

Swim England South East
Regional Management Board

Minutes of Meeting held on Thursday 13th July 2017 at Holiday Inn, Guildford

Present:	Roger Penfold (RFP)	Chairman
	John Davies (JD)	Board Member
	Chris Lee (CL)	Board Member
	Alan Lewis (AL)	Board Member
	William Long (WL)	Board Member
	Roger Prior (RGP)	Board Member
	Shelley Robinson (SR)	Board Member

Also in attendance (non-voting):

Eileen Adams (EA)	Vice-President
Jane Davies (JD)	President
Bryony Gibbs (BG)	Regional Office Manager

250 Apologies

Apologies had been received from:

Jim Boucher (JB)
Brian Deval (BD)
Carys Jones (CJ)
Gary Shields (GS)

251 Minutes of the Meeting held on 14th June 2017

The minutes of the meeting were approved as a true record subject to the following corrections:

246 – Amend to Peter Shaw on behalf of ONB ASA
246 – Amend to RGP & JKD

252 Matters Arising

192 – Swim England Rebranding. RFP has been sent further guidance on when Swim England should be used and when it should be ASA. RFP to circulate.

Action: RFP

234 – Board Member Shirts. RFP to send BG email from BD

Action: RFP

240 – Regional Administration. The c/o Freedom Leisure address is now in place. Storage facilities for achieve files has also been arranged. RFP to discuss with RGP the records he is currently storing.

Action: RFP

Landscape Page –

Item 1 – Cannot be progressed until further guidance is provided by Swim England: remove from schedule

Item 6 – It was clarified that Regional staff have access to a shared space online, allowing them to access documents in the event of absence: no further action required by sub-group.

Item 8 – Jane Nickerson will attend Board meeting on 10th October.

253 Accounts 2016/17

The finance report from GS, and the accounts produced by Charterhouse, were circulated prior to the meeting. The underspend on bursaries was discussed. It is understood that the coaching courses are now ready: however, there is a lack of tutors. This may be something that can be raised at the ASA Council Meeting.

It was noted that there was an error in the balance sheet which needs to be addressed with Charterhouse. The accounts for 2016/17 were approved unanimously, subject to the correction required on the balance sheet.

Action: BG

254 Affiliation Fees 2018

The majority of the members of the Finance Group recommend that the fees for 2018 remain as:

Category 1 - £4.00

Category 2 - £5.00

Category 3 - £0.00

JB was unable to attend the meeting. However, the Chairman, on JB's behalf, expressed his proposal to the Board that the fees were reduced by £1.00 per category, in light of the surplus in 2016/17.

The Region now has additional expenses and responsibilities. Due to this, it is expected that there will be a deficit for 2017/18. There is now evidence that the membership is decreasing, so this income may decrease. Category 1 membership had fallen by 1,300 within the Region, a pattern repeated across the country, and was a result of some clubs losing their Learn to Swim programmes.

The recommendation for the Affiliation Fees to remain the same for 2018 was agreed unanimously.

255 Annual Report

Page 5 – Brain to be changed to Brian

Page 21 –Charlotte Wynne-Jones listed as RTW Monson: Charlotte is a member of City of Milton Keynes SC, but it is believed she swam for Bicester Bluefins at the time of selection.

Board members are to check for any amendments and send these to BD.

Action: BG

256 Appointment of Chairman 2018

RFP's term of office as Chairman ends 31st March 2018. A process will need to be in place in the autumn for recruiting a Chairman to take on the role of 1st April 2018. A panel will need to be appointed to look at the JD for discussion at the September meeting. Ivan Horsfall Turner, Alan Lewis and William Long were appointed. BG to supply the information from 2014 to the panel.

Action: BG

257 ASA's 150th Anniversary

In 2019 the ASA will celebrate its 150th Anniversary. 1969 was the 100th anniversary and was celebrated with a gala attended by the Queen. To date there has been no information what the ASA will be doing to celebrate this.

2019 will also be 130 years of formalised swimming in the South East, which began with the creation of the Metropolitan Swimming Association, followed by the Southern Counties in 1911. The South East may have more affinity with the 150 years of the ASA overall than the 130 years, as this links more to London than the South East.

Such a celebration could be used as an opportunity to link with the counties/sub regions. A sub group will be required to get this up and running. The possibility of an inter county meet to celebrate was discussed, possibly incorporating the different disciplines.

The Southern Counties anniversary document finishes in 1989 and there has been no update since then. It was felt that there is a responsibility to preserve the history of swimming within the South East. Clubs and Counties could be asked to provide details of their own histories to help put together an update from this document covering 1989-2019.

RFP to speak to David Fletcher to see if London are doing anything to celebrate. RFP will also contact the ASA to see what they are doing to celebrate 150 years.

Action: RFP

258 HF and AHT Awards

It was agreed that the Region would nominate Ray Hedger.

Action: BG

259 Data Protection

WL presented to the Board on Data Protection and changes to the law that will be in force from May 2018. This presentation was circulated to the Board following the meeting. General Data Protection Regulation (GDPR) will change how organisations handle data significantly.

This was raised by JKD at the recent Chairmen's meeting. However, no further information was available and other regions appeared, for the most part, unaware. Advice and guidance needs to be provided by Swim England to help lead the sport.

RFP to contact Richard Barnes & Jane Nickerson asking when such guidance will be available.

Action: RFP

260 Incorporation Update

The guidance that has been set out to all clubs was circulated and was noted.

A motion has already been agreed for the Region's ACM.

261 ASA Service Level Agreement

The Service Level Agreement was raised at the recent Chairman's meeting on 22nd June. There is an issue as the SLA will require VAT to be paid on salary payments. It was noted that VAT is charged on the invoices from Freedom Leisure for the services of the Region's two RCDOs. It was agreed that the SLA will not be signed for the time being, whilst this is resolved. It has been confirmed that the ASA will be revisiting this. CL is to pursue this with Brian Havill.

Action: CL

262 Affiliations and Resignations

None received.

263 Correspondence

George Wood has been appointed by Swim England as the Sports Development Director.

A new Chief Executive of British Swimming will be in place as of October.

264 ASA Sport Governing Board & Group Board Minutes

08 July Sport Governing Board – Minutes of the meeting were not yet available, RGP provided a verbal update from the meeting.

- Incorporation was discussed along with law changes that will be required. The ASA cannot be wound up as that may mean that the ceremonial crest would be lost.
- Membership – The membership review was discussed. It was noted that the loss in members comes from a small amount of clubs. 49 clubs have lost more than 50% of membership.
- Membership – New system of charging membership in the last quarter of the year. Only 31 complaints were received. 80% came from one county. The Membership review group put forward proposal that the membership should be discounted by 50% in the last quarter, this was not agreed by the Board. The proposal was to reduce this year, then abolish the year after if there was a drop in membership. This would be going back on the original decision so was not agreed. There has been discussion around having a rolling membership rather than making it annual: however it is felt that this would create more work for clubs. As the online membership system works, it is proposed to bring the suspension deadline forward so it is no longer 3 months.
- ASA Friends – There was a lot of discussion around ASA Friends. Some regions do not have any. There was a feeling that the role's name should change and that there should be proper training. There is also a feeling that this role should change to more of a mediation role.
- Finance – final accounts are now available. The end result was a £158,000 surplus against a deficit budget. Previously, a list of banded salaries was included, the Board would like to see this included again. A query was raised as to how much was spent on redundancies and if there are banded too.
- Commonwealth Games – It was decided that there was no business case for sending the ASA President, so he will attend at his own expense. The Chief Executive Officer did not feel there was a business case for her attendance but the Board disagreed.
- Equality & Diversity – Adam Paker chaired the steering group for this and not much has progressed since he left. Swim England is aiming to achieve an award for Equality & Diversity. Sport England have told Swim England to remove their consultant as there is too much reliance on them, this needs more internal drive.

265 Regional Chairs Meeting Notes

The notes available were produced by Jane Nickerson. No notes have been received from the Chair, David Flack. John Davies had attended in RFP's absence.

- Incorporation – There was discussion around the more effective way to elect four member nominated directors, there will not be one from each Region. It was agreed that a Regional Chair should be included on the Nominations' Committee.

- Employment Issues – The SLAs were discussed as the current arrangements would require regions to be charged VAT for staff employed via Swim England.
- Integra – there is some concern around regional using their own databases rather than Integra and that this is not being kept up to date.
- Regional Email System – not all staff are using the system at present, Emma Griffin will ensure all appropriate staff are trained. Regions will be asked quarterly to update their distribution lists.
- CRM System – There was discussion around Regional Officers access to this system and the use of CRM systems.

266 ASA Senior Leadership Update

The update was noted by the Board.

267 AOB

Mailsports Advertising – BD. It was decided to defer this item to the next meeting in September when it was hoped BD would be present.

Action: BG

Youth Forum – CL. The Youth Forum has been in place for 2 years. There has been an advert on the website and the monthly updates to try and recruit new members. Handouts were also given out to Young Volunteers however no new applications were generated. It was hoped to include something at the ACM generate interest from the awards but there are not enough nominations presently. The first meeting of the forum went well with lots of ideas but the group are now struggling to get members. This age group are often very busy and do not have their own transport. It was suggested that CL may attend the Young Volunteer Programme in order to generate interest and discuss their ideas for Swimming.

Action: CL

Water Polo – CL. The Water Polo Management Group are looking to restructure so that they can achieve the objectives they aspire to. It is proposed to specifically target clubs that cater for juniors.

Water Polo Competitions – CL. It is rumoured that inter regional competitions may be being restructured. The Water Polo group feel that the changes, although they are just being considered at this stage, would be detrimental to Water Polo in the Region and would like the Board to write to Suzy Stephenson, Water Polo Development Manager to express this, this was agreed.

Action: CL

Kent Water Polo Awards Scheme – SR. SR advised that the Kent Water Polo Awards Scheme has now launched, more details can be found on the Kent website.

Swimming Technical Officials Regional Training & Development Coordinator – JKD. RGP is standing down from this role. It was agreed that the Development Group take on the recruitment of a replacement, with a view to making an appointment before the ACM.

Action: Development Group

Team Managers – JKD. The Development Group have been made aware of a team manager attending the Special Olympics with a team from the South East. This person is not an ASA member and it is believed that they don't have a DBS, Safeguarding or Team Manager 2 qualification. This event is not held under ASA rules and the team is not from the ASA South East Region. It was agreed that a policy will be put in place regarding the requirements for Team Managers representing ASA South East Region. Once this has been created, this information will be circulated to discipline managers.

Action: JKD / BG

Volunteering Sub-Group – JKD. At the February meeting it was agreed that a sub-group would be formed to look at Volunteer recruitment and succession planning. It had been agreed that this group would comprise of WL, BD, HM, KJ, RG and ML and that the discipline managers would also be involved.

The meeting was closed at 21.28

Swim England South East

Regional Management Board

A meeting of the Regional Management Board will be held on Thursday 13th July 2017 at Holiday Inn Guildford commencing at 1900

AGENDA

- | | | | |
|-------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|------|
| 1. | Apologies
<i>To receive any apologies from members unable to attend the meeting</i> | RFP | 1900 |
| 2. | Minutes of the Meeting held on 14 June 2017
<i>To agree accuracy of minutes from the previous meeting</i> | RFP
Enclosed | 1905 |
| 3. | Matters Arising
<i>To consider any matters arising from the minutes not covered in the agenda and confirm actions</i> | RFP
Enclosed | 1910 |
| ITEMS FOR DECISION | | | |
| 4. | Accounts
<i>To approve the Accounts for 2016/17</i> | GS
To Follow | 1920 |
| 5. | Affiliation Fees 2018 | GS
Enclosed | 1925 |
| 6. | Annual Report
<i>To approve the Annual Report for 2016/17</i> | BD
To Follow | 1930 |
| 7. | Appointment of Chairman – 1st April 2018 | RFP | 1935 |
| 8. | ASA's 150th Anniversary | WL
Enclosed | 1940 |
| ITEMS FOR DISCUSSION / INFORMATION | | | |
| 9. | HF and AHT Awards | RFP | 1955 |
| 10. | Data Protection | WL | 2000 |
| 11. | Incorporation Update | RFP
Enclosed | 2015 |
| 12. | ASA Service Level Agreement – Confidential Item | RFP
Enclosed | 2020 |
| 13. | Affiliations & Resignations | RFP | 2025 |
| | 13.1 New Affiliations
None | | |
| | 13.2 Resignations
None | | |
| | 13.3 Enquiries
None | | |
| | 13.4 Transfers
None | | |
| | 13.5 Change of Name
None | | |
| 14. | Correspondence
Sport Development Director Appointment | RFP | 2030 |
| 15. | ASA Sport Governing Board & Group Board Minutes
<i>To receive the minutes of the ASA Sport Governing Board on 08 July and the ASA Group Board if available</i> | RGP | 2035 |
| 16. | Regional Chairs Meeting Notes
<i>Notes and actions from the meeting that took place on 22 June</i> | RFP
Enclosed | 2045 |
| 17. | ASA Senior Leadership Update June 2017 | RFP
Enclosed | 2050 |
| 18. | AOB
<i>24 hours notice required</i> | RFP | 2055 |
| 19. | Date of Next Meeting
Monday 11 th September, Guildford Spectrum | RFP | 2100 |

Swim England South East
Regional Management Board

Minutes of Meeting held on Wednesday 14th June 2017 at Surrey Sports Park

Present:	Roger Penfold (RFP)	Chairman
	Brian Deval (BD)	Board Member
	Ivan Horsfall-Turner (IHT) (Webex)	Board Member
	Carys Jones (CJ) (Webex)	Board Member
	Chris Lee (CL) (Webex 8.35pm)	Board Member
	Alan Lewis (AL)	Board Member
	Gary Shields (GS)	Board Member

Also in attendance (non-voting):

Eileen Adams (EA)	Vice-President
Jane Davies (JD)	President
Bryony Gibbs (BG)	Regional Office Manager

232 Apologies

Apologies had been received from:

Jim Boucher (JB)
John Davies (JKD)
William Long (WL)
Roger Prior (RGP)
Shelley Robinson (SR)
Darren Wilmshurst (DW)

233 Minutes of the Meeting held on 9th May 2017

The minutes of the meeting were approved as a true record.

234 Matters Arising

192 – Swim England Rebranding. Both the RCDOs & ROM now have both Swim England & Swim England South East branded kit.

218 – Matters Arising – RMB Shirts. It was agreed that RMB members buy white shirts or tell BD what size they would like and he will arrange these from Marks & Spencer. BG to email members about this.

Action: BG

219 - Para Swimming Records. JD had looked into the queries raised. S14 100m Freestyle should be included, and this has been updated. JD suggested that where 'no name' was included it should be changed to 'name withheld'. BD will adapt certificates, once names are received. Certificates have been updated with the new branding. The Para Swimming Records will now be published.

220 – Regional Strategy. JKD was unable to attend the meeting but had sent an email regarding this item. Following discussion, it was agreed that BD would look into getting 500 A5 copies of the strategy document printed, to be handed out at the Annual Council

Swim England South East
Regional Management Board Minutes
14th June 2017

Meeting.

Action: BD

225 – Membership Review Group. AL reported that a conference call had taken place since the last meeting. The figures show that one in seven Category 1 Members have been lost in a seven year period. AL put forward suggestions to the group about reducing the cost of this type of membership. The differences in the cost of Category 3 membership across the country were also highlighted with the County fee ranging from £0.00-£2.05 and Regional Fees ranging from £0.00-£6.50. It was noted that Hampshire & Surrey are the only counties in the South East that charge fees for Category 3 members.

226 – Affiliations & Resignations. Kent Weald Swim Squad are now affiliated. Jersey Water Polo are no longer suspended. Stowe School's affiliation with Swim England has been lapsed.

231 – AOB - National Swimming Officials' Group. The Swimming Group has not yet met. However, it is believed that there is interest in this role.

231 – AOB - Swimming Championships. There has been a Coaches' Forum meeting where this was discussed. A meeting has also taken place between the Coaches and Mike Lambert. It was noted that the Winter Championships will be long course this year. This will allow swimmers to get a good time for the Swim England LC Winter Champs, which is the last chance of qualification for the Commonwealth Games.

JKD had confirmed by email that Richard Garfield is the Chairman of the Coaches' Forum.

BD had analysed social media responses from the Summer Championships. The first weekend there were comments on seeding but for the most part comments about the championships were positive, there were 907 tweets using the SER hashtag. The majority of these were congratulatory comments, although there were some more general comments. #SER17 was also being used by the Spanish Medical conference for the second two weekends. For the Winter Championships, BD will check and advise in advance what the hashtag will be. BD has been testing some software that helps with this analysis.

Landscape Sheet

Item 2 – The asset list is ongoing and will continue to be updated.

Item 3 – The Finance Group was reminded about this item.

Item 4 – Item complete, to be removed from sheet.

Item 5 – Item complete, to be removed from sheet.

Item 6 – On agenda.

Item 7 – RFP will circulate current Job Description to EA & JB.

Item 8 – On agenda.

Item 9 – Item complete, to be removed from sheet.

Item 10 - Swim England have produced a matrix for advertising and stands at national events. BD will analysis the matrix and produce a report based on this. For example a full page advert in the Swimming Championships programme would be £225 at a National Level. There is often space within the programme that could be utilised for advertising. However, the space available is not known until entries are confirmed, which usually gives a limited turnaround time of around one week. It was suggested that once the entries are confirmed, all information should go to BD to put the programme together. The use of advertising in programmes should be consistent across all disciplines. BG to advise Discipline Managers that there are stock messages/adverts that we would like included.

Action: BG

It was suggested that, if the cost of production was covered by advertising space sold, the programmes could be given out free of charge. However, other disciplines may need to raise money from selling the programmes. Therefore, it was agreed that this should be discussed with all disciplines for their views, as the approach should be consistent.

235 Accounts 2016/17

The accounts' paperwork has now been passed to Charterhouse to be verified. At the meeting on 19th February, the Finance Group had predicted a surplus of £5k. Copies of the accounts prepared were circulated to the Board ahead of the meeting showing a surplus of £7,186 which is broadly in line with the earlier expectation.

This year is the first full year benefit of the increase in affiliation fees, generating an additional £36k. This was the most significant change. The disciplines' budgets were all supported. Swimming managed to achieve a £4k surplus with both expenses and income being over budget. Course subsidies are under budget by £10k. It was felt that this may be down to a lack of level 3 course, as well as some of the discipline Coaching courses not yet being ready. Clubs are also now only able to apply for teaching bursaries if they run a teaching programme and this is limited to two teaching bursaries per year.

Greater reserves will be required given that the Region now has 3 employees.

Charterhouse have indicated a three week turnaround on the accounts. There is one outstanding accrual that needs addressing. GS will produce the commentary and send to BD.

Action: GS

236 Annual Report

Papers were circulated to the Board ahead of the meeting. Some of the reports are still draft and require approval from the Discipline Managers. BD would like to include a 'Roll of Honour' within the report which includes all athletes that have been selected for international events. No report has been supplied for Synchronised Swimming yet, RFP to chase. More details are also required for Water Polo, BG will assist further with this. Chris Lee will also be supplying a report for the Youth Forum. The report will go to press on 19th July following final approval at the next RMB meeting. RMB members are to report any typing errors to BD.

Action: BD / RFP / BG / CL

237 ASA Aquatic Awards 2017

A panel is required to endorse nominations received. Shelley Robinson, Chris Lee and Brian Deval were appointed to this panel.

Action: BG

238 Incorporation

Jane Nickerson has offered to attend Regional meetings to discuss incorporation or any other topics. It was agreed that Jane will be invited to attend a future meeting.

Action: RFP

239 ASA's 150th Anniversary

WL had sent a note regarding this as he was unable to attend. The Southern Counties 150th Anniversary document is very long. This also includes counties that are not part of the South East (London, Essex & Hertfordshire) and excludes Oxfordshire & North Bucks. Following discussion it was decided to defer this to the July meeting when WL is expected to be present.

240 Regional Administration

RFP's report was circulated prior to the meeting.

1. The Board agreed that the Region's office be at the home of the Regional Office Manager.
2. A PO Box was investigated, but it was also suggested that a partner could be used. IHT will explore if Freedom Leisure may be able to assist with this. IHT will contact BG regarding volumes of post anticipated. Members acknowledged that it was preferable that the address is within the South East. A decision is required on this in order for headed paper to be produced for the ACM Mailout. The Board agreed in principle, should Freedom Leisure be able to facilitate. Concerns were also raised about the use of a mobile phone service as the office line and the costs to individuals: RFP & BG to look into any alternative options. It was also noted that if the Region did decide at any point to become incorporated that a registered address would be required.
3. It was agreed to hire storage facilities for essential hard copy records, at a cost of approximately £700 per annum. RFP will discuss with RGP the other paperwork that he is currently storing.
4. The position regarding office equipment and communications' facilities was noted.
5. The Board agreed in principle that an allowance be provided to the Regional Office Manager for providing an office for the Region. RFP will investigate this with partners. It was also noted that the as an employer the Region are responsible for Health and Safety including DSE.
6. Resilience arrangements are in place. The ROM and RCDO's have a shared space online allowing shared access to documents. This includes a process document on how certain tasks are performed.

Action: IHT / BG / RFP

241 Harold Fern & AH Turner Awards

Nominations are to be submitted from the Region to Swim England by 15th July. The same panel were appointed as the Aquatics Awards. Nominations will be agreed at the next meeting on the 13th July. There has been a lot of hits on this on Facebook. The deadline for the Region to receive nominations for consideration is Thursday 6th July 12pm.

Action: BG

242 Data Protection

WL will be doing a presentation on changes to Data Protection at the ACM. Consideration of the topic was deferred to the next meeting.

Action: BG

243 Incorporation Update

The briefing paper was noted. The Board had proposed, at the last meeting, a motion be submitted to the Annual Council Meeting which will enable the Region to react to the expected decision of the ASA Council regarding incorporation.

244 Benefits of Affiliation

BG produced a document listing benefits of affiliation for the Region. It was noted that the final bullet point needs changing to monthly newsletter. The document was endorsed by the Board.

Action: BG

245 Affiliations

The affiliation of University of Surrey was approved.

