

Diving Leadership Group

Tuesday 13th September 2022

Attendees:

Lottie Thompson – Group Chair
 Josh Devine – Communication Lead
 Sarah Barrow – Technical Officials Lead
 Matt Bartle – Volunteering Lead
 Suzie Collins – Diving Talent Officer
 Claire Coleman – Development Team Representative
 Alex Harrison – SOC Leadership Group Liaison

Apologies:

Gareth Picken – Administrator

Time: 19:00-21:00

1.	Chair’s welcome and apologies
	LT welcomed the Group to the meeting and confirmed that Alex Harrison has been appointed as the SOC Leadership Group Liaison.
2.	Review of Action Log (outstanding items only)
2.1	<p>Item 1 – LT confirmed that the DLG had completed the work on the Health & Safety booklet but as yet this had not been progressed. The group considered the matter closed.</p> <p>Action: Progressing this was allocated to AH</p> <p>Item 2 – SC confirmed that she should be in receipt of British Swimming competition dates by the end of September and that the calendar could then be circulated.</p> <p>Action: SC / CC to circulate on Regional Emailer and via Members News</p> <p>Item 3 - LT confirmed discussions had commenced around establishing a British Swimming Diving Group to support the elite pathway. Further work was needed here.</p> <p>Action: LT to liaise with Gail Harrison and Ekaterina Boyd. British Group discussion to continue to remain on the agenda.</p> <p>Item 4 – the progress of the questionnaire was raised. CC confirmed she was aware that work had been done but needed to seek further details.</p> <p>Action: CC / GP to progress with confirmation to Group of go live date</p> <p>Item 5 – LT and CC agreed that the recruitment of the Coaching Lead and Competition Planning Lead needed to progress and the aim was to have this live by the end of October for inclusion in the members’ news.</p> <p>Action: CC / LT to continue with recruitment process</p>

3.	SOC Update
3.1	<p>AH updated on the outcomes of the SOC meeting held earlier in the day. The Leadership Groups' Terms of Reference have been reviewed in line with the annual review cycle and some elements of 'tidying up' had been done. The next step will be CC to circulate the DLG copy to the Group for their feedback and / or acceptance.</p> <p>Action: CC / GP to circulate copy to Group</p>
3.2	AH confirmed that the transgender consultation was being presented to SE Board on the 14 th October 2022. AH will update the Group as necessary on how this develops.
3.3	AH referenced the Club Health tracker and noted this was on the agenda for further discussions.
4.	Talent Update
4.1	SC confirmed to the Group that the Diving Talent Team was expanding following the successful recruitment of a Diving & Talent Inclusion Officer. Connie Ford who is well known in the Diving Community had joined the Diving Talent Team and would be focusing on programmes such as Team Z, Little Rippers, Virtual Talent Search and Talent Games. Stronger inclusion focus will follow once there is clarity of direction from the SE strategy.
4.2	<p>SC confirmed that there is no plan to increase delivery but to focus on expanding the current offer.</p> <p>SC outlined the recent talent activity of Team Z and Team Y and highlighted the support provided by the DiSE Team to team manage. This is proving to be beneficial to the divers who are on the DiSE programme and those who aspire to be on the programme.</p>
4.3	SC confirmed that the CWG target has been exceeded and that the CWG experience had provided valuable learnings to support ongoing development of the team environment to prepare athletes for competitions such as CWG.
4.4	SC commented that the SE Have a go area had also received positive feedback and was encouraged by the level of support given to this activity by the diving community. SC also thanked Sarah Barrow for her work as a technical official during CWG.
4.5	The next Cohort of DiSE athletes has been selected and going forward TASS will support Team Y and J.
4.6	<p>A question was raised regarding High Diving. SC confirmed that British Swimming has selected two athletes who want to progress as high divers and approach has been made to Sport England to establish if there is funding available.</p> <p>LT noted that any development of high diving as an offer would need to be considered in the wider scope of diving development taking in to account coach and club education.</p> <p>AH proposed raising the question at SOC to get a steer on what would be needed to start introducing high diving. CC raised that high diving had been previously discussed and it would be important to understand the approach of the Sport Development Director.</p> <p>Action: AH to raise High Diving as a discussion topic at SOC Action: SC & CC to discuss high diving with Sport Development Director</p>

