

ASA South East Regional Management Board

Minutes of Meeting held on Thursday 14th January at Surrey Sports Park, Guildford

Present:	Roger Penfold (RFP)	Chairman
	Jim Boucher (JB)	Board Member
	John Davies (JKD)	Board Member
	Ray Hedger (RH)	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):

Jane Davies (JD)	Vice President
Mike Lambert (ML)	President
Rob Saunders (RS)	Minute Taker

1 Apologies

Apologies had been received from:

Brian Deval (BD)
Ivan Horsfall-Turner (IHT)
Chris Lee (CL)
Gary Shields (GS)
Darren Wilmshurst (DW)
Alan Green (AG)

2 Minutes of the Meeting held on 9th December 2015

Minutes from 9th December have been agreed as a true record subject to the following amendments:

171 – "forth" to "fourth" (4th)

3 Matters Arising from Meeting on 9th December 2015

166.1 – Board has not yet heard from Mailsports Ltd following proposed extension of current concession agreement.

BG has been in contact with discipline heads to remind them of the contract.

167 – Advertisement for Minutes Secretary is now up on website.

169.2 – Current deficit agreed as £27k. Expected to reduce to between £15-20k by year-end.

171 – RFP wrote to Eddie Lyne. Mr Lyne thanked RFP for clarifying issues raised in his original correspondence.

4 Matters Arising from landscape sheet

7 – RH and RFP are attempting to arrange a meeting with Diving and Synchro managers to discuss Swim21 elements within the disciplines.

Action: RH/RFP

AL reported developments from ASA to the water polo fraternity, which he suggested was discussed at the next meeting.

Action: BG/RFP

8 – Add RH to list of people

Action: BG

11 – No action as yet.

12 – No action as yet.

15 – ML to liaise with BD re: new email addresses.

Action: ML/BD

17 – RGP pursuing.

22 – Noted approach from London Region to ASA Chief Executive. Decision needed to be made by Summer 2016. RFP to speak with David Fletcher.

Action: RFP

23 – Level 3 diving course planned – 3 people invited to take part.
Level 3 swimming to start soon. Level 2 Waterpolo planned for January 2017.

5 Advertising Job Vacancies on ASA South East Region website

The board discussed the advertising of commercial job vacancies on ASASER website.

BD (not present) doesn't see any harm in allowing advertisements from affiliated clubs, but not necessarily from non-club organisations.

Board agrees that going forward; clubs from the South East region will be permitted to advertise job vacancies.

6 Development Group Funding

Board has agreed that the new policies document for Hardship and Startup funding is satisfactory, pending the following amendments:

1. Hardship funding policy – last paragraph – “For athletes on National *and other* Programmes” and removal of the word “for”.
2. Startup funding policy – first paragraph – add section for para/disability swimming.
3. Second paragraph – change word “will” to “may”.
4. Make clearer as to whom in the organisation, would have each responsibility in the startup process.

JKD to send revision to BG.

Action: JKD

7 Appraisal of Chairman

The Board has agreed that it will arrange for the appraisal of the Chairman.

IHT and RH have been appointed to conduct the appraisal by 21st March 2016.

Before this date, IHT and RH will decide whether they would require the Chairman to complete a preliminary form, similar to that of the ASASGB Annual Review document.

Action: IHT/RH

8 Doping control

The Board discussed the growing number of news stories of doping in sport. JKD and JD mentioned that the Annual Team Managers' forum 2015 included representatives from anti-doping, and they discussed the banned list of medicines, substances and supplements, and it was concluded that responsibility for checking ingredients ultimately falls to the athlete. Board agrees that there is already a sufficient education process and that no further action needs to be taken.

9 Pool closures

WL draws Board's attention to an article from The Evening Standard (page 28, Tuesday 5th January 2016) that describes a number of London swimming pools facing closure following acquisition of LA Fitness by Pure Gym in 2015, and wanted to ensure the Board was aware of pools in the region potentially facing this problem.

RFP had asked AG to compile list of pools at potential risk of closure within the region.

