

Water Polo Leadership Group

6th October 2022 – 18:30 – 20:15 – via Zoom.

In attendance:

Toby King (TK) – Chair
Ben McDonald (BM) - Volunteer Lead
Chris Stephens (CS) Officials Lead
Ian Mackenzie (IM) – SOC Representative (absent between item 3 and item 8)
Mike Hesketh (MH) - Competition Lead
Claire Coleman (CC) – SE Head of Development
Ekaterina Boyd (EB) – SE Head of Events
Nigel Greenwood (NG) – Representative of the proposed 'Conference' – Item 3 only
Gareth Picken (GP) – Administrator

Apologies:

Craig Figs (CF) – Water Polo Manager
Elliot McHugh (EM) – Youth Representative

Standing Items	
1.	Matter arising from the action log
	<p>The group reviewed the action log and the following actions were discussed.</p> <p>Action 2.1 - to proceed the organising of the face to face meeting detailed in item 9. Confirmation to be sent to all group members by 24th November 2022</p> <p>Action - CC to complete the Strategy Review draft (action 8.1) by 4th November</p>
2.	SOC Update
	<u>2.1 TOR Review</u>
	<p>CC provided the group with an update around the review of the TOR. Each of the discipline leadership groups' TOR are reviewed on an annual basis and the document is provided to the group during this process. The coaching lead role need to be added to the final version. The main changes are in terminology.</p> <p>TK proposed that the timelines in 9.3 were proving too restrictive. Approval from SOC required to extend the duration of time required for 9.3 on the TOR.</p> <p>Action - The group to read through the TOR and pass on any comments to TK and CC within a week of the meeting (13/10).</p>

	<p>Action: CC to share feedback with Joan Wheeler as chair of SOC. CC to confirm date of action once the meeting is set .</p>
<p>3.</p>	<p>Competition Considerations</p>
	<p>NG was invited by the WPLG to propose a new competition format ‘The Conference’) for teams who would be affected by the BWPL restructure. The proposed format will consist of matches hosted by each team in a potential home and away system. Over the past few months, NG has been communicating with other clubs. The feedback indicated that a junior league alongside the senior league would be welcomed. The floor was opened for comments from the group:</p> <p>IM asked what the age range is for the junior league.</p> <p>NG answered that it would be open for anyone under 18 years old.</p> <p>AO enquired as to what standard of officials would the competition be aimed at.</p> <p>NG outlined that the league would not be focused at a certain level of referee. The focus would rather be on ensuring that referees are local to where the match is taking place.</p> <p>TK further added that the clubs should understand that this league could be utilised to develop a wider pool of referees.</p> <p>AO asked whether NG had thought about a combination of junior and senior matches running parallel to each other on each match day which would increase engagement and potential participation.</p> <p>NG highlighted that the league does not want to overcomplicate the system in year one but this is something that could be consider in the future.</p> <p>EB asked when this is due to start and what period would the season be.</p> <p>NG - September 2023 – April 2024</p> <p>CC stated that if we are to support NG’s concept, we would need to consider how this fits into the competition review. CC also highlighted that there may be a potential issue with under 18’s competition and Wavepower.</p> <p>NG has asked how he can affiliate the conference to Swim England, as others had said that only local affiliation is possible. CS highlighted that BWPL is affiliated to Swim England.</p> <p>CC updated the group that SE is looking at the overall governance of affiliated leagues.</p>

	<p>Action - CC to connect NG with Rose Younger regarding the competition calendar to support with planning of matches to avoid conflicts of matches. Initial contact to be established by 02.11.22</p> <p>NG left the meeting. IM left the meeting.</p> <p>CC addressed that this is a second proposal for an additional league and there are concerns that multiple competitions could be set up with not enough support available to run them all efficiently.</p> <p>CS stated that maybe NG needs a point of contact with the group, can AO help him.</p> <p>BM supposed it would be silly to rush into something without having a clear idea of what is the end goal.</p> <p>CC mentioned that the focus should be on the junior players as that is where the future of the discipline lies.</p> <p>Action – AO to connect with NG to offer support with the setting up and running of the Conference. Report on progress due at next the meeting (16.12.22)</p>
4.	SOC Update (cond)
	4.1 <u>SOC Update</u>
	IM confirmed that there weren't any updates for the group.
	4.2 <u>Code of Ethics Update</u>
	This item was a to be noted UKAD policy change to page 18. This change ensures members continue to be compliant with UKAD 12 months from the start of their membership.
5.	Talent Update
	<p>TK updated the group on the British Water Polo press release. Summary – there won't be a Commonwealth competition next year, however the Senior GB team are aiming to enter the European Championships, scheduled for late 2023</p> <p>Rose Younger and Andy McGinty are covering for Norman Leighton with regard to the WP talent team.</p> <p>The Group supported the decision to focus on the European Championships.</p>
6.	Development Updates
	6.1 <u>Supervision Ratios</u>
	Previous ratios were in the paper given to the group prior to the meeting. The ratios were overly complicated, hence the review.

CC informed the group of the changes to the Supervision Ratios, specifically the Team Manager roles. The new rules are as follows: Team Manager (TM) 1 (one day competitions) and TM 2 (multiple day competitions).

The proposed guidance for one-day competitions (TM1 qualification only needed) is as follows:

2 qualified supervisory roles (Coaches / Team Managers) for up to 10 athletes

Thereafter a ratio of 1:10 should be applied

The proposed rule for overnight competitions (requires TM2 qualification) with athletes aged 12-17 is as follows:

2 qualified Team Managers for up to 20 athletes

Thereafter an additional Team Manager should be considered for every 20 athletes

1 qualified Coach for up to 20 athletes

Thereafter an additional Coach should be considered for every 20 athletes

TM 2 with athletes aged 11 and under:

2 qualified Team Managers for up to 16 athletes

Thereafter an additional Team Manager should be considered for every 16 athletes

1 qualified Coach for up to 16 athletes

Thereafter an additional Coach should be considered for every 16 athletes

Questions from the group:

MH asked whether Swim England has considered mixed adults and junior managers.