The affiliation of Bassett JSF Swimming Club and Southampton University were also approved, subject to no objections being raised by Hampshire County ASA at their next meeting in July.

Action: BG

246 Correspondence

Peter Shaw– Summer Championships. RGP & JD have been advised, as technical directors of the sessions of the Championships concerned. DW has been asked to take this to the Swimming Group. It was also felt that the dress code of officials should also be discussed by the Swimming Group.

There had also been a complaint received about the first weekend of the Championships. The Coaches and Mike Lambert had a meeting last weekend to discuss matters relating to the Swimming Championships. It is understood that issues from the first weekend related to a software issue. This raised the question of resilience, DW is to take this to the Swimming Group for further discussion.

Karen Williams – Swim21 has now changed to SwimMark.

247 ASA Sport Governing Board & Group Board Minutes

No meeting has taken place. RGP not present.

248 ASA Senior Leadership Update

The May Senior Leadership Update was noted. Since this update it was confirmed that Brian Havill has been formally appointed as CFO.

249 AOB

BD - Newsletter being well received. There are currently 277 people signed up to receive this. Databases being combined this month so should total over 400 this month. 87% click throughs, industry standard is 20%.

BD is editing the newsletter at the moment, this will be handed over to HM to take on from August.

JD – Expenses' Policy - should be reviewed again. There were issues with some of the claims from the [swimming] Championships, as mileage claims are reduced if only one session (or 2) is worked: this needs to be addressed. There were claims for additional nights stays from officials. About 50% of the officials claimed, leading to expenditure of £1900-£2300 per weekend. A copy of the policy should be given to all officials. EA provides a report to the swimming group for expenses, this information can also be pulled from Sage. It was agreed that this be reviewed by a panel, RFP, CL and EA. Will report to the September meeting. It would be possible to look at how much this would cost.

Action: RFP, CL & EA

The meeting was closed at 20.57.

AGENDA ITEM 3

MATTERS ARISING FROM RMB MEETINGS

Updated as at 16 June 2017

	SUMMARY OF AGREED ACTIONS	MIN REF	ACTION	COMMENTS
1	Governance Review Defer – matters arising. More information from Jane Nickerson. Reform the Governance Group to look at this and which areas the board should look at.	15.02.2015 Min 28	SR/DW/WL/RH	<i>Ongoing. SR to circulate new draft document.</i>
2	List of Assets BG to compile a list of assets for Trustees	13.10.2015 Min 140.3	BG	<i>Ongoing</i>
3	Reserves Policy Finance group to report back on “reserves” policy	21.03.16 Min 53.4	Finance Group	
4	Regional Administration Roger Penfold bring forward a longer term proposal for working arrangements to the next meeting.	20.03.17 Min 204	RFP	<i>Complete</i>
5	Regional Administration Jim Boucher, Eileen Adams and Roger Penfold to form a small group to define a Job Description.	20.03.17 Min 204	JB, EA, RFP	
6	Regional Administration John Davies, Gary Shields, Chris Lee and Mike Lambert to form a small group to address the question of resilience (how does the region cope with illness and holidays).	20.03.17 Min 204	JD, GS, CL, ML	<i>Complete</i>
7	Commercial Agreements It was agreed that the Region may wish to examine its position on commercial agreements going forward. It was decided that BD would put together criteria for such agreements for a future meeting.	09.05.17 Min 223	BD	
8	Swim England CEO Invite Jane Nickerson to be invited to attend a future meeting to discuss incorporation.	19.06.17 Min 238	RFP	
9	Expenses Policy Roger Penfold, Chris Lee and Eileen Adams to form a small group to review the current Expenses Policy and report back to the September meeting.	19.06.17 Min 249	RFP / CL / EA	

Updated 16/06/2017 BG

Accounts Report 2016/17

As many members will recall the 2015/2016 year saw us successfully invest monies into the various disciplines and into the development of athletes and coaches which is something that we have been endeavouring to do for many years. Against a budget deficit of £88,117 we achieved an actual deficit of £51,716. To remind you, we agree a Budget deficit every year but very rarely achieve that so we were pleased that we had finally achieved our objective and hoped that it might be a sign of things to come. Alas, as the Accounts presented reveal, despite agreeing a deficit budget for the year to 31st March 2016 of £74,848, we have seen a surplus of income over expenditure of **£7,186 (to be confirmed when Accounts approved)**.

There are of course a number of areas where there is a 'budget versus actual' variance but there are two that I want to make specific reference to:

1. Our total income generated in 2016/2017 was some £33k in excess of budget and nearly £50k higher than in 2015/2016. This to a large extent reflects the first full year of membership income since we announced the slight increase in July 2015. Needless to say we will not be announcing any further increase and they remain as follows:
 - a. Category 1 £4.00 per annum
 - b. Category 2 £5.00 per annum
 - c. Category 3 £0.00 per annum
2. The second and most worrying from a Board perspective relates to the underspend in the area of teacher and coaches bursaries where we have underspent the budget and indeed the last financial year by approximately £10,000. This does not represent a lack of appetite on behalf of the teachers and coaches at our member clubs and neither does it reflect a lack of appetite from the Board's perspective to support them; sadly it reflects a lack of supply of relevant courses from within the ASA/loS who are in the process of re-writing many of the courses they run. We naturally hope this will be resolved and redressed in the coming year.

The surplus that we have seen last year has increased the Region's reserves to £305,772 as at 31/03/2017. What that does provide is a greater contingency in the event of disaster. As the Chairman's report states, we now have financial commitment to both our own Office Manager as well as our two Regional Club Development Officers. That means that a degree of increased financial prudence is appropriate although the reserves are higher than strictly speaking necessary and we have therefore once again agreed a significant budget deficit for 2017/2018 of £76,164.

In terms of our membership, it remains challenging to obtain accurate data in

that regard but the table below is the latest information which may be of interest:

	Cat 1	Cat 2	Cat 3	Total
2017	15,401	13,060	7,175	35,636
2016	16,700	13,502	7,335	37,537
2015	16,393	12,235	6,681	35,309
2014	18,393	12,641	7,106	38,140
2013	16,844	11,602	6,529	34,975
2012	18,956	12,449	6,448	37,853
2011	17,409	11,277	6,103	34,789

Last year I said that we had expected that category 1 membership will decline, with the continued erosion of club learn-to-swim schemes because of local factors. As the table above reveals membership in this category has decreased by 1,299 since the same time last year.

At the end of the financial year, the Region's reserves consisted of cash of £304,164, current assets of the Region of £43,548 and £41,942 of current liabilities being monies that the Region owed to others. The principal components of the current assets include: £28,250 of monies due from the ASA in relation to affiliation fees; £8,250 of monies paid in advance of the 2016/7 financial year; and circa £7,050 of medals inventory. The principal components of the current liabilities include: £17,000 relating to the cost of the Regional Club Development Officers that has yet to be invoiced to the Region; £5,200 relating to the facility hire costs also not yet invoiced to the Region and accruals totalling £9,200 for Network Support, Disability Grants and Accounting fees.

As ever, we seek to continue and enhance such support as best as we are able whilst maintaining appropriate financial prudence.

G M Shields
Board Member Responsible for Finance

AFFILIATION FEES, 2018

PURPOSE OF REPORT

To enable the Board to set the affiliation fees for 2018.

PROPOSED ACTION

The Board is recommended to maintain the affiliation fees for 2018 as follows

Category 1 £4
Category 2 £5
Category 3 £nil,

subject to a minimum fee per club of £25.

SUPPORTING INFORMATION

- 1 The Board is reminded that affiliation fees are set for calendar years, rather than the Region's financial year, which runs from 1 April to 31 March.
- 2 In the light of the results for 2016/2017 and the current level of reserves being held it is recommended that we make no change to the membership affiliation fees for 2018.

Annual Report

2016-17

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President's Report

It has been a great honour and a privilege to serve as your President for 2016-2017 and although my term of office has several months to go I would like to thank everyone for making me so welcome as I have travelled around the Region. What a pleasure it is to present medals and trophies to our athletes who train so hard to achieve their goals.

The South East is the largest Region in England, not only in terms of membership and the most clubs, but also the distances athletes need to travel in order to compete. To date I have attended some of the County Swimming Championships in each of our constituent Counties and Regional Championship events in Diving, Swimming, Synchro and Water Polo. Open Water is yet to come.

Recently a colleague commented that "watching aquatic sports can be very boring" and a good way to combat this boredom is to volunteer. As a volunteer for more years than I care to mention that was the reason why I became involved with the sport.

The Region has a wealth of volunteers who support our athletes with many easily identified at competitions however every club is managed by volunteers as is your Regional Board.

I would like to pay tribute to the members of the Regional Board and the discipline managers who work tirelessly to provide our athletes with the best opportunities to achieve their true potential. Not every athlete can make the podium at an Olympic Games, however by providing the best environment and given the opportunity to develop to his or her potential an athlete can develop and may be an Olympian of the future.

I would encourage everyone to volunteer as every club needs individuals to help out in a variety of ways, many of them not onerous but invaluable, and who knows, your small contribution may help a future Olympic medallist.

Jane Davies

Chairman's Report

This report covers the third year of my period as Chairman of the Regional Management Board. As always, it has been an interesting year...

I would like to start by paying tribute to Ray Hedger, who was Vice-Chairman until he retired from the Board at the Annual Council Meeting (ACM) last year. I was most grateful to Ray for "looking after the shop" for the first quarter of the year, whilst I was recovering from my accident: it was good to know that the Board was in such capable hands. As I say, Ray decided to stand down as a Board member in 2016. He was our first representative on the ASA Board, past President of the Region and was President of the Amateur Swimming Association (ASA) in 2014/15, the first such president from this region. You will, of course, appreciate that Ray's active role in the sport goes back decades, well into the era of the former Southern Counties ASA, where, for instance, he served on the Management Committee. The Board misses his wise counsel, generated by his years of experience.

As you know, four members of the Board retire by rotation, at each ACM. Jim Boucher, Alan Lewis and Roger Prior put themselves forward, and were re-elected. Carys Jones (Dorking SC) was elected.

The Board was delighted to welcome Carys, as it went some way to redressing the gender imbalance – there are now 2 women on the Board! Seriously, though, given the gender balance in the sport, we need more women to put themselves forward to help the strategic management of the sport: Jane Nickerson is, unless I am very much mistaken, the first female chief executive of our governing body.

One of the issues coming from my appraisal by my peers on the Board was that the Region needed a refreshed strategy. Thanks to the work of John Davies, who succeeded Ray as Vice-Chairman, we have a new strategy, which we have sought to dovetail into the strategy developed by the national governing body ("Towards a nation swimming"), where your Region has the capability to influence outcomes. Brian DeVal has been key in shaping the presentation of the strategy, which will help direct the Board, and the work of disciplines, over the coming years.

The new strategy is a key element in the desire of the Board, on behalf of the Region, to interact more with our 215 affiliated clubs and their 37,023 members. Our new web presence has gone from strength to strength over the past year, thanks to the work of Brain and his associates, and we have entered the burgeoning world of social media, although, if I am honest, I doubt that many of the Board members are aficionados of Twitter or Facebook!

On a sadder note, the Board and I are disappointed that accounts again show a surplus for the year in question, despite the best intentions of the disciplines etc. Gary Shields, the Board Member responsible for Finance, provides more information about this elsewhere in the report.

I see that I mentioned last year that there had been some minor shuffling of the staff pack at the ASA in 2015/16. 2016/17 proved to be a year of much greater change! In order to trim its costs, in the face of anticipated reductions in Sport England funding, the ASA decided to sweep away all the posts it deployed in the regions, except for its club development officers. At a stroke, therefore, on 31 March 2017, the posts of divisional leads, divisional office managers and Area Swim Managers (previously aquatic officers) were terminated.

As you will appreciate, our administrative support, hitherto provided by the ASA, latterly via the divisional office in Somerset, was to be wiped out. The Board decided that it would be difficult, if not impossible, in this day and age, to replicate the services provided by Bryony Gibbs, the Divisional Office Manager, with volunteers. Accordingly, we were pleased to be able to offer Bryony the opportunity to come and work for us direct, as Regional Office Manager, with effect from 1 April. I am delighted that Bryony accepted the offer! I must here pay tribute to the unfailing support she provided to the Region over the year and I look forward to working collaboratively with her, going forward.

We are, I think, blessed with particularly committed and enthusiastic staff. Kristie Jarrett and Helen Mack go from strength to strength as our Regional Club Development Officers, working closely with Rosa Gallop, Swim England's Club Development Officer for this neck of the woods. And we are most grateful to Freedom Leisure for continuing to host them.

Another major change nationally was the decision of the ASA to rebrand itself. This seems mostly to have been driven by a desire not to be confused, in the outside world, with the Advertising Standards' Agency.

Although formally still the Amateur Swimming Association, the ngb now has a "Ronseal" title – Swim England, and a new brand image.

The ASA hoped that the regions would embrace this change, and I am proud to say that the Region was the first to convert. So, for "trading" purpose we are now Swim England South East, albeit with a logo that, in monotone, might be confused with one of the prevalent energy suppliers in the Region!

Finally, in this round up of national matters, the ASA has been exploring incorporation – becoming a limited company – and a proposal to that effect will be presented to the national ACM in October this year. The ASA has taken time and effort to spread the message through the regions, and I now think it would be surprising if Council rejected the proposal. In due course, the Board might well be coming to the membership with a similar proposal for the Region.

In conclusion, I should like to thank, both personally, and on your behalf, the members of the Board – all volunteers – who, beside attendance at Board meetings, contribute in so many other ways to the success of the sport in the Region. Each member has a role in liaison with a discipline, serving on a Board sub-committee, supporting the vital work of the Development Group, or fronting the Youth Panel.

I must also pay tribute to the unstinting work of our Presidents in the year – Mike Lambert to September 2016 and Jane Davies since. You will know them to be indefatigable stalwarts of the various disciples of our sport and of the Region

***Roger Penfold
Chairman***

Finance

As many members will recall the 2015/2016 year saw us successfully invest monies into the various disciplines and into the development of athletes and coaches which is something that we have been endeavouring to do for many years. Against a budget deficit of £88,117 we achieved an actual deficit of £51,716. To remind you, we agree a Budget deficit every year but very rarely achieve that so we were pleased that we had finally achieved our objective and hoped that it might be a sign of things to come. Alas, as the Accounts presented reveal, despite agreeing a deficit budget for the year to 31st March 2016 of £74,848, we have seen a surplus of income over expenditure of £7,186 (to be confirmed when Accounts approved).

There are of course a number of areas where there is a 'budget versus actual' variance but there are two that I want to make specific reference to:

1. Our total income generated in 2016/2017 was some £33k in excess of budget and nearly £50k higher than in 2015/2016. This to a large extent reflects the first full year of membership income since we announced the slight increase in July 2015. Needless to say we will not be announcing any further increase and they remain as follows:
 - a. Category 1 £4.00 per annum
 - b. Category 2 £5.00 per annum
 - c. Category 3 £0.00 per annum
2. The second and most worrying from a Board perspective relates to the underspend in the area of teacher and coaches bursaries where we have underspent the budget and indeed the last financial year by approximately £10,000. This does not represent a lack of appetite on behalf of the teachers and coaches at our member clubs and neither does it reflect a lack of appetite from the Board's perspective to support them; sadly it reflects a lack of supply of relevant courses from within the ASA/loS who are in the process of re-writing many of the courses they run. We naturally hope this will be resolved and redressed in the coming year.

The surplus that we have seen last year has increased the Region's reserves to £305,772 as at 31/03/2017. What that does provide is a greater contingency in the event of disaster. As the Chairman's report states, we now have financial commitment to both our own Office Manager as well

as our two Regional Club Development Officers. That means that a degree of increased financial prudence is appropriate although the reserves are higher than strictly speaking necessary and we have therefore once again agreed a significant budget deficit for 2017/2018 of £76,164.

In terms of our membership, it remains challenging to obtain accurate data in that regard but the table below is the latest information which may be of interest:

	Cat 1	Cat 2	Cat 3	Total
2017	15,401	13,060	7,175	35,636
2016	16,700	13,502	7,335	37,537
2015	16,393	12,235	6,681	35,309
2014	18,393	12,641	7,106	38,140
2013	16,844	11,602	6,529	34,975
2012	18,956	12,449	6,448	37,853
2011	17,409	11,277	6,103	34,789

It is worth pointing out that, going forward, it is widely expected that category 1 membership will decline, with the continued erosion of club learn-to-swim schemes because of local factors.

Last year I said that we had expected that category 1 membership will decline, with the continued erosion of club learn-to-swim schemes because of local factors. As the table above reveals membership in this category has decreased by 1,299 since the same time last year.

At the end of the financial year, the Region's reserves consisted of cash of £304,164, current assets of the Region of £43,548 and £41,942 of current liabilities being monies that the Region owed to others. The principal components of the current assets include: £28,250 of monies due from the ASA in relation to affiliation fees; £8,250 of monies paid in advance of the 2016/7 financial year; and circa £7,050 of medals inventory. The principal components of the current liabilities include: £17,000 relating to the cost of the Regional Club Development Officers that has yet to be invoiced to the Region; £5,200 relating to the facility hire costs also not yet invoiced to the Region and accruals totalling £9,200 for Network Support, Disability Grants and Accounting fees.

As ever, we seek to continue and enhance such support as best as we are able whilst maintaining appropriate financial prudence. Region in the form of the bursaries that we award.

Gary Shields
Board Member Responsible for Finance

STATEMENT OF RESPONSIBILITIES OF THE REGIONAL MANAGEMENT BOARD FOR THE FINANCIAL STATEMENTS

Current accounting practice requires the Regional Management Board to prepare financial statements for each financial year which give a true and fair view of the Region's state of affairs at the end of the year and of its income and expenditure for that period. In preparing those financial statements the Regional Management Board is required to:-

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is not possible to assume that the Region will continue in business.

The Regional Management Board is responsible for preparing financial statements which disclose, with reasonable accuracy at the end of the financial year, the financial position of the Region. It is responsible for maintaining a satisfactory system of control over the Region's financial affairs, its cash holdings and its receipts and remittances. It must take adequate precautions to guard against falsification and facilitate its discovery.

FINANCE

**CHARTERED ACCOUNTANTS' REPORT
TO THE MEMBERS OF ASA SOUTH EAST REGION**

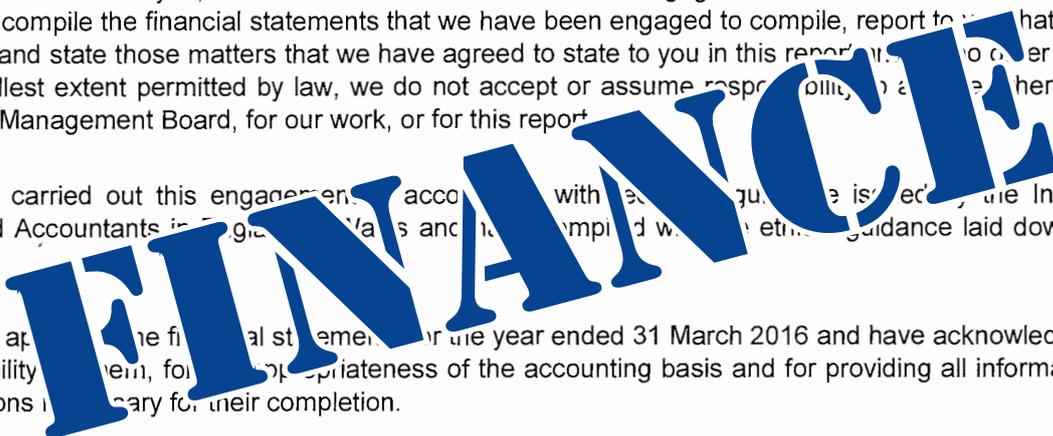
In accordance with our terms of engagement we have compiled the financial statements of ASA South East Region for the year ended 31 March 2016 which comprise the Income and Expenditure Account, Balance Sheet and the related notes from the accounting records and information and explanations you have given to us.

The financial statements have been compiled on the accounting basis set out in note 1 to the financial statements. The financial statements are not intended to achieve full compliance with the provisions of UK Generally Accepted Accounting Principles.

This report is made to you, in accordance with the terms of our engagement. Our work is undertaken so that we might compile the financial statements that we have been engaged to compile, report to you that we have done so, and state those matters that we have agreed to state to you in this report. We do not do so for any other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Regional Management Board, for our work, or for this report.

We have carried out this engagement in accordance with the standards with which we are registered by the Institute of Chartered Accountants in England and Wales and have compiled the financial statements in accordance with the guidance laid down by the Institute.

You have approved the financial statements for the year ended 31 March 2016 and have acknowledged your responsibility for them, for the appropriateness of the accounting basis and for providing all information and explanations necessary for their completion.



Charterhouse (Accountants) Ltd
Chartered Accountants

Date: *27th July 2017*

.....
Charterhouse (Accountants) Limited
Chartered Accountants

Clarendon House
20 - 22 Aylesbury End
Beaconsfield
Buckinghamshire
HP9 1LW

INCOME AND EXPENDITURE ACCOUNT

For the year ended 31 March 2016

	2016		2015	
	£	£	£	£
Income				
Affiliation fees	114,877		109,497	
Licensed meet fees	35,057		31,639	
Bank interest (net)	133		132	
Sponsorship	5,000		5,000	
Miscellaneous income	30		156	
		155,097		146,424
Expenditure				
Cost of Democracy				
Regional council meeting	2,332		1,879	
ASA council	1,161		1,282	
Regional management board	5,698		4,800	
President's expenses	224		812	
Welfare officer's expenses	15		147	
Finance group costs	120		94	
Accountancy fees	1,560			
Miscellaneous	-			
Bank charges	-			
		11,100		11,277
Disciplines				
Disciplines	4,700		9,553	
Welfare (net)	3,297		7,918	
Travel (net)	(519)		234	
Swimming (net)	1,011		916	
Specialised swimming (net)	1,481		(3,387)	
Water polo (net)	13,626		10,993	
Medals	13,888		3,120	
	2,000		2,189	
		51,884		31,536
Development plan				
Development group costs	705		954	
Course subsidies	45,337		36,800	
Swim21	6,515		3,973	
Volunteer training	18,807		8,153	
Long distance meets	-		2,114	
Athlete support	4,171		5,269	
Youth Forum	39		-	
		75,574		57,263
Staffing				
Regional Club Development Officers	62,864		39,268	
Central establishment costs	4,637		1,913	
		67,501		41,181
		206,813		141,252
(Deficit)/Surplus for the year		<u>(51,716)</u>		<u>5,172</u>

BALANCE SHEET

As at 31 March 2016

	Notes	2016		2015	
		£	£	£	£
CURRENT ASSETS					
Debtors	2	49,321		49,714	
Cash at bank	3	<u>287,898</u>		<u>331,605</u>	
			337,219		381,319
Less: CURRENT LIABILITIES					
Creditors	4	<u>41,488</u>		<u>33,872</u>	
			41,488		33,872
TOTAL ASSETS LESS CURRENT LIABILITIES		£	<u><u>295,731</u></u>		<u><u>347,447</u></u>
Accumulated surplus			5,731		347,447
		£	<u><u>295,731</u></u>	£	<u><u>347,447</u></u>

FINANCE

Approved by the Regional Management Board on the *9th July 2016* and signed on its behalf by:-

Roger Penfold

.....
Roger Penfold (Chairman)

Gary Shields

.....
Gary Shields (Board Member responsible for Finance)

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2016

1 ACCOUNTING POLICIES

The financial statements have been prepared under the historical cost convention.