Action: AG

The Board agreed to publish a request in the next Club Update asking clubs to notify the Region of any known or intended closures of pools available and suitable for aquatics, including teaching swimming.

Action: BG

10 Affiliations & Resignations

New Affiliations

Gerrards Cross Taper Tigers have been approved.

Resignations

None

Enquiries

None

Transfers

None

Change of Name

"Bexley Waterpolo Club" changed to "Bexley Waterpolo Club (Swanley)" following recent relocation. BG to ensure club codes are amended accordingly ASA Membership appeared to assign the club to the London Region.

Action: BG

11 Correspondence

Head of Workforce Development – Jane Nickerson.

Board discusses email from COO from ASA informing all of the departure of the Head of Workforce Development and the decision to not appoint a successor at this time.

RGP reported that there were changes also to the Participation structure.

Board asked to consider the restructuring of the ASA's Medical Committee. It endorsed the proposal of Jane Nickerson.

12 Senior Leadership Communiqué

Noted.

13 ASA Sport Governing Board & Group Board Minutes

No meeting yet in 2016, so nothing to report to the Board, next meeting at the end of January 2016. A new joint meeting has been proposed for March with a focus on Equality & Diversity.

14 DBM Report

No update.

15 AOB

ML reported that Hampshire had received an email from Kristie asking for items to be placed in the County Championships' programme, and asked the Board whether the Region had funds available for this in the budget.

JKD suggested that there is around £400 to spend, under Development.

Board agreed that any additional items ought to be in the programmes, and not single-sheet flyers.

16 Date of Next Meeting

Sunday 21st February at 10.30am, Holiday Inn, Guildford.

Meeting closed at 20:45

ASA South East Region

Regional Management Board

A meeting of the Regional Management Board will be held on Thursday 14th January 2016 in the Varsity Suite, Surrey Sports Park, GU2 7AD commencing at 1900

A G E N D A

- | | | | |
|------------------------------------|--|--------------------|------|
| 1. | Apologies
<i>To receive any apologies from members unable to attend the meeting</i>
<i>Alan Green</i> | RFP | 1900 |
| 2. | Minutes of the Meeting held on 09 December 2015
<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. | Advertising Job Vacancies on ASA South East Region Website
<i>To decide if this will be exclusively for ASA South East Region clubs</i> | RFP | 1915 |
| 5. | Development Group Funding
<i>To review the policies for Hardship and Startup funding</i> | JKD
Enclosed | 1920 |
| 6. | Appraisal of Chairman | RFP
Enclosed | 1930 |
| ITEMS FOR DISCUSSION / INFORMATION | | | |
| 7. | Doping Control | JB | 1940 |
| 8. | Pool Closures | WL/RFP
Enclosed | 1950 |
| 9. | Affiliations & Resignations
12.1 New Affiliations
<i>Gerrards Cross Taper Tigers – subject to approval of constitution</i>
12.2 Resignations
<i>None</i>
12.3 Enquiries
<i>None</i>
12.4 Transfers
<i>None</i>
12.5 Change of Name
<i>None</i> | RFP | 2000 |
| 10. | Correspondence
<i>Head of Workforce Development – Jane Nickerson</i> | RFP
Enclosed | 2005 |
| 11. | ASA Sport Governing Board & Group Board Minutes | RGP | 2010 |
| 12. | DBM Report | RFP
To Follow | 2020 |
| 13. | AOB
<i>24 hours notice required</i> | RFP | 2025 |
| 14. | Date of Next Meeting
<i>Sunday 21st February, Holiday Inn Guildford</i> | RFP | 2030 |

ASA South East Regional Management Board

Minutes of Meeting held on Wednesday 9th December 2015 at Holiday Inn, Guildford

Present:	Roger Penfold (RFP)	Chairman
	Jim Boucher (JB)	Board Member
	Brian Deval (BD)	Board Member
	Ray Hedger (RH)	Board Member
	Chris Lee (CL)	Board Member
	Roger Prior (RGP)	Board Member
	Gary Shields (GS)	Board Member
	Darren Wilmshurst (DW)	Board Member

Also in attendance (non-voting):

Jane Davies (JD)	Vice President
Rob Saunders (RGS)	Minute Taker

161 Apologies

Apologies had been received from:

John Davies (JKD)
Alan Green (AG)
Ivan Horsfall-Turner (IHT)
Mike Lambert (ML)
Alan Lewis (AL)
William Long (WL)
Shelley Robinson (SR)

162 Minutes of the Meeting held on 7th September

Minutes from 7th September have been agreed as a true record subject to the following amendments:

109/101.2 to read "for financial support"
117 substitute "use2 for "re-use".

