

Minutes of the Annual General Meeting of the Amateur Swimming Association (Swim England) Limited

20 May 2024

By Zoom

Present:

Officers: Doug Whitlam (President)
 Richard Hookway (Chair, Swim England Board)
 Janice Whittle (Vice President)
 Andy Salmon (Chief Executive Officer)

Swim England Board: Neil Booth Brian Havill Carolyn Ryan
 Barry Saunders Bernard Simkins Joan Wheeler

East Region: Keith Belton Ian Mackenzie Sheila Mackenzie
 Yvonne Stead Helen Stephens Lottie Thompson

East Midlands Region: Helen Akers Ursula Beck John Hidle
 Geoff Robilliard David Rush

London Region: Jackie Bedford Diane Gamble Ruth Girardet
 John Mills Ralph Shortland

North East Region: David Alexander Chris Halliday
 Sue Prasad

North West Region: Keith Chisholm Mark Ralph Simon Rothwell
 Diane Stafford Helen Whittle Jim Wilks

South East Region: Brian Deval Andy Geiss Chris Lee
 Alan Lewis Roger Penfold Roger Prior
 Sara Todd

South West Region: Brian Armstrong Mike Coles Roger Downing
 Paul Robbins Christine Robinson Andrew Smart

West Midlands Region: Mike Beard Elaine Gale Vivienne Hewitt
 Simon Kirkland Jeff Morrey

Staff:

Lois Jarvis (Director of Legal and Company Secretary) Phil Brownlie (Head of Public Affairs)
Emma Griffin (Chief Operations Officer) Ali Sibcy-Allen (Operations Team)
Ally White (Sport Development Director) Hannah Foster (Operations Team)
Marie Cooper (People Development Director)
Rebecca Cox (Swim England Business Engagement Director & Institute of Swimming Managing Director)

1. Welcome by the President

- 1.1 The President welcomed delegates to the AGM. DW thanked the regions for their support over the previous 12 months advising that he had enjoyed visiting the events and thanking the volunteers and regional staff.

In line with the final duty of the President, DW asked for a moments silence to reflect on members who have passed during the period and noted the contribution of:

Flo Barnes
Brian Collis
Philip Jones
Anne Reah
Alan Donlan

The Chair of the Swim England Board took over the chairing of the meeting at this point.

2. Apologies

- 2.1 RH congratulated DW on his Presidency, echoing his comments thanking volunteers and the wider Swim England team.

RH continued, welcoming Members to the AGM and outlining the agenda and format.

Apologies were received and accepted from:

East: Tom Baster, Dean Walker
East Midlands: Deborah Dean
London: Angela Eguakhide, Alex Harrison, Alan Thurlow, Daniel Vernis
North East: Nicola Atherton, Ray Gordon, Richard Palmer-Jones
North West: Mark Davies, Lesley Fawkes
South East: George Adamson, Rosa Gallop, Jenny Gray, Carys Jones
South West: Jill Beard, Daniel Corbett, Diane Lee, Geoff Pearce
West Midlands: Geoff Kirkham, Jenny Pearson

SE Board: Alison Breadon, Caroline Green, Aysha Kidwai, Katie Walcott-Greenwood

3. Introduction by the CEO

AS started by thanking Members for joining and DW, noting his success as President and highlighting the assistance he has provided to AS.

Noting it was his first AGM as CEO, AS thanked Members for their support and guidance thus far before highlighting some of the key activities and observations since starting in role:

- The Artistic Swimming duet achieving silver position at the World Championships, followed up by gold at the Olympic Test Event.
- The passion, commitment and love for each of our sports by all involved in them.

- How swimming can have a transformative role in society as well as the work of the Health Commission and growth of Water Wellbeing accredited pools.
- Leading the way and setting the standard for supporting people learning to swim and teacher training.
- Our campaigning work in helping to secure the Swimming Pool Support Fund and an increase in open water locations as well as keeping the pressure on water quality.

AS continued recognising that positive experiences have not been had by all and that the Listening Report was formed out of the Heart of Aquatics plan, which resulted from unacceptable practices becoming known alongside the Weston Report. Much of the Listening Report findings are uncomfortable to read and make it clear that a change in culture is needed.

In conclusion, AS advised that SE are fortunate to have dedicated and passionate people, motivated to deliver fantastic experiences which is a strong starting point for building the culture needed. The associated challenges were noted along with the time needed to implement change.

4. **Listening Report Update**

AS confirmed that the Listening Report is the number one priority for the SE Board and SLT.

Six guiding principles were outlined:

- Do what's right, not what's easy
- Being open
- Collaborative
- Clarity
- Integrated
- Aligned

AS continued to advise that the objective is to gain clarity on culture, organisational strategy and action planning which would be achieved through the delivery of a roadshow programme. The resulting insight will enable the strategy to be refreshed and incorporate Heart of Aquatics and culture as golden threads. Following the production of the strategy, an action plan, owned by SLT, will also be developed to identify quick wins while the Listening Report is to remain on agendas as a standing item.