2 DEBTORS

	2016	2015
	<u>£</u>	<u>£</u>
Prepayments and accrued income	49,321	49,714
	<u>49,321</u>	<u>49,318</u>

3 CASH AT BANK

Included within the balance at the balance sheet date is £37,000 (2015: £37,000) which represents monies received from the Amateur Swimming Association specifically to support the Disability Swimming discipline. As such, these monies remain restricted for this use and are not released by the Amateur Swimming Association for general purposes.

4 CREDITORS

	2016	2015
	<u>£</u>	<u>£</u>
Trade creditors	254	759
Accruals and deferred income	41,234	33,113
	<u>41,488</u>	<u>33,872</u>

5 ACCUMULATED SURPLUS

	2016	2015
	<u>£</u>	<u>£</u>
	General Fund	General Fund
Balance at 1 April 2015	347,447	342,275
(Deficit)/surplus for the year	(51,716)	5,172
Balance at 31 March 2016	<u>295,731</u>	<u>347,447</u>

6 RELATED PARTY TRANSACTIONS

The Region is controlled by the Regional Management Board on behalf of the members.

ASA Divisional Lead – South

My report brings to a close another 12 months as ASA Divisional Lead for the South. It has been an exciting and often challenging 12 months but I have enjoyed every moment. I would like to take this opportunity to thank Tim Hutton, Julie Bunn, Beth Morse, Bethan Laker, Rosa Gallop, Kristie Jarrett, Helen Mack, Bryony Gibbs, Chris Vickery, Roger Penfold and all the members of the Regional Management Board for all their hard work and support over the past 12 months.

The Area Swim Managers continued to grow the sphere of influence within the Industry across the South East Region by continuing to work around the key objectives of ensuring everyone has the opportunity to learn to swim and to increasing participation in the 14+ market.

The Club Development Officers continue to support the Beacon Programme, Networks (and associated clubs), grow the number of clubs achieving swim21 and support the ongoing development of teachers and coaches across the South East Region.

In the summer of 2016 the ASA entered into an exciting new partnership with Disney to support the launch of the film Finding Dory. The partnership saw the ASA work with our partners to deliver “Finding Dory” inspired family fun sessions and saw over 70,000 participants over the 6 weeks of the National Campaign.

In late 2016 the ASA released its revised Adult Learn to Swim Framework with a view to engaging more adults to take up swimming and improve their swimming ability. Various roadshows and workshops were put in place to showcase the new framework and give operators and swimming teachers the opportunity to take a look and ask questions on the new framework.

As a result of the latest round of Sport England funding we have moved from a local delivery organisation to one with a more strategic focus that brings together new networks of health, charity and physical activity partners to support our vision of a nation swimming.

To support this, from April 2017 we have replaced

the local delivery teams and Area Swim Managers with a Strategic Partnerships Team of nine. The team’s remit will be to grow and support these networks across the country and will sit alongside our Health and Wellbeing Team.

We will continue to work directly with Swim England Learn to Swim Providers, including Swim Schools and multi-site partners, to support the delivery of high quality swimming programmes. This will be supported by four Learn to Swim Managers.

Our commitment to providing facility support remains, and we have recruited four Workforce Development Managers into the Institute of Swimming to support the development of the workforce.

We believe this new approach will have a positive impact on swimming in this country. We remain committed to ensuring every child and adult learns how to swim and is able to enjoy swimming in the best facilities. We look forward to working together to achieve this.

The Team continues to work closely with the South East Region.

***Alan Green
Divisional Lead for the South***

Development

Our region is the largest in England with more Members, more Swim21 Clubs and more Networks than any other. To support these individuals and groups we provide a range of development opportunities across all disciplines as well as employing dedicated staff to help run the programme.

All the training programmes delivered by the Region are overseen by the Development Group, the Coaches’ Forum and the Discipline Groups. In this way we are able to ensure that programmes are developed and targeted to have the most benefit for our athletes, volunteers and clubs.

We have made significant progress over the past year against our agreed Development Plans for 2014 – 2017. Key to this success has been our team of Development Officers; Helen Mack, Kristie Jarrett and Rosa Gallop, with the Development Group providing oversight, management, co-ordination, and review. Bryony Gibbs also provides support for all the development activities that involve funding.

Our staff provide links into Counties through attendance at County Meetings and County Development Days.

Workforce development

The Region supports the development of Teachers, Coaches, Team Managers and other Volunteers to provide an active and safe environment in which our athletes can flourish.

During the year we provided bursaries to 86 teachers and coaches from 48 clubs. On-going problems with suitable course content and delivery at the ASA and IoS, has meant there have been few places available for level 3 (Senior Coach) candidates.

During the year the Region organised and supported coach's workshops and conferences at Strood, Caversham, Crawley, Leatherhead and Wycombe.

The Coaches Forum continues to provide discussion and advice to the Region. Its composition and Terms of Reference have been formalised and provide for a wider range of representation of coaches across the region.

The annual Team Manager forum took place in September. The attendance at this event has grown over the last three years with 20 in attendance this time.

The group received a presentation on managing social media, information for team managers on making a protest and experiences of taking the regional team abroad.

The Region delivered the young volunteer programme from September 2016-March 2017.

The aim of the programme is to increase

the number of trained young people and to improve accessibility to formal and informal training opportunities. Sixty-three young people participated in the programme which involved:

- Two Development Days.
- 10 hours volunteering within their own club environment.
- Volunteering at an aquatic event over the coming 12 months.

Training provided during the programme included:

- ASA Young Aquatic Helper Certificate
- ASA Timekeepers Course (or discipline specific officiating qualification)
- St. Johns Emergency First Aid
- Sports Coach UK – Safeguarding for Young Volunteers
- ASA Team Manager Training.

Training of officials is carried out in Counties through training sessions, pool-side experience, mentoring and assessment. Changes are planned to improve communication between the ASA, Region, County Organisers and Course Leaders.

Athlete development

During September we hosted England Pathway camps at Wycombe Abbey School and ACS International School in Cobham. These are annual camps focussing on talented 11 and 12 year olds from across the region. In all 144 athletes were selected based on the rankings in Olympic events from 1st January – 31st March 2016.

A team of four head coaches was appointed and 25 additional coaches attended as lane coaches. Four team managers were involved over the two weekends.

Overseas Camp

A team of 22 senior swimmers, selected on the basis of performances at the Regional Winter Championships, travelled to the French Federation golden tour leg in Nice in February.

The trip provided our most talented athletes with the opportunity to compete in an offshore competition and experience the different challenges that are involved. It also provides opportunities for Coaches and Team Managers to extend their experience by working with different swimmers.



The Nice Squad

Name	Club	Name	Club
James Baxter	Wycombe District	Rosanna Arnold	Thanet
Samuel Crabtree	Thanet	Hazel Ferguson	Woking SC
Tom Dean	Maidenhead Marlins	Annabel Guy-Johnson	RTW Monson
James Eddy	Wycombe District	Maisie MacCartney	Thanet
William Martin	Maxwell	Caitlin McKay	Wycombe District
James McFazden	Wycombe District	Anna Maine	Woking SC
David Murphy	City of Oxford	Kate Mills	City of Oxford
Max Murphy	City of Milton Keynes	Emily Nisbet	City of Oxford
Dominic Polling	Brighton SC	Millicent Routledge	Bracknell and Wokingham
Alexander Smith	Woking SC	Kelly Small	Portsmouth Northsea
Joel Thompson	Shiverers	Emily Wood	City of Oxford

The team were supported by Team Leader Jo Ulyett (City of Milton Keynes) with Terry Norris (Chalfont Otters) as team manager, Kevin Brooks (Wycombe District) Lead Coach and Kyle Frantzeskou (City of Oxford) Coach.

Club development

The Region has continued working with clubs to achieve SwimMark accreditation. (the new name for Swim21), ensuring that the clubs are well-run. There are now over 100 SwimMark clubs in our Region with 10 new clubs achieving SwimMark

Essential accreditation. This is the highest number in any Region and over twice the number of some Regions.

We have continued good progress in establishing networks of clubs so that our athletes and coaches can benefit from different training opportunities and learn from each other. Networks are accredited in a similar way to clubs and achieve SwimMark Network status.

We have 18 SwimMark Networks, many more than any other Region.

Swimming (11)

SSK (Sussex, Surrey and Kent), Swim Milton Keynes, Oxfordshire, Medway, Vale, Thames Valley, Chiltern, Four Counties, Solent, East Invicta Excel, Surrey Network.

Diving (1)

ACE Diving Southampton

Water polo (3)

Hampshire, Sussex, Kent

Synchro (3)

Berkshire and Oxfordshire , Rushmoor Beacon Network and Kent Sunchro Network.

John Davies
Development Group



The South East Regional Youth Forum exists to support the involvement of young people in aquatic disciplines. The Youth Forum is set up to develop new ideas and discuss current youth issues in aquatics. The forum works for positive changes affecting young people in the sport and in clubs, counties and the region.

The Forum has completed its first two-year term and the region is grateful for the input given by the inaugural members who were Meghan Hunt, David Brazil, Issy Baxter, Gemma Lee-Ross, Rachel Leggett, Tom Baxter and Luke Thomas. The Youth Forum is now recruiting for the next

period and has been involved in implementing volunteering awards as approved by the Regional Board in line with National work that has been ongoing, to promote young volunteering opportunities and to advise the Regional Board where required.

We would like to invite athletes, coaches or officials aged between 16-25 who believe they could make a positive contribution to how the Region engages young people to join the Youth Forum. Application forms can be found on the Regional website on the 'workforce' pages.

Chris Lee
Regional Youth Forum Lead

Diving

It was a very good year for diving with well supported development work, excellent competition and strong performances.

The regional Diving Talent Camps were extremely successful during the year laying the foundations for future years.

Delivering skills with distinction -motivational talk from Peter Waterfield.	April	21 divers
Working on new dive skills – motivational video and adhering your own standards of excellence talk.	May	26 divers
Preparing for club Internationals – review of current season and looking to the future.	June	24 divers
Back to training – what we learned from the Olympics.	Aug	22 divers
Preparing for the new Season and Talent Games – pre-competition and competition behaviour checklist.	Sept	24 divers
Preparing for forthcoming events – Pilates for the divers and a coach workshop from CJ Lee for the coaches.	Oct	23 divers
Preparing new skills and consolidating basic skills.	Nov	25 divers

A physiotherapist was in attendance at all of the camps working with us to ensure that prehab and rehab was carried out effectively and providing critique our work. A qualified strength and conditioning coach has also been present.

Alongside each camp we held coaches meetings to review and develop the delivery of the camps. All coaches from all programmes have had the opportunity to be involved in this.

Regional qualifying L2 and L3 competitions were run successfully.

Level 2 (Skills) Competition

There were 164 divers from 3 Regions (South East, London and East) competing, of these 107 divers came from the South East. The breakdown by Gender/Age below:

Age (yrs)	Girls	Boys
8/9	10	2
10/11	11	11
12/13	27	26
14 – 16	13	9

Level 3 (Age Group) Competition

Three regions were represented; South East, London and East, with 92 divers taking part, each diver performing on 1m, 3m and platform, or a combination of these. The South East had 48 divers competing as shown in the table below.

Age (yrs)	Girls	Boys
10/11	7	15
12/13	21	18
14/15	25	19
16 – 18	8	12

In the Regional L3 (Age group) competition 67% of the South East divers made the National Recommended Qualifying Standard.

The Swim21 network in the region includes Southampton Diving Academy (SDA), Albatross (Reading) Star (Guildford) Amersham, Highworth Phoenix, Tunbridge Wells, Wessex, Crawley and West Wilts.

Through Regional talent camps we have been able to offer training for Team Managers, Judging, Recorders, 'Rig' CPD, 'Hands-on somersault' CPD, 'Fixed and open mindset' workshop, 'The talent pathway' workshop, 'Talent Games' workshop, 'Twisting' workshop and a Motivational workshop.

One of the main challenges for diving in the region is going to be finding new volunteers to take the sport forward. Following the resignation of the diving manager in May the group no longer has a manager. As a temporary measure Frank Clewlow/ Emma West have stepped but neither are able to make a long term commitment to the role.



Divers from across the region have made a significant impact on the international and national stage

Chris Mears	Southampton Diving Academy	Selected for GBR Podium programme
Cameron Gammage	Southampton Diving Academy	Selected for Scottish Squad
Emily Martin	Southampton Diving Academy	Selected for English squad
Freya Kelly	Star Diving	Selected for English Talent Programme
Gary Hunt	Southampton Diving Academy	Competing in the World Cliff diving series
Leon Baker	Southampton Diving Academy	Selected for English Talent Programme
Milly Batten	Southampton Diving Academy	Selected for English Talent Programme
Milo French	Southampton Diving Academy	Selected for English Talent Programme
Patrick Hanlon	Star Diving	Selected for English Talent Programme
Robbie Lee	Southampton Diving Academy	Selected for English Talent Programme
Wilf Johnson	Star Diving	Selected for English Talent Programme

Frank Clewlow
Diving Manager

Masters

Masters Development Day

Our Masters Development Day in April at the Sevenoaks Leisure Centre was organised by Glen Isaacs, the Kent County Masters representative. There were only positive comments from the 20 athletes who took part. The day included a presentation by Karen Howell, Chartered Sports Psychologist, on the psychology of training and competing, supervised warm up exercises with Jose Suarez and a pool session overseen by Steve Bratt and Geoff Stokes.

Masters Short Course Competition at the Spectrum, Guildford

Once again entries had to close early as the sessions filled up – 130 men and 121 women as well as 19 relay teams. We again experienced problems recruiting officials but persistent efforts found sufficient to make the meet a success.

Masters Long Course Competition at K2, Crawley

Once again the entries for this event broke all records with 479 total comprising 248 men and 231 women, 40 relay teams were also entered. With the usual chasing around sufficient officials

were recruited for the meet to run and this it did with no major hiccups although 5 days before the meet the mechanism for the adjustable floor in the deep end of the pool broke and it looked as if the meet would have to be a short course one. Our thanks to the K2 management for ensuring that the situation was managed and the event was able to progress as planned. The feedback from the swimmers after the meet was very positive.

Again the sessions had to close nearly a month early due to the large number of entries received. After the ASA National Masters at Sheffield and the British Masters this meet is believed to be the largest Masters event Britain.

Across the programme we saw 11 new British records and 4 European records set.

ASA National Masters & Senior Inter County Championships – SER competition

Oxford and North Bucks hosted the 2016 event at The Leys Pool, Oxford in November. Six counties took part in the SER competition. It was disappointing that Sussex, who had previously won this event on several occasions, were unable to field a team.



Photo: Swim England / Georgie Kerr

The results were:

1st Hampshire	322 points
2nd Middlesex	300.5 points
3rd Berks & S Bucks	216 points
4th Kent	201.5 points
5th Surrey	200.5 points
6th Oxford & N Bucks	188.5 points

For the first time in their history Hampshire won the National Inter-County Masters competition in which 28 counties participated. SER results as follows.

1st Hampshire	1524 points
4th Middlesex	1444 points
9th Berks & S Bucks	1081 points
14th Kent	995 points
15th Oxford & N Bucks	948 points
17th Surrey	897 points

County Masters Events

With the exception of Oxford & N Bucks all the SER counties held county Masters championships during the year.

The SER Masters Group was pleased to welcome Glen Isaacs as the new Kent representative replacing Shelley Robinson. Shelley undertook to attend meetings until Glen became fully conversant with the role. We were also pleased to welcome William Long as the representative for Sussex. Karen Marchant continues to seek her replacement as Hampshire representative.

As Discipline Manager I am seeking help to run the Short Course and Long Course SER Masters competitions as I have run 22 of these competitions to date and need others to take on these tasks. Jim Boucher has agreed to take the lead on the Short Course Masters with my help in managing the entries. We need a similar undertaking for the next Long Course Masters in January.

Finding willing and capable volunteers to undertake responsibilities for Masters matters in the SER continues to be a problem.

I will repeat the statement made in last year's report as the situation hasn't changed significantly.

"Although the SER Masters appears to be going from strength to strength, in fact, the situation is very fragile in that most of the organization effort is from just a few people. Should they disappear the situation would look quite different."

A significant number of Masters took the opportunity to enter the European Masters Championships held in the Olympic Pool at Stratford in May. Precise numbers from the region are difficult to obtain but the results show that SER Masters featured strongly in the final medals tally.

Geoff Stokes
Masters Manager

Open Water

Our Championships at Westhampnett Lake near Chichester were again very well supported with over 160 entries. This figure was slightly lower than it might have been because some pre-qualifiers for the National Championships chose not to enter. In all 42 swimmers from the Region could have used this event to qualify for the National Championships.

It is good to note that more younger pool swimmers are coming outside and taking part with a surge of interest among 12-16 aged swimmers.

There was a significant increase in Championships costs due to new Health and Safety requirements at the venue. Some updating of equipment is required and we hope to produce event programmes for 2017.

At the National Championships South East swimmers performed well and achieved 2 Gold, 3 Silver and 2 Bronze medals. The Series continues and unfortunately, our sea swim 5km event in Eastbourne had to be called off because poor weather.

We have qualified 2 new O/W Level 2 officials with 1 under training and hopefully will have 2 Referee candidates for 2017.

The use of wetsuits in Open Water was introduced from the 2017 session and is causing some concerns and controversy. For clarity, clubs wishing to hold events under ASA insurance will have to follow the new regulations but are at liberty to have non wetsuit classes where the wearing of wetsuits is optional.

Keith Barber
Open Water Manager



Swimming

The good news is that we finally have a new 50m pool in the North of the region. However, we face some challenges in its use including working around the restrictions on electrical equipment on the pool deck, limiting access to the deck to people without accreditation either as an official or competitor and limited lockers.

Despite the opening of the new pool in Wycombe, we continue to struggle with facilities in the region.

The best facility for competition remains K2 in Crawley, but only a limited number of bookings are accepted and there is no warm-down pool. There are long term plans to replace the starting blocks and to install backstroke ledges, but no committed dates.

Mountbatten in Portsmouth is in poor condition and responsibility for maintenance has just transferred from Parkwood Leisure to Portsmouth City Council.

Surrey Sports Park is not suitable for Regional Championships because of restricted space around poolside. In reality, we have very little choice of pools we use for our championships.

The Swimming Competition Group meet by videoconference about once every two months. The primary focus of these meetings is the planning and execution of the region's Swimming Championships.

This Group oversees the operation of the Region Licensing Panel that checks applications for meet licenses and scrutinises the reports produced by the referee and promoter. Rather than being officious, the group aims to act as mentors to help clubs improve the events they organise.

The Swimming Competitions Group also works closely with the Coaches Forum in the planning of championships. Forum members have pressed for the provision of back-stroke ledges, because our swimmers aiming for National competition are at a disadvantage compared to swimmers who do have access to pools equipped with them. We are working with operators to encourage their introduction.

Our championships held in the year were:

- 15/Over Championships, Mountbatten Centre, Portsmouth
- 14/Under Championships, K2 Crawley
- Winter Championships, Mountbatten Centre, Portsmouth

All events went smoothly. The qualifying standards resulted in the appropriate number of swimmers. Timings were tight, but all events were completed in accordance with the constraints applying to all licensed meets.

We constantly try to improve the competitions that we run. During the year we made a number of innovations including:

- Successfully introducing separate session for finals – this was requested by coaches.
- Improving the presentation of finals and the awards ceremonies so that our swimmers success are really celebrated.
- Changing the way that clubs pay for entries to simplify the process and reduce paperwork.

All our competitions provide excellent opportunities for officials in training to experience high quality competitions and receive mentoring opportunities and this has been partially successful. However our attempts to recruit young volunteers has so far not been as successful as we had hoped.

We continue to struggle to get sufficient non-technical volunteers for our competitions and people don't seem to take their commitment to help seriously. On more than one occasion the people who agreed to man the door to the spectator gallery just did not turn up. It is very difficult to run the range of competitions we do with so few volunteers willing to take on some of the essential roles.

We have had some success in recruiting new non-technical volunteers into specific areas and have a pool of people able to run our in a number of areas Meet Management system and have also a team able to take on the important role of announcers.

We will continue to try to operate with volunteers, but the time may come when we need to pay people to do some of these jobs.