163 Minutes of the Meeting held on 22nd November 2015

Minutes from 22nd November have been agreed as a true record subject to the following amendments:

Remove GS from Present members.

160 Remove "Development Group will"

164 Matters Arising from Meeting on 22nd November 2015

147 – Review of communications is in-hand with BD

148 – Working group 1 are scheduled to meet and report either side of RMB meeting on February 21st 2016.

149 – JKD has items in hand

150 – One nomination was received and had been submitted by BG for Torch Trophy Trust

155 – New affiliation, the constitution of Oxford University Waterpolo Club has been approved.

165 Matters Arising from landscape sheet

12 – This meeting was cancelled, and so nothing further to report on ASA Service Level Agreement.

15 – Board approved the draft letter from JB, subject to minor adjustments to wording, and ensuring that it is made clear that there can only be one attendee per sub-region to relevant RMB meetings, due to accommodation constraints.

17 – BG has made good progress on compiling list of assets, however still waiting on information from some disciplines.

166 Concession Agreement

The Board considered the extension of the present [apparel] concession agreement and settled the arrangements for the next such agreement.

166.1 Board decided to offer an extension of the exiting contract to Mailsports Ltd, the extension to expire on 31 December 2016.

166.2 The Board adopted the circulated draft of the next concession agreement, subject to the following points and to further examination by WL.

Action: RFP

Amend wording of “ASASER’s” to “ASASER” on points 5.1, 7.1, and 8.3.

8.11 Schedule to be populated before going to market, ensuring all disciplines are included.

166.3 Board has agreed on the following timetable: invitations for expressions of interest is to go on to the website by end of January 2016, go out to tender in March, draw conclusions by end of June 2016.

166.4 BG to remind discipline managers of Mailsports contract to deter use of unauthorised third-party vendors, and to deliver ASA branding guidelines.

Action: BG

166.5 The board has appointed GS, BD, and WL to overview the progress of this exercise going forward, and to report to the Board.

Action: GS/BD/WL

167 Minutes Secretary

167.1 The board has agreed on the job description and person specification for a minute taker, and agreed the recommendation that the post be filled by a volunteer rather than an employee, in order to minimise costs.

167.2 The post was to be advertised on the website, with a closing date of 31 January 2016. JB and RH have agreed to determine local interest within Guildford and Woking clubs.

Action: BG/JB/RH

167.3 RFP and JB have been appointed by Board to make appointment of Minutes Secretary.

Action: RFP/JB

168 Discipline Managers Report

Board agreed the template for Discipline Managers' Report, subject to the addition of a section at the end of the report "Any other matter which you wish to discuss with the Board".

Action: BG

169 Finance report

While no minutes currently available, GS reports on the following:

169.1 The Board has agreed a deficit of £88k for the year.

169.2 Projected deficit of £36k by year-end.

Considering previous years, 2012/13 ended with a surplus of £52k, 2013/14 ended with a surplus of £34k, 2014/15 surplus of £5k.

169.3 GS reports that there is still income due to the account not featured on the report; 30k from memberships, 11k from Swimming, 5k from Licence meets, and 5k from Mailsports contract.

169.4 BG to ask discipline managers for reports in order to make a start on budget calculations. Email to go out by Friday 11/12/15, and budgets required by 25/01/16.

Action: BG

169.5 Finance sub-group to meet on 01/02/16 in order to report for February RMB meeting.

Action: Finance Sub-Group

169.6 Finance sub-group agreed on 4 meetings for financial reporting to RMB; December, February (budget setting), April or May (accounts), and September.

