

Artistic Swimming Leadership Group

1st April 2025 18:30 – 20:00

Attendees:

Maria Ramos (MR)	Chair
Louise Ross (LR)	Coaching Lead
Hannah Secher (HS)	Workforce Lead
Ian Atkinson (IA)	Competition Lead
Karen Thorpe (KT)	Artistic Swimming Manager
Keith Munday (KM)	Sport Operations Committee Leadership Group Liaison
Richard Blackshaw (RB)	Swim England Head of Performance
Sarah Clarke (SC)	Athlete Reward and Recognition Lead
Ekaterina Boyd (EB)	Swim England Head of Events
Kevin Suckling (KS)	Head of Safeguarding and Welfare (for items 1 and 2)
Claire Coleman (CC)	Swim England Head of Development
Gareth Picken (GP)	Swim England Sport Development Administrator

AGENDA	
1.	Chairs welcome and Apologies
	<p>MR began the meeting by updating the group on the welfare of Georgie Coombes who had a medical emergency ahead of the National Age Groups. KT will pass on the best wishes of the group.</p> <p>RB sent his apologies ahead of the meeting.</p>
2.	Mobile phone policies at events
	<p>KS joined the meeting to discuss the implementation of the mobile phone policies at events within the Artistic Swimming community.</p> <p>KS explained the context of the implementation of the policies. No cases have been brought to KS or his team so far within the Artistic Swimming community.</p> <p>IA raised that they have been working with the national events team to ensure that the event preparation for the National Championships is in line with the messaging from Swim England and that the 'Keep it the locker' message is communicated and adhered to through the event.</p> <p>Teams have also been asked to bring music devices which don't contain a camera to play their pieces of music ahead of their event.</p> <p>KM mentioned that in speed swimming changing cubicles are labeled so that no male cubicle is next to a female cubicle. Furthermore, KM suggested that</p>

	<p>the changing rooms are split into two, where half is used for changing, where mobile phones are banned, and then the other half is used as a meeting area to listen to music.</p> <p>KS replied that they would be supportive of implementing that idea.</p> <p>The Group agreed the following:</p> <ol style="list-style-type: none"> 1. The Team Manager briefing will contain clear reference to no mobile phones and how music should be played. IA will draft the slides for MR and KS agreement. 2. Where possible the 'Keep it in your locker' message will be included in pre-event packs. 3. IA and EB will continue to look at the logistics of having a prep area where mobile phones can be used for music purposes and that this is not in the changing room 4. Post event, these measures need to be evaluated in terms of the messaging being heard and the impact on event delivery.
3.	Action Log
	It was decided that the action log would be reviewed and updated outside of the meeting.
4.	The Depths Project
	MR, EB and IA are meeting on the 2 nd April and will provide an update on the project at the next meeting.
5.	Update from each of the Leads:
5.1	Grades
	SC has been working alongside the Membership team to ensure all grades have been uploaded.
5.2	Coaching
	<p>LR reported they are meeting with a member of Scottish Swimming for some collaborative work. LR will update the group on this work at the next meeting.</p> <p>LR requested the Pool Side Helper be promoted through the direct channels highlighting the opportunity for teenagers and could contribute towards awards such as the Duke of Edinburgh award.</p> <p>Action: LR to be promoted through the Regional Managers in addition to official Swim England channels.</p>
5.3	Officials
	HS updated the group that the 'Intro to Judging course' has been written which has now progressing to launch.