Swimmers from across the Region have been selected for national and GB teams

Alicia Wilson	Guildford City	Represented England in Italy in May.
Andrew Willis	Bracknell and Wokingham	Continued his long international career getting the silver medal at the World Short Course Championships in Canada and representing GB at the Olympic Games in Rio.
Annabel Guye-Johnson	RTW Monson	Selected for the ASA England Programmes Swimming Team in Marseille in March.
Charlotte Wynne-Jones	RTW Monson	Represented England at a Junior Meet in Italy
Callum Smart	City of Oxford	Represented England in Italy in May winning 3 medals in the Breaststroke and Medley team and selected for the ASA England Programmes Swimming Team in Marseille in March.
Connor Bryan	City of Oxford	Represented Wales in an international in Ireland.
Emilia Sansome	Wycombe and District	Selected to represent GBR in the European Junior Open Water Swimming Championships and selected for the ASA England Programmes Swimming Team in Marseille in March
James Mcfadzen	Wycombe and District	Selected for the ASA England Programmes Swimming Team in Marseille in March.
David Murphy	City of Oxford	Represented England in Italy in winning 4 medals in the Breaststroke events and Medley relay. He then went on to represent GBR at the European Junior Championships in Hungary winning two bronze medals in the 100 Breaststroke and mixed Medley Team. In December he represented GBR in Canada winning Gold in the 100 breaststrokes.
Isabella Fakkell	Guildford City	Represented England in Italy in May.
Jamie O'Connor	Thanet	Selected to represent GBR in the European Junior Swimming Championships and England in the Energy Standard Cup 2016.
Joel Thomson	Shiverers	Selected for the ASA England Programmes Swimming Team in Marseille in March
Natasha Fenton	City of Oxford	Represented England in Italy in May.
Nathan McCleave	Dorking	Selected for the ASA England Programmes Swimming Team in Marseille in March.
Maisie Macartney	Thanet	Selected to represent GBR in the European Juniors Open Water.
Rosanna Arnold	Thanet	Selected for GBR at the Ontario Junior International.
Tatiana Belonogoff	Guildford City	Selected for the ASA England Programmes Swimming Team in Marseille in March.

Mike Lambert
Swimming Competition Manager

Synchronised Swimming

Following the disbanding of the ASA Technical Synchronised Swimming Committee in 2015 a new Synchro Leadership Team was formed in early 2016. With the new leadership team came many changes that left the Clubs with lots of uncertainty and many questions.

The general feeling around the Synchro Clubs in the South East was that there was lack of direction and many of the changes had been made too quickly without consultation and no plan in place of how and when they would be implemented during the year.

In December 2016 Kaye Coupar, Synchro Manager stood down from her role following her Daughter being selected for the Junior GB Squad and the additional commitment she would need to make as a parent to support her with her training needs. She remains an active member of the committee.

The Synchro committee meets three or four times a year. Each member of the committee has an active role and an area that they are responsible for. Not every Synchro Club in the South East is represented on the committee but each County is represented and the big clubs all have a representative.

Our committee is led by Roger Penfold (South East Board Member) and supported by Helen Mack (Swim England Development Officer). This structure we believe has gone a long way to making us a successful team.

Development Squad

Each year we support and train a squad of twelve athletes who are selected based on their results from National Age Groups. These swimmers are normally aged 12 – 15 and must have not been selected for/or represented England or GB.

The athletes have the opportunity to attend four training days during the year and a week-long camp in Spain during May Half Term.

We try to train and educate the swimmers in all aspects of what it takes to be a competitive athlete not just doing Synchro! We use specialists to come in and educate them about motivation, nutrition, time management and stress.

This year our staff for this squad were:

Kate Coupar (Reading Royals) – Team Manager
Helen Morris (Portsmouth Victoria) – Lead Coach
Sophie Usher (Rushmoor) – Assistant Coach

Of the twelve athletes we trained in the squad in 2016, six got to England Age Groups trials in December 2016 and two were selected for the 2017 England Age Group Squad.

Our remit for this squad is to develop young talent and train them in hope they will make the England Age Group trials and squad the following year.

Education

During the year we ran training courses for the coaches, helpers and volunteers in our region including:

- Team Manager
- National Scorers
- Basic Judge
- National Judge
- Basic Skill Assessor
- Advanced Skill Assessor

National Squads (GB & England)

Kate Clark (Reading Royals) & Olivia Federicci (Rushmoor) represented GB at the Rio 2016 Olympics. Having both come out of retirement in September 2015.

Senior/Junior GB Squad – 8 of the 14 athletes are from South East Clubs.

England Age Group Squad – 7 of the 12 athletes are from the South East Clubs.

In October 2016 Synchro was informed they would receive no further funding from Sport England in the run up to Tokyo 2020. This was a blow to our sport and our region as we believed a number of our swimmers stood a good chance of selection and because the main training base was in Aldershot.

British Championships 2016

Rushmoor won the Gold medal in both the Free Combo and Free Team events and won the Silver medal in the Technical Team event. Making them the National Champions.

Reading Royals won the Bronze medal in the Free Combo Team event.

National Age Groups 2016

In the 12 & Under Age Group Reading Royals won all the gold medals on offer. This included the figure, solo, duet and team events.

In the 13-15 Age Group Reading Royals won all the gold medals on offer. This included the figure, solo, duet and team events. They also took silver and bronze in the Duet event.

In the 15-18 Age Group Rushmoor won bronze for the figures and solo events, silver and bronze in the duet event as well as gold and bronze in the team event.

The South East Region remains the strongest Synchro Region in the Country, with a dedicated team of volunteers and coaches to support our talented and hardworking athletes.

Beacon Clubs

The South East remains the only region to have two Beacon Clubs (Reading Royals & Rushmoor Synchro) established. Both of these Clubs hope to be in a position to be self-funding and sustainable now that Beacon programme funding has ended.

Di Hughes
South East Synchro Manager

Water Polo

It was a year of mixed fortunes for water polo in the region.

The Regional Academy held at Worthing every month is now following the National Plan and has been very well attended attracting 25 to 30 boys and girls across all age groups to each session. This high quality training has shown itself in some of the results achieved by our players.

Hampshire, Sussex, Surrey and Kent are regular put forward male and female teams for the U14, U16, O40 & O50 Inter-county competitions hosted by London Region. These counties also put forward male and female U19 teams for Inter-county competitions hosted by South East

South East Senior men's league continues with 10 senior men's teams split into 2 divisions.

The South East has three water polo networks, Hampshire Network, Kent Network and Sussex Network. Currently the Hampshire and Kent Networks have Swim21 accreditation with Sussex working towards it.

The Hampshire network is well established with 4 Swim21 clubs and the Kent network is also Swim21 accredited. The Sussex network has just been established.

The development of water polo across the region have been constrained by a lack of coaches and coach development courses and the lack of tutors able to run them.

Recruiting volunteers is a major issue and the region is run by a small number of volunteers currently without succession plans.

Water polo players were selected during the year for regional and national team

Jess Street	Mid Sussex Marlins	Selected for National Academy
Hannah Goodhead	Mid Sussex Marlins	Selected for National Academy
Anashe Chisadza	Southampton Water Polo Club	Selected for National Academy
Sarah Rogers	Southampton Water Polo Club	Selected for National Academy

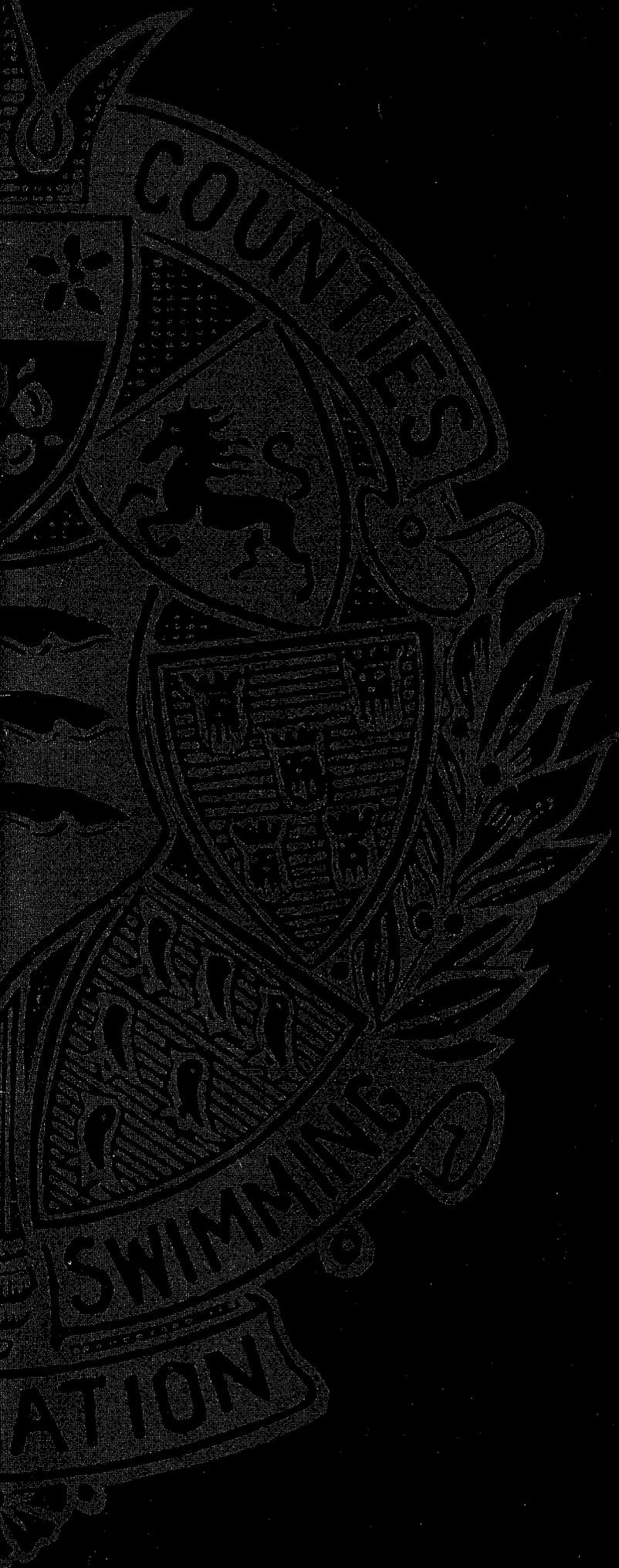
Trevor Jones
Water Polo

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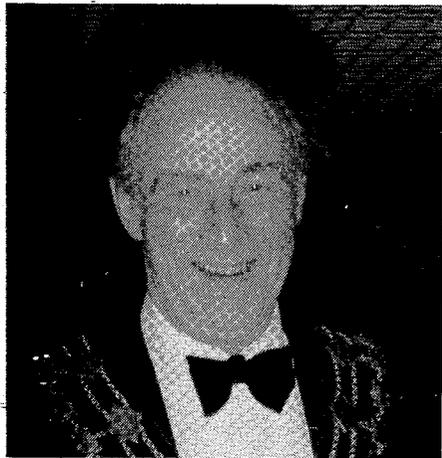
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Southern Counties Centenary



Congratulations from the President of the Amateur Swimming Association

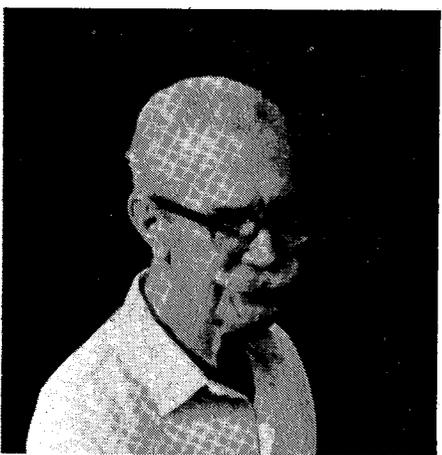
As President of the Amateur Swimming Association it gives me great pleasure to offer congratulations to the Southern Counties Amateur Swimming Association on the occasion of its Centenary year. As a southern man myself I feel I can join in the celebrations.

There have, of course, been many changes during the hundred years, and it is a far cry from the time, in the 1890's, when a swimmer was declared a professional because he was employed hiring out boats at the seaside.

It is essential that we continue to move with the times and although we may look back at the past with interest, learn from previous mistakes and go forward in the right direction.

I hope that all people connected with our sport in the South will join in the celebrations by attending the Festival of Swimming at Crystal Palace and the Centenary Dinner and I wish you all an enjoyable year.

JOHN J. LEWIS



Foreword by the President of Southern Counties Amateur Swimming Association

It is a considerable honour to be President of the Southern Counties in its Centenary Year and I very much wish that I could pen a worthy historic message to all our members.

We have been preparing celebrations to mark the occasion for some time and our meetings have enabled the elderly members to reminisce about open air pools, water temperatures in the fifties (farenheit! 10° celsius) and galas with officials operating under umbrellas. The Centenary Committee, and particularly Yvonne Price, Margaret Coombs and Craig Hunter, deserve our thanks for their work.

You will encounter a fair number of references to the past during our celebrations but a centenary is an epoch making occasion and we need to look to the future. We have more clubs, more swimmers, more coaches and even more pools, yet competitive swimming in this country and particularly in the South is not progressing as quickly as in some other countries. I don't think a British Government will ever provide the support that is enjoyed by competitors in some parts of the world; in any case we have to

find our own salvation and in this regard our future lies with the clubs.

I know that those of you who are involved in training for any of the facets of our sport are probably the most dedicated of all sports people. The self discipline of long hours of training (and the unsocial hours), the need to keep up with academic work and the tremendous effort which is the ultimate thing that wins races or diving or synchro competitions (sorry, or water polo!) is certainly beyond any call of duty. Most of the coaches and administrators possess similar dedication but it is undoubtedly the parents of swimmers who keep our sport going. Without their support, moral, financial and practical, we should be lost.

I know that we have a marvellous group of people in swimming in the Southern Counties and their dedicated efforts will surely lead us to a great future.

Whether your own achievements in swimming are great or small remember that our sport provides a clean and healthy training not only for swimming but for life itself.

H. H. V. WILKINSON





The first one hundred years — some interesting landmarks



In the beginning.

The origins of swimming go back a little more than a hundred years! Man has been swimming and diving since time began, for survival and to hunt, but it was towards the end of the eighteenth century in England that doctors began recommending sea bathing as they believed salt water was 'healthful' and swimming started to gain in popularity. Margate was where the first bathing machine in the world appeared. It was invented by Benjamin Beale, a Quaker and keen bather who was shy of undressing on the beach so he made a changing box on wheels which, when pushed a little way into the sea, enabled the bather to enter the water virtually hidden from public view.

In the 1800's swimmers were a hardy lot

for many people were swimming in rivers, icy lakes and docks as well as the sea.

Because of this the saving of life was an early preoccupation and the oldest club of which we found evidence was the Eton & Windsor Royal Humane Society Swimming Club which was established in 1835.

Social changes

Industrialisation meant that large numbers of people had moved into urban environments from the countryside and rivers became polluted. Most houses did not have bathrooms and in 1846 the government passed the Baths & Wash Houses Act. This gave the Local Authorities the power to provide baths and showers. The original intention to give

people facilities to wash themselves and their clothes was extended by subsequent Public Health and Town Improvement Acts and, as the demand for swimming facilities grew, many urban Local Authorities began providing both covered and open air swimming baths, vapour baths, slipper baths and so on. By the turn of the century most towns of any size had their public pool which often had two, sometimes even three, classes of bath. Sometimes one was especially for ladies with a separate entrance because mixed bathing was not allowed.

These pools were not originally fitted with filters and the water was emptied and filled up once a week with swimming charges being reduced accordingly as the week progressed and the water became murkier.



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Tel: 0509 264357.

1869: The beginning of formal swimming organisation in England

A meeting of representatives of swimming clubs was held in the German Gymnasium, Kings Cross, London on 7th January 1869. It was resolved that an association, composed of the London Swimming Clubs, should be formed, its objects being the promotion and encouragement of the Art of Swimming. Later the same year the title "Metropolitan Swimming Association" was adopted and a code of rules drawn up in 1870 for the management of the game of football in the water (early polo). In 1873 the name was changed again to the "Swimming Association of Great Britain" (a real misnomer this one as it rejected an application from an Association of Scottish clubs).

In 1880 Horace Davenport (Ilex and Surbiton) became Association President. He won the ASA Mile six times from 1874-79. At that time there were nine London and eleven Provincial clubs.

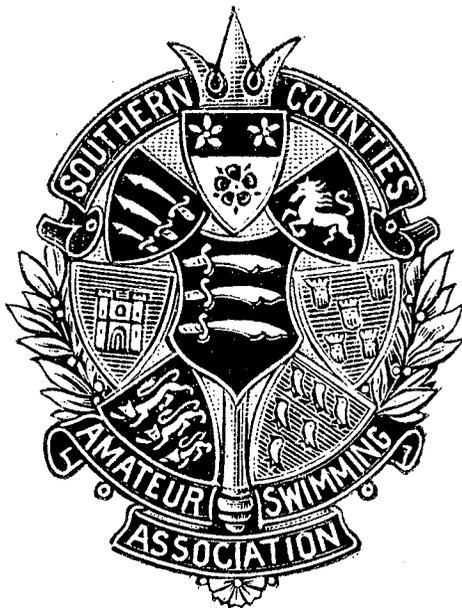
Before 1869 there were no amateur or professional distinctions and there were a lot of events organised which involved racing for money or side bets and ornamental and trick swimming.

In 1884 Otter resigned its membership of the Swimming Association of Great Britain in a clash over amateurism. Eight clubs followed them and formed the Amateur Swimming Union. The President resigned and a two year bitter feud followed.

Henry Benjamin of Cygnus Club, Camberwell, mediated and with enormous tact brought both groups together. His diplomacy was successful and in 1886 "The Amateur Swimming Association" was formed.

The formation of the Southern District

With the central administration in London there were delays in getting information to the provinces so things did not run smoothly for long. In 1889 some Manchester clubs were suspended over Permit Laws and a breakaway by the North resulted. On 27th April 1889



meetings were held simultaneously by the ASA and the North with acrimonious exchanges of telegrams. On 23rd November 1889, at Anderton's Hotel in London, there was a historic seven hour meeting. It was agreed that the ASA would form three Districts: Southern, Midland and Northern.

The first AGM took place in 1890 with a membership of 135 clubs (South 78, North 39, Midlands 18). Horace Davenport was returned as President and remained in office until 1894. In those early days the Southern District included what is now the Western District and Wales but the Welsh formed their own Association in 1896.

Five Districts

In 1901 the Association divided into the five Districts we know today (Northern, North Eastern, Midland, Southern and Western). Geographically the Southern District was almost as it is today, although at first Hertfordshire and all of Buckinghamshire were in the Midland District.

The number of clubs in the ASA has grown from 135 in 1890 to around 1700 today. In terms of numbers the South is still by far the largest with 587 clubs.

Early days in the Southern District

At first the clubs were classified as London clubs (the definition was a 12 mile radius of Charing Cross), Country clubs and Ladies clubs. The London clubs were by far the greatest number.

There were also a few Foreign clubs affiliated, such as Calcutta S.C., which were presumably formed by groups of expatriate Britons living in the Colonies.

Local Centres

In 1895 Sussex became a Local Centre of the Southern Counties ASA which effectively made it a County Association as we would recognise today.

Hampshire soon followed and in 1912 Berkshire became a Local Centre too.

The Association Badge

In 1912 the District Badge very closely resembled that of today, although at that time the Water Polo Associations of Essex, Kent, Middlesex and Surrey were listed as affiliated clubs and did not have the degree of autonomy of the Local Centres.

The Executive Committee 1912

In addition to the usual Officers there were 25 elected members of the District Executive, many of them from London clubs. The Local Centre Secretaries were members and eleven Local Officers saw to the interests of the rest of the District, including the Channel Islands. Later on the County Associations took charge of their own affairs.

Increased interest in the Sport

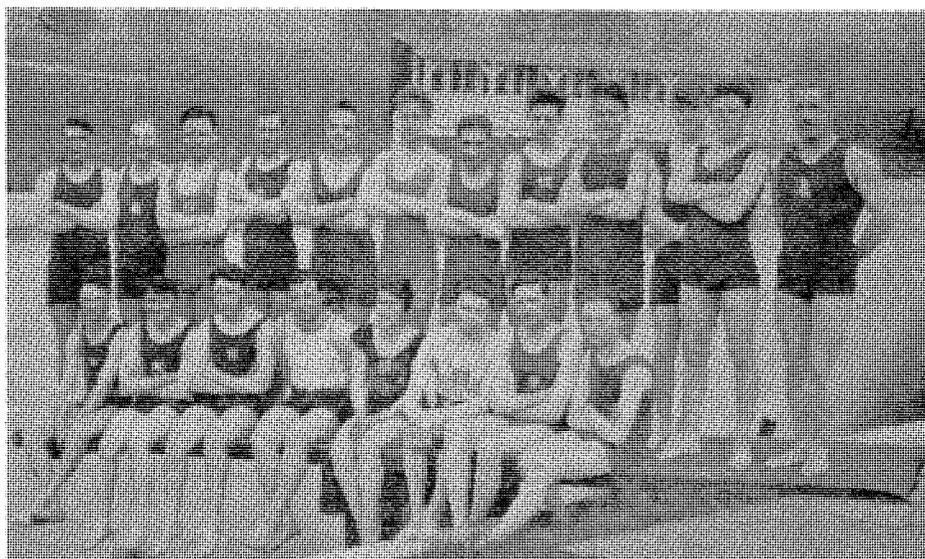
Whilst the early organisation was evolving two events occurred which had a very significant effect in publicising the desirability of being able to swim. In 1875 Captain Webb became the first man to swim the English Channel and in 1878 a pleasure steamboat sank in the Thames with the loss of over 700 lives.

on the river placed a lot of emphasis on life saving. From 1911 the club were based at the new Memorial Baths but they still continued to hold some galas in the Thames. From a 1927 programme we see that one was held at Christchurch Meadows, near Reading Bridge. There were fun events, some in punts, and an exhibition of High and Scientific Diving. The team included Miss Belle White (Hammersmith Ladies) who was European Gold Medallist the same year. There were Ladies and Gentlemens Water Polo Matches and dancing until 10 p.m. to the Reading Temperance Band.

Croydon Dolphin began in **1885**: Old Swan, Croydon, formed in 1890. In 1930 these two clubs amalgamated to become Amphibians. Some forty years later they were joined by Croydon Ladies, established 1891, to form **Croydon Amphibians**.