Action: BG/GS

170 Affiliations & Resignations

New Affiliations

None

Resignations

None

Enquiries

None

Transfers

None

Change of Name

None

171 Correspondence

The Board noted an e-mail from Eddie Lyne, about the number and role of the custodians. It had previously agreed on appointing a fourth custodian as it was deemed necessary. BD will ensure that the most up-to-date Constitution is available online, otherwise the Board will ensure that the wording is amended at the next ACM.

Action: RFP to write to Eddie Lyne

172 Senior Leadership Communiqué December 2015

None available

173 ASA Sport Governing Board & Group Board Minutes 13th November 2015

RGP spoke about the minutes of the meeting of the Sport Governing Board.

174 Notes from Chairmen's Meeting

The Board received Jane Nickerson's notes of the Chairmen's meeting on 11 November 2015.

175 AOB

None

176 Date of Next Meeting

Thursday 14th January 2016, Surrey Sports Park.

Meeting closed at 20:20 by wishing all a very Merry Christmas.

AGENDA ITEM 3

MATTERS ARISING FROM RMB MEETINGS

Updated as at 07 January 2016

	SUMMARY OF AGREED ACTIONS	MIN REF	ACTION	COMMENTS
1	Communications Group to prepare a strategic communications plan for the Region	16.02.14 Min 8	Communications Group	<i>In Progress</i>
2	Discuss and decide the format for the next Regional Handbook	01.10.11 Min 12	Communications Group	<i>In Progress</i>
3	Finance - CL & JB suggest reimbursing entry fees for disability swimmers. RFP suggested that the disability discipline group needed to come up with proposal or proposals about use of the funds. SR recommended sub-group to monitor and suggest spending	12.05.2014 Min 43	CL/JB/RGP	
4	ASA Friend – Expression of interest received from Anthony Smith (Dover Lifeguard) to become an ASA Friend. RFP to contact A Smith to find out more about his experience of the politics and management of clubs	12.05.2014 Min 46	RFP	
5	Conflict of Interest Form – RGP Circulated Conflict of Interest Form, which board and committee’s must complete. It was decided an email stating “I have no conflict of interest” would suffice. RGP requested BG collate and forward on – replies to be received by next meeting.	12.05.2014 Min 49	BG	#
6	Disability Group – to ask disability group to report back on opportunities to support athletes financially, together with any other proposals for the use of the identified funds	10.06.2014 Min54	RGP to raise with Disability Group	
7	Swim21 Multi Discipline Proposal Following the proposal, RH & RFP to speak to Diving and Synchro groups about the proposal.	15.02.2015 Min 24	RFP & RH	<i>In Progress</i>
8	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	<i>In Progress. Group to report back 21 March 2016</i>
9	Communication with Sub-Regions Communications’ Group would explore further, perhaps enquiring of sub-regions what information they required from the Board, and the wider Region.	16.03.2015 Min 42	Communications Group	
10	Mailsports Contract The Mailsports contract is to be reviewed by RFP and RH. This contract will be limited to apparel and equipment (ie to exclude supplements)	16.03.2015 Min 47	RFP & RH	<i>In Progress – Timeline Agreed</i>
11	Southampton Diving Proposal RFP to write to Southampton Diving regarding the Funding Request submitted	12.05.2015 Min 56	RFP	
12	ASA Service Level Agreement RFP to discuss with AG and report to September meeting.	09.07.2015 Min 72	RFP	
13	Minutes: Speed of Preparation and Circulation The Board agreed to explore ways to achieve consistency of minute	09.07.2015 Min 105.1	RFP/JB	<i>In Progress – role advertised</i>

