

Annual Report

2016-17

Contact

*Swim England South East
c/o Freedom Leisure
The Paddock
1-6 Carriers Way
East Hoathly
East Sussex
BN8 6AG*

Phone: 07765 828 180

Email: office@southeastswimming.org



Contents

President's Report	3
Chairman's Report	3
Finance	6
ASA Divisional Lead – South	12
Development	12
ASA Regional Youth Forum	15
Diving	15
Masters	17
Open Water	19
Swimming	20
Synchronised Swimming	22
Water Polo	23

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 Brian 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 Cub 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/IOS 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 £304,165, current assets of the Region of £43,549 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

ASA SOUTH EAST REGION

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 appropriate to assume that the Region will continue in business.

The Regional Management Board is responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the Region. It is responsible for maintaining a satisfactory system of control over the Region's books of account, its cash holdings and its receipts and remittances and must also take adequate precautions to guard against falsification and facilitate its discovery.

ASA SOUTH EAST REGION

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 2017 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 and for no 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 technical guidance issued by the Institute of Chartered Accountants in England & Wales and have complied with the ethical guidance laid down by the Institute.

You have approved the financial statements for the year ended 31 March 2017 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

.....
Charterhouse (Accountants) Limited
Chartered Accountants
Clarendon House
20 - 22 Aylesbury End
Beaconsfield
Buckinghamshire
HP9 1LW

27th July 2017
Date:

ASA SOUTH EAST REGION

INCOME AND EXPENDITURE ACCOUNT

For the year ended 31 March 2017

	2017		2016	
	£	£	£	£
Income				
Affiliation fees	150,423		114,877	
Licensed meet fees	38,097		35,057	
Bank interest (net)	127		133	
Sponsorship	5,000		5,000	
Miscellaneous income	1,384		30	
		195,031		155,097
Expenditure				
Cost of Democracy				
Regional council meeting	2,478		2,332	
ASA council	637		1,161	
Regional management board	5,075		5,698	
President's expenses	(2,157)		224	
Welfare officer's expenses	40		15	
Finance group costs	192		120	
Accountancy fees	1,560		1,560	
Bank charges	834		744	
	8,659		11,854	
Disciplines				
Diving (net)	13,911		14,100	
Disability (net)	5,085		6,297	
Masters (net)	396		(519)	
Open water	1,919		1,011	
Swimming (net)	(4,205)		1,481	
Synchronised swimming (net)	14,751		13,626	
Water polo (net)	9,676		13,888	
Medals	1,726		2,000	
	43,259		51,884	
Development plan				
Development group costs	607		705	
Course subsidies	34,916		45,337	
Swim21	12,729		6,515	
Volunteer training	20,852		18,807	
Athlete support	1,119		4,171	
Youth Forum	-		39	
	70,223		75,574	
Staffing				
Regional Club Development Officers	60,511		62,864	
Central establishment costs	2,338		4,637	
	62,849		67,501	
		184,990		206,813
Surplus/(Deficit) for the year		10,041		(51,716)

ASA SOUTH EAST REGION

BALANCE SHEET

As at 31 March 2017

	Notes	2017		2016	
		£	£	£	£
CURRENT ASSETS					
Debtors	2	43,549		49,321	
Cash at bank	3	<u>304,165</u>		<u>287,898</u>	
			347,714		337,219
Less: CURRENT LIABILITIES					
Creditors	4	<u>41,942</u>		<u>41,488</u>	
			41,942		41,488
TOTAL ASSETS LESS CURRENT LIABILITIES		£	<u>305,772</u>	£	<u>295,731</u>
Accumulated surplus	5		<u>305,772</u>		<u>295,731</u>
		£	<u>305,772</u>	£	<u>295,731</u>

Approved by the Regional Management Board on the 9th July 2017 and signed on its behalf by:-

Roger Penfold

.....
Roger Penfold (Chairman)

Gary Shields

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

ASA SOUTH EAST REGION

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2017

1 ACCOUNTING POLICIES

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

2 DEBTORS

	2017 £	2016 £
Prepayments and accrued income	43,549	49,321
	<u>43,549</u>	<u>49,318</u>

3 CASH AT BANK

Included within the balance at the balance sheet date is £37,000 (2016: £37,000) which relates to monies received from the Amateur Swimming Association specifically to cover expenditure in the Disability Swimming discipline. As such, these monies remain restricted for this use until spent or released by the Amateur Swimming Association for general purposes.

4 CREDITORS

Amounts falling due within one year

	2017 £	2016 £
Trade creditors	24,635	254
Accruals and deferred income	17,307	41,234
	<u>41,942</u>	<u>41,488</u>

5 ACCUMULATED SURPLUS

	2017 £	2016 £
	General Fund	General Fund
Balance at 1 April 2016	295,731	347,447
Surplus/(deficit) for the year	10,041	(51,716)
Balance at 31 March 2017	<u>305,772</u>	<u>295,731</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 Swim21 clubs in our Region with 10 new clubs achieving Swim21

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 Swim21 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	Bicester Bluefins	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
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.

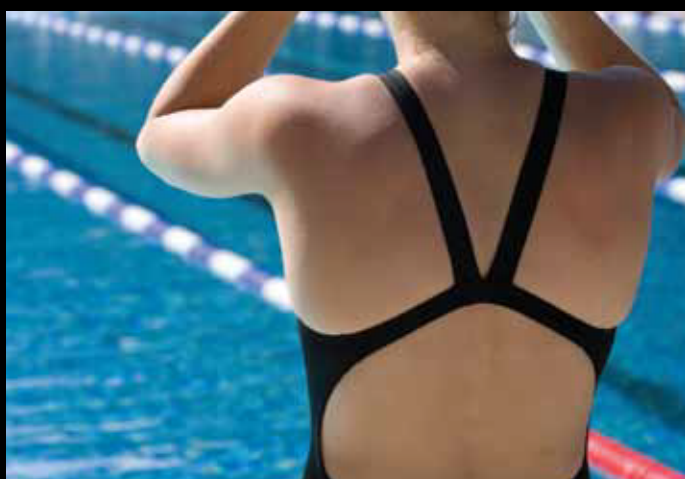
Water polo players were selected during the year for regional and national team

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



SPECIALISTS IN ALL THINGS SWIMMING. STOCKISTS OF ALL MAJOR SWIMWEAR AND SWIM ACCESSORY BRANDS



Our extensive knowledge and experience, complete passion for swimming and hands on attitude ensures that we can help get you, and keep you just where you want to be. At the front.

We know our stuff, so you can do yours.

Your Mailsports team. Giving you the edge.

fast_(est)

the extra bit makes all the difference_



visit mailsports.co.uk call 01628 529206
email sales@mailsports.co.uk

Swim England South East
proud to be official sponsors of
Swim England South East Region