Guernsey, established in **1886**, remained a men's only club until 1923 when they joined with Sarnia Ladies. Most galas took place in the Albert Dock but occasionally permission was obtained for a mixed gala in the Ladies Pool at La Vallette. They are rock pools and tidal. Until 1976 when the Beau Sejour Leisure Centre opened they were all Guernsey S.C. had. Sometimes in wet and windy weather competitions would have to be abandoned because the tide would start to come over the walls! Sea bathing is still popular at the club, including Christmas Day Polar Bear swims. During the German occupation in World War II sea bathing was forbidden, even in the rock pools, after some Islanders escaped in a boat, but the Germans never succeeded in stopping it altogether.

Redhill & Reigate began in **1887** and swam at first in Earlswood Lakes where the water remained icy cold even in summer. They met in a makeshift hut on an island and then plunged into the lake to play water polo. There was also a diving board on the island. They moved to Reigate Pool when it opened in 1906. The first lady member was admitted after World War II. She was a non-swimmer who was invited to become Treasurer because there was no man to fill the job! Ladies were officially allowed to join in the early sixties and a famous lady member in recent years is Alison Streeter, holder of several Long Distance World Records. A famous club President in 1929 was Sir Jerimiah Colman of Mustard fame. A copy of the expenditure for 1924 shows



bath hire for the season as £3.7s.0d. The club now spends over £12,000 per annum on bath hire!

Woodside was formed in **1887** by members of South London Harriers who used a pool as their winter headquarters and after an evening run they took a hot bath, followed by a plunge into the pool. The weekly swims turned into a race and they founded the swimming club. They amalgamated in 1980 with Thornton Heath Ladies, established 1897, forming **Woodside & Thornton Heath**.

Organised swimming festivals predated the formation of Hastings & St. Leonards S.S.C.: the events became so popular that the organisers became founder members of the club in **1888**. Early on Hastings played a lot of polo and in 1892 there is reference to ornamental swimming and diving. The first Ladies race (a 60 yd. handicap) took place in 1894. This was pretty enlightened in view of an extract from a letter to the Hastings Observer of July 1896, suggesting that facilities should be given to families wishing to swim together. Mention was made of a local bye-law which prevented the bathing machines of ladies and gentlemen being placed in close proximity to each other on the beach. The writer "had been for a dip in the sea recently and had had to stand some 30 yards away from his own wife shouting out directions to her whilst she was trying in vain to master the preliminaries of swimming." An amalgamation in 1969 formed **Hastings Seagulls S.C.**

Eastbourne S.C. began in **1889** and Hastings were the first club they invited to a gala.

Guildford was founded in **1889** by 30 keen young men who swam at 7.30 each

morning in the river from Leroy's Boathouse. They specialised in life saving and the entire Guildford Constabulary became proficient under their guidance. The first Corporation Baths opened in 1889 and the club organised popular galas and water carnivals in the baths and on the river. The club became **Guildford City** in 1928 and became mixed in 1929.

There seems to be a question mark over the precise date of the formation of **Colchester S.C. (1889?)** but, since someone captured for posterity a delightful photograph of 19 men and 1 lady member braving the river Colne in 1928, who could deny them space?

Southend is another old club believed to have been established in the **1880's**. It functioned in the summer only in the 100 yd. open air, salt water pool. In 1968 they joined with Leigh S.C., founded 1924, when the new indoor pool opened. They were called Southend & Leigh but in 1980 they were granted use of the Town Coat of Arms and became **Southend-on-Sea S.C.** An early member, Albert Preedy, unconcerned by the Amateur Law, used to perform stunt dives for pennies off the end of the pier, 1 1/3 miles out into the Thames.

The Development of Swimming for Women

Until 1859 swimming in the London baths was exclusively for men. On 4th November 1861, Ilex S.C. organised the first gala (at Lambeth Baths) to which women were admitted. It was 1899 before the ASA settled the vexed question of a regulation costume for women and 1901 before a Ladies competition was allowed to be held in public. The body who fought hard with propaganda work to press for

the establishment of modern swimming for women was strangely called the Ladies National Association for the Diffusion of Sanitary Knowledge and this organisation existed until 1900. So, slowly things improved. In some places there were separate ladies Baths and in others there were days and times set aside for women's swimming.

From records in Croydon of the early days, and this was probably fairly typical, the only males allowed into ladies' galas were fathers of competitors. This was later relaxed to include husbands. When Ross Eagle arrived in Croydon to instruct, special dispensation had to be obtained from the Baths Committee before he was allowed near the members of Croydon Ladies S.C.

Since mixed bathing was not allowed, men often continued to swim in the nude.

Mixed Bathing

When mixed bathing in public pools was allowed it was usually only on a Saturday evening and you had to have a partner of the opposite sex or you were not allowed in. Some Local Authorities were ahead of others and surprisingly as late as 1932 Heston and Isleworth were still applying the rule.

Early Costumes and the ASA

In 1898 the ASA Regulation 61 relating to costumes began: "That at all meetings where costume is to be worn . . ." By 1912 the Law read as follows:

64. **Costumes.** At Meetings where both sexes are admitted, and in all A.S.A. Championships, competitors must wear costume in accordance with the following regulations—

- (a) The colour shall be black or dark blue.
- (b) Trimmings may be used ad lib.
- (c) The shoulder-straps shall not be less than two inches wide.
- (d) It shall be buttoned on the shoulder, and the armhole cut no lower than three inches from the armpit.

NOTE.—For LADIES a shaped arm, at least three inches long shall be inserted.

- (e) In the front the costume shall reach not lower than two inches below the pit of the neck.

NOTE.—For LADIES the costume shall be cut straight round the neck.

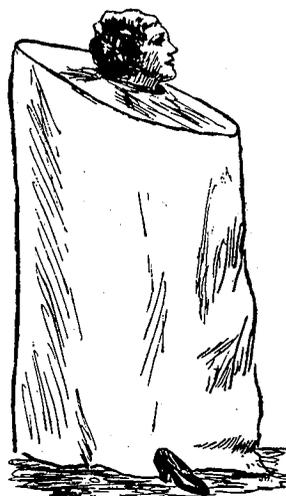
- (f) At the back it shall be cut straight from the top of shoulder to top of shoulder.
- (g) In the leg portion the costume shall extend to within three inches of the knee, and shall be cut in a straight line round the circumference of each leg.
- (h) Drawers shall be worn underneath the costume. They must be of triangular pattern, with a minimum width of 2½ inches at the fork; they must meet on each hip, and be of not less width than 3 inches on each side when fastened.

- (i) On leaving the dressing room, lady competitors over 14 years of age must wear a long coat or bath gown before entering and also immediately after leaving the water.

N.B.—It is requested that Manufacturers make their Costumes and Swimming Drawers in accordance with all these Regulations.



It seems funny now but the suits were usually made of wool and absorbed 'gallons' of water; very different from the stretchy, supportive synthetics of today. Men began to wear trunks towards the end of the 1930's.



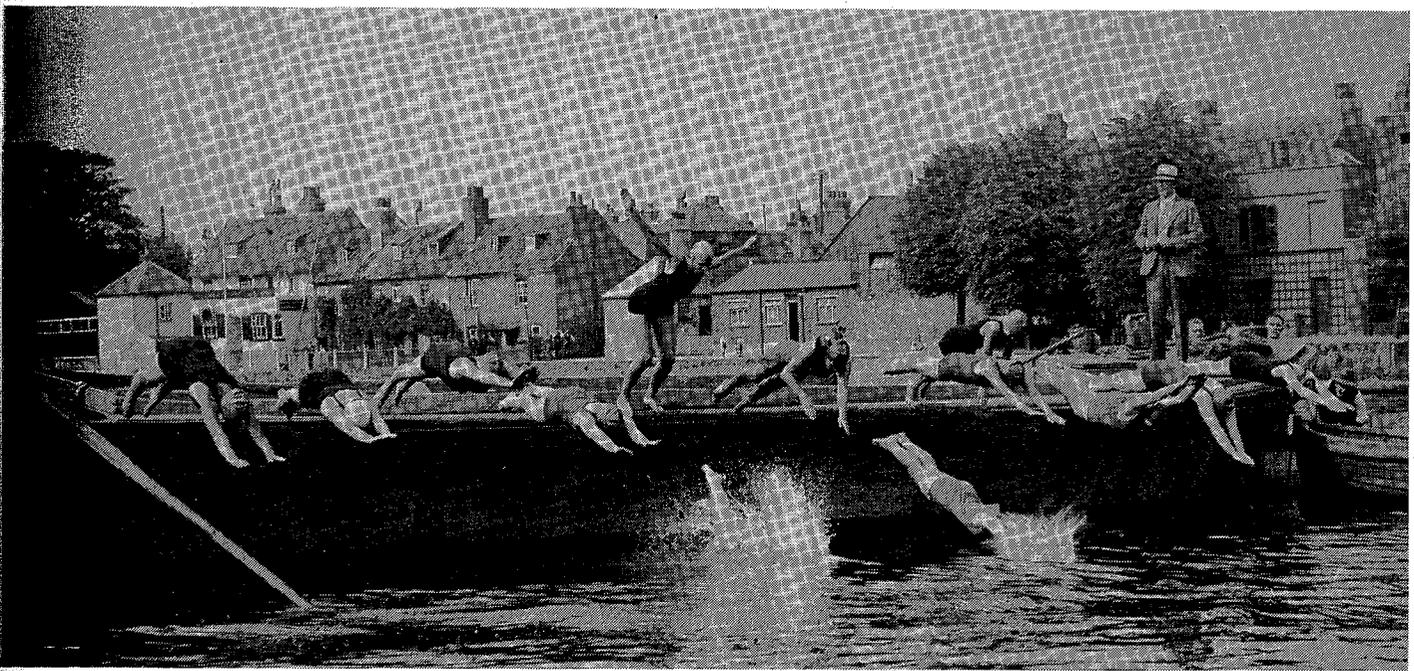
Miss 1932, practical and quick.

Education

This has always been a vital part of our development and from the outset the encouragement of schools swimming and the training of teachers and coaches in all disciplines has been organised in the District.

Hamilton Smith was the first full-time National Technical Officer appointed by the ASA in the South and we are fortunate now in having David Hicks, National Development Officer for the ASA, based at Crystal Palace National Sports Centre.

This gives the District a focal point as a Teaching Centre from the large, residential Summer School to regular, year-round teaching courses. Barnet Copthall in North London provides another major teaching centre but there are additional teaching courses for the ASA Teaching and Coaching Awards organised all around the District.



Development of Competition:
Swimming Championships

The first official National Championship was the One Mile Race, originally promoted by the Metropolitan Swimming Association. In 1869 it was the only National Championship and until 1872 it was swum in the Thames from Putney Aquaduct to Hammersmith Bridge. The Long Distance race was instituted from 1877 and this was raced in the Thames until 1939. The 100 yards began in 1878.

ASA Championships were centralised in 1955, the second Centralised Championships were held at the Empire Pool, Wembley (including the Diving). Until this time the events were shared out amongst the Districts and held at different venues on different dates, which frequently

resulted in small entries.

The SCASA Championships were organised on the same basis until Crystal Palace opened in 1964 when events were centralised. Before this Berkshire and Hertfordshire had entered a combined team in the Inter-County Championship.

To give you some idea of the standard at the turn of the century in 1898 the SCASA 100 yards Championship was held at Hornsey Road Baths. There were five entries and the winning time was 1 minute 5 3/8 seconds.

Over the years the events have increased enormously. When John Zimmermann took over as Championships Hon. Secretary in 1953 there were 26 Swimming Championships compared with 188 events today. The factors affecting the increase

are a larger population in London and the South East; more strokes (Butterfly became the fourth competitive stroke in 1952); the introduction of Age Group Swimming and most recently, the introduction of 50 m Sprints in all strokes.

During the 1980's Masters Swimming Competitions have really 'taken off' and people are now staying in the sport much longer.

John Zimmermann's name is synonymous with SCASA Championships after 36 years but some of you reading this may not know that he has served as both District and ASA President and last year was honoured Internationally by the award of a FINA silver pin for services to the sport. He is an ex-swimmer and polo player himself.



Some Interesting Southern Counties People... just a few of the many

The South's most remarkable Administrator

In 1905, at the age of only 24, **Harold E. Fern** (1881-1974) of Holloway United S.C. became Honorary Secretary of the Southern District. He held this office until 1921 when he was elected ASA Honorary Secretary, an office he retained for 49 years until 1970. He was both Hon. Treasurer and President of Federation Internationale de Natation Amateur (FINA), the world governing body for swimming which was founded in London in 1908. He received many honours for his outstanding contribution to the sport, among them Life President of FINA and LEN and by the Swimming Hall of Fame in Fort Lauderdale. He was a member of Hertfordshire County Council for 50 years, he was an Alderman, a J.P. and was honoured with both an OBE and CBE.



OUR HONORARY SECRETARY.
Mr. HAROLD E. FERN, J.P.

The Founder of the Swimming Times

Captain Bertram J. Cummins (Waddon S.C. and Croydon Borough S.A.) He joined the SCASA Executive in 1911. He



was District President in 1925 and ASA President in 1946. He was SCASA Championships Hon. Secretary, a Goal Judge at the 1936 (Berlin) Olympics and a Member of the Technical Committee for the 1948 (London) Olympics. In 1974 he was honoured by the Hall of Fame in Fort Lauderdale as an outstanding contributor to the sport. He will be remembered by most people as founder-editor for many years of the Swimming Times, which he started in 1926 and distributed nationally and all over the world from his front room at 4, Waddon Park Avenue, Croydon. The Swimming Times grew out of the Waddon Swimming News which he began in 1922. The ASA bought it in 1971. Captain Cummins wrote with tremendous wit and 'style' and the early copies give us a fascinating, if slightly idiosyncratic insight into the sport of the time.



The First Lady President

Mrs. Alice M. Austin (Beckenham Ladies S.C.) was a lady way ahead of her time. With a sharp, incisive mind she was an excellent administrator and she was elected SCASA President in 1926 (she was the first lady President of any District). She became ASA President in 1952 (there was not to be another for 32 years). She was Hon. District Treasurer from 1937-54. She was a regular contributor to the Swimming Times with informative coaching articles and she also compiled the Southern Snippets column for a while.

The Sports Writer

Many people will remember **Pat Besford** from her articles on swimming in the Daily Telegraph which she wrote with flair and insight. They did not always make for comfortable reading by the administrators but she always had the best interests of the sport at heart. She cared passionately about swimming and had been a good swimmer and diver herself before World War II. She married John Besford, European Backstroke Champion in 1934. He won the Hitler Trophy at Magdeburg which was an enormous bronze eagle and globe, weighing one hundredweight. He came from Manchester but lived on the South Coast for many years.

The First British Olympic Diving Medallist (Stockholm 1912)



Belle White (Hammersmith Ladies S.C.). Born in 1894 she won Britain's first Olympic Diving Medal (Bronze) and was the first British diver to win a European Championship. When womens' events

were included for the first time in the 1912 Olympics she had already been diving for eight years. She competed in three more Olympics. She had to train in the Men's pool at Highgate Ponds, to which women were only admitted one day a week. She also trained from tiny boards at the end of Brighton and Clacton piers.

The District's First Olympic Gold Medallist (Melbourne 1956)

Judy Grinham (Hampstead Ladies), aged 17, won Britain's first swimming gold medal since 1924. Her coach was Reg Laxton. This lifted British Swimming out of the doldrums. She did a 'hat trick' with Golds at the Europeans and Commonwealth too for the 100 m. Backstroke. She also took the individual Bronze in the 100 m. Freestyle at the European Championships in Budapest in 1958. With Judy on Backstroke the English Womens 4 x 110 yds. Medley Team broke the World Record in winning the Gold Medal at the 1958 (Cardiff) Commonwealth Games; Christine Gosden (Croydon Ladies) swam Butterfly.

In 1956 Judy was voted Sportswoman of the Year.



The District's Second Olympic Gold Medallist (Moscow 1980)

Duncan Goodhew (Beckenham S.C.) from Yapton in Sussex was Team Captain when he won his Gold Medal in the Mens 100 m. Breaststroke. It was a difficult Games because of political boycotts and it was acknowledged that Duncan did a great deal to keep up team spirits. A popular figure, Duncan has made the transition from Sports personality to T.V. personality most successfully.





Representative. He won a Gold Medal at the FISU (International Student) Games. He won an individual Silver in the 1950 (Auckland) Commonwealth Games and a team Gold in the 3 x 110 yds. Medley; Pat Kendall from Sutton & Cheam swam the Freestyle leg.

Now almost 71, Roy is still competing very successfully in Masters events. In the World Masters in Brisbane in 1988 he won two Gold and three Silver medals. He is currently training for the European Masters.

The ASA Award Scheme Organiser

Generations of swimmers have sent to Lily Cook in Woodford Green for their badges without realising that she was a SCASA Champion and Record Holder in her competitive days. She was coached by the famous Reg Laxton and was the first Butterfly Champion in the South. Lily recalls how she and her mother used to knit her costumes in order to get a decent fit!

The Award scheme has grown from one box of badges when she took over 30 years ago to a point where it is squeezing her out of the house!

The Backstroke World Record Holders

Margaret Edwards (Heston S.C.) was unfortunate to be a contemporary of Judy Grinham but the rivalry spurred them both on. She broke four World Records and won Olympic Bronze, European and Commonwealth Silver medals for 100 m. Backstroke in the same events as Judy.

Linda Ludgrove (St. James's Ladies) (Beckenham). Linda kept up the fine tradition of British Women's Backstroke swimming and was the Commonwealth's top Backstroker in the 1962 (Perth) and 1966 (Kingston) Games, winning 5 Gold and a Silver. She broke five World Records and equalled another. She was the Sports Writers' Association top sportswoman of 1966. At the 1966 Commonwealth Games our Women's Medley Team broke the World Record in winning the Gold Medal: three of the four girls were from Beckenham, coached by Alan Hime. Linda was on Backstroke, Diana Harris on Breaststroke and Judy Gegan on Butterfly.

The Continuing Champion

Roy Romain (Kings College, London) (Otter S.C.) won his first SCASA Junior title in 1935. In the late 1940's he was Britain's top Breaststroker and in 1947 he

won the European 200 m. Breaststroke title (Monte Carlo). He was an Olympic

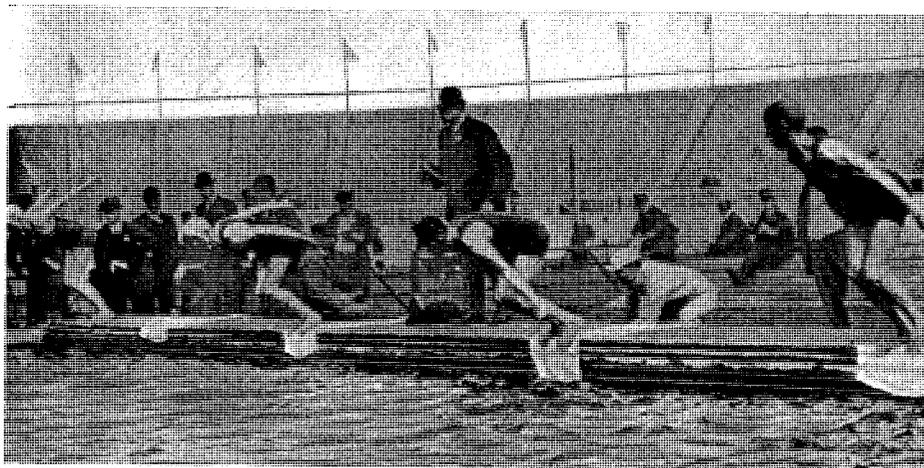


Major Events in the Southern District

1908 Olympic Games

(IV Olympiad of the Modern Era)

Finchley Open Air Pool as there was a very large entry. In spite of post war



These were held from 13th to 25th July at the White City, Shepherds Bush. The swimming events were very successful and held in an open air, 100 yard pool, which was constructed on the grass inside the running track in the middle of the arena.

The diving tower was lowered below the water when not required.

1934 British Empire Games

Held from 4th to 11th August. The Swimming and Diving events were held at the Empire Pool, Wembley, which was constructed especially for the event. The games have changed their name over the years to British Empire & Commonwealth Games, British Commonwealth Games and, from 1978, Commonwealth Games.

1938 European Games

Held from 6th to 13th August. Swimming and Diving events were at the Empire Pool, Wembley, which had been converted to metric measurement.

1948 Olympic Games

(XIV Olympiad)

Held from 30th July to 7th August. The Empire Pool, Wembley, was used for swimming and boxing events but the early rounds of water polo had to spill over into

austerity it was acknowledged to have been a very successful Games with new Olympic records set in eight events and equalled in another out of a total of eleven events.

All but one of the Mens 200 m. Breaststroke Finalists swam with Butterfly arm action and Breaststroke leg action which was legal at the time.

1964 Opening of Crystal Palace National Sports Centre

This provided the South with International Standard facilities for the sport in their District, with the additional benefits of good training and ancillary facilities.

1969 Amateur Swimming Association Centenary Gala

This was held on 15th May at Crystal Palace National Sports Centre in the presence of Her Majesty Queen Elizabeth II, accompanied by Princess Anne. A very special day in the annals of the Association.

Early Galas

In the days before television swimming galas were looked on as an entertainment. Those who went for an afternoon or evening to see an aquatic show demanded that it was lively and exciting to watch.

There were fewer strokes then and the serious racing was only part of the programme. There would usually be some comic events, a spectacular diving display and a water polo match. Possibly also a special exhibition such as scientific swimming (tricks, such as eating, drinking, even smoking, under water: also sculling and figures requiring a high degree of skill, not dissimilar to today's Synchro).

However, it is the comic races which catch one's fancy. Here is a list, culled from various sources, but a good number of them have come from the delightful old programmes of Reading S.C., Windsor S.C. and Maidenhead S.C. so some of them took place in the river.

Siamese twin race

with partner, hands and feet tied

'Live' Duck Hunts

originally exactly what it says! but, after threatened prosecutions, the live ducks became live swimmers

Water Polo in canoes

"for spectator enjoyment"

Bun race

start from deep end, swim to suspended buns, eat one without use of hands, then swim to end of bath

Walking costume (men)

quite a few variations on this one—typical was to swim to clothes, put on trousers, stiff collar and stud, waistcoat, coat, hat and dive back in with closed umbrella, open umbrella in water, swim to end of bath holding it up

Ladies bottle race

swim to bottles, drink contents, swim to end of bath—bottle contents not divulged!