	writing and the preparation of the draft minutes within a defined timeframe, both with Freedom Leisure and through other avenues, including creating a specific contract for the role.			
14	Review of liaison arrangements with Sub-Regions JB proposed that an approach be made to sub-regions to ascertain what items of regional business they would find of interest, JB to draft a letter to sub-regions.	13.10.2015 Min 134	JB	<i>Complete</i>
15	Communications Helen Mack & Kristie Jarrett to have @southeastswimming.org email addresses set up.	13.10.2015 Min 136.2	RFP/BD	<i>In Progress – should be up & running January</i>
16	List of Assets BG to compile a list of assets for Trustees	13.10.2015 Min 140.3	BG	<i>In Progress</i>
17	Regional Appointments to National ASA Groups Board requested information about the appointments, and who made them. RGP to investigate.	13.10.2015 Min 140.4	RGP	
18	February Meeting Youth Forum to be invited to attend the February 2016 meeting	22.11.2015 Min 146		
19	Annual Council Meeting 2016 A working group consisting of Mike Lambert, Brian Deval and Roger Penfold will review the content of the Annual Council Meeting and how this information is communicated. Reporting back to the Board on 21st March.	22.11.2015 Min 148	ML/BD/RFP	
20	Hardship Funding Development Group to put together a policy for Hardship Funding	22.11.2015 Min 149.1	Development Group	<i>On Agenda</i>
21	Start-Up Funding Development Group to put together a policy for Start-Up Funding	22.11.2015 Min 149.2	Development Group	<i>On Agenda</i>
22	Affiliation Fees – Collection Arrangements From 2016 the ASA will charge membership fees throughout the year abolishing the free period that previously existed from 30th September. A decision has been requested on if the Region will be following suit, by 4th December. After discussion it was felt that further clarification of the details would be required before a decision could be reached.	22.11.2015 Min 152	RFP	
23	Level 3 Discipline Courses Issue of the lack of level 3 discipline courses to be raised with SGB until a satisfactory outcome is reached.	22.11.2015 Min 153	RGP	
24	Format of Reports Request that the blue banner is removed from all other pages on ASA reports except the front page to save on printing.	22.11.2015 Min 157	BG	<i>In Progress – followed up with ASA Marketing 26/11/2015</i>

Updated 07/01/2016 BG

SOUTH EAST REGION HARDSHIP FUNDING POLICY

ASA South East Region recognise that aquatics can be a relatively expensive sport, in particular for top athletes and they may have funding difficulties. The Region does not provide hardship funding, but encourages clubs, athletes and their families to seek funding.

- Clubs are encouraged to consider remitting the whole or part of the athletes fees as detailed in the ASA Model Club Constitution. (<http://www.swimming.org/asa/clubs-and-members/constitution/>)
- The South East Region Funding Guide provides a list of organisations that provide funding and a summary of what each may provide and their conditions. (<http://www.southeastswimming.org/wp-content/uploads/funding,%20expenses%20and%20bursaries/SER-Funding-Guide.pdf>)
- For athletes on National Programmes, the ASA English Programmes team may be able to apply for to national bodies for specific funding.

ASA SOUTH EAST REGION POLICY FOR STARTUP FUNDING

ASA South East Region is pro-active in the development of the sport within the region, in particular through the formation of new clubs and new sections of existing clubs in the disciplines of Water Polo, Synchro and Diving. In setting up new clubs or new sections, funding may be needed to pay in advance for pool time and other items, before any funds are raised from athletes paying membership and training fees, and any grants from funding bodies have been received.

The Region will assist clubs through the Regional Development Officers and if necessary the provision of temporary funding to overcome cash-flow issues.

APPLYING FOR STARTUP FUNDING

Identify the need in terms of current lack of opportunities for athletes.

Contact one of the South East Region Development Officers to assist with the application to external bodies and for Startup funding from the Region.

Contact the Regional/County Aquatic Officer for assistance in working with the Pool Operator and/or other local bodies

The RDO and AO may be able to assist with negotiating timing of payments such that cashflow problems can be reduced.

Work with the pool provider to Identify pool time that can be used, and costs

Identify potential sources of funding

Develop the Business Plan including:

- Identify who is taking responsibility for the development and implementation of the plan
- The startup of the club or section over the period from initiation to normal running.
- Identify sources of funding and when they are expected.
- Identify what funding is needed and when it is needed.
- Provide an estimate of the build up of membership.
- Aim for a balanced budget for startup and on-going running
- Identify where there are cash flow problems and how they could be alleviated by a loan from the South East Region.

