

Minutes of the Annual General Meeting of the Amateur Swimming Association (Swim England) Limited

15 May 2023

By Zoom

Present:

Officers: Jim Wilks (JW) (President)
 Richard Hookway (RH) (Chair, Swim England Board)
 Doug Whitlam (DW) (Vice President)
 Jane M Nickerson (JMN) (Chief Executive Officer)

Swim England Board: Neil Booth Caroline Green Bernard Simkins
 Aysha Kidwai Barry Saunders
 Joan Wheeler

East Region: Ian Cotton Ian Mackenzie Sheila Mackenzie
 Gerry Metcalf Helen Stephens

East Midlands Region: Ursula Beck Brian Collis Deborah Dean
 David Rush Sarah Richardson

London Region: Florence Barnes Jackie Bedford Diane Gamble
 Ruth Girardet John Handley Alex Harrison
 Stewart Nicklin Ralph Shortland

North East Region: David Alexander Sue Prasad Barry Saunders (SE Board)

North West Region: David Burgham Mark Davies Carol Hughes
 Diane Stafford Helen Whittle

South East Region: Eileen Adams Kenneth Adams Brian Deval
 Jenny Gray Susan Harrison Mike Lambert
 Chris Lee Alan Lewis Mollie Lewis
 Roger Penfold Roger Prior Sara Todd

South West Region: Brian Armstrong Jill Beard Mike Coles
 Roger Downing Diane Lee Paul Robbins
 Christine Robinson Andrew Smart

West Midlands Region: Mike Beard Elaine Gale Tony Green
 Vivienne Hewitt Simon Kirkland Jeff Morrey

- The Recruitment Academies in training more teachers from ethnically diverse communities.
- The Coaching Plan which was published following extensive consultation with coaches and outlines the support for coaches along with the expectations of them.
- The Club Links programme that helps to bridge the gap between LTS and clubs.
- New Water Polo National Talent centres opening.
- The success of the Artistic Swimming duet, as well as male athletes breaking through and achieving success.
- The success of the Swim England pathway divers at the British Elite Junior Championships.
- Clubs holding para swimming taster sessions to discover the next generation as part of the Commonwealth Games Inspired to Try campaign.
- A full schedule of National events across all disciplines.
- An explosion of Water Wellbeing sites, and plans to continue the expansion.
- The lobbying and campaigning completed on behalf of the sports.

JMN continued to advise at the 2022 AGM the Commonwealth Games were approaching. The successes in the pool were noted alongside the activation work completed during the games. Legacy work undertaken since the games was highlighted, including the breakfast club swimming sessions across the West Midlands and the ongoing development of the diving programme.

Thanks to all volunteers across the clubs, counties and regions were conveyed, noting their contributions to the sport.

Attention was drawn to the high profile cases identifying unacceptable practices within a number of clubs and the resulting Sport England commissioned report. JMN advised the safety and welfare of everyone in our sports is paramount and it is recognised that in some instances this had not been the case. The recommendations made within the report have been accepted with a number already implemented, or scheduled for completion. In addition to the recommendations, the Heart of Aquatics plan has been launched which details the ongoing commitment to the aquatics community.

As the last AGM as CEO, JMN concluded by advising it had been an honour to lead the organisation for the past seven years, noting the current strong position of the sport.

4. **Access Aquatics: Swim England Strategy**

JMN introduced the 10-year strategy noting that it provides time for transformational change, providing a framework and asking questions as opposed to providing the answers.

The vision and mission were presented, highlighting the inclusion of health and well-being and that success in the wider sense to include contributing to personal successes as well as improving access for more people.

The strategy was developed following consultation with stakeholders and has three clear aims:

Capability: reducing the number of children unable to swim, increasing water wellbeing sites, building sustainable clubs to support the community around them.

People: partnership work to monitor who is in our sports and their qualifications to promote a safe culture.

Water: while this is not within our direct control it is essential to work with partners to maintain available water space and the national pool infrastructure.

There will be an extension of partnership working to bring the strategy to life alongside a range of partners.

The immediate actions were outlined to be:

- Implementation of the heart of aquatics
- Partnerships and data
- Digital transformation
- Governance

JMN concluded by advising the strategy would be launched across the SE website and social channels on 16 May 2023, as well as being emailed to all members.

Following the presentations, RH thanked JMN for her time in role recognising her contribution to the sports and her leadership throughout from volunteers to clubs. RH continued to agree the sport will be left in a strong position, noting the financial robustness and success achieved. JMN's role in promoting the sports at the highest level was also highlighted.