Wimbledon Race

batting a ball along in the water with a plate

The prizes were delightful and some of them evocative of life gone by, such things as inkwells, silver backed hairbrushes, sets

of silver teaspoons and tongs, barometers, biscuit barrels, fancy jam jars and a set of blouse buttons (for a girls' race).

In 1933 in Hastings 'the Finest Bathing Pool in Europe' opened on the seafront. This outdoor pool greatly increased the scope for summer entertainments there which were organised on a grand scale, usually finishing with community singing and a firework display. The official attendance at one of them was 7,587 with more illegally clambering onto the terrace roof!

Ornamental Swimming

READING SWIMMING CLUB.
Affiliated to the SCASA, the R.L.S.S. and Devon County A.S.A.

TWENTY-SEVENTH

ANNUAL GALA
(Under A.S.A. Laws, at the Corporation Baths (Ladies'), King's Meadows, on Saturday, July 29th, 1911, at 3 p.m.)

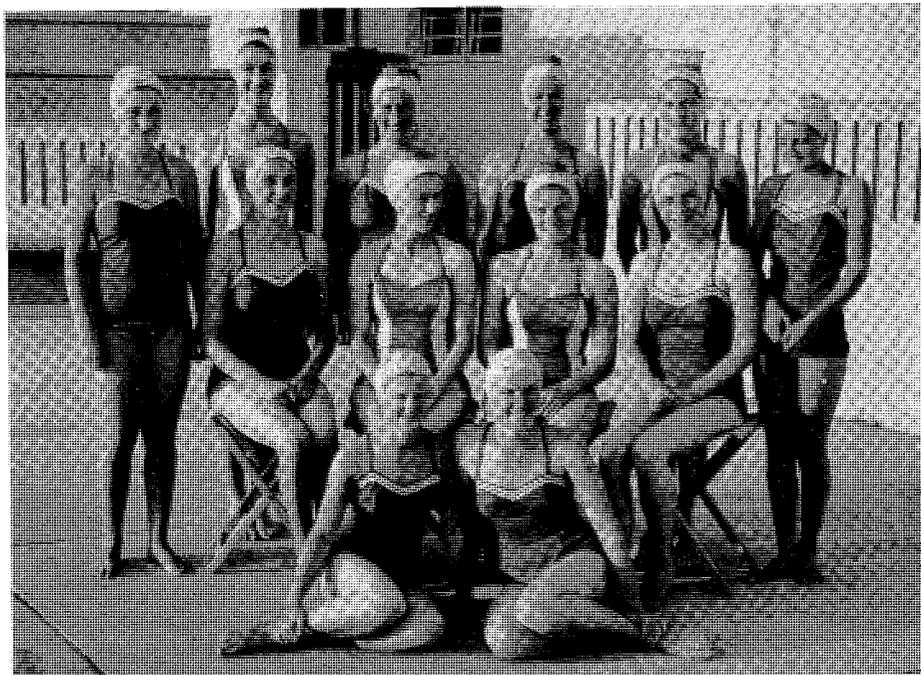
1. 100 yds. CHAMPIONSHIP OF READING. Challenge Cup and Gold Medal. Two Prizes if 4 start. Open to Three 100 Yards. Entrance Fee 2/6; Members 2/6. Three Prizes.
2. 40 yds. HANDICAP. (Open). Open to Boys attending Reading Elementary Schools. Two Prizes if 8 start. Entrance Fee including Admission 2/6.
3. 40 yds. BOYS' HANDICAP. Open to Boys attending Reading Elementary Schools. Two Prizes if 8 start. Entrance Fee including Admission 2/6.
4. 40 yds. GIRLS' HANDICAP. Open to Girls attending Reading Elementary Schools. Two Prizes if 8 start. Entrance Fee including Admission 2/6.
5. 80 yds. COMIC COSTUME HANDICAP RACE. (Club). Two Prizes. Competitors to wear Shirt, Socks, Trousers, Jacket and Top Hat, to swim one length in clothes, waders or water after finishing, and come with Top Hat.
6. 40 yds. TEAM RACE. (Club). Four a side. Eight Prizes.
7. 20 yds. TEAM RACE. (Open). Three a side. Six Prizes. Entrance Fee 2/6 per Team. 1/2 Teams start.
8. "MAHONEY" CUP. for C.L. Brigade Teams of Four. Four Prizes.
9. LIFE-SAVING COMPETITION for the "JOEL CUP." Five Prizes.
10. WATER POLO MATCH. (Reading v Windsor.)

EXHIBITION OF ORNAMENTAL & SCIENTIFIC SWIMMING
 BY MISS V. R. M. WIGGS, M.R.L.S.S.,
 GOLD MEDALIST. Ladies are specially invited to see Miss Wiggs.

ENTRIES (including admission)—Open Events 1/6 (Members 1/2); Club Events 1/2. To be sent to the Hon. Secretary, on or before Saturday, June 30th. Handicapper for Open Events: F. B. ROWLAND (Folkestone); Official Handicapper, S.O.A.S.A.

ADMISSION:—2/6 and 1/2. (Tickets bought before the day 1/6 and 6d.) Children and Members Half price on the day.
 ENTRY FORMS and TICKETS can be obtained from E. P. SILVER, King Street; The Baths; and the Hon. Secretaries, E. H. CARTER, 44 Dunnington Road, Reading; and G. W. PIRNIE, 1 Southdown Road, Avenue, Reading.

PRINTED BY THE READING PRESS.



Canada in 1925 and Synchro developed all over North America and in parts of Europe. Floating Teams were popular in England during the Twenties and Thirties.

In 1947-8 the American film 'Bathing Beauty' with Esther Williams featured some spectacular formation swimming and stimulated interest all over the world. In 1949 the lady members of Hastings A.S.C. gave a "Display of Synchronised Swimming: a new swimming feature".

However, it was not until 1953 when Beulah Gundling (four times USA Solo Champion) toured England that there was a chance to see the high degree of skill and artistry involved in top class Synchronised Swimming. She performed figures and routines at Hastings and Ilford. The latter gala was televised and it was an honour for the Rhythmic Swimming Team from

Kingston Ladies S.C. to be invited to appear on the same programme.

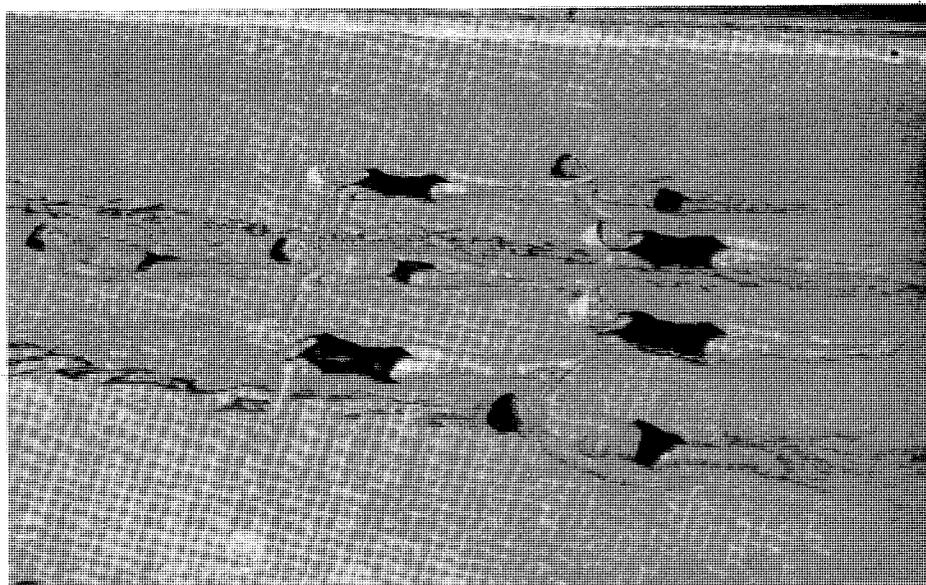
In 1956 the Metropolitan Diving School entered a team in the Festival of Europe; they were trained by George Rackham the Diving Coach. By this time FINA had recognised Synchronised Swimming.

In 1960 Dawn Zajac, who was an ILEA Swimming Teacher and had formerly been both a trapeze artist and Physical Training Instructor with the WAAF, went to Hollywood Athletic Club in California. She had just the right background to adapt to Synchro with enormous drive and enthusiasm. She returned to England and started Seymour Synchronised Swimming School in 1961 in London with John Fiander, Swimming Coach. It was the first club in the country to affiliate as a Synchronised Swimming Club.

From the earliest days of organised swimming there are references to scientific swimming, trick swimming, style and fancy swimming, ornamental swimming, figure floating, musical drive and aquatic ballet to name but a few. This was not synchronised swimming as we know it today, especially since men were sometimes giving the demonstrations, but they were nonetheless performances of a series of movements in unison by teams of swimmers in the water or sometimes solo acts.

In 1927 the SCASA Education and Coaching Committee held a demonstration of Style & Fancy Swimming with a view to training the 57 ladies who attended as judges for this form of swimming. One of the organisers was Mr. Buller (Otter) who had been one of the originators of the Otter Wheel revolving formation.

The first amateur competitions began in



SWIMMING

Official Journal of the Amateur Swimming Association
and the Institute of Swimming Teachers and Coaches

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Water Polo in SCASA

by Mike Proudfoot

The history of water polo is inextricably bound up with the history of water polo in the SCASA area, for much of its early shape and history has its origins in the South. Water polo matches were a regular, often weekly, feature of the activities of the Swimming Clubs in existence when SCASA was formed 100 years ago. The game had already become formalised, with rules and leagues—the centenary of the London Water Polo League, the oldest League in the world, coinciding with that of SCASA this year.

The game was recognisably the same as today, though the style of play somewhat different, with low-scoring, rather physical struggles being the norm. Criticism of

referees seems to have been just as prevalent then as now: in press coverage of the time, one frequently reads quite cutting comments on the standard of refereeing.

The main difference between then and now lay in the “no moving” rule, which meant that, when the referee blew his whistle for a foul, players had to remain in the positions they were at the moment the whistle was blown, until the free throw was taken. As one might imagine, there were frequent complaints of players “drifting” forward illegally, but it wasn’t until after the Second World War that this rule was abolished, changing the game fundamentally, and leading to today’s much faster game, needing a far higher

degree of fitness than the undoubtedly very skilful and physical game of old.

Inevitably, much water polo activity centred on London, and men’s and women’s water polo matches were a major attraction in the inter-war years, when women’s water polo reached a peak of popularity to which we have only recently returned with today’s enthusiastic women’s teams.

While many of the older swimming clubs formed in towns outside the London area always had their water polo sections, the development of the sport in the London Metropolitan region has followed demographic and sociological trends. There were many Clubs formed in the



central London region, some serving the local population and others specifically for businesses. The "Business House" and Banks water polo leagues flourished for many years. But as the population moved away from Central London, and the suburbs were increasingly developed in the inter-war years, so many of the Clubs still flourishing were founded and started water polo sections.

Water polo undoubtedly suffered, in the 1960's and 1970's, from the massive expansion of age-group swimming, and the changes in local council hiring policies and charges for swimming pools. Many long standing clubs finally went out of existence during this period, and many with long and notable histories went through difficult times. But there is much more reason for optimism now. The enormous popularity of masters swimming, the interest swimming clubs have shown in retaining older swimmers, the sterling work done by the women's water polo sections and clubs, the development of water polo coaching courses and qualifications, all mean that water polo is undergoing a renaissance, with more teams playing at a higher standard than ever before.

Ultimately, one of the most significant factors leading to this current expansion was the formation, in 1962, of the National Water Polo League. The "Premier Invitation Water Polo League", as it was at first known, was founded in 1962 by eight leading clubs, of which three—Otter, Polytechnic and Sutton & Cheam were from the south.

The League, which changed its name to the National Water Polo League in 1971, was an instant success, with more and more Clubs applying to join each year. The League now consists of 35 teams competing in four divisions, with 13 of the teams from the SCASA District. The teams finishing in the top three of Division 1 last year, 1988, Polytechnic, Sutton & Cheam and Hammersmith Penguin, are all Southern teams.

The London Water Polo League, too, flourishes, with 51 competing teams in 9 leagues, with 7 divisions for men's teams and boys and women's divisions as well. There are many other Leagues, including the very well-supported London Winter League, the Counties' own Club Championships, County Leagues, Knock Out Competitions, Tournaments etc, as well as SCASA's own Club and County

Championships.

The District has a powerful water polo record, frequently winning the Inter-District Juniors and Boys Championships. The District provides many, sometimes the majority, of members of the teams that represent England and GB in international competitions and championships. 6 of the GB Men's Team, and 6 of the GB Women's Team at the 1987 European Championships were from the South. In the Home Nations Tournament held in January 1989, 8 of the 13 England players, 5 of the Welsh and one of the Scottish team played for Southern Clubs.

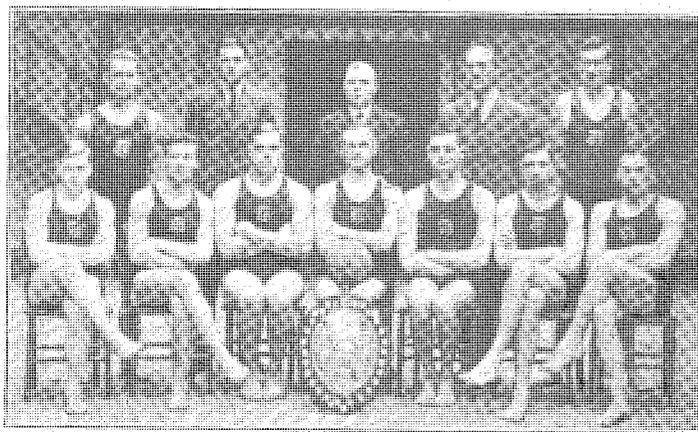
Looking into the crystal ball, it seems likely that the South's dominant position in water polo is likely to continue for many years to come. With an ever-increasing interest in structured leisure activity for

participants of all ages, which has led to the great running boom, and is now contributing to the expansion of masters' swimming, it is likely that there will be a demand for a wide variety of organised sports for all age groups. It would certainly be a great step forward if this led to the development of organised water polo for a much younger age group, for example, the under 12s, along the lines of mini-rugby. It also seems likely that women's water polo will continue its current expansion, that master's water polo will expand dramatically, and that, in another 100 years time, there will be many more people taking part in water polo than ever before. What rules they will be playing under is a much harder matter to guess!

The Swimming Times

DECEMBER, 1931.

The Victors!



ESSEX COUNTY WATER POLO TEAM.

Winners of the English Counties

Water Polo Championship, 1931.

A MERRY CHRISTMAS
TO ALL!

Synchronised Swimming

by Yvonne Price

In 1965 the South were the first District to form a Synchronised Swimming committee and two of the original committee still serve, Mrs. Yvonne Price and Mrs. Dawn Zajac.

The first District competition was held at Marshall Street Street Baths in October 1967, the first Championship in 1970 and the Age Groups commenced in 1972.

The first ASA competition was held in 1969, in order to select the England team and the successful nine swimmers all came from the South, headed by Jenny Lane (Seymour) the champion.

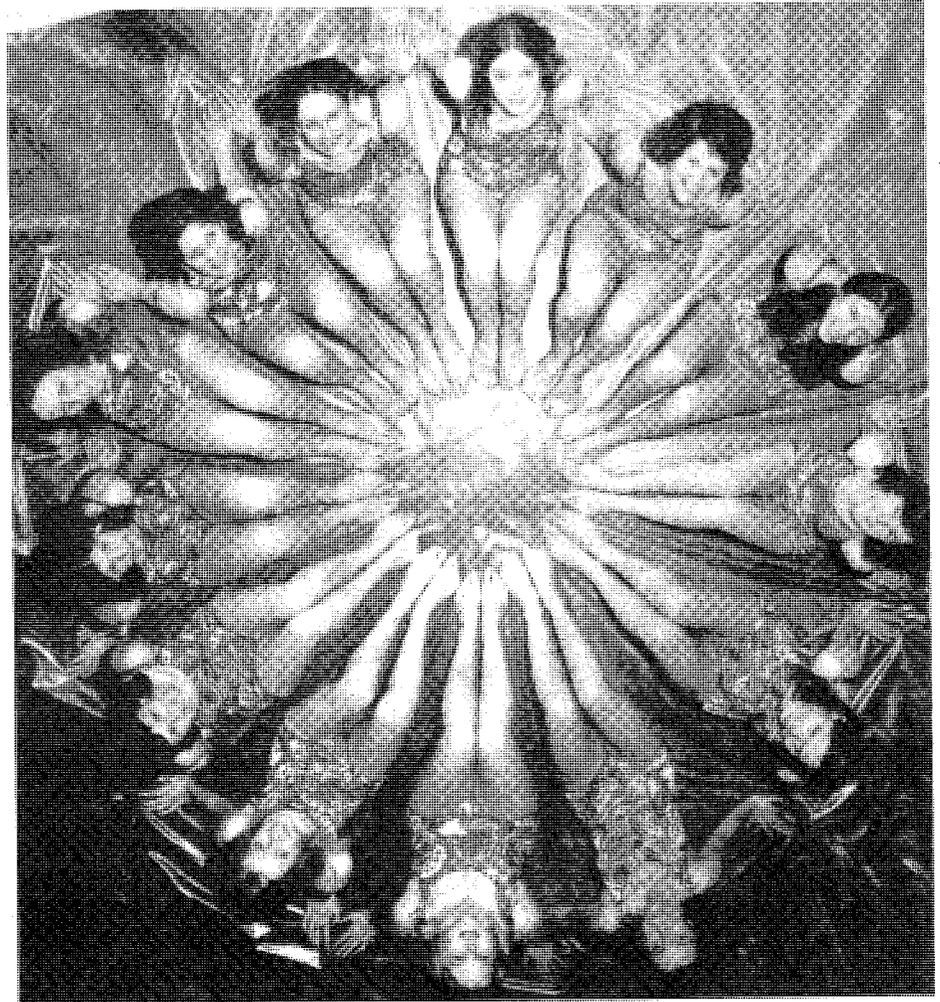
The South have always been the strongest District in Synchronised Swimming and produce the majority of swimmers for England and Great Britain squads, Senior, Junior and Age Group. In this our Centenary year, twenty-five of the thirty-four swimmers involved in National squads are from Southern Clubs.

The majority of coaches of the England and Great Britain squads over the past 21 years have been from the South, starting with Dawn Zajac, followed by Brenda Holland, Jane Holland, Sue Adams, Jenny Gray, Andrea Holland, Shelagh Zimmer, Edna Russell, Philippa Sutton, Terry Dodd and currently Carolyn Wilson, who has been the joint coach for 3 years and Michelle Geier, the Age Group coach.

The Inter District competition has been in existence for 16 years and has been won by the South 10 times in 14 entries, in 1976, 1978, 1979, 1981, 1983 to 1988 inclusive.

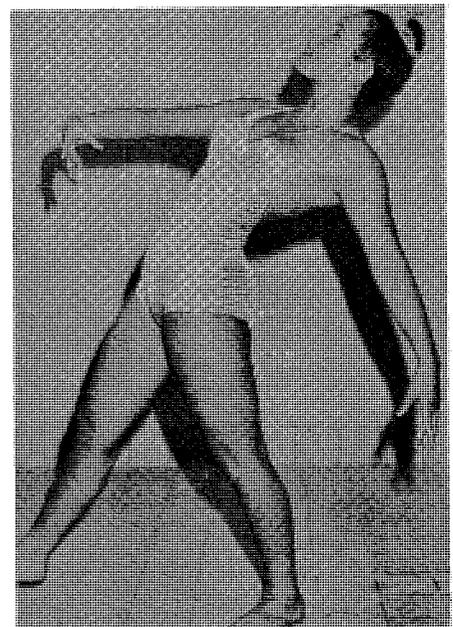
Since the European Championships started in 1974, we have gained 5 Gold medals in the Solo routine Championships. The first being Jane Holland (Reading Royals) in 1974, Jacqueline Cox (Reading Royals) in 1977 and Carolyn Wilson (Rushmoor) in 1981, 1983 and 1985.

Southern Officials are widely respected and are in constant demand, Nationally and Internationally. The Southern presence on the National scene, in all aspects of our complex sport, is always to the fore.



The depth of Synchronised Swimming in the South and the standard of performance is second-to-none, and in the current trend many new Clubs are taking honours in the Age Groups, such as Abbey Wood, Bramston Concordes, Hounslow Boro and Portsmouth Victoria.

Our Club coaches are of the highest standard and it is their efforts and dedication which bring the swimmers to National standard and keeps them there.



