

# Swim England Swimming Leadership Group

Minutes of the meeting held 15<sup>th</sup> May 2025

**Present:**

Tom Baster	Chairperson
Joan Wheeler	SOC Liaison
Richard Blackshaw	Head of Performance
Danielle Brayson	National Technical Lead (Swimming)
Barry Saunders	Competitions Lead
John Hidle	Licensing Lead
Ian Mackenzie	Specialist Member
Claire Coleman	Head of Development
Ekaterina Boyd	Head of Events

**Apologies:** Kevin Brooks Coaching Lead

**Min No:**  
**25/26**

## **Apologies**

Apologies were received from Kevin Brooks.

**25/27**

## **Action Log**

Action 1 – CC is hoping to go live with the coaching recruitment next week.

Action 2 & 3 has been carried over to the next meeting

Action 4 has been completed.

**25/28**

## **SOC Update**

Meeting minutes are due to be circulated imminently. Key areas discussed were:

Helen Marney has been appointed as the Director of Community Participation and Health with the Sport Development team now in this directorate.

Ally Whike is now the Director of Sport.

**25/29**

## **Sport Development Update**

The Sport Development Update was circulated to the group ahead of the meeting.

Key items were:

- Currently at tendering stage which will ultimately go live in a staggered approach.
- The Club Health Tracker is scheduled to go live as a self-assessment tool for clubs in all disciplines

Following a question from TB on the Officials recruitment, CC replied that recruitment is currently in development with GP assisting with the development of the job advert on Eploy, the Swim England job portal platform.

CC provided an update on the Event Volunteer Succession Planning – a cross-team project between the Sport Development Team and the Events Team. This project aims to identify and target competition roles which are most at risk of threatening the running of a competition due to the number of active officials in those roles.

A discussion took place about the targeted roles and why the desired number of potential position holders was set at four. CC mentioned that this was decided due to the number of SE national events each year. The group queried the number of current active volunteers in the priority roles and EB explained that this number was not only reflective of the number of active volunteers but also incorporated other factors like ongoing availability of current volunteers.

EB suggested that as this is an ongoing project, would any member who would like to assist with the development of the training programme for new individuals to be trained in these positions.

BS and TB agreed to assist CC and EB.

25/30

#### **Talent Team Update**

DB circulated the Swimming Talent Report ahead of the meeting which included the selection lists for upcoming international competitions.

DB asked that if the group knew of any sources of funding which could be used by athletes towards the World University Games, to please let her know as currently athletes are having to self-fund.

#### **Action – DB to regionalise the lists which can be distributed to the Regional Chairs and Regional teams.**

The recruitment process for the head coach of the Commonwealth Games team has now been completed and an announcement will be made on the 26<sup>th</sup> May.

25/31

#### **Competition Planning**

There were no further updates from the last meeting. BS asked EB whether the decision to not pay the counties has been communicated to the counties. EB replied that due to the upcoming Panorama programme and the volume of communications being sent out by SE, an announcement will be made later next week.

EB declared that list of invitations has now been published for the National Summer meet. On the Wednesday 21<sup>st</sup> May invites to athletes will be sent and the competition entry will open to the public.

25/32

#### **Coaching**

On behalf of KB, CC updated the group that a draft of the development of the new coaching strategy is progressing well. Ahead of the Panorama programme, a direct email to all coaches offering three drop-in sessions

has been sent out. Additionally, the Club Forum is taking place on Wednesday 21<sup>st</sup> May headed by Helen Marney.

**25/33 Officials**

TB outlined to the group some recent issues in officiating which had caused concern and highlighted the need for more leadership in this area.

**25/34 Meet Licensing – Process of sanctioning clubs**

TB raised how the regional teams work with clubs when applications for meet licenses are denied.

TB suggested that the whole licensing process should be reviewed and updated so that there is consistency throughout the regions.

**Action – a review to take place into the licensing process to ensure consistency within the regions.**

**25/35 Leagues**

IM mentioned that leagues are having issues booking pool time for competitions, particularly where facilities are managed by local councils. Weekends when normally competitions can take place are being booked a year or more in advance.

**25/36 Any Other Business**

DB asked the group whether technical officials should be sent with the international teams for development experience. The group was asked to reflect on whether this should with TB noting this could be part of the new officials group remit.

**25/37 Date of Next Meeting**

- Thursday 11<sup>th</sup> September (provisionally)
- TB suggested that if subgroups needed to meet up before the next meeting, they are free to do so.