

Minutes of the Annual General Meeting of the Amateur Swimming Association (Swim England) Limited

4 July 2022

By Zoom

Present:

Officers:

Ian Mackenzie	(President and East Region)
Richard Hookway	(Chair, Swim England Board)
Jim Wilks	(Vice President and North West Region)
Jane M Nickerson	(Chief Executive Officer)

Swim England Board:

Neil Booth	Caroline Green	Sarah Gregory
Brian Havill (CFO)	Richard Hookway (Chair)	Raj Kumar
Jane Nickerson (CEO)	Bernard Simkins	Joan Wheeler

East Region:

Keith Belton	Ian Cotton	Ian Mackenzie (President)
Sheila Mackenzie	David Metcalfe	David Robinson
Helen Stephens	Joan Wheeler	

East Midlands Region:

Helen Akers	Ursula Beck	Brian Collis
Deborah Dean	John Hidle	David Rush
Stephen Ward		

London Region:

Jackie Bedford	Hannah Davies	Angela Eguakhide
Diane Gamble	Alex Harrison	John Handley
Stewart Nicklin	Alan Thurlow	

North East Region:

Dawn Cousins	Ray Gordon	Howard Leighton
Sue Prasad		

North West Region:

Neil Booth	David Burgham	David Collins
Mark Davies	Lesley Fawkes	Jim Wilks

South East Region:

Brian DeVal	Jenny Gray	Susan Harrison
Chris Lee	Alan Lewis	Mollie Lewis
Roger Penfold	Roger Prior	Shelley Robinson
Sara Todd		

South West Region:

Brian Armstrong	Michael Coles	Dan Corbett
Roger Downing	Diane Lee	Geoff Pearce
Paul Robbins	Christine Robinson	Andrew Smart

West Midlands	Elaine Gale	Tony Green	Vivienne Hewitt
Region:	Simon Kirkland	Jeff Morrey	Bernard Simkins

Staff:

- Phil Brownlie (Head of Public Affairs)
- Rebecca Cox (Business Engagement Director & Institute of Swimming Managing Director)
- Emma Griffin (Marketing, Communications & Operations Director)
- Rob Henderson (Operations Team)
- Lois Jarvis (Director of Legal)
- Ali Sibcy-Allen (Operations Team)
- George Wood (Sport Development Director)

1. Welcome by the President

1.1 The President welcomed all attendees to the AGM. IM advised that following a phenomenal 135 weeks of Presidency the chain has now been passed on.

IM thanked all volunteers within the sports for their work, especially during the pandemic when many staff were not available. Having visited all regions several times it was a busy Presidency with both physical and virtual events.

Thanks were added to the Swim England staff and the volunteers within the regions who have made him feel welcome throughout his tenure, as well as thanking Sheila who has been by his side through the 135 weeks.

IM noted that the last duty of the President to reflect on those who have been lost during the period, calling for a moment of silence for:

- Anne Clarke
- Eric Wilkinson
- Pippa Jones

The Chair of the Swim England Board took over the chairing of the meeting at this point.

2. Apologies

2.1 Apologies were received and accepted from:

- David Metcalfe, Geraldine Metcalfe, Stuart Murray (East)
- Richard Whitehead (London)
- Richard Cousins, Barry Saunders, Kath Smith (North East)
- Garry Whittle, Helen Whittle, Diane Stafford (North West)
- Rosa Gallop, Mike Lambert, John Tripp (South East)
- Mike Beard, Jose Davenport (West Midlands),
- Alison Breadon, Aysha Kidwai, Barry Saunders (Swim England Board)

RH thanked IM for his remarks and outstanding service, which reflects the gratitude from the membership. RH continued to echo IM's remarks and recognise the outstanding support from the volunteers and all of members forum for help, participation and efforts on behalf of aquatics.

3. Introduction by the CEO

The CEO outlined activity since the previous AGM.

The success of the events delivered across the disciplines was highlighted noting the contribution of volunteers. Thanks was given to IM for his time as President and noting the extension of his

time of service. Recognition was given to IM and SM being tireless champions of all of the disciplines.

Acknowledgement was given to a successful Olympic and Paralympic Games for English athletes recognising medals won as well as strong performances. The success was deemed to be a testament of both the efforts of the athletes alongside the work going into the talent programmes.

