave Taylor - Senior Coach</p>

	<p>Andy McGinty – U19 Currently Vacant – U17 John Spicer – England National Academy</p>
7.3	<p>TK raised a question over the progress of appointing a Technical lead.</p> <p>Action 16: RB to provide update at the next meeting</p>
7.4	<p>NL updated the Group on a request sent to regions for some subsidy towards players attending the national academy to help offset some of the costs incurred. CC advised this would need to sit within the regional agreement.</p> <p>Action 17: NL to submit a short paper to CC outlining how much he would be looking for each region to contribute.</p>
8	Commonwealth Tournament update
8.1	<p>EB had no tangible update for the group. EB is due to meet with Jane Nickerson and Ian Elliott (Tournament Director) when he returns from holiday before approaching the host city. TK expressed disappointment that this matter has not progressed since 19th July. EB advised that since July 19th JN has been fully briefed but needs to speak with IE</p> <p>TK is receiving queries the date for the competition. TK suggested a communication is released to advise the community that if the competition is possible it wouldn't be until at least 3 months after the Commonwealth Games. This is necessary to avoid any unnecessary planning around a March / April date. So that people are not thinking something will be happening in March/April; and planning around this.</p> <p>Action 18: EB to contact IE ASAP to agree publication of an announcement giving an indication of the timing</p> <p>Action 19: EB to update group via email following meeting with IE and JN</p>
8.2	<p>EB noted she would need support with Officials appointments for the tournament.</p> <p>Action 20: EB to coordinate with CS who will be the lead on officials.</p>
9	Queries from Regional Managers
	TK noted that he had not received any questions which required responses.
10.	How are we doing vs our strategy?
10.1	<p>TK will evaluate the progress of the strategy and incorporate in to the draft implementation plan.</p> <p>Action 21: TK to feedback to CC on the draft implementation plan Action 22 : CJ to circulate draft to group for comments before December meeting Action 23: Group to provide feedback to CC by 8th November via leadershipgroups@swimming.org</p>
11.	Club Awards/Bridging the gap from LTS to Clubs
11.1	<p>BW outlined the current thinking around the development of a multi discipline product that bridges the gap from LTS to entering a club. The aim was not to focus on skills but on fun. The product needed to be engaging and easy for</p>

	<p>operators and clubs. NL outlined that LTS Stages 8 – 10 isn't effective highlighting there has been little or no sales of the Stage 8 – 10 certificates.</p> <p>BW noted there is a current standalone Stage 8-10 CPD but suspicion is that it's low.</p> <p>Action 22: BW to contact IoS to find out course attendance numbers of LTS 8-10</p>
11.2	<p>The group discussed the need to educate swimming teachers about Water Polo. BW outlined that there is currently a CPD that is around introducing the discipline skills through LTS stages and this is aimed at swimming teachers. CC suggested that focusing on swimming teachers was a difficult to track because this is not a workforce managed by Swim England.</p>
11.3	<p>BW asked the group if the club awards are well utilized on the basis that the sales of the awards are very low. The group does not feel these add any value to the growth of the sport.</p> <p>Action 23: BW to work with the Warehouse to run down the stock of Water Polo Club Awards and discontinue them.</p>
11.4	<p>NL made reference to the mini water polo rules which were used previously and a suggestion that these should be used again. CC commented that there is an opportunity for Waterpolo to start with a blank page rather than amend what is already in place. It was suggested that a member of the group could work with BW to map out the journey from LTS to club with a focus on participation and development. It was agreed that BM would support this work as well as CF.</p> <p>Action 24: BW work with CF and BM to start the participant journey work. Action 25: NL to provide Mini Water polo rules to TK & BW by 13.10.21 Action 26: TK to speak with CF about being part of this work</p>
12.	<p>AOB No other business was raised</p>
	<p>Date of Next Meeting: Tuesday 7th December 2021 7pm</p>