Artistic Swimming Leadership Group

Minutes of the meeting held 21.09.21 via Zoom

**Draft minutes’ subject to approval by all members of Artistic Swimming Leadership Group.**

**Present:** Maria Ramos (MR) – Artistic Swimming Chair

 Sarah Clarke (SC) – Athlete Reward & Recognition Lead

Jim Boucher (JB) - SOC Liaison

Louise Ross (LR) – Coach Education & Masters Lead

Ian Atkinson (IA)-  Executive Director for Artistic Swimming Events

Claire Coleman (CC) – Head of Development

 Karen Thorpe (KT) – Head of Performance Artistic Swimming

**Apologies:** Hannah Secher (HS)– Officials & Workforce Lead

**Administrator:** Nicola Ross (NR) – Leadership Group Administrator

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|  **Min No:** |  |
| **1.** | **Welcome and apologies**Apologies – Hannah Secher. |
| **2.** | **Reports** MR gives thanks for report input and a copy will be attached to the minutes and gives opportunity for the leads to discuss further. |
| 2.1 | **Coaching**LR – Advised she is generally pleased with practical’s, the new syllabus, and Masters appear happy. Proposes sending out the conditions asap. ASLG Agreed that for the Virtual Championships, our conditions should be amended to allow for full competition swimwear to be worn rather than black,  **Action 1 – LR to email Nicola Latty (British Swimming/LEN representative) to suggest costume proposals/exceptions to FINA for consideration.** **Action 2 - LR will respond to any athletes who are requesting to redo age groups for last year.**  |
| 2.2 | **Virtual Grades**SC - Numbers are lower than expected. There is a need to push clubs to put some of the younger athletes forward. Regions are asking about returning to face-to-face grading and guidance is needed around how to do this. A document has been drafted. **Action 3 – SC to email Helen Weekes for correct formatting and content of guidance documents and send reminder to regions (via regional emailer) that physical grades can start happening within region.**  |

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| 2.3 | **Officials**MR requests data for the end of the year (coaches/judges qualified). Regions enquiring who can run the judge courses. MR suggests we add this subject to future meetings, to clarify who is eligible to present and what the policies are to ensure process is documented and outlined. SC has recently questioned the competency of some of the FINA judges, e.g. level 3 judges allocating zeros for incorrect reasons which needs addressing in judge training. This raises an area to possibly improve – are our processes robust and how can we manage/review moving forward. **Action 4 – CC to request data from Membership****Action 5 – SC to consider how to improve judge reviews and discuss with HS.**  |
| 2.4 | **Club Awards & Growth**CC – Discipline awards review report is aimed at decluttering the pathway from learn to swim to club swimming. There was some confusion over the purpose of the Grading badges and this should be clarified as a means of supporting the development of swimmers in clubs **Action 6 –SC & KT would be the best contact for feedback and further discussion.** |
| 2.5 | **Talent Report**Income continues to be a challenge. Athletes are paying monthly to support programme. KT has devised a business plan to forecast funding for the programme. Looking at promoting packages to clubs to upskill coaches and athletes and setting up the Progression project for DISE athletes to train with the Seniors to generate further income and to strengthen the pathway. **Congratulations from the group on the Olympic success, the Artistic Swimmers have done the sport proud and are great ambassadors for us.** **Action 7 – KT & MR to prepare the agenda and pre work for the Regional managers meeting on 16th October.** **Action 8 – KT & CC to take into consideration regional agreements surrounding requesting additional funding and work together on communication.**  |
| **3.** | **Selection Trials Update (GB)** The world class programme for senior athletes has started, 13 have been selected. Lots of junior and youth trial applications. Generally, the land work is good, swimming is poor – must consider how to communicate feedback to club.  |
| **4.** | **Calendar Planning Season**Winter meet is going ahead. CC instructs that competitions should be cost neutral or profit making and recommends planning key competitions with events.**Action 9 – MR/IA to discuss competition planning with Ekaterina Boyd and costs with Jane Nickerson.** **Action 10– MR will propose 27/28March for NAGS and 23/24 April for Championships and 2/3 July for Combo cup.** **Action 11 – MR and Ekaterina Boyd to consider and discuss combining Masters (usually at the beginning of the year) with Championships (23/24 April).**  |

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| **4.1** | **2022 Detailed dates/officials/planning**Will discuss at a later date once MR and IA have planned with Ekaterina Boyd.  |
| **4.2** | **Long Term/New Vision/Strategy to 2024**Difficult to discuss over zoom. MR suggests we arrange a face to face meeting. CC confirms there is no leadership budget to pay volunteer travel costs. If this request is essential, discuss with George Woods. **Action 12 – MR will discuss the face to face meeting in November with George Woods.**  |
| **5.** | **Grade change planning in line with FINA** At the LEN meeting, a FINA rep expressed changes will be made after 2022 World Championships. |
| **6.** | **Communications Lead** MR recommends advertising the position. The successful candidate will join the group and lead general communication with the Region, Regional Managers, Social Media etc.**Action 13 – MR will use the job description to create the advertisement and release through the necessary channels via Group Administrator. CC to support with sign off.**  |
| **7** | **AOB** |
|  | FINA coaching - KT suggests registering Rosie Gunn for the FINA coaching programme. Might be worth testing the programme to see what sort of candidate it is aimed at. **Action 14 – KT to make sure Rosie Gunn is available.** Officials licenses – does the group want them, are they required and what is the process to get them. CC confirmed that HS expressed some concerns. Consider a free of charge license, if that’s what the group want, let’s get planning towards working it out. Routine Grades - Still fairly low take up, but also not able to include as qualification criteria due to COVID. Starting level to be reviewed and amended to take COVID situation in to consideration. **Action 15 - SC will locate the slide to check relevance and communicate.** **Action 16 – HS to work with CC to finalise licensing approach, including how it can be automated. Further discussion around competition licensing to be included into wider discussions. MR to liaise with Mandy Fuller.**  |