

Diving Leadership Group

13th December 2022

Attendees:

Lottie Thompson – Group Chair and East Region Representative
Josh Devine – Communication Lead and London Region Representative
Sarah Barrow – Technical Officials Lead
Helen Dutton – North East Region Representative
Claire Coleman – Development Team Representative
Gareth Picken – Administrator

Apologies:

Alex Harrison – SOC Leadership Group Liaison
Matt Bartle – Volunteering Lead
Suzie Collins – Diving Programme Lead

Time: 19:00 – 21:10

1.	Welcome and Action Log LT welcomed the group. Apologies sent in advance of the meeting by Suzie Collins, Matt Bartle and Alex Harrison. All actions were discussed with the group with ongoing actions listed: Action 5 – CC to send LT the Terms of Reference to compare LT’s version. Action 7 – CC updated the group that there is a draft copy of the glossary of terms, however work on the calendar of TM1 and TM2 courses is now being completed by members of the SE development team. This is an ongoing action. Action 8.1 - Liam Smith and Katya Boyd have been working alongside HD on this action. This is an ongoing action. Action 9 – CC to complete the plan in the new year with a deadline of the next DLG meeting in February 2023.
2.	SOC Update AH provided a written update to the group: H&S Wording – This has been delayed due to the formation of the Health and Safety Forum and the new Swim England Legal Director. The Chair of the SOC is going to continue this piece of work with the new H&S Chair and Lois. Action – AH to provide a further update from the H&S Forum at the next meeting. National Skills Finals - AH advised that this item will require a paper to the SOC reviewing the future of the event. Further work to be discussed between AH, LT, CC and Ekaterina

	<p>Boyd (Swim England Head of Events). AH is happy to work alongside LT to support this piece of work.</p> <p>High Diving – LT mentioned that there was a conversation at the last DLG around where High Diving sits within SE and the support it requires to develop. AH cited in his update that this would require a paper which would outline potential support streams.</p> <p>SOC Update:</p> <ul style="list-style-type: none"> • AH mentioned that there was a discussion on Coaching Plan but it won't be published until there is response to the holding off on publication until the Whyte Review response has been published to ensure safeguarding and welfare are a 'golden thread' weaving through the Coaching Plan and everything we do as a sport. <p>CC mentioned that SE won't publish a response to the Whyte Review as it not our review.</p> <ul style="list-style-type: none"> • Teaching & Coaching Register focused on the approach to compliance and at what stage does someone get suspended from the Register. AH mentioned that there were mixed but strong views during the meeting, but safeguarding and welfare has to remain the primary driver. <p>LT mentioned that sometimes DBS identification only happens at national competitions.</p> <ul style="list-style-type: none"> • Club Financial Pressures discussion - Club Health Tracker will be used to view all participating clubs, to identify who are at risk and action plan their route to sustainability. Clubs can work with CC's development team to look at pool time and working with operators to achieve sustainability. <p>LT commented that the publication of the Club Health Tracker has been quite limited and potentially could do with further marketing in the new year.</p> <p>CC agreed and updated the group that the Club Health Tracker was planned to be released earlier in the year, however some complications has delayed the release.</p> <p>JD raised a concern that this would require clubs to complete two sets of work (Swim Mark and Club Health Tracker). CC updated the group that the Tracker is an optional piece of work which doesn't ask clubs for information that SE already has on the clubs. This is a piece of work which will develop SE's understanding of the clubs.</p>
3.	<p>Development Team Update</p>
	<p>3.1 – Questionnaire. CC updated the group that the SE Development Team has developed a final version of the questionnaire which can now handed to the group for review before release to clubs.</p> <p>3.2 – Group Recruitment. CC mentioned that recruitment has been open for a while and there has been little interest by the community. LT said that she has approach people who may be interested in the roles but the general consensus is that coaches and volunteers are very stretched at the moment and reluctant to add additional voluntary work. CC asked the group whether the roles expected too much of the volunteers and whether the role descriptions needed adapting. It was confirmed that the role adverts remain live.</p> <p>Action - CC agreed to provide an updated version of the Coaching Lead to LT for review.</p>

	<p>LT recommended that terms for Lead roles be reviewed during the ToR review, given the low number of volunteers within the diving community.</p> <p>JD mentioned that he is happy to step in a support with other roles which currently remain absent. SB further agreed to support with any additional work for the group, especially within the communications role as she has access to the SE communications platforms. CC suggested that workload requiring support should be divided amongst available members.</p> <p>SB asked whether there might be more interest if the roles were set out in a job share format rather than being solely responsible. The group agreed this could be more appealing.</p> <p>Agenda items 3.3 Terms of Reference Update and 3.4 Supervision Ratios were discussed during the action log item.</p> <p>Action - GP & CC to send out the questionnaire before the end of the week. If the group are happy, we will send it out to clubs in the new year.</p>
4.	<p>Events Update</p>
	<p>4.1 National Skills Final. HD mentioned that the North East Region waiting on SE's confirmation to host the event but it is penciled in for 15th/16th July 2023.</p> <p>4.2 National Age Groups. Due to be held on 22nd – 25th June 2023 in Sheffield.</p> <p>The group discussed the Competition Pathway. It was agreed that an update to specify that once a diver achieves the minimum Performance Standard <u>on any board</u> at a Regional or Open Club event in the same calendar year as the national event for which it is recommended, that diver must remain at that level of competition in the pathway or above, whilst in that age category.</p> <p>4.3 - Inter-regionals. JD updated the group that there are now potential dates for the London Skills Finals and London Inter-regionals. London Skills Finals (Saturday 22nd April 2023) and London Inter-regionals (potentially 25th & 26th November 2024 or December 2024 if London Legacy Open goes ahead in November).</p> <p>Action - JD to put together an Inter-regionals competition pack which can be taken to regions.</p> <p>LT encouraged JD to recruit additional London committee members to support with this workload.</p>
5.	<p>Lead Reports</p>
	<p>5.1 – Technical Officials Lead. SB provided a report for the group into the number of J1 and J2 officials who have passed throughout the year. The results were subdivided into regions to identify which regions have struggled. SB further explained the difficulties around the Judges Logbook. SB briefly covered the additional points within the update including Judges refresher exam, FINA new rules presentation and Licensing officials.</p> <p>Action - Proposal for how to do licensing – February 2023.</p>

	<p>CC to work with SB on sourcing J1 and J2 tutor training presenters within England</p> <p>HD highlighted that the culture has changed recently and people are less willing/able to offer their free time for free. The regions need to further support the development of judges as it is a part of the Regional Agreements.</p> <p>5.2 – Volunteering Lead. LT provided an update on behalf of Matt and reported that the apprenticeship workshop recently delivered went well.</p> <p>5.3 – Communications Lead. LT asked that each member proactively sends through items for comms.</p> <p>5.4 – Chair. LT will send out an email to the group through GP around the Competition Pathway changes. LT and CC has been working with Sporting Framework.</p>
6.	Regional Reports
	<p>LT (East Region) had circulated a report regarding East Region activities and progress prior to the meeting. JD (London Region) had highlighted his regional activities and updates throughout the meeting. HD (North East Region) updated the group that they have provided two development days this season. A more formal event is to take place in the new year. Harrogate pool is still being refurbished.</p>
7.	AOB
	No additional comments.
8.	Date of Next Meeting and 2023 meetings
	2023 dates have been shared with the group. Meeting closed.