

Diving Leadership Group

1st August 2023 – 12:15 – 13:30

Attendees:

Lottie Thompson – Chair (LT)

Connie Ford – Swim England Diving Talent (CF)

Alex Harrison – Sport Operations Committee Leadership Group Liaison (AH)

Sam Buck – Coaching Lead (SB)

Sarah Barrow – Technical Officials Lead (SBw)

Alice Fairhall – Club Development Project Officer (AF) (for item 1)

Claire Coleman – Swim England Head of Development (CC)

Gareth Picken – Swim England Sport Development Team Administrator (GP)

Apologies:

Ekaterina Boyd – Swim England Head of Events

Welcome

LT opened the meeting and introduced SB to the group. LT mentioned also that Josh Devine has stepped down from the Diving Leadership Group since the last meeting.

Club Health Tracker

Following the release of the Club Health Tracker (CHT) in December 2022, AF provided an update for the group on the results acquired from the first year of responses. Following the update, the floor was opened for questions.

SBw pointed out that Diving might have scored highly on some of the categories because the survey responses were primarily from clubs who already had good governance and communication with SE and therefore clubs who could benefit more from the survey will not have engaged with the project.

LT asked whether there are going to be any case studies in the future to help increase response rates and data collection. AF answered that this is something that is being considered for the future.

SB asked whether having multiple responses from clubs would be beneficial to the project as the responses from a head coach may be different to the club chairperson. Is the CHT just getting the perspective of one individual in a club? AF responded mentioning that multiple people depending on the section could answer the CHT.

CF asked whether the CHT could be used as a tool to identify the needs of a club and if they need support. AF mentioned that the club toolkit is directly linked with the CHT and so this is a crucial way for clubs to identify what support is available to them.

Concluding the conversation, LT mentioned that within some of the feedback she received from clubs, a concern about filling out the CHT was that it was released around the same time as club affiliation and therefore some clubs did not have the time to fill it out. AF replied that the second release of the CHT is scheduled for this autumn to rectify this concern.

CC asked whether it would be worth inviting all diving clubs to attend a meeting ahead of the next CHT release to raise awareness and engagement.

Action – AF to work with LT and SBw to establish a suitable time ahead of the next CHT release for a clubs meeting.

SOC Update

AH provided the group with an update from the SOC. The under 18's event volunteer policy has now been approved and will be enacted through the SE events team ensuring that all volunteers under the age of 18 will have a chaperone with them at all times.

AH referred to a previous action regarding the Health and Safety document which he was progressing.

Action – LT to send the Health and Safety document to AH.

Terms of Reference

CC explained that earlier this year a review of the Terms of Reference took place. There were not any major changes that needed noting.

Action – CC to recirculate the Terms of Reference to the group.

Events Update (NSF and NAGs)

GBDF Masters policy re AG divers

SBw updated the group that the National Skills Finals (NSF) was completed and the deadline for the feedback survey was today. An application to host the event in 2024 has been received from the East Region. It was agreed to progress this with the East Region.

CC mentioned that because of SBw's pending maternity leave, there would be a change of SE representation at next year's NSF and the arrangement for this would be made to the group as soon this has been agreed.

LT reported that National Age Groups (NAGs) was a success and had run smoothly despite a few challenges on the first day.

Action – SBw and SB to organise a review of the NSF and NAGs conditions and scores in September.

There has been a request by the Great Britain Diving Federation (GBDF) to remove the two-year rule for age group and elite divers transitioning from the SE pathway to GBDF Masters. Under this rule, age group and elite athletes have to wait two years before competing at GBDF Masters events. This is impacting the retention of divers into masters' competitions. Following a discussion, the group agreed that this rule could be removed.

Action – LT to communicate the decision with Great Britain Diving Federation.

DLG Structure and Vacancies

LT asked CC for and update regarding the current vacancies.

CC mentioned that there has been little interest in the vacancies. The current vacancies with the group are: the volunteering lead and the competition planning lead. As previously discussed, the group would also like to recruit general members to support the functions of the group. CC raised a concern that advertising the volunteering and competition planning lead at the same time as the general member position seems to be counterproductive as it might be better the appoint general members and then see where their skill set lies and whether specific role would be more suitable.

LT replied that to ensure maximum potential engagement and a quorum is achieved for group meetings, the group would like for the competition planning lead and the volunteering lead positions to be advertised as previously requested. CC advised that a role description for the general roles was not yet available, but the group could co-opt general members when required.

Action – CC to speak with People Development regarding advertising the vacancies.

Action – CC / GP to ensure volunteering lead and competition planning lead advertisement links are shared with the group and the Diving community once live.

LT mentioned that her tenure as the DLG Chair is due finish at the end of September. Whilst the position is open for her to remain as chair for a further four years, LT is not considering staying in the position.

Action - LT to discuss with AH / Joan Wheeler as chair of the Sports Operations Committee (SOC).

LT left the meeting at 13:03 due to poor internet connection.

SBw mentioned that whilst she is on maternity leave, her time would be more limited to fulfil her role as the Technical Officials Lead.

Tutors and Coaches

SB updated the group that in September she would be going to Loughborough to review the coaching qualifications. The view is that they are currently not fit for purpose and need updating with an aim to increase the speed at which qualifications can be achieved.

CC asked CF how that would fit in with development of Optimal Athlete Development Framework (OADF)? CF replied that the direction from British Diving is dependent on the replacement of Julian Bellan. The application process is due to end imminently so any associated work is currently on hold.

SBw mentioned to the group that there are nationally four tutor applications, two of which are being processed now. CC asked whether this would result in more than one Level 2 tutor? SBw replied that there should potentially be new tutors.

LT rejoined the meeting at 13:10

The group expressed frustration with the Institute of Swimming and the method of arranging courses. In the group's opinion, there is a lot of work for volunteers in terms of arranging divers, contacting clubs, advertising the course and recruiting candidates. A solution would be to have a register of interest form with the IOS.

Action – AH will raise this with SOC at their next meeting.

AH left the meeting at 13:14

Lead Reports

SBw emailed the Technical Lead report to the group ahead for the meeting. The report highlighted that SBw is still waiting on a venue in Leeds to run a Judge 2 course which if left any longer SBw would not have the capacity to run. The alternative would be to run a Judge 2 course in London, as this would be less far for SBw to travel. SBw also updated the group that four Judge 1 course have taken place this year, two run by SBw, one by LT and one by Vicki Tomlinson.

AOB

- **Judge licensing**
- **Coach mentorship**
- **Talent and Inclusion role**

In regards to Judge licensing, CC mentioned that she would need to consult with Leanne Brace, Head of Membership Development ahead of any changes.

Action – CC, SBw and Andrea Startin to meet around the Judge Licensing process.

Action – CC to discuss with Leanne Brace the Judge Licensing.

CF provided the group with an update that there is intention for a Talent and Inclusion role to be recruited to support her following her appointment as Talent officer. LT offered her help to CF around Talent Games if needed.

SBw raised the coach mentorship project, which she feels would be beneficial for Diving. CF followed on that project is planned to start in September, however the recruitment of people to join the programme is proving to be challenging.

Action – SB and CF to discuss coaches that would be suitable for the project.

LT closed the meeting at 13:30.

Date of Next Meeting

3rd October