

# Diving Leadership Group

20<sup>th</sup> May 2025 – 12:30 – 13:45

## Attendees:

Lottie Thompson	Chair (LT)
Joel Trenchard	Volunteering Lead (JT)
Sam Buck	Coaching Lead (SB)
Sarah Barrow	Technical Officials Lead (SBw)
Connie Ford	Swim England Diving Talent (CF)
Richard Blackshaw	Swim England Head of Performance (RB)
Craig McCulloch	Swim England Head of Coaching (CM)
Charles Calvert	Swim England Talent and Inclusion Officer for Diving (CCT)
Ekaterina Boyd	Swim England Head of Events (EB)
Claire Coleman	Swim England Head of Development (CC)
Gareth Picken	Swim England Sport Development Administrator (GP)

## Apologies:

Alex Harrison	Sport Operations Committee (SOC) Leadership Group Liaison (AH)
Sally Freeman	Competition Planning Lead (SF)
Sophie Bolton	Competition Planning Support (SBn)

## Agenda

### Welcome and Action Log

LT opened the meeting, and all actions were complete besides one action which is ongoing.

### SOC Update

Ahead of the meeting, AH provided the group with a written update. In addition, CC provided a verbal update on the Swim England Governance Review which aims to review the suspension rules for clubs that are missing specific qualifications and assessments and offer individual suspensions rather than the whole club suspensions where appropriate.

### Development

#### - General update

Circulated document ahead of the meeting. Learn to Swim to Club is merging with the Learn to Swim review. Club health tracker is due to be published shortly; DLG to push this among the community.

#### Event Volunteer Succession Planning –

1. Establish baseline data about event volunteers at national level

2. Identify priority roles 'at risk' with person and skill requirements
3. Recruit and deliver a training programme for those roles
4. Realistic demands on volunteer commitment.

CC asked the group whether the identified roles are the right key roles and whether the desirable targets are correct. SBw and LT agreed to review the national competition roles to ensure that the information regarding current volunteers was correct and up to date.

EB raised that there is a shortage of judges in place for the National Age Groups Championship on the Thursday and Friday of the competition; the weekend has the target numbers.

**Action – SBw, EB and Nina to meet and identify potential judges for the National Age Groups Championship.**

#### **Event Update**

EB raised that there have been a few problems with the go cardless system for entries, however the PayPal system is still okay.

In addition, there is currently a shortage of judges for the National Age Group championships in a couple of weeks.

A discussion ensued regarding the potential venue for the 2026 National Age Group Championships. EB agreed to review correspondence with potential venues as update the group so that a venue can be agreed.

#### **Competitions Lead**

- **National events (including conditions review, event dates/venues)**

LT updated the group that the conditions post will be published for the National Skills Finals and the National Age Group championships shortly. Working group for both competitions are to be formed.

#### **Coaching Lead Update**

- **Coach courses**

SB confirmed that herself, SF and Katy Butterfield have been upskilled to tutor Diving Coaching (Level 2) courses. SB updated the group that two recent Diving Coaching (Level 2) courses have taken place and went well with an Assistant Coaching (Level 1) course due to take place over the coming weeks.

SBw mentioned that they are working with Louise Ross to improve the e-learning modules for the diving coach courses (assistant and coach). In addition, in April and May there was an upskilling of 3 diving assistant tutors to diving coach tutors.

SB mentioned that there needs to be some action regarding the Level 3 courses as there are currently no courses taking place. SBw recommended that he speak with Louise about this.

### **Volunteer Lead Update**

JT advised that he wants to work with CC about the demographic shared in the volunteer presentation. JT is formulating an understanding of the sporting landscape to identify the areas in volunteering the group needs to focus on. There is the potential to include more J2 courses to address the shortage.

### **Technical Lead Update**

#### **- NSF expenses**

J2 courses have been difficult to hold due to challenges with aligning presenter availability and an appropriate venue and competition to facilitate the course. There is also a lack of presenters due to potential presenters not willing to do this as volunteers. As a result of few courses, there is starting to become a shortage of active J2 judges. CC mentioned that courses are delivered on a volunteering basis across all disciplines; however, this could be reviewed with the regional teams.

JT, CM and EB left the meeting at 13:30.

### **Certificate of Exception**

MH explained the basis of the Certificate of Exception which has been implemented in swimming and whether this could be implemented in diving.

LT suggested SBw should bring together a group of officials to review whether the Certificate of Exception could be introduced within the sport and the key criteria which should be used.

RB left the meeting at 13:44

SB asked how the process works in swimming; MH replied that the head official would have a record of the certificates received at the start of a competition, and this would then be used if a lane official was to flag a specific fault from that athlete.

SB asked what level of competition this is up to in swimming, MH replied that the Certificate of Exception is used up to national domestic competitions.

#### **Progress of the Coaching Roadshow Feedback**

CM shared with the group the findings of a survey released during the recent Coaching Roadshow workshops. The results showed a variety of results and identified key areas which Swim England needs to address. During the workshop, CM asked what coaches believe the future of coaching should be in the future, from which a large number of responses were received and will shape the direction of the coaching strategy and future action plan.

A conversation took place about the restrictions that operators have on coaches, which is often the case in diving clubs. SBw raised that often in diving clubs, coaches, if they are not volunteers, they are employed often by the operator.

#### **AOB**

CF thanked everyone for the responses to the Talent SWOT analysis.

CCt raised the changes to the application process for the Diving Talent Search which will now be a tiered system. Consultation with the diving community will take place to support this process.

#### **Date of Next Meeting**

LT thanked everyone for attending and closed the meeting.

The date of the next meeting is the 22<sup>nd</sup> July.