CC explained that the under 18's rule would prevail.

MH inquired into whether the team could be made up of multiple team managers even if some of them are players taking part in the competition.

CC confirmed that players could be Team Managers as long as they have attended the training and at the time they are the Team Manager, they are not playing.

BM stressed there are a number of clubs who go abroad who don't apply for permits. Maybe more awareness and education of permits alongside this.

	<p>CC noted this and will ensure it's added to Club News</p> <p>MH – English Schools have different rules, is it going to be the same for their competitions?</p> <p>CC agreed to clarify this.</p> <p>BM – how do we police this? With poolside pass?</p> <p>CC – general approach would be to educate on best practice. The view is that this is not policed currently because it is the responsibility of the club. This approach would continue.</p> <p>Action: CC to build feedback from the Group in to the supervision ratios education & communications plan. Copy of plan to be provided by the next meeting (16.12.22)</p>
	<u>6.2 Club Health Tracker</u>
	<p>CC explained that this is just a FYI item. Swim England are currently building the tracker – the developmental needs of the clubs for both the club and SE. SE is asking every section of every club (multiple discipline clubs). The plan is for the tracker to go live in November.</p>
	<u>6.3 Sporting Framework Update</u>
	<p>The Development Team are working with the WP talent team around the Water Polo sporting framework which we would like to pilot in October. We have an operator lined up to run this linked to a local club to developing player and prepare to enter clubs.</p> <p>Replacing the level 1-8 process.</p>
	<u>6.4 Water Polo video</u>
	<p>CC met with the head of marcoms who have provided a communications plan which has been agreed.</p> <p>Action: CC to provide update at the meeting (16.12.22) with examples of tactics used in the communications plan and the reach achieved by the plan</p>
7.	Competition Planning
	<u>7.1 Update of Competition Review</u>
	IM was not in the meeting to update on current progress.
	<u>7.2 Agree next steps</u>
	TK announced that the decision was to run the 2023 NAGs as per the 2022 calendar.
8.	Officials
	<u>8.1 Update on the OJA process</u>

	<p>CC and CS met with Guy Ward (the new paralegal for Swim England). The proposal is going to the judicial management group next Tuesday (18.10.22). The processing is moving from the OJA through to the SE development team.</p> <p>CS highlighted that the perceptions is that the panel may be more likely to take the side of the referee. Maybe one of the panel members ought to be a high level coach to balance this out.</p> <p>CC explained that the processing of offences would sit with the development team and this would become the standard process for recording offences within matches.</p> <p>IM returned to the meeting</p> <p>IM asked whether all the judicial rules are changing in the handbook.</p> <p>CS mentioned that the regulations and rules are all in the disciplinary rule book for WP.</p> <p>Action: CC / GP / CS to continue to work with the OJA to progress the changes to process and rules around disciplinary procedures. Update at next meeting (16.12.22)</p>
9.	Strategy and Priorities
	<u>9.1 2023 priorities</u>
	<p>CC updated the group that SE has started the implementation plan as a development team, but what resources do WP need from SE to run next year?</p> <p>TK stated this is something the group need to do over emails.</p> <p>Action: All members of the Group to email suggestions for 2023 priorities to CC and TK by the 24.11.22 for consideration at the next meeting (16.12.22)</p>
10.	AOB
	<u>10.1 Group Recruitment</u>
	<p>An application has been received, however the applicant is not a member of Swim England and so will not be progressing to interview.</p> <p>MH asked what is the case with interim members on the group filling in for anyone who needs to step away for a certain length of time. It was agreed that this should be discussed as the issue arises.</p> <p>CC suggested that the comms role could be filled by England WP. TK felt the role should provide oversight of the comms plans and the news flow coming out of SE, which would be hard for</p>

	<p>England WP to do, even though we all agree they do a great job of getting the news out into the community.</p> <p>Action - EB and CC to make a plan about how communications could be managed and shared with the group at the next meeting (16.12.22)</p>
	<p><u>10.2 Regional Representative</u></p>
	<p>TK has intended to approach the Regional Manager from the North West. However, MH advised that he had now stepped down.</p> <p>TK needed to reflect on this and decide next steps</p> <p>Action: TK to bring forward to the group how regional representation on the group can be improved. Due at next meeting (16.12.22)</p>
	<p><u>10.3 Tutor Training</u></p>
	<p>CC explained that we have a little surplus from the funding granted in 2019 regarding tutor training. There are currently 2 new tutors in training.</p> <p>Is the support only applicable for tutors based in England as there is a tutor who is keen to run courses but they live in Wales?</p> <p>IM stated that he believed that the Swimming Trust only supported activity in England AO asked whether the sport risk assessment had been updated. The answer was unknown</p> <p>Action – IM and AO to lead on this and report back at the next meeting 16.12.22</p>
<p>11.</p>	<p>Date of Next Meeting and 2023 meetings</p>
	<p>General principle for 2023 for discussion:</p> <ul style="list-style-type: none"> • Every other month • 4th Week of the month • Thursday • 7-9 pm <p>Action – GP to pull together a list of proposed meeting dates for 2023 and circulate as part of the agenda for 16.12.22</p> <p>Next Meeting:</p>

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| | <ul style="list-style-type: none">• Friday 16th December 2022 6pm – 8pm – Sheffield – Ponds Forge |
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