	<p>KM asked whether there are enough officials within the artistic swimming community for all the competitions that take place throughout the year.</p> <p>HS replied that there are nearly 200 judges qualified so there are plenty of people going through the system and are prepared for competitions.</p>
5.4	Competition update
	<p>IA explained that there was 100% attendance at both briefings that took place during the National Championships pre-event briefing ahead of the competition in a few weeks' time.</p> <p>Furthermore, there has been a successful launch of Office 365 as the main system for all artistic swimming national competition documentation.</p> <p>IA raised that a future discussion needs to take place on the formalisation of Technical Controller feedback for clubs at competitions and what form this should take.</p> <p>The group discussed whether a feedback document would be necessary and utilised by the competing clubs.</p> <p>MR concluded the discussion recommending that the National Championships TC feedback should be received by every club after each session with a one page round up of feedback sent to each club.</p>
5.5	SOC Update
	<p>KM explained that Swim England are reviewing the organisation's budget using a zero-based structure. Zoe Mitchell, Swim England Head of Commercial, has recently been appointed with the aim of finding ways to bring additional money into the organisation.</p> <p>Martin's Law is soon to be implemented for all events with 200+ spectators with additional requirements for events with 800+ spectators, ensuring that there are action plans in case of any terrorist actions at events.</p> <p>MR requested clarification in the SOC minutes which referred to AS would benefit from a Development plan as it was not clear who was responsible for this.</p> <p>CC advised this may have referred to the Aquatics Talent plan process which will be started soon and led by RB and KT.</p> <p>KM agreed to speak to the Chair to ensure the minutes accurately reflected the conversations.</p>
5.6	Development Update (report attached)
	<p>CC highlighted three key projects which were detailed in the Development report circulated to the group ahead of the meeting;</p>

	<ul style="list-style-type: none"> - The Learn to Swim to Club review. Becky Walker has set up a review group. LR has a meeting with BW on Monday 7th April. - The second project is the water usage project led by Andy Jack. As the Club and Operator toolkit is now four years old, elements of the toolkit are being reviewed and, if necessary, updated. - The final project CC mentioned is around engagement with parents between the athlete, coach and club, understanding where this needs to be developed. CC mentioned that this is an ongoing project which will need the group's input at a future meeting.
5.7	National Talent
	<p>KT began by updating the group on the success of the first leg of the World Cup in Paris where two gold medals were won by GB athletes.</p> <p>Selections for the youth duet will be from the top swimmers at the NAGS competition</p> <p>Additionally, the GB squad presented a routine at the National Age Groups for those attending the competition.</p> <p>There are several youth camps taking place alongside a number of international events which Swim England athletes are competing at.</p>
6.	Meetings for 2025 (varied days of week)
	<p>During the last meeting, members of the group set the meeting dates for 2025. Not all members were at the last meeting, so GP asked the group if there were any issues with the pre-agreed dates.</p> <p>The group agreed with the dates circulated to the group after the last meeting.</p>
7.	Competition dates for 2026
	<p>EB asked if the group could propose dates and venues for the national events.</p> <p>The group proposed:</p> <ul style="list-style-type: none"> - 14th/15th March – National Age Groups - 25th/26th April – National Championships - 4th/5th July – Combo Cup/Masters
8.	Music Licensing
	<p>World Aquatics has required all international competitions to use the 'Click and Clear' system for every piece of music which then every team must apply for licensing to use that piece of music.</p> <p>MR recommended that the group works alongside the legal teams at Swim England and Aquatics GB to understand what licensing process artistic swimming should be</p>

	<p>Action – EB to talk to the Swim England legal team regarding the licensing of music during competitions.</p>
9.	<p>AOB</p> <p>IA asked where the mobile phone and safeguarding sit in Team Manager training. CC agreed to find out</p> <p>Action – CC to clarify the training required for Team Managers.</p> <p>MR advised nominations had been submitted to Linda and Nick Yates for the Gemma Yates award.</p> <p>The recipient has been agreed for the Mary Black Trophy.</p> <p>KT/MR to begin preparation for National Conference and agree a date.</p> <p>LR explained that the Masters rules were not clear from World Aquatics and were different at European Aquatics. It was agreed that in the absence of any rules. this group should lead the discussions.</p> <p>Action - LR to engage with the International Masters Community to identity what other countries are doing with follow up with Swim England Masters Clubs and feedback.</p>
10.	<p>Close of meeting and date of next meeting.</p>
	<p>MR closed the meeting at 20:26. The date of the next meeting is the 19th May.</p>