Development of Diving in the Southern Counties

by Graham Redfern

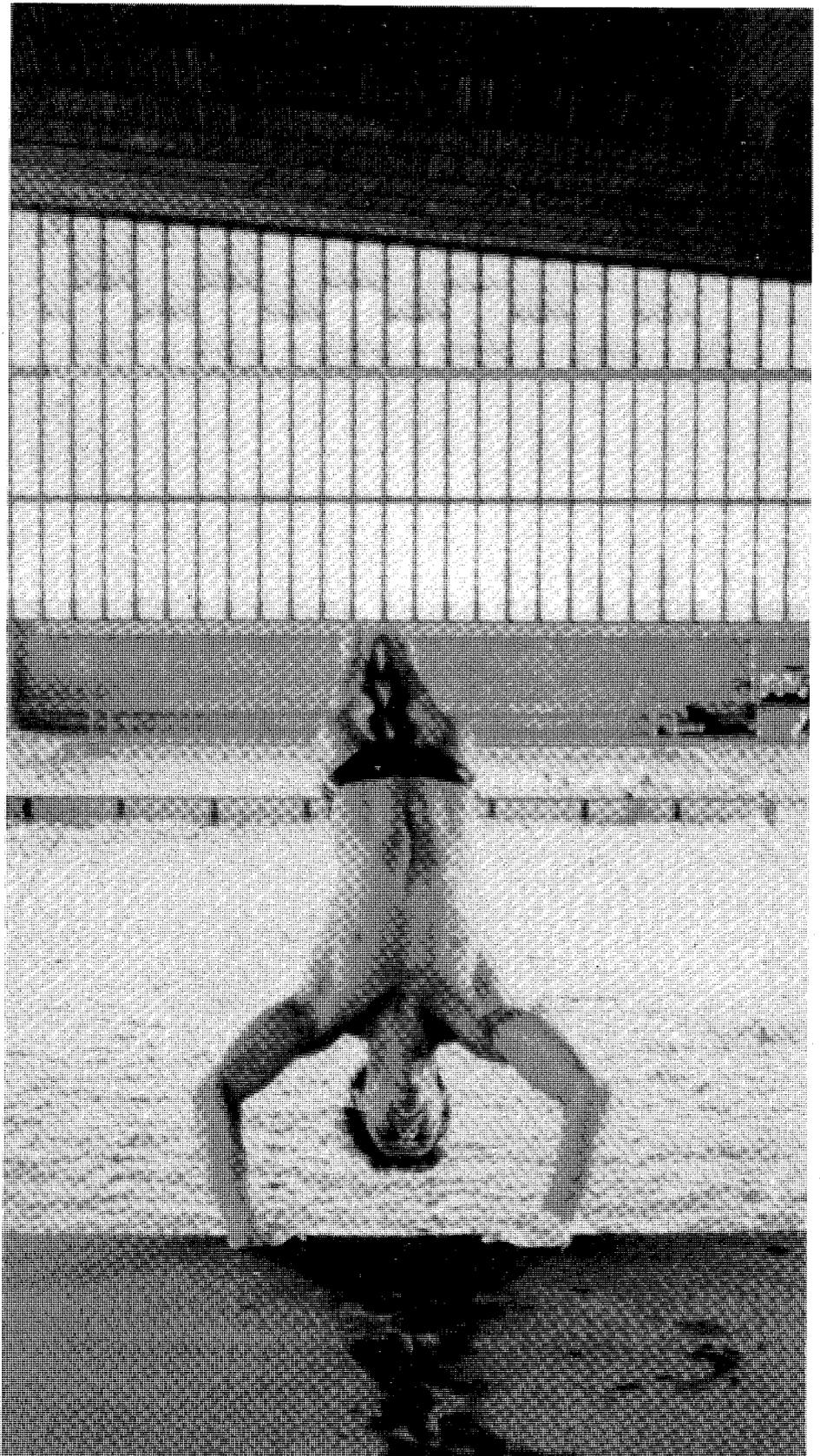
Diving at the end of the last century was a very simple affair. Diving boards varied in height and the baths tended to be very shallow. The dive was the English Header, now known as the Forward Dive Straight, and as the dive was not considered to be completed until divers came to the surface with hands stretched in front, the entry of the dive could not be very perpendicular to the water. The height of the boards did not follow any particular standard.

Diving was included for the first time in the Olympic Games of 1908 which were held at White City. By the (Stockholm) 1912 Games some form of fancy diving had evolved, mainly due to the efforts of the Swedish gymnasts. Women were included for the first time in the team and Belle White competed and won Britain's first Olympic Diving medal.

During the 1920's Highgate Ponds, with a highboard and 13 feet of water became the main centre for diving. Many events were held there and club teams competed for the Westminster Cup, presented by the second Duke of Westminster. These contests lasted all day and usually included competitors from the Channel Islands, mainly from Jersey Swimming Club. They had the lease of the foreshore at Havre des Pas which had enabled them to build their own pool, a tidal pool with a high board.

By 1924 the height of boards had been fixed at a standard level which still prevails today.

The Amateur Diving Association organised the National Graceful Diving Competition for each sex, only headers or swallow dives were permitted. The ADA could not affiliate to FINA, only the ASA could arrange International Meets or take divers abroad. After the 1928 Olympics, at which our divers did not do very well, a group of them formed Highgate Diving Club, a men's club. They resolved to boycott ADA championships and compete only in the events of the ASA and its District and County Associations and the principal object was to promote



competitions with overseas clubs.

Marshall Street Baths in the West End of London opened in 1930 with good boards and were open all year. They became the main training bath.

Double Olympic Diving Medallist in 1928, Pete Desjardins from the USA, turned professional and toured Britain several times in the 1930's. His exhibitions were very popular and provided an impetus to British Diving.

In 1932 SCASA created its Diving Committee, the first in the country. Also founded this year was the London D.C., a mixed club in three sections.

Highgate had formed contact with Continental clubs and Marshall Street Baths were the venue for inter-club matches, these always drew a capacity crowd. There were reciprocal trips abroad. During this period the ADA's influence

waned and that of the ASA increased.

In 1934 the Empire Pool Wembley was built to provide the venue for the second British Empire Games. The facilities were the finest in the country with American imported springboards. British divers did well (see Roll of Honour). Although it was only open in the summer, the Empire Pool became the major venue for International Diving events and training.

In 1935 the ASA held its first National Swimming & Diving Championships meeting at New Brighton and at the end of the year the ADA wound up its affairs. Some of its officials had already made the transition to the ASA, the most notable being Gregory Matveieff (Southern Counties President in 1956) (ASA President in 1964).

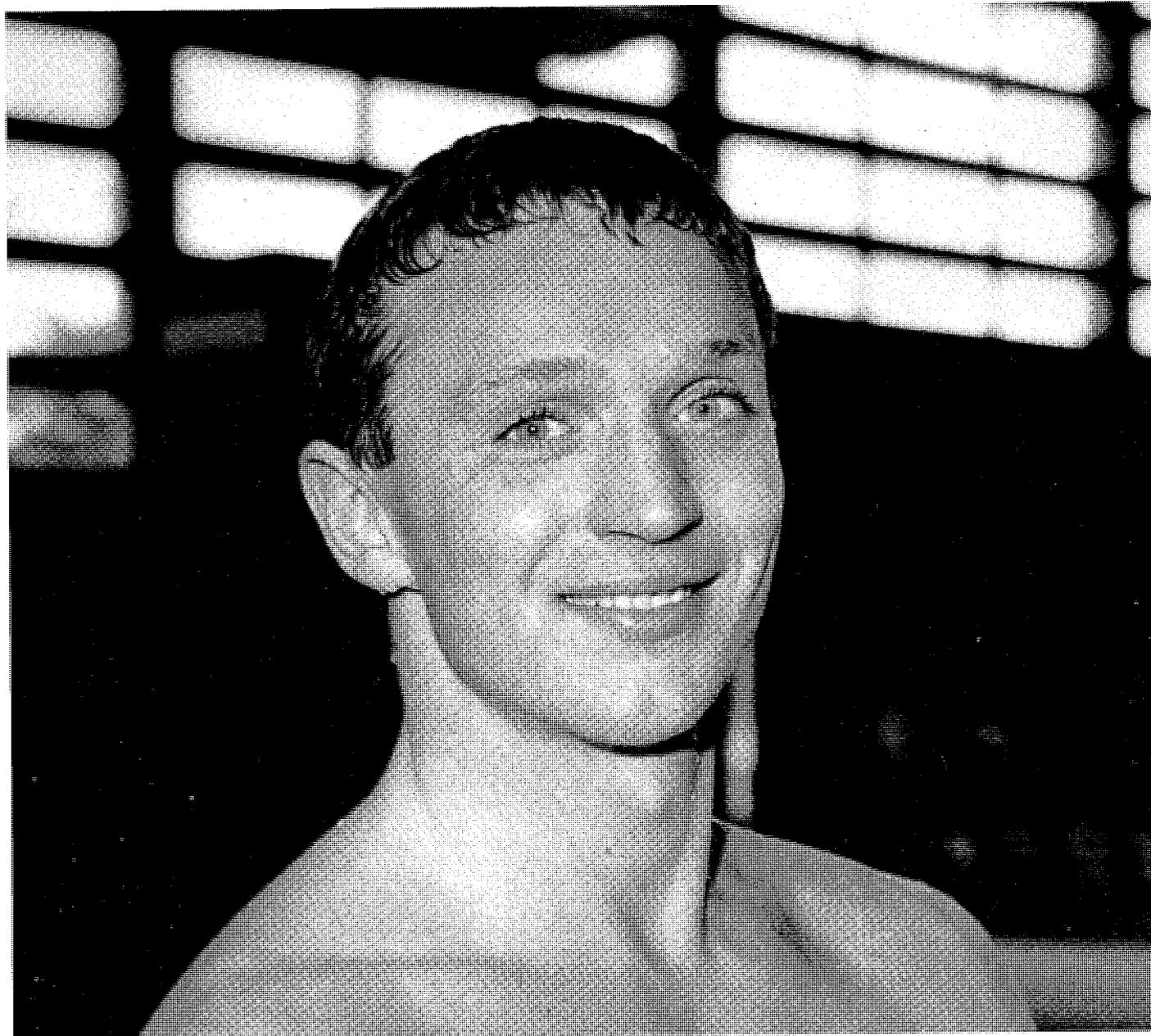
During the 1930s recognized diving coaches were emerging, J. Rasch and R. G.

Robinson (Highgate) and Cyril Laxton (London D.C., Essex Section).

At the 1938 European Games which were held at Wembley, Britain finished second to Germany in the Diving events. Mainly due to the efforts of Southern clubs the standard had risen tremendously in ten years.

After the Second World War the standard took a while to pick up again. By the end of the Fifties Brian Phelps (Highgate), coached by Wally Corner, was outstanding. In 1958 he won the European Highboard title aged 14. He was an International at 13 years 3 months and was said to have the perfect competitive temperament.

Once Crystal Palace opened in the mid-Sixties it became the main training centre, attracting divers from all over the country. Chris Snode (Highgate D.C.) has been the most successful diver of recent years.



The South's Roll of Honour

Swimming and Diving

Olympic Games

Individual Medallists from Southern Counties

1912	Bronze	Belle White (Hammersmith Ladies)	Highboard
1924	Silver	Phyllis Harding (Croydon Ladies)	100 m. Backstroke
1928	Bronze	Joyce Cooper (Mermaid)	100 m. Freestyle
1928	Bronze	Joyce Cooper (Mermaid)	100 m. Backstroke
1956	Gold	Judy Grinham (Hamspead Ladies)	100 m. Backstroke
1956	Bronze	Margaret Edwards (Heston)	100 m. Backstroke
1960	Silver	Natalie Steward (Hornchurch)	100 m. Backstroke
1960	Bronze	Natalie Steward (Hornchurch)	100 m. Freestyle
1960	Bronze	Brian Phelps (Highgate)	Highboard
1960	Bronze	Liz Ferris (Metropolitan)	Springboard
1980	Gold	Duncan Goodhew (Beckenham)	100 m. Breaststroke
1980	Silver	Phillip Hubble (Slough Dolphin)	200 m. Butterfly
1984	Silver	Sarah Hardcastle (Southend)	400 m. Freestyle
1984	Bronze	<i>Sarah Hardcastle (Southend)</i>	<i>800 m. Freestyle</i>
Team			
1980	Bronze	Mens 4 x 100 Medley Team included Duncan Goodhew, David Lowe (Harrow & Wealdstone) and Garry Abraham (Southampton)	

World Games

Individual Medallists from Southern Counties (from 1982)

1982	Silver	Jackie Willmott (Southend)	800 m. Freestyle
1986	Bronze	Sarah Hardcastle (Southend)	800 m. Freestyle

European Championships

Individual Gold Medallists from Southern Counties

1927		Belle White (Hammersmith Ladies)	Highboard
1938		Betty Slade (London)	Springboard
1947		Roy Romain (London University & Otter)	200 m. Breaststroke
1958		Judy Grinham (Hampstead Ladies)	100 m. Backstroke
1958		Brian Phelps (Highgate)	Highboard
1962		Brian Phelps (Highgate)	Highboard

European Championships

Junior Individual Gold Medallists from Southern Counties

1988		Ian McKenzie (Braintree & Bocking)	100 m. Breaststroke
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Commonwealth Games

Individual Gold Medallists from Southern Counties

1930	Joyce Cooper (Mermaid)	100 yd. Freestyle
1930	Joyce Cooper (Mermaid)	400 yd. Freestyle
1930	Joyce Cooper (Mermaid)	100 yd. Backstroke
1934	Phyllis Harding (Croydon Ladies)	100 yd. Backstroke
1934	Dot Macready (Jersey)	Highboard
1934	J. Briscoe Ray (Highgate)	Springboard
1934	Tommy Mather (Amateur)	Highboard
1938	Douglas Tomalin (Highgate)	Highboard
1950	Edna Child (London)	Springboard
1950	Edna Child (London)	Highboard
1954	Ann Long (Ilford)	Springboard
1958	Judy Grinham (Hampstead Ladies)	110 yd. Backstroke
1962	Linda Ludgrove (St. James's Ladies)	110 yd. Backstroke
1962	Linda Ludgrove (St. James's Ladies)	220 yd. Backstroke
1962	Brian Phelps (Highgate)	Springboard
1962	Brian Phelps (Highgate)	Highboard
1966	Linda Ludgrove (Beckenham)	110 yd. Backstroke
1966	Linda Ludgrove (Beckenham)	220 yd. Backstroke
1966	Diana Harris (Beckenham)	110 yd. Backstroke
1966	Brian Phelps (Highgate)	Springboard
1966	Brian Phelps (Highgate)	Highboard
1978	Christopher Snode (Highgate)	Springboard
1978	Christopher Snode (Highgate)	Highboard
1982	Phillip Hubble (Slough Dolphin)	200 m. Butterfly
1982	Christopher Snode (Highgate)	Springboard
1982	Christopher Snode (Highgate)	Highboard
1986	Sarah Hardcastle (Southend)	400 m. Freestyle
1986	Sarah Hardcastle (Southend)	800 m. Freestyle
1986	Caroline Cooper (Potters Bar)	100 m. Butterfly

Team Golds (only SCASA members of teams listed)

1930	Women 4 x 100 yd. Freestyle	Doreen Cooper, Joyce Cooper, (Mermaid); Phyllis Harding (Croydon Ladies)
1950	Men 3 x 110 yd. Medley	Roy Romain (London University & Otter); Pat Kendall (Sutton & Cheam)
1958	Women 4 x 110 yd. Medley	Judy Grinham (Hampstead Ladies); Christine Gosden (Croydon Ladies)
1966	Women 4 x 110 yd. Medley	Linda Ludgrove, Diana Harris, Judy Gegan (Beckenham)
1982	Women 4 x 100 m. Freestyle	Nicola Fibbens (Hatfield); Jackie Willmott (Southend)
1982	Women 4 x 100 m. Medley	Suki Brownsdon (Royal Tunbridge Wells Monson); Caroline Cooper (Potters Bar); Nicola Fibbens (Hatfield)

Editor's Footnote

In Conclusion

Celebrating our 100th Birthday with the publishing of this brochure has led to the assembly of a great deal of historical information about the beginnings of the sport in our District. It seemed appropriate

to take the opportunity to show how our activities were conditioned by social behaviour in those days rather than producing a more contemporaneous account of our affairs which, after all, would be familiar to most readers. The

recent past is perhaps best chronicled by those who will take a backward glance 100 years from now.

MARGARET COOMBS,
SCASA Honorary Public Relations Officer
COMPILER & EDITOR



**Lending support
to British Sport.**



Acknowledgements

Thanks to Hunting Gate who have sponsored this brochure: in particular to Peter Sanctuary and Craig Hunter. Thanks also to our other advertisers.

To Yvonne Price, Mike Proudfoot and Graham Redfern for their written contributions.

To everyone who responded and lent me valuable archive material and photographs (too numerous to mention individually I am afraid, with the exception of Ed Bowditch who did a valuable sifting job through the late Frank Lambert's files).

To all those who chatted and answered questions, again too numerous to mention individually.

To Sue Wallace at the British Olympic Association and John Verrier at ASA Headquarters for access to their respective libraries. Also the British Museum Library for access to ASA Handbooks.

Bibliography

History of the Amateur Swimming Association by Austin Rawlinson.

Encyclopaedia of Swimming by Pat Besford.

ASA and SCASA Handbooks.

Swimming Times of the 1920s and 1930s.

BOA Records.

Numerous club records, minute books and scrap books.

Any errors or omissions are unintentional and great regretted.

MARGARET COOMBS,

SCASA Honorary Public Relations Officer

Editor & Compiler

April 1989



SCASA CENTENARY BROCHURE

Additional identification of some photographs

- Page 5 (group top right) Ladies from Jersey S.C. circa 1920
- Page 6 Members of Colchester S.C.
- Page 7 Violet Morgan (Kingston Ladies S.C.) SCASA Girls
100 yards Champion 1910 (time 1 min. 34 secs.)
- Page 8 (top) Ladies Long Distance Championship of England
(5 miles) in the Thames
(bottom) Masters swimmers at the GB Championships,
Barnet Copthall, 1985
- Page 9 (bottom) John Besford on winners rostrum: Germany 1934
- Page 10 Judy Grinham meets American film star, James Stewart
- Page 12 Start of Mens 200 m. race at 1908 Olympic Games (pool
in middle of White City Stadium)
- Page 13 (top) Hastings Ladies Synchro Team (mid Fifties)
(bottom) Hastings Mixed Floating Formation
- Page 14 Synchro National Squads 1973
Jane Holland, Solo Gold Medal winner in the first
European Championships 1974
- Page 16 French Ladies Water Polo Team walking along Kingsway
1929 (in London to play a match vs the London Ladies
Water Polo Association at Croydon)
- Page 18 Chris Snode in training at Crystal Palace
- Page 19 Brian Phelps

Incorporation

Purpose

The purpose of this paper is to provide some basic information on the incorporation of the Amateur Swimming Association (ASA).

Introduction

Discussions have taken place regarding the incorporation of the ASA on several occasions and at last year's Annual Council Meeting (ACM) the matter was discussed in detail. A number of Regional meetings followed early this year and widespread support for incorporation was received. A meeting in April where all Regions were represented gave unanimous support and formal proposals are to be put to the ACM this October.

Advice has been taken from the auditors and law firms and as well as the Regions, both the Sport Governing Board and the Group Board support the move to incorporation and the structure set out below.

Background

The ASA prides itself on operating within an effective governance framework and as part of this it is pertinent to review the governance structure from time to time. The matter of incorporation is therefore back on the table for debate and consideration as the world in which we operate in is an ever changing one which is becoming more business orientated and partnership based. The world is also more litigious than in the past and it may well become more difficult to ensure that risks are fully insured.

Current Position

The ASA is an unincorporated association with companies limited by guarantee sitting below the unincorporated association:

Institute of Swimming Limited
Swimming Times Limited
ASA Swimming Enterprises Limited
ASA Business Enterprises Limited

The majority of assets (for example SportPark and cash reserves) are held centrally by the unincorporated body and the majority of supplier contracts and sponsorship contracts are held centrally by the unincorporated body. Assets and some contracts are in the names of officers or with trustees on behalf of the unincorporated body.

Members of the ASA are protected through the laws of the ASA restricting liability to the amount of the ASA Membership Fee paid by or on behalf of that individual. Furthermore, comprehensive insurance policies are in place.

Unincorporated Associations have some challenges as they do not have any legal personality. These challenges include the following:

Court Actions must be in the names of one of more officers (Chairs, CEO or President.) These could arise from disputes from the ASA Judicial process or suspensions relating to child safeguarding, etc.

Whilst the risk of this is remote, a significant claim that is uninsurable or where there is insufficient level of insurance could wipe out the assets of the ASA and leave officers, board members, executives and possibly others personally liable.

The ASA cannot be subject to legal action as it does not have a legal personality. Therefore, court cases such as employment tribunals and supplier disputes must be in the name of one of the officers.

Legal actions by the ASA must be taken in the name of one or two officers. For example claims against suppliers, IP infringement claims, etc.

The ASA cannot own freehold or leasehold land or buildings. Therefore, SportPark has been leased in the names of trustees on behalf of the ASA.

The ASA cannot borrow money in its own name. The mortgage on SportPark is therefore in the name of the trustees. The trustees are indemnified out of the assets of the ASA. If the bank called in the loan and the security value of a forced sale of the SportPark lease was less than the loan, this may lead to insufficient funds to repay the loan and the bank would seek remedy from the trustees. In these circumstances the trustees could then seek remedy from the officers of the ASA.

The ASA benefits from comprehensive insurance and to date has not been the subject of a claim which was not insured. However, there is always a huge unknown and multiple injuries in a single incident may leave the ASA exposed.

It is becoming increasingly difficult to enter into contracts with some suppliers or key partners as the ASA is not registered at Companies House and therefore does not fit in with standard credit checks. On one occasion a large company refused to contract with the ASA. We have not yet entered into a formal contract with the RNLI and are operating on goodwill as their legal department do not have a mechanism of contracting with an unincorporated association.

Unincorporated bodies cannot group register for VAT. This costs us circa £25,000 to £30,000 every year.

Options for incorporation

There are various options for incorporation, including:

- Company Limited by Guarantee
- Company Limited by Guarantee with charitable status
- Charitable Incorporated Organisation
- Trusts

A review has confirmed that both Trusts and Charitable Incorporated Organisations are not suitable for the ASA. Trusts do not allow members, whilst Charitable Incorporated Organisations are relatively new (2013) and are for smaller organisations.

Thus, the options are:

- Company Limited by Guarantee (CLG) and

- Company Limited by Guarantee with charitable status.

The benefits of becoming a CLC with charitable status include:

Ability to claim gift aid on donations

Discounts on goods and services only provided to charities. In the past the ASA has benefited from some of these arguing the “not for profit” position but over time we have been refused discounts as we do not have a charity number.

Ability to gift aid profits from trading companies, including subsidiaries.

Potential partnerships with other charities which may open further doors for funding streams. Charities often prefer to enter partnerships with other charities and this may become more important as we focus on our health and wellbeing agenda.

If the CLG without charitable status becomes the preferred option, it is possible to obtain some of the charity benefits by creating a charitable wholly owned subsidiary of the CLG.

Governance structures – Boards and Council

The two options above are both solutions for membership organisations and therefore recognise the role of the members in the organisation.

The current system of membership representation through Council can be retained with a Members’ Forum responsible for:

- The appointment of the Chair and Directors/Trustees
- The removal of the Chair and Directors/Trustees
- Changes to the Articles

The Articles will include a number of statutory clauses and other clauses as required by the sport. This is very similar to the current position whereby the constitution contains Laws which can only be changed by Council.

