

Diving Leadership Group

22nd July 2025 – 12:15 – 13:30

Attendees:

Lottie Thompson	Chair (LT)
Sophie Bolton	Competition Planning Support (SBn)
Sam Buck	Coaching Lead (SB)
Sarah Barrow	Technical Officials Lead (SBw)
Connie Ford	Swim England Diving Talent (CF)
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)
Joel Trenchard	Volunteering Lead (JT)

Minutes
Welcome and Action Log
LT welcomed everyone to the meeting. The group went through the action log and updates were provided for all recorded actions.
SOC Update
Ahead of the meeting AH provided a written update from the last SOC meeting: <ul style="list-style-type: none"> • Coaching Strategy - this is evolving but progress has been made. Positive comments around co-creation approach to achieve buy-in from the community. • Club Suspensions for affiliation non-compliance - the process has been updated by the Club Leadership Group following engagement with stakeholders including Clubs, but further feedback has been provided by SOC, so it needs to be fine-tuned. A fresh paper has been circulated to SOC and will be going to Board shortly. • SOC received an update on Panorama. The programme raised the need for consideration on how low-level complaints are dealt with (currently locally - national team not necessarily aware), and highlighted training needs for club Welfare Officers. This will be looked at by Swim England. • Membership fee payment due to be considered by SOC in September.
Development
The development report was circulated to the group ahead of the meeting. Key updates are:

- The Club Health Tracker; CC asked the group to promote the CHT throughout the diving community as the more club engaged with the project, the greater the data collected will improve the support that Swim England can offer.
- Club and Operator Relationships development; Swim England is currently reviewing the pool cost to clubs through the data collected in the Club Health Tracker. This work is specifically asking whether the rates from operators are reasonable for clubs and how Swim England can best support this relationship.
- Club Growth Toolkit; phase 1 is live with phase 2 due to go live in September/October.

Event Update

LT attended both the National Age Group Championships and National Skills Finals, which both went well. The feedback forms from those who attended will be collected shortly. The focus now needs to be on the conditions review which will be led by Sally and should involve a working group of coaches, CF and Jen Leeming to ensure that the competition pathway supports talent development.

The group had a discussion on the development of athletes for both competitions particularly around the gender balance among athletes.

SB mentioned that that National Skills Finals tend to lend itself to girls rather than boys due to the focus being on skills which are more suited to female athletes. It was noted that Talent testing often identifies more female athletes due to the test leaning more towards posture and aesthetic body lines.

CF raised that as the level of competition increases and athletes are invited to national camps; the gender balance evens out.

Competitions Lead

Postponed to the next meeting.

Coaching Lead Update

SB has been working closely with Craig McCulloch with the development and preparing for the release of the new coaching strategy which is due to be released this week. The focus now is on how to implement the strategy.

The coaching qualification update meeting with the tutors will take place later in the week.

Volunteer Lead Update

LT updated the group on the Volunteer Event Succession planning project. SBw and LT have put together a provisional list of potential volunteers to be included at national events in the future. This list will be circulated to the group before being submitted to Swim England Events Team.

Action – LT to share with Joel and the rest of the DLG the provisional list for succession planning.

Technical Lead Update

SBw updated the group that:

- J2 is currently being arranged to be held in the North East – LT is leading on that course. 14 people have completed the expression of interest.
- J1 in September which will be led by SBw and another course in December.

LT explained that for National Skills Finals, judges were recommended to do at least two regional events before attending the competition to benefit the level of judging. It was noted that the judging at this event was stronger than in previous years.

SB advised the group that coaches felt that during the National Age Group, judging was consistent, although on the low side.

LT recommended that a similar approach to the National Skills Finals judges should be adopted whereby judges should aim to attend two regional competitions in the run-up to National Age Groups. In addition, a separate judges meeting should be held before regional age group events and the National event itself to help improve alignment of approach to judging across the country.

Action – LT and SBw to review the judging for National Age Groups and standardise the level of judging.

Talent Update

CF raised that a Junior Assessment camp took place recently during which 37 attendees for 20 places on the talent programme. Selection letters have been released to those selected with a requirement for athletes to accept their place, following which the list of selected athletes will be published.

The aim for the start of the season is to hold a national camp in Sandwell in September with some athletes going to Berlin as the German athletes attended the British camp last year.

There is going to be a diving pathway conference for coaches on the 22nd and 23rd September at Lilleshall which practical sessions led by British Gymnastics.

Talent Games entry pack will hopefully be released next month.

AOB

LT raised that the Harrold Fern and Turner Awards deadline for nominations is the 7th August. LT asked that the group consider submitting nominations.

There were no other items of business raised.

Date of Next Meeting

16th September

Action – GP to recirculate the remaining meeting dates to ensure that all members are aware of the meeting dates in their diary.