4.	Development Update
4.1	<p>Supervision Ratios</p> <p>The Group was in receipt of a paper outlining the proposed changes to Supervision ratios. CC outlined that this was reflective of feedback on the current coach and team manager ratios. The proposal which had been considered and accepted in principle by SOC was being referred to each Sport Leadership group to plan necessary actions.</p>
4.2	<p>The Group discussed terminology and noted that the use of 'chaperone trips' was not consistent terminology with Wavepower however it was a commonly used term amongst the diving community.</p> <p>The Group also discussed what constituted 'club organised activity' and the scenarios where the guidance outlined in the paper would be applicable.</p> <p>The Group agreed that the ratios set out in the paper were achievable and a positive move. The following actions were agreed:</p> <p>Action: MB, JD & CC to draw up a glossary of terms for diving which is consistent with Wavepower (GP to coordinate)</p> <p>Action: MB, JD & CC to agree content of communication to diving members (GP to coordinate)</p> <p>Action: CC to ensure diving specific TM1 and TM2 to be delivered via Helen Weeks as the presenter. Volunteering Team to coordinate with a view to an annual delivery for diving.</p>
4.3	<p>Club Health tracker</p> <p>CC outlined the paper to the Group on the forthcoming Club Health tracker underlining the benefits to diving. This would be the first time the sport of diving will be able to have access to data specially about its clubs as long as its clubs participated.</p> <p>The Group noted this was a positive step forward and would support the Group's desire to focus on supporting clubs to be sustainable and development membership further.</p>
5	Competition Planning
5.1	<p>CC outlined the paper regarding the National Skills Final 2022 and the following proposals:</p> <ul style="list-style-type: none"> • The event should be delivered for two years in the same region – there was a robust discussion about this proposal with the advantages and disadvantages of a two-year cycle. • With specific reference to 2023, the event would be offered to the North East Region in the first instance. <p>The Group agreed that subject to the North East region accepting the event for a second year, it would return to the North east Region for 2023.</p> <p>The Group agreed that an expression of Interest should be circulated to all regions for a one or two-year commitment for 2024/25.</p> <p>Action: Liam Smith to work with the North East Region to reach agreement as soon as possible</p> <p>Action: Liam Smith to circulate Expression of Interest to all other regions for 2024/25</p>
5.2	<p>There was considerable discussion on the status of the National Skills Final as a hybrid event and the finances committed to its hosting. The Group recognised that the need for the event to be underwritten by a region was a potential barrier to hosting.</p>

	<p>It was agreed that the origins of the decision to have this as a hybrid event was prior to this Group's time. The Group wanted clarity on the thinking behind this approach. The Group also wants to evaluate the position of the event from 2024 onwards. A question was raised over the necessity of secondary spend to make the competition break even and whether the new sponsorship contract would impact this.</p> <p>The following proposals were agreed as the starting point to progress this discussion:</p> <ol style="list-style-type: none"> 1. The National Skills Final should be a full Swim England event and be funded and delivered fully by Swim England; and 2. If it remains as a hybrid event, the contribution offered by Swim England should be a percentage of pool hire rather than a set amount to encourage regions to host the event. <p>Action: EB to provide the rationale for the event being a hybrid event Action: EB to confirm the sponsorship position in relation to secondary spend Action: AH to raise with SOC the inclusion of the event as a full Swim England event or a change in the financial support provided.</p>
6.	Development Plan
6.1	<p>LT outlined the need for a development plan to support the allocation of resources and to drive forward the development of diving.</p> <p>The following actions were agreed:</p> <p>General Development To ensure Swim England are supporting diving, the Group needs to be clear on the support it's seeking</p> <p>Competition Development LT and SB need to continue to review scores and the requirements of the pathway by engaging with coaches Club Guidance for how to run an event Recruitment drive for volunteers to support completion delivery</p> <p>Technical Officials Development The diving competition pathway needs to be visualized and communicated clearly to members The technical officials training calendar needs to be agreed for 2023 and resources accordingly with communication to members To support the delivery of technical officials training, the presenting pool needs to be increased The recorders course needs to be completed and rolled out on an annual calendar Technical Officials should have a method of recording activity (i.e. online log book)</p> <p>Club Development A clear growth approach for the sport to include the Sporting Framework Engagement with clubs to raise awareness of opportunities such as the Apprenticeship programme Delivery of the Financial toolkits to include diving specific case studies such as sponsorship</p> <p>Action: CC / GP to pull together a plan with resourcing to support these points with challenges and responsibilities clearly defined.</p>

7.	AOB
7.1	<p>JD raised the concept of an inter-regional completion as an addition to the competitions on offer. This led to a wider discussion within the group around the structure of the diving completion pathway taking in to account the National Skills concept.</p> <p>The group agreed that a wider discussion was needed on whether the current pathway was fit for purpose and what changes, if any, should be made.</p> <p>Action: Item to be added to agenda for further discussion.</p>
8.	Date of next meeting
8.1	The next meeting will be held Tuesday 13 December 2022 at 7pm via Zoom.