An overview of venue selections for the roadshows was detailed, with Members encouraged to attend.

5. **Formal Business**

5.1 **Approval of the minutes of 15 May 2023**

Vote: Approved

5.2 **To receive the annual report and consolidated financial statements of the Amateur Swimming Association (Swim England) Limited for the year ended 31 December 2023**

The financial statements were noted.

A query was raised regarding the Annual Report and item 11 relating to the Sports Resolution report. There was concern that the findings were being minimised and hidden. RH advised a number of initiatives have been introduced including the roadshows gaining feedback from the community, the introduction of the Oversight Committee as well as the report being in the public domain alongside the conditions of funding from Sport England. It was confirmed that the SLT have the full support of the SE Board.

5.3 **To note the British Swimming Annual Report 2023**

The report was noted.

5.4 **Election of members to the Judicial Appointments Panel 2024-2025**

East Region	Chris Galer
East Midlands Region	David Hidle
London Region	Position currently vacant
North East Region	Howard Leighton
North West Region	Brian Boyle
South East Region	Susan Harrison
South West Region	Andrew Brown
West Midlands Region	Position currently vacant

Vote: Approved

5.5 **To note the appointments made by the Judicial Appointments Panel**

Appointments to the Dispute Resolution Panel to take effect from the 2024 AGM and to remain in office until the 2028 AGM

Sam Anderson	Christopher Dean	Christine McLintock
Victoria Ashby	Victoria Fletcher	Craig McNeil
Joshua Atkins	Alexandra Jones	David McWilliam
Kalsoom Bibi	George Layzell	Christine Morris
Anita Birk	Matthew Lea	Sam Smith
Tim Boyce	Tomos Lewis	Michaela Sonnen
Helen Bull	Laura Majithia	Emma Wheeler
Simon Carroll		

Appointments to the Appeals Panel

Annita Bailey	Ben Hess	Shailya Shabbir
Gavin Dingley	Gillian Pickersgill	James Thorndyke

The appointments were noted.

5.6 **Re-confirmation of the Judicial Commissioner**

The Chair re-confirmed Claire McAuslane as Judicial Commissioner until the 2025 AGM

5.7 **Swim England Representatives as Directors on the board of Aquatics GB**

The Chair noted that at this point the Members Forum are usually notified of the three directors of Aquatics GB to be appointed / reappointed at the autumn AGM of Aquatics GB. Further liaison is needed with Aquatics GB so members of the Member's Forum will be updated in due course.

5.8 **Reconfirmation of auditors UHY Young**

To reconfirm the appointment of UHY Young as Auditors of Swim England for 2024 / 2025.

Vote: Approved

5.9 **Approval of Remuneration Committee name change**

The Chair asked the Member's Forum to approve the change in name for the Remuneration Committee to the People Committee to reflect the broader remit and increasing amount of time considering HR issues.

Vote: Approved

5.10 **Approval of handbook updates**

The Chair asked the meeting to approve the following handbook changes:

- 5.10.1 The use of European Aquatics instead of LEN European Aquatics
- 5.10.2 The removal of references to the Rules Committee
- 5.10.3 The amendment of Regulation 2.3
- 5.10.4 The amendment of Regulation 5.1
- 5.10.5 The insertion of Regulation 6.6
- 5.10.6 The amendment of Regulation 20.2.1
- 5.10.7 The removal of Regulation 20.2.7
- 5.10.8 The amendment of Regulation 20.2.8
- 5.10.9 The insertion of the new clause relating to Regulation 20.3.3

Vote: All changes were approved

5.11 **Approve the updated Terms of Reference for the Swim England Qualifications Board**

The Chair asked the Member's Forum to approve the updates to the SEQ Board Terms of Reference.

Vote: Approved

5.12 **Receive Janice Whittle as President for 12 months**

Jim Wilks (JWi) was invited to introduce Janice Whittle (JWh) as the North West's nominee for President. JWi outline the background, knowledge and experience that JWh has across the sports as well as the vast roles she has completed from club level through to officiating at international events as well as recruiting and supporting volunteers.

JWh thanked JWi and the North West region for their nomination, continuing to advise that she feels privileged and honoured. JWh continued to advise that she is looking forwards to visiting the regions and the national events as well as some of the grassroots events.

JWh concluded by thanking DW and recognising his service.

RH echoed the gratitude to DW and congratulated JWh on taking up the role.

5.13 **Receive the nomination for Vice-President (Roger Prior)**

Sara Todd was invited to nominate Roger Prior as the South East's nomination for Vice President.

ST provided a brief overview of RP's long and distinguished career supporting aquatics from local through to international level and his valued ongoing regional contribution.

6. **Close of Meeting**

There being no further business the Chair declared the meeting closed.