

Diving Leadership Group

11th March 2024 – 12:15 – 13:30

Attendees:

Lottie Thompson	Chair (LT)
Connie Ford	Swim England Diving Talent (CF)
Sam Buck	Coaching Lead (SB)
Sarah Barrow	Technical Officials Lead (SBw)
Alex Harrison	Sport Operations Committee Leadership Group Liaison (AH)
Sally Freeman	Competition Planning Lead (CF)
Sophie Bolton	Competition Planning Support (SBn)
Joel Trenchard	Volunteering Lead (JT)
Charles Calvert	Swim England Talent and Inclusion Officer for Diving (CCt)
Craig McCulloch	Swim England Head of Coaching (CM)
Claire Coleman	Swim England Head of Development (CC)
Gareth Picken	Swim England Sport Development Administrator (GP)

Agenda

Welcome and Action Log

LT opened the meeting and welcomed the new members to the group.

Actions in the log were either on hold, complete or an update was provided during the meeting.

Action 8 (event competitions review) – CC suggested a working group to develop this action. Alternatively, there was due to be the event volunteer project which this could be added into.

Craig McCulloch (CM) joined the meeting introducing himself as SE Head of Coaching. CC advised that SB and CM meet separately to discussing coaching in diving.

Action – GP provide the contact details of SB and CM for each other.

SOC Update

AH raised an item addressed at the last SOC meeting around event merchandising. Annual profit was £25,000, which was lower than expected in comparison to over SE turnover. It was mentioned that this was partly down to resourcing limitation. The events team this year will review sales during events compared to post events.

Development

- **General update**
- **People plan**

CC updated the group that there will now be quarterly development update paper, which is a generic and circulated to all leaderships groups. CC provided a verbal update of the papers content.

CC presented to the group a short presentation on the People Plan project. The project aims to address the aquatic workforce and the roles in which in this encompasses. Currently, the project is

in an initial consultation phase after which an operational plan will be put in place to address concerns raised during consultation.

As part of the consultation phase, CC is asking each of the leadership group to raise any issues that they are aware of within the workforces of their own discipline.

It was agreed that the group would provide some initial suggestion

Some initial ideas suggested were:

- Retaining athletes beyond the age of 16.
- Equal opportunities for volunteers and their retention.
- Size of the diving workforce and the expectations being place on individuals.
- Lack of information about the discipline and how to become involved.
- Nervousness about roles in diving and their requirement for those new to the discipline.

SBw asked JT how he, as someone new to the discipline, found the process of becoming a diving judge. JT mentioned that the process was fairly straightforward as he emailed the into volunteering inbox, however this could be made easier with a clear signpost for volunteering in the disciplines.

CF and AH joined at 12:36

Event Update

SF, SB and LT met with Nina Coverley to discuss NAGs; competition conditions were finalised. Additionally, the agreement has been signed for the National Skills Final so the pool can now be booked.

Talent Development Officer Update

CF updated the group that a combined camp between SE, DISE, British Swimming and Scottish Swimming has recently taken place with 46 attendees. The camp included multiple workshops for athletes and coaches.

Overall, positive feedback has been received. CF is formulating a review document on the camp.

Additionally, there is a review currently taking place about the diving talent process and its strategic aims. CF explained that this would be updated on at a later meeting.

CF raised that CCT has been working on the Talent Games conditions, which are also going through review and consultation with coaches. CC raised that this consultation work should also include the regional teams.

SDD update

CC explained that this update was included as part of the development update earlier in the meeting. This item will be included as part of the development update at all future meetings.

Technical Lead Update

LT explained that a J2 course had recently been run in Leeds, which was attended by 11 participants. LT is aware that there is additional interest in future courses. It was noted that SBw will be holding a J1 course this week.

SBw confirmed that other J1 courses had been arranged for the year and stressed to the group and SE staff that the courses need promoting to ensure the courses are filled.

AOB**Conflict of interest**

CC raised that every member of the group need to fill out the conflict of interest circulated by GP. Some member responded that the form could do with being recirculated.

Action – GP to recirculate the conflict of interest form with the group.

LT explained that JT would be supporting with the development of the recorders pathway as well as other projects. JT explained he has a meeting with Andrea Startin regarding supporting with the Big Help Out project.

SB raised a potential change to the diving coaching qualifications, which would potentially allow assistant coaches (Level 1) to work independently up to the National Skills framework. Additionally, the courses would potentially be extended to six contact days to cover to content. CC raised her concern that the insurance provided for clubs should reflect this change if the expectation is that assistant coaches would have additional responsibilities. The group noted this and SB highlighted that SE staff had been present in the conversations regarding the potential change to the diving coaching qualifications.

Date of Next Meetings

28th May 2024 12:15 – 13:30