The new entity will require Directors/Trustees to be appointed.

Initially the existing Boards would continue in their current form to enable a transition and moreover, the committee structure under Board level will also continue. Continuing with the current structure of management groups, workings groups and committees will smooth transition and give time for further consultation regarding future needs.

Members’ Forum

Under the proposals going to the October 2017 ACM, the new company will have a Members’ Forum. Each Region will be able to appoint members to the Members’ Forum and the number of members a Region can appoint will be based on the existing formula for the number of delegates a Region can appoint to Council. Thus, the number of members on the Members’ Forum that each Region will have will be the same as the number of delegates that each Region can send to the ACM.

However, it is not necessarily as simple as saying that delegates and members are the same individuals. Someone may not be a delegate simply because they cannot make the date of the October 2017 ACM. Membership of the Members' Forum is a 365 day a year position – although in practice it is unlikely that there will be anything to do more than a few times a year. (The occasional vote and attendance at AGM and any EGMs.)

NB It is anticipated that in January 2018, members of the Members' Forum will be required to vote re four Member Nominated directors for appointment to the Board of the new company.

A process for selecting the members of the Members' Forum will need to be agreed and enacted at the Regional AGM's in September 2017. If incorporation is formally agreed at the ACM in October 2017, we will want each Region to provide the details of their members of the Members' Forum before the end of 2017.

NB We will still need Council delegates for October 2017 (and possibly October 2018).

It is for each Region to determine how they wish to establish their members of the Members' Forum, both initially and going forward. At a meeting of the ASA's Rules Committee, five possible approaches were identified re the initial process, there may well be more:

Formally deal with members of the Members' Forum at the September 2017 Regional AGMs, subject to formal approval of incorporation at October 2017 ACM;

For the initial year, simply agree at September 2017 Regional AGMs that members of the Members' Forum shall be the same as the delegates to Council;

Agree at September 2017 Regional AGMs that the Regional Board can decide;

Have an EGM in November or early December 2017;

Agree at September 2017 Regional AGMs that a postal ballot take place.

The Board of one Region is to recommend at its September 2017 AGM that for the initial year, it is simply agreed that members of the Members' Forum shall be the same as the delegates to Council. We are not yet aware of what other regions are proposing but we understand that Regions have little appetite for EGMs and postal votes, wanting to "sort and conclude" at their September AGMs.

Board

The proposed structure of the new Board is:

- 1 Independent Chair
- 4 Member nominated directors
- 3 Independent directors
- 1 Chief Executive
- 1 Chief Financial Official
- 2 Specialist directors
- 12

If approval for incorporation is formally received in October 2017, a call for nominations for four Member Nominated directors will go out to the Regions.

NB No Region will be able to make more than one nomination.

It is anticipated that the call for nominations will go out to Regions during November 2017. This will be via email to Regional Chairmen, with the regional representatives on the Sports Governing Board copied in.

Regions will be able to make nominations via email to the Company Secretary, Richard Barnes.

It is anticipated that nominations will close in mid November 2017

The election process will be carried out in December 2017 / January 2018 by an independent organisation, Electoral Reform Services (ERS). ERS will contact each member of the Members' Forum (probably by email) directly.

Each member of the Members' Forum will be able to vote for up to four nominees.

The intention is for:

the nominee who finishes fourth in the ballot to serve on the new Board until 31 December 2018

the nominee who finishes third in the ballot to serve on the new Board until 31 December 2019

the nominee who finishes second in the ballot to serve on the new Board until 31 December 2020

the nominee who finishes top in the ballot to serve on the new Board until 31 December 2021

It will be for each Region to decide on the best approach for determining Regional nominations. It is envisaged that this matter will be agreed at the September 2017 AGMs of each Region.

The chair and the three independent directors will be appointed via an open recruitment process with the nominations committee / interview panel including one representative from the existing Sport Governing Board, one from the existing Group Board and one independent.

The specialist directors will be the last to be appointed and will be appointed with a view to ensuring a well balanced Board with a good mix of skills. There will be an open recruitment process and the nominations committee / interview panel will be made up of members of the new Board.

Other matters

It should be noted that consideration will also be given to addressing the following other issues at the September 2017 AGMs of Regions:

References to Sport Governing Board or Group Board may, when appropriate, be read as references to the Board of The Amateur Swimming Association (Swim England) Limited. (Hereafter summarised as ASA Limited.)

References to ASA may, when appropriate, be read as references to ASA Limited.

Bulletin



Sport Development Director appointment

I am delighted to confirm that we have appointed George Wood as our Sport Development Director.

George was appointed following a series of interviews with representatives from our Board and British Swimming and the members of the Swim England Senior Leadership Team.

As the newest member of our Senior Leadership Team, George will have overall responsibility for the delivery of a coherent approach to sport development, club development and talent development across all our aquatic disciplines ably supported by our current Club Development, Sport Development and Talent teams.

With a background in community and performance sport as well as coach education, George spent seven years in a similar role with Badminton England. Before that he worked for Sport England - managing relationships with the England and Wales Cricket Board, the England Golf Partnership, Sports Coach UK, DCMS and the Home Country Sports Councils. He has also provided strategic guidance and support to Table Tennis England, StreetGames and England Hockey.

A keen swimmer, cricketer, footballer, squash player and long distance runner, George has a Masters degree in Sport and Recreation Management and is a black belt in Taekwondo. He is due to join us on 14 August 2017.

I hope you will all join me in congratulating George in his new appointment.

Many thanks,

Jane



Bryony Gibbs

From: Roger Penfold <rogerpenfold@btinternet.com>
Sent: 03 July 2017 15:56
To: Bryony Gibbs
Subject: Fwd: Notes and Actions from Regional Chairs Meeting 22nd June 2017

Follow Up Flag: Follow up
Due By: 06 July 2017 16:00
Flag Status: Flagged

Bryony

Please circulate this to the Board, and include the notes on the agenda for the next meeting.

Roger (FP)

Sent from my iPad

Begin forwarded message:

From: Regional Email Service <regional-email@swimmingresults.org>
Date: 3 July 2017 at 15:42:17 BST
To: rogerpenfold@btinternet.com
Subject: Notes and Actions from Regional Chairs Meeting 22nd June 2017
Reply-To: Jane Nickerson <Jane.Nickerson@swimming.org>

Dear All

Please find below the notes and actions from the Regional Chairs meeting held on 22nd June 2017.

1.

Incorporation

General feeling this is moving in the right direction - all expecting the vote to be positive.

Noted that timings will depend on whether charitable status is achieved.

All comfortable with the options for appointing the Members of the Members' Forum

All agreed it is important to ensure those standing/elected appreciate they are not regional representatives.

Discussion around the most effective way to elect the 4 member nominated directors ensuring smaller regions are not disadvantaged.

Consideration to be given to publication of CVs, hustings etc.

Brian Havill to seek advice on this and communicate the decision

Agreed a Regional Chair should be included on the Nominations Committee for the independents and specialists.

David Flack to ensure the Regional Chairs provide notification of their nominee by 7th July

2.

Employment Issues

Concern that under the current arrangement regions are charged VAT for the staff employed via Swim England.

Advised that the only way forward is for Joint Employment contracts. This was originally offered to regions but turned down.

Brian Havill to ensure revised contracts are issued.

3.

Integra

Concern that regional staff are using their own lists of contacts rather than using Integra.

Some concern that the information on Integra is not kept up-to-date by clubs and a request was made to allow Club Officers to change the information.

It was noted that there are guidelines and protocols regarding the management of data which will be re-circulated.

Emma Griffin to ensure the information is updated and re-issued. Reminders to be sent to all staff, including Regional staff, regarding the use of personal lists.

4.

Regional Mailing System

Not all staff are using the system at present. Some training required.

All regions encouraged to update their information.

Emma Griffin to ensure all appropriate staff are trained

Emma Griffin to ensure a reminder is sent to all regions on a quarterly basis asking them to check and update their distribution lists

5.

Judicial Review

All very concerned about the current system and are seeking an independent review.

The Chairs appreciated that a request to undertake a review will have to be made to the Group Board as the members of the Group Board are responsible for resource allocation.

Noted that things may have changed / in the process of changing and therefore important that everyone is brought up to date with the current system.

Agreed there is a need to find additional Friends, especially those prepared to mediate. Also agreed that some Friends should either be retrained or stood down as their knowledge and style is now out of date.

Agreed that a meeting should be set up between the Judicial Commissioner and the Regional Chairs at SportPark.

Richard Barnes to arrange the meeting between the Chairs and the Judicial Commissioner.

Jane M Nickerson

Chief Executive Officer

M 07771 814 302

E Jane.Nickerson@swimming.org



Pavilion 3, SportPark, 3 Oakwood Drive,
Loughborough University, Leics LE11 3QF



swimming.org

Swim England Senior Leadership

Update June 2017

JMN – Jane Nickerson, EG – Emma Griffin, DJS – Damian Stevenson, JG – Jon Glenn, JK – Jon Keating, MT - Mike Thompson, JD - Jonathan Duckworth, BH – Brian Havill

Leadership (JMN)

- We have received a letter signed by Tracey Crouch MP, Minister for Sport, Department for Digital, Culture, Media and Sport and Robert Goodwill MP, Minister for Children and Families, Department for Education formally thanking the Curriculum Swimming and Water Safety Review Group for the comprehensive report. A Swimming Implementation Group will now be formed, of which we (Swim England) will be the leaders. This group will develop the options around the implementation of the recommendations.
- A parliamentary question was tabled by Catherine West MP asking whether the Minister for Sport had met with Swim England to discuss increasing participation in swimming for fitness and competitive swimming. Catherine West MP has also shown a proactive interest in setting up an All Party Parliamentary Group for Swimming and we are engaging with her on this.

Strategy (EG)

- Heads of Departments and Managers are now using the new Implementation Plan Tracker. Through quarterly reporting, this will allow SLT to monitor operational activity, tracking progress and providing support where it is required.

Strategic Partnerships (DJS)

- Scoping work is now complete with a range of partners having been allocated to the Strategic Partnership Managers. Additional partners will be added over time in particular the non-traditional partnerships, which are currently being scoped by the Health and Wellbeing Team. Work has continued on the following key project areas to build momentum for the team, these include:
- **Growing Swimming Toolkit** - see insight summary for details.
- **Internal Dashboard.** All Dashboards are complete for the current partnership portfolio. The Dashboards will provide us with valuable data and insight in to what each of our partners mean to Swim England both commercially and to the sector. We will regularly review each dashboard to ensure we are supporting the right partnerships
- There have been a wide range of meetings as the team begins to fully engage with all of our strategic partners. Key highlights include:

Neil King, CEO of **1Life**, who have just been through an internal business restructure. We agreed the importance of partnership working moving forwards.

Further meetings have taken place with **Nottingham Community Housing Association**. Work areas have been identified, including potential support we can provide in the future, including on the Dementia-Friendly Swimming project. This collaborative approach will provide useful insight on how we can deliver our key objectives with a non-traditional partner.

Pool Leadership Operational Managers Group meeting. This meeting was attended by 12 national operators with part of the agenda dedicated to updating operators on our LTS marketing campaign featuring Adam Peaty. Elaine McNish also presented the Health and Wellbeing team priorities, including an overview of the Health Commission report.

Derby City Council. Exciting times ahead for the city with the development of a 50m pool and a refresh of their Physical Activity & Sport Strategy. It is clear our objectives match Derby City Council's vision of a 'Safe Strong Ambitious City'. A further meeting will focus their Senior Leadership Team on our Behaviour Change Research to inform their pool programming decisions. The City Council are creating a new 'Active Cultural Leisure Board' which is of particular interest, as it will be a strategic board made up of internal departments and non-traditional partners. We will stay close to this, with a watching brief aimed at further developing our influence and expertise in this area.

Learn to Swim & Workforce (JG)

- A new Head of Learn to Swim has been appointed - Katie Towner who took up her new role on 19 June.
- 2018 Nation School Games: World Class Home, National Talent and School Associations have made the decision to withdraw from UK School Games as of 2018. The decision to withdraw is based on,
 - The Competition does not form part of the talent pathway
 - The dates do not fit into the swimming calendar.
 - Lack of human resources would make delivery of the Games difficult.

Water Polo however have made an application to YST to be part of the Games in 2018. This is being discussed and considered by Home Nations Sport Councils

Swim Safe (JG)

- Swim Safe: RNLI have confirmed core funding for Swim Safe to 2019.

Workforce (JG)

- The IoS rebrand survey has been completed and there was a good response and positive outcome.
- What do consumers understand about the IoS?
 - The IoS is seen as professional but should look to be more forward thinking and avoid bureaucracy
 - Consumers are likely to recommend the IoS due to positive prior experience, exceptional tutors, and helpful and professional staff.
 - The consumers are most satisfied with the quality service they receive with the IoS and are inherently positive.
 - Consumers would be engaged by messaging that displays the size/impact of the IoS and it's responsibility to the sport
- Year to date to date income up on plan and previous year.
- IoS Memberships up on plan year to date – numbers now 8062. Direct Debit attrition proving to be low averaging 95% retention, which is positive.
- Level 3 coaching face to face days held last weekend at Sport Park by Fred Furniss, Diane Elliot and Lindsay Dunn, with excellent feedback from learners.

- We have run three very successful key contact roadshows this month covering key subjects like plagiarism, conflict of interest and Duty of Care in sport. The training ensured that approved centres have an understanding of their responsibilities when running courses.
- The first Diving Development Group met recently and is now established with a clear remit and terms of reference
- The 2017 Tutor Training programme has now entered the attachment phase, with all attachments scheduled for the period Aug 2017 – April 2018

Insight (DJS)

- **CRM.** The team day on 13th June successfully relaunched CRM, supporting usage by field teams across the organisation. With the SLT briefing underlining the importance of CRM, key teams have been engaged.
- **Swimming Growth Toolkit.** We are working with other internal teams to develop an online information resource which will help pool providers to improve their customer experiences. Based on our 3 Frontier Model, it is designed to showcase best practice approaches to improving the customer journey, whilst highlighting the benefits of working with Swim England in developing their businesses, e.g. workforce skills or LTS pathways
- **Lapsed members research.** Members who had not renewed their membership for 2017 were contacted in April/May via an online survey to understand reasons for this. The findings have been shared with colleagues from Membership, Operations, Marketing and Club Development. Key outputs include a number of recommendations to retain members in future years, such as improving communications of the benefits of being a Swim England member.
- **Parents' perceptions survey.** A survey to parents of children aged 2, 5, 8 and 11 has gone live, and we plan to share the results by the end of July. This survey is a collaboration between Insight, Marketing and Commercial, Learn to Swim, Strategic Partnerships and the Health and Wellbeing Team. It will seek to understand parents' awareness and perception of Learn to Swim and school swimming, as well as capture their awareness of their child's swim ability, confidence and competence. Where relevant, the questions are the same as last year's survey to enable us to track awareness/perceptions over time.

Health and Wellbeing Update

- **The Health Model.** A significant amount of work is being undertaken across the team to develop a Theory of Change logic model that will articulate the Swim England Health and Wellbeing offer, with the aim of utilising this for discussions with current and potential partners in the future. More details on this will be shared next month, once internal and external stakeholder feedback is incorporated and the final model is created.
- **Health and Wellbeing Benefits for Swimming Report launch.** The Health Commission Report and our response document was launched at the Sport England offices on the 21st June. A copy of both documents and the associated infographics can be found at www.swimming.org/swimengland/health-and-wellbeing-benefits-of-swimming. The documents have been well received and a number of our partners are promoting the report - we have also had initial discussions with key partners such as Arthritis Research UK about collaborative working to build the health and wellbeing delivery model.
- **Aquatic Activity for Health.** This month we had our first two pilots of the Aquatic Activity for Health in Corby and London. The courses were well attended and we received some excellent feedback. It was great to hear from all attendees that they felt

there is a real need for this qualification and to hear their excitement about now having the confidence and skills to deliver aquatic exercise referral.

- Towards the end of July we will be having our third pilot course where we have attendance from the Association of Aquatic Physiotherapists where our aim is for them to be able to accredit our qualification.
 - Please see below just a few of the quotes from the attendees:
 - 'Very hands on delivery pool programme. Fun and enjoyable'
 - 'Tutor excellent. Informative, interesting course with concise sections'
 - 'Very informative, easy to understand due to demonstrations, theory and practical sessions'

Talent (EG)

Synchronised Swimming

- The Synchronised England Talent squad held the first Annual Display at Aldershot on 2nd June on the final day of their camp. All the athletes took part in the display showcasing all routines ahead of the forthcoming international competitions. Over £1500 was raised and many athletes from around the country turned up to support.
- The Synchro Age Group Squad recently competed in Croatia and they had a very successful competition, which saw them return with golds in team, solo and figure events, along with silver in the duet. For more information please take a look at the full story - <http://www.swimming.org/synchro/english-age-group-squad-star-medal-haul-primorje-cup/>
- The Junior Squad have just returned from the Junior Europeans in Belgrade. We were pleased with the improvement in scores across the board for the squad which is testament to the new training regime put in place. For more information <http://www.swimming.org/synchro/clean-sweep-top-10s-british-juniors-belgrade/>
- Our Junior duet, (who are also our senior duet) will be travelling to Budapest to go up against the best in the World next month. Prior to the competition they will travel to Italy for a training camp but also show at the Italian senior nationals ahead of the competition. They will have great exposure and we are looking for them to progress and improve their personal best score.

Water Polo

- Filming for a new suite of water polo coaching resources took place at Bolton School this month. Editing will take place during July so that a series of coaching videos can be published to the water polo hub for parents, athletes, teachers and coaches to better understand the game.
- Four new trainee water polo tutors have been inducted onto a pilot tutor training programme for the discipline, condensing the learning and can FastTrack candidates with the right skill set. The new cohort of tutors are expected to start delivering from September 2017 that will help meet the increasing demand for water polo coaching courses.
- The Great Britain Water Polo Teams competing in the World University Games in Taipei in August 2017 have been selected. England re-established the National Senior Squads last year, thanks to the establishment of the National Water Polo Centre and are pleased to confirm that English athletes make up 100% of the squads travelling to

Taipei. Plus two of England's four FINA referees have been appointed to officiate at the Games.

- The application for water polo to be included in the Youth Sport Trust's School Games National Finals has progressed to the next round. The application process has been extended and the outcome of whether water polo will be included or not is expected by 31st July 2017.

Clubs (JK)

- **Club Awards.** Six awards written in partnership with England Programmes (Swimming) with a strong link to British swimming's 'Off the Blocks' resource. We've identified around 30 clubs to pilot these awards from September onwards. Insight team will support us to gather feedback from these awards. Once pilots are complete and any changes made in accordance with feedback, we will look to launch this new scheme early 2018. This project also includes 2 new awards focused on open water.
- **SwimMark.** This was officially launched on the 12th June. (brand and name change from swim21). So far this change has been received positively by our clubs. 52% of our clubs are SwimMark essential accredited.
- **Club Matters.** Jon Keating has been invited by Sport England to be part of the control group for developing Club Matters resource further. This gives us the benefit of ensuring new developments are fit for purpose for our Aquatic clubs and prevent us replicating resources, training etc. that Club Matters may provide.
- **Club Pool ownership.** Steady progress being made with our number one candidate for this project, Preston Swimming Club. We are looking to develop partnerships with the club, Council and University of Central Lancashire to make this project come to fruition. We have a handful of other clubs with a keen interest to make this happen too.
- **Coach Licensing.** An audit has been conducted of how this works across numerous other NGBs, a paper is being produced with our recommendations for coach licensing.
- **Masters/Open Water.** 30th September is the confirmed date for the Masters conference. The theme this year is aimed at educating Masters Regional and County reps in order to address issues from the Masters Survey.
- 400+ English Masters have entered World Masters in Budapest, with 166 swimmers having ordered kit with any profit from this coming to Swim England to be re-invested into Masters Development.
- Open Water Awards being piloted by venues and clubs
- **Diving** START funding allocated to 14 centres to deliver the programme, with predictions of offering free tasters to around 7500 people
- 8 centres have been awarded Diving Development Centre (DDC) status, receiving funding of between £3k - £7.5k to grow numbers of children and coaches in the sport, meetings currently underway to agree KPIs with each centre.

Commercial and Marketing (MT)

- We celebrated aquatic successes of those named in the Queen's Birthday Honours 2017 and highlighted the amazing work and commitment of our volunteers during Volunteers Week 2017
- The Swimming and Health Commission report was successfully launched.
- We supported the sector-wide launch of the updated Baby Swimming standards document, and a new report against 'drown-proofing babies'. We also supported RLSS's drowning prevention week and Women's Sports Week.
- The Commonwealth Youth Games Team was announced.
- Entries opened for this year's Summer Meet (50m), which will take place at Ponds Forge, Sheffield on 2-6 August. Entries due to close on 11 July and as of Monday 26 June, 67% of invitations have been accepted, 1,130 (2016: total invitations accepted 1,304). Para swimming entries received to date: 48 (2016: 93).
- Events team were part of the UK Sport Knowledge Transfer workshop, held in Leeds alongside the ITU Triathlon World Series. Workshop focused on event logistics, city operations and risk assessment
- A Learn to Swim Marketing campaign was launched on Tuesday 27 June, featuring Olympic champion Adam Peaty. Watch the campaign video here
- (<https://www.youtube.com/watch?v=ZmranEdmSsk>) The campaign is digital only, aimed at increasing Learn to Swim provider and parent awareness of the Swim England Learn to Swim Awards, and their importance for helping children stay motivated when learning to swim. In the first week, there's been over 120,000 views of the video on Facebook, 35,000 views on YouTube

People Development (JD)

- As a result of a reviewing the agreed personal development needs identified in recently-completed round performance appraisals we have now launched a series on internal learning and development programmes through our own Swim England Academy (SEA) to be delivered throughout the rest of the year and including IT skills, project management, time management and minute taking skills, Places on these programmes can be booked by emailing peopledevelopment@swimming.org

Please contact Julie Wileman on julie.wileman@swimming.org with any enquiries and for further details.