

Swim England Swimming Leadership Group

Minutes of the meeting held 21st March 2024

Present:	Tom Baster	Chairperson
	Barry Saunders	Competitions Lead
	David Metcalf	Technical Officials Representative
	John Hidle	Licensing Lead
	Jeroen Peters	Masters Working Group Chair
	Euan Dale	Coaching Lead
	Ally White	Sport Development Director/SOC Liaison
	Richard Blackshaw	Head of Performance
	Claire Coleman	Head of Development
	Ekaterina Boyd	Head of Events
	Helen Akers	Group Administrator

Min No:
24/14

Welcome and Apologies

Apologies were received from Joan Wheeler, Mark Davies, Ian Mackenzie, Craig McCulloch and Kevin Brooks.

24/15

Action Log

The log was reviewed:

23/55.c – publication will be welcomed by the wider community

24/6.b – a meeting was held the previous night to review the responses to the event survey

24/15.a

County Visits

TB gave some details of common findings from his visits to a number of County Championship events. While there were many examples of good practice, one of the key areas to be addressed was around technical officials and associated messaging.

24/16

SOC Update

Two sets of minutes had been circulated; there were no questions.

Updates:

- The review of leadership groups is now underway
- Ian Mackenzie's term on the SOC has now ended; the recruitment of his replacement has concluded but has not been announced.

24/17

Development Team Update

Paper circulated, there were no questions. It was confirmed that leadership groups are a consultation group in the SwimMark review process.

24/17.a **People Plan**

CC gave a presentation to the group on the People Plan project, the reasons for it, the structure and the consultation plans.

She then posed 3 questions for the group to consider:

- What are the key people challenges facing your sport/group of stakeholders?
- Which three challenges are the priority for the next 18 months and why?
- What are the key considerations we need to be aware of in relation to these three priority challenges?

There was some discussion with further feedback invited from the group.

Action – members to provide any additional feedback to CC by Thursday 11th April

24/18 **Talent Team Update**

A written paper was circulated prior to the meeting.

RB then gave a short explanation a Sport England Talent investment paper, also circulated prior to the meeting.

The value of the DiSE trip was discussed, along with plans for the group, and using this to give more credit to the support provided by Swim England.

24/19 **Competition Planning**

24/19.a **Winter Championships 2024**

EB advised of the key themes to come out of the 2023 event debrief, with purpose and format in the future requiring consideration. It was also acknowledged that the proposed 2024 dates would cause a significant recruitment issue.

Following discussion of various options, it was agreed to set up a competition subgroup to consider relevant issues as they arise.

Action – members to email HA by Friday 22nd March if they wish to join the subgroup

24.19/b **2024 Para Meet**

Swim England will be holding an event at Sandwell in November 2024, 22nd for classification and 23rd and 24th for competition.

24/19.c **Appointments**

2024 appointments were agreed as follows:

Summer Meet – ED Neil Booth, TD Helen Akers

Open Water – ED TBC, TD Hannah Smith

County Team Championships – ED Barry Saunders, TDs Susan Harrison and Roger Prior

The appointments for the Winter Championships will need to be made once the event details are confirmed.

The need to increase the pool of volunteers in both roles was reiterated.

- 24/19.d **Open Water Rules**
A number of World Aquatic Rules are not appropriate for our events – these can be adjusted with NGB approval so there is a need for the Swim England Rules and Regulations to be re-written, with input from the Legal team and the Health and safety Forum. It is the intention that they are published prior to the Regional events.

(BS left the meeting at this point)

24/20 **Masters**

24/20.a The minutes of the last meeting of the MWG had been circulated.

24/20.b A governance paper was also circulated for comment, along with update ToRs for the current group.

It was noted that if the SOC agree to the creation of a Masters Leadership Group the ToRs would become the generic model and not the current MWG version, which JP acknowledged. Some areas mentioned in the paper will still sit with the SLG, such as officials, and that the cases cited were examples rather than evidence of the need for change, with some being outside the remit of the SLG.

It was agreed that the MWG would operate under the amended ToRs as submitted in the interim.

Action – TB to write a synopsis of views for submission to the SOC alongside these minutes.

24/21 **Officials**

An overview of the early stages of a project to improve delivery of national messaging post qualification was given, with a view to instilling a sense of community amongst technical officials.

The next SOG meeting will be on 27th March.

24/22 **Meet Licensing**

There are currently too many meets; it seems to be the newer meets that are struggling for numbers of competitors and volunteers. Regions are managing this issue in differing ways so it may be time to look at a unified approach.

24/22.a **Officials**
A raw data analysis of number of officials per club compete membership showed wide variations across the regions, with changes in behavior being another suspected factor. An insight piece around this is planned.

24/23 **Leagues**

No update.

24/24 **Any Other Business**

There was no other business.

24/25 **Date of Next Meeting**

- Thursday 16th May