

Swim England Swimming Leadership Group

Minutes of the meeting held 16th May 2024

Present:	Tom Baster	Chairperson
	Joan Wheeler	SOC Liaison
	Barry Saunders	Competitions Lead
	Mark Davies	Technical Officials Lead
	John Hidle	Licensing Lead
	Jeroen Peters	Masters Working Group Chair
	Euan Dale	Coaching Lead
	Kevin Brooks	Coaching Lead
	Richard Blackshaw	Head of Performance
	Martin Lees	Para Swimming Manager
	Claire Coleman	Head of Development
	Ekaterina Boyd	Head of Events
	Helen Akers	Group Administrator
Guests:	Becky Walker	Club Growth and Programme Manager
	Craig McCulloch	Head of Coaching
	Guy Ward	Legal Team Representative (Item 24/32)

Min No:
24/26

Apologies

Apologies were received from Ian Mackenzie.

24/27

Action Log

The log was reviewed:

23/44.d – it was confirmed that the MWG would operate under the amended ToRs until reconstitutes as a leadership Group

23/54 – listed as a separate agenda item

23/55.c – the calendar is ready to be published now domestic event dates have been finalised

23/56 – ongoing dialogue taking place

24/6.b – the revised dates of the Winter Championships have now been published

24/12.b – CC liaising with Head of Membership Development over a discrepancy on the website regarding event eligibility for student members

24/20 – the views of the group were communicated to SOC

24/28

Learn to Swim Pathway Review

BW gave a presentation outlining the Learn to Swim to Club pathway review that is to take place. The review will cover all disciplines, looking at the transition space and considering the current and new programmes, with the scope to be determined by the consultation phase. A consultation group will be set up for each sport and the group were asked to provide the name of a volunteer to be included. (cont)

Action – interested parties for the consultation group to contact HA/TB, who will advise BW.

24/29

SOC Update

The minutes have now been published but unfortunately not in time for circulation to the group. The meeting included updates on:

- Sport Development Directorate activity
- Coaching team activity
- the Listening report, including action taken in respect of National events
- the campaign to reinforce the ban on mobile phone use in changing rooms – the group noted that this was not a ban on having them in changing rooms, or of their use on poolside
- the new Online Community
- the loss of facilities, particularly deep water and the impact on those disciplines that require it
- the Leadership Group review
- update of ToRs as a result of the Masters Working Group becoming the Masters Swimming Leadership Group

24/29.a **Leadership Group Review**

A copy of the paper submitted to the SOC had been circulated prior to the meeting, covering the context and process. The review will cover all 6 leadership groups (including MSLG) plus their sub-groups and will look at the current ToRs, processes, remit and membership of the groups and how they will feed into the new strategy. Everyone on each LG will have the opportunity to contribute confidentially, with recommendations following the review due to go to the SOC by 26th November 2024 for consideration.

The group questioned when the SOC and Board will be reviewed – JW advised that the SOC will be reviewed as part of the strategy review; BS advised that the Board is currently being reviewed by an external company.

24/30

Development Team Update

Paper circulated prior to the meeting, going forward this will be multi-sport report circulated to all LGs.

BS noted that a statement under Aquatics GB regarding improving the experience for athletes was not correct, which was supported by KB. CC to advise the author of the report.

CC confirmed that the SwimMark review would look at the reasons for lapsing or never obtaining as part of the insight work.

24/30.a **Technical Officials Training Project**

CC gave an outline of the current plans, following the first session that aimed to identify the current challenges in the process. Additional stakeholders will be brought in as appropriate and insight work is scheduled to utilize the new Online Community

Group members raised that a process for ensuring competence of existing officials and the cost of training also be considered. (cont)

Action – HA, TB, CC and MD to meet to discuss the scope of the project

24/31 Talent Team Update

Written papers were circulated prior to the meeting.

24/31.a Minimum Qualifying Standards for Para Events

A paper had been circulated regarding the implementation of minimum qualifying standards at County and Regional events, to try to address the current perceived inequality of the standards in use and to support an integrated pathway.

Action - BS requested that all future papers have an author name and date included.

Whilst appreciating the need to increase opportunities in some areas and provide a credible pathway, the group felt that the introduction of a blanket qualifying standard would actually decrease opportunity in those areas that currently use a lower standard due to the limited number of athletes, particularly at county level.

Action – ML to consider setting a maximum points level that could be used to as a qualifying standard at each level i.e. a “no higher than” level, with paper to be resubmitted as necessary.

Action - TB to include consistent message around MQS at next Regional meeting.

24/31.b BS asked that a list of Camp dates be sent out to Regional Swimming Managers for information.

Action – RB to send list of camp dates to RSMs

24/32 Competition Planning

24/32.a Regional Championships 2025

Following a number of issues with events this year and taking into account the timing of Easter next year, it was agreed to ask the PIG to consider an extension of the qualifying window by one week, to reduce the need for events to be run on consecutive weekends and to try to minimize athlete and staff/volunteer fatigue.

Action – RB to ask PIG for qualifying window extension.

JH reminded the group that Regions have the power to restrict the issuing of licences to control the event calendar and the SLG are able to issue guidance around this if they wish.

24/32.b 2024 National Events

- Summer Meet – Due to a reswim event by one region, the entry list remains as an interim list. Entries will open on 29 May.
- Open Water – conditions for both Age Group and Masters both need to be finalised and published, which should be in the next 2 weeks. (cont)

- County Team Championships – no real changes are anticipated and information should be published before the summer holidays.
- Masters – Conditions for this event are produced by the MWG, event director will be Tony Ward. Qualifying times and the draft schedule are needed to publish in June. It was noted that the Friday of this event does not fall in half term this year.
- Winter Championships – the confirmed dates have now been published and a competitions sub-group meeting is being held on 28 May. Qualifying times, event schedule and conditions to be published in June.

24/33

Coaching

CM introduced himself and shared some of his initial observations around the current coaching community and climate with the group.

24/34

Masters

Following 8 applications for the vacant posts on the MWG, 4 were interviewed and offers have been made to two.

24/35

Officials

The minutes of the last SOG meeting had been circulated and MD gave some detail of the discussions relating to the People Plan and the perceived disconnect with Aquatics GB over the training products and officials development.

JP confirmed that the MWG are looking for a framework to improve the level of officiating at Masters events.

24/36

Leagues

There was no report.

24/37

Meet Licensing

Following issues with their pool this year, one County had run their events as HDW and had declared their intention to do the same in 2025. It was confirmed that this was not in accordance with the published pathway that Counties and Regions are expected to adhere to.

24/38

Any Other Business

There was no other business.

24/39

Date of Next Meeting

- Thursday 19th September 2024