Areas for future potential successes were detailed, including:

- the women's Water Polo GB team entry to the Danube League
- a home Commonwealth Games
- the new purpose built facility in Sandwell
- delivering a real legacy from the Games with local partners, including the Peers on the Poolside project as well as improving school swimming and water safety across the region
- accrediting more Water Wellbeing venues
- the development of a new organisational strategy, to be implemented from 2023

The CEO continued, outlining collaborations which have been created to advocate and lobby Government on behalf of pools. The importance of facilities being included on the Government's new Sports Strategy was highlighted.

A continued commitment to addressing diversity in aquatics was conveyed, alongside the positive steps taken over the past 12 months including the launch of England Swims, the findings of which will inform work moving forwards. Newly formed partnerships were outlined as well as the development of existing relationships to enable better engagement with underrepresented communities.

The recovery of the Learn to Swim awards sales was noted while the Qualifications team are running tutor training programmes across the disciplines which is the largest ever ran and will help combat the workforce shortages across the sector.

The Business Engagement team are delivering Business Solutions products to operators, which is testament to the fact the services and products are valuable and beneficial to the sector. The number of Water Wellbeing accredited pools are increasing, helping to ensure pools are more accessible and inclusive. Clubs are being supported through the creation and dissemination of toolkits to support with common challenges.

Following the outcome of the Whyte review, learnings are being made with regards to welfare and the current Child Safeguarding provisions will be enhanced to embrace all aspects of safeguarding and welfare while strengthening support at club level. The Judicial and complaints system is also being reviewed and simplified.

The CEO closed by acknowledging the change in the world following the Russian invasion of Ukraine, sending the thoughts and wished of everyone at Swim England and those involved in aquatics to the people of Ukraine. The generosity of the swimming community was noted alongside the offerings from Swim England, including support for clubs accepting Ukrainian swimmers and free training for Ukrainian swimming teachers.

4. **Formal Business**

4.1 **Approval of the minutes of 10 May 2021**

4.1.1 Following the addition of Susan Harrison to the list of attendees, the minutes were agreed as a correct record and it was noted that there were no actions arising.

Vote: Approved unanimously

4.2 **To receive the financial statements of the Amateur Swimming Association for year ended 31 December 2021**

4.2.1 The financial statements were noted.

4.3 **To receive the consolidated financial statements of the Amateur Swimming Association (Swim England) Limited for the year ended 31 December 2021**

4.3.1 The financial statements were noted.

4.4 **To note the report of the Swim England representatives of British Swimming Limited**

4.4.1 The report was noted.

4.5 **Election of members to the Judicial Appointments Panel 2022-2023**

4.5.1	East Region	Chris Galer
	East Midlands Region	Position currently vacant
	London Region	Position currently vacant
	North East Region	Position currently vacant
	North West Region	David Collins
	South East Region	Susan Harrison
	South West Region	Andrew Brown
	West Midlands Region	Position currently vacant

Vote: Approved unanimously

4.6 **To note the appointments made by the Judicial Appointments Panel**

4.6.1 Appointments to the Independent Disciplinary and Disputes Resolution Panel (IDDRP)

To take effect from the 2022 AGM and to remain in office until the 2025 AGM

Maria Abrams
Mike Jukes
Ben Batley
Tracie Ward
Chris Mills

Appointments noted.

4.6.2 Appointments to the Independent Disciplinary and Disputes Resolution Appeals Panel (IDDRAP)

To take effect from the 2022 AGM and to remain in office until the 2025 AGM

Terry Wilkinson
James Baker

Appointments noted.

4.7 **Re-confirmation of the Judicial Commissioner**

4.7.1 The Chair re-confirmed Claire McAuslane as Judicial Commissioner until the 2025 AGM

4.8 **Re-confirmation of Swim England Representatives as Directors of British Swimming Limited**

4.8.1 The Chair re-confirmed the following as Directors of British Swimming:

Keith Ashton	To November 2024
Jane Nickerson	To November 2026
TBC	To be appointed by the Swim England Board

Vote: Approved unanimously

4.9 **Reappointment of auditors haysmacintyre LLP**

4.9.1 To confirm the appointment of haysmacintyre LLP as Auditors of Swim England for 2022/2023

Vote: Approved unanimously

Thanks were extended to the auditor, Tom Wilson, for the assistance and support provided by him and his team throughout the year.

4.10 **Approve amendments to the Terms of Reference for Swim England Qualifications**

The Chair requested approval for the amendments to the Terms of Reference for Swim England Qualifications.

