

Swim England Swimming Leadership Group

Minutes of the meeting held 11th September 2025

Present:	Tom Baster	Chairperson
	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

Min No:

25/38

Apologies

Apologies were received from Joan Wheeler and Kevin Brooks.

25/39

Action Log

25/14.b – 4 applications were received for the second role of Coaching Lead on the group, these are now undergoing vetting prior to interview.

25/15 – wording regarding fines for non-attendance still to be circulated.

25/15 – a communication channel for event promoters has been set up using details from received licensing applications. It was confirmed that this item was in relation to an offering of training for event promoters discussed previously.

25/40

SOC Update

25/40.a Minutes of the previous meeting were circulated prior to the meeting.

A query was raised over item 2.3 which said that information on Martyn's law and the recent Supreme Court judgement regarding transgender athletes would go out to clubs in the July news. EB confirmed that further guidance was still awaited.

25/40.b A subsequent SOC meeting was held 9th September with the main items of note being membership fees, the current Swim England organisational redesign and consideration of a national club application.

Action – CC to circulate minutes once available

25/40.c The profile of the current President on page 4 of the Swim England Handbook refers to the dissolution of the SOC.

Action – CC to liaise with Operations Team to arrange for this to be corrected

25/41 Sport Development Update

25/41.a A written paper, encompassing both the Sport and the Community, Participation and Health directorates was circulated prior to the meeting. The same paper is circulated to all governance groups for efficiency.

A question was asked as to where volunteering sat in the current structure, given that a lot of the work of the SLG is related to volunteers. It was confirmed that it now sits in CPH and some background to this change was given.

25/41.b Members were asked to promote the Club Health Tracker in any other forums they are members of. A larger sample will help to provide a wider health check of our clubs.

25/42 Talent Team Update

25/42.a A written report was circulated prior to the meeting and DB gave a verbal update on some matters:

- A number of selections were published on social media in advance of the formal announcements, messaging around embargoes will be reinforced going forward
- Background to the move to time-based selection policies will be provided for the next meeting
- Any suggestions for parental education topics should be fed to DB
- The appointment of the Commonwealth Games Lead Team Manager is now complete.
- The priority for international para-swimming classification will be those athletes who will potentially be competing at the Commonwealth Games

25/42.b The current Para-Swimming programme was set sometime ago and results in classification opportunities grouped in September and October each year. The demands of the number in the current cohort means that this arrangement needs to be reviewed.

Action – DB and CC to review current position with the Regions

25/42.c Concern was expressed over an apparent undertaking to include additional disability flags within the rankings system, which would sit outside the classification process. Any member data being collected must be reasonable and for a purpose.

Action – RB to discuss plans with Para-Swimming Development Manager

25/42.d It was confirmed that a recent Level 1 Dual meet held at Loughborough University was considered a success with plans underway for a return fixture. Officiating presented some challenges due to the format of the meet and the venue, but some fast swimming resulted and all times were added to Rankings.

25/43 Competition Planning

Various papers were circulated in advance of the meeting.

24/43.a **Competition Review**

Paper circulated for noting. EB clarified the scope and timescales of the exercise.

24/43.b **PIG Update**

The group noted the proposal to consider the reintroduction of qualifying times for AGB events. At this stage it is subject to discussion with more evaluation required. There are several interdependent pieces of work being undertaken around competitions and there will be no major changes in the foreseeable future.

24/43.c **Summer Meet**

Following discussion of the circulated feedback documents it was agreed that whilst there will be no major changes for 2026, some alterations are needed. The aim is for Summer 2026 information to be published in December 2025.

**Action – Competition subgroup to consider necessary changes
Action – TB & EB to discuss specific Safeguarding issue raised**

24/43.d **2026 Summer Competition Dates**

Due to the timing of the 2026 Commonwealth Games and venue availability, there are some potential challenges around the timing of the Summer 2026 events. A number of options were discussed.

Action – EB to consider feedback and circulate a proposal via email for approval

25/44 **Coaching**

No report.

25/45 **Officials**

A long short-list has been identified from the applicants that will now move to interview. Consideration is being given to having a formal, core group with invitations to less experienced applicants to attend as guests, to ensure a range of voices are heard.

25/46 **Meet Licensing**

A written paper was circulated in advance of the meeting, with a number of recommendations for changes to the current criteria to address localised practices.

Following discussion, the recommendations were accepted subject to clarification that coaches' times are only acceptable for Level 3 meets, and only in the absence of a time being available from the Rankings system.

It was agreed that this is an opportunity to gather the Regional Licensing officer group to explain the changes and refresh their knowledge. Invitations to other relevant and/or interested parties are to be considered.

Action – JH to rewrite criteria and agree an implementation date, based on the level of work

Action – to decide on the audience and plan delivery

25/47

Leagues

A query was raised as to the use of the Open category in Swim England Transgender and Non-Binary Competition policy SE1034 versus the use of Open/Male during events.

Action – CC & EB to seek clarification from the Head of Diversity and Inclusion as to the current position and wording that should be used

25/48

Any Other Business

25/48.a An additional point in the Licensed Meets paper around swimmers who are faster than the upper-level times for level 3 meets but then miss Level 1 and 2 meets due to the setting of minimum entry times was raised.

Action – RB & EB to ensure that this point is fed into the competition review.

25/49

Date of Next Meeting

- 20th November

The proposed 2026 meeting dates were noted:

- 15th January
- 19th March
- 21st May
- 17th September
- 19th November