5. Formal Business

5.1 Approval of the minutes of 4 July 2022

Vote: Approved unanimously

5.2 To receive the financial statements of the Amateur Swimming Association for period ended 30 November 2022

5.2.1 The financial statements were noted.

5.3 To receive the consolidated financial statements of the Amateur Swimming Association (Swim England) Limited for the year ended 31 December 2022

5.3.1 The financial statements were noted.

5.4 To note the British Swimming Annual Report 2022

5.4.1 The report was noted.

5.5 Election of members to the Judicial Appointments Panel 2023-2024

5.5.1	East Region	Christopher Galer
	East Midlands Region	Position currently vacant
	London Region	Position currently vacant
	North East Region	Position currently vacant
	North West Region	Brian Boyle
	South East Region	Susan Harrison
	South West Region	Andrew Brown
	West Midlands Region	Position currently vacant

Vote: Approved unanimously

5.6 To note the appointments made by the Judicial Appointments Panel

5.6.1 Appointments to the Dispute Resolution Panel

To take effect from the 2023 AGM and to remain in office until the 2026 AGM

Claire Gilman-Abel
Polly Egan
Susan Tinkler
Michael Edwards

James Shiel
Tom Booth
Oliver Powell
Jon Bird

The appointments were noted.

5.7 Re-confirmation of the Judicial Commissioner

5.7.1 The Chair re-confirmed Claire McAuslane as Judicial Commissioner until the 2025 AGM

5.8 Re-confirmation of Swim England Representatives as Directors of British Swimming Limited

5.8.1 The Chair re-confirmed the following as Directors of British Swimming:

Keith Ashton	To November 2024
Jane Nickerson	To November 2026
Caroline Green	To November 2026

Vote: Approved unanimously

5.9 Reappointment of auditors haysmacintyre LLP

5.9.1 To confirm the appointment of haysmacintyre LLP as Auditors of Swim England for 2023/24

Vote: Approved unanimously

Thanks were extended to the Senior Audit Partner, Tom Wilson, for the assistance and support provided by him and his team throughout the year.

5.10 Receive Doug Whitlam as President for 12 months

The Chair introduced DW to the Member's Forum and welcomed him to the role.

DW reflected on the interesting journey to becoming President, having been elected in 2019. DW continued to convey gratitude for the opportunity and provided details of his background within swimming. The importance of representing all disciplines was noted, alongside a desire to be able to visit as many events as possible. DW concluded by encouraging and thanking all the volunteers who give up their time for their commitment.

5.11 Receive the nomination for Vice-President (David Burgham)

The Chair acknowledged and formally received the nomination for David Burgham as VP.

6. Other matters

6.1 Open Mic Questions

6.1.1 Within the strategy there is little mention of volunteers? Also does partnership working mean to or with partners?

Volunteers are the backbone of the organisation, the whole team includes staff and volunteers. Partnership working is delivering together, the volunteers are inherently involved.

6.1.2 How easy do you think it will be to represent Swim England with British Swimming once you have retired?

Something that the SE Board will need to consider. The experience and knowledge of JMN useful for BS, though SE have the opportunity to review annually. The SE Board need to consider the right rep for them and BS Board need to consider the mix of skills and capabilities.

6.1.3 I am very encouraged by the relative simplicity of the high level strategy you shared this evening. Do you anticipate any change in the responsibilities of the regions and counties i.e with facility providers?

Hope to see the relationship between clubs, counties and regions and operators evolve into a close working relationship to benefit all. With the Governance Code changes that have to be complied with the roles of the region and counties are integral in helping clubs improve.

6.1.4 When do you envisage that we will be able to hold this meeting in person again rather than over Zoom?

There are no plans to revert to the old ACM format. An expo is being scoped for 2024 to bring together all of the sports and all dimensions, such as awards, conference, workshops etc.

6.1.5 What does transformational change look like?

How to make our digital footprint work for us, noting usage differences for different age groups. Delivering and communicating in the most effective way for our member and how to use the platforms for the best.

6.1.6 Very encouraged and supportive of the focus on Welfare and Safeguarding. Great there is a new team, too. There does appear to be some confusion about the expectations from the Regions, when can we expect some further clarity, and possibly consultation?

JMN is engaging with the regions and communication is ongoing. National requirements are to be outlined to the Regional Chairs prior to inclusion of regional safeguarding leads and the SE safeguarding team as keen to work together. RH thanked the Regional Chairs, recognizing their commitment and the outstanding job they are completing on behalf of the sport, as well as their support for what is trying to be achieved.

7. **Close of Meeting**

There being no further business the Chair declared the meeting closed.