Vote: Approved unanimously

4.11 **Election of Swim England Qualifications Board Members**

The Chair requested the approval of the following appointments:

Mark Burrows (Chair)	• August 2026
Cathryn Atkinson	• February 2026
Richard Norman	• August 2025

Vote: Approved unanimously

4.12 **Vote to amend the Company Regulations of Amateur Swimming Association (Swim England) Limited by the deletion of Company Regulation 6.8**

The Chair requested approval to amend the Company Regulations through the deletion of Company Regulation 6.8

Vote: Approved

4.13 **Receive Jim Wilks as President for 12 months**

The chair introduced JW to the Member's Forum and welcomed him into the role.

JW advised that it was an honour and privilege to be President, especially during a Commonwealth year. JW thanked IM for both his term of office and also for his support during the transition as well as the interview panel, David Burgham (Chair of North West region) and Cheshire County Executive.

JW shared his involvement in the sport and advised he was hoping to bring his skills and knowledge to the role as well as looking forward to visiting events across all disciplines.

JW concluded by wishing all swimmers and divers, volunteers and officials great success at the Commonwealth Games.

4.14 **Receive the nomination for Vice-President (Douglas Whitlam)**

The Chair acknowledged and thanked DW for standing back to enable the home games process to be followed regarding the appointment of the 2022 President.

5. Other matters

5.1. Open Mic Questions

5.1.1 Disappointed Water Polo are not having tournament linked to the Commonwealth Games.

Considerable work was put in to try to arrange this event but unable to secure pool availability on the required dates. Consideration to be given to staging the event in 2023 if it fits in with the water polo calendar. Calendar in under consideration by all Home Nations.

5.1.2 The current composition of the Swim England Board has no representative from the three southern regions which represent a high percentage of the membership.

A number of the independent Board members are from the south of England and, while one step removed, some have swimming knowledge through family participation.

5.1.3 Details of the diversity and inclusion programme for swimming and how it is cascading down to clubs.

The England Swims campaign went out to audiences who are not currently engaged to determine barriers at all levels of participation. Levels of diversity within the talent programmes are growing but recognise it is an area for growth. Lots of work is being done within the clubs team and the IOS are running the Peers on Poolside programme. Noted that the Board are taking this area extremely seriously and recognize that aquatics is for everyone.

5.1.4 What are the next stages of the county review?

The returns have been received from the counties following consultations. The next stages are to work with the regional chairs to determine standardised region roles and work to determine county requirements.

5.1.5 What will next year's Water Polo competition be called as the Commonwealth rules require it to be held three months either side of the main competition. This has been talked about for a long time, will Swim England be 100% in their response to set dates quickly.

A Commonwealth competition would not be able to be held within three months of the Commonwealth Games to avoid confusion over event titles. Swim England are working with the Home Nation leadership groups to look at possibilities and how this fits with performance programmes.

5.1.6 As swimming is the only 'cradle to grave' sporting activity are we doing enough to get members from grass roots through to masters – is the pathway joined up and clear.

Different things have been tried in the past, including adding the 18-24 years' category. There is a lot of work to do on transition in clubs including how to have lanes and sessions as well as transferring from participation to masters. Access to water is key but know masters is great competition for those coming out of age group swimming.

5.1.7 Are funds available to anywhere around the world or just Ukraine?

Currently just those from Ukraine as Swim England do not have budget to extend to all. The Head of Fundraising is looking at opportunities and we will extend if possible. With regards to swimming teaching, the Institute of Swimming are happy to discuss and look at potential support.

5.1.8 What steps are being taken to develop swimmers for long distance

Recognised as an event gap currently and this has been discussed with British Swimming. The Swim England Head of Talent is focused on this and has designed a distance programme to close the event gap which is being delivered with selected members of the talent squad and their coaches with sport science provision.

- 5.1.9 Is there any potential to reduce the cost of coaching courses for Water Polo. The cost is difficult to recoup and is the biggest stumbling block to clubs. Are they eligible for CIMSPA retrain fund?

Water Polo coaching courses are delivered at cost (pools and tutors) and often supported by the regions. CIMSPA retrain isn't eligible for coaching certificates as they are not regulated on the framework.

Coaching qualifications are approximately 55% of the cost of teaching qualifications.

6. **Close of Meeting**

There being no further business the Chair declared the meeting closed.