Submit the Business Plan to the Regional Development Group

If the plan is approved by the Regional Development Group

- Make bookings for pool time and other facilities if needed.
- Apply for External Funding
- Report progress to the Development Group
- When the activities are progressing and the finances are sorted, repay the Startup Funding to the Region.

n

APPRAISAL OF CHAIRMAN

PURPOSE OF REPORT

To invite the Board to make arrangements for an appraisal of the performance of the Chairman.

PROPOSED ACTION

The Board is requested to DECIDE whether it wishes to arrange for an appraisal of the Chairman and, if so, how that is to be achieved.

SUPPORTING INFORMATION

- 1 On 1 April 2016, the Chairman will reach the half way point in his term of office. This might, therefore, be an appropriate time for his performance to be appraised by the Board. Such an appraisal would contribute to the general good governance of the Region.
- 2 Assuming the Board agrees to instigate an appraisal, it needs to decide the methodology for the exercise. Approaches have been made to the ASA HQ for advice on this.
- 3 The Chief Operating Officer advised that the Sport Governing Board used the form attached as the Appendix for this purpose. The Chair used it to appraise the members and 2 members, appointed by the Board, used it to appraise the Chair.
- 4 It is understood that a similar form was used by the ASA South West Region for the appraisal of its Chairman.

RFP

06.01.16

ASA Sport Governing Board - Annual Review - 2014

Section One	How well has the Board done its job?
Does the meeting agenda clearly reflect our strategic plan and priorities?	
Does the board give direction to staff on how to achieve the strategic plan and priorities?	
Does the board ensure the work of the Board – accomplishments and challenges are communicated to members and stakeholders?	
Section Two	How well has the Board conducted itself?
Are Board members are aware of what is expected of them?	
Are the agendas well planned to enable the Board to get through all necessary Board business?	
Do most Board members come to meetings prepared?	
Do all Board members participate in discussions?	
Do all Board members support the decisions taken?	
Do you think Board meetings are interesting?	
Section Three	Performance of Individual Board Members
Are you aware of what is expected of you?	
Do you read all papers in advance of the meeting?	
Do you encourage other members to join in the debate?	
Do you actively listen to your colleagues?	
Do you follow through on things you have said you will do?	
Do you maintain the confidentiality of Board decisions / discussion when necessary?	

Do you support board decisions once they are made even if you disagree with them?	
Do you feel you have all the skills you need for your role? Would you like training to enhance your skills?	
What do you consider to be your strengths around the Board table?	
What would you like to improve about your Board behaviour and/or input?	
Are you enjoying the role?	
Section 4	Feedback to the Chair
Do you feel the Chair is well prepared for Board meetings?	
Do you feel the Chair helps the Board to stick to the agenda?	
Does the Chair ensure every Board member has an opportunity to be heard?	
Is the Chair skilled at managing different points of view?	
Does the Chair handle situations when one or more Board members get out-of-line?	
Does the Chair help the board to work together?	
Section Five	Board's relationship with the Executive
Is there a clear understanding of where the Board's role ends and the Executive's begin?	
Is there good two-way communication between the Board and the Executive Director?	
Section Six	Free Text
Is there anything else you would like to add?	

Olympic champions join battle to save London pools from closure

Miranda Bryant

TWO former Olympic swimming stars today branded plans to close up to 16 pools across London as "appalling," as they lent their names to a campaign to save them.

Since buying LA Fitness last year, Pure Gym has closed seven of its London pools and campaigners claim at least nine more in the capital are at risk.

They also claim that the swimming lessons of at least 1,700 children nationwide are under threat.

Duncan Goodhew, who won gold and bronze medals at the 1980 Moscow Olympics, and Sharron Davies, a silver medalist in Moscow, today spoke against the plans.

Goodhew, 58, said it would affect the young and the old and could even hit Britain's future swimming champions. The businessman, who lives in South Kensington, said: "Two things bother me. One, the younger people who will fail to learn to swim because of the closure of that pool.

"Two, a lot of older people use swimming pools because it's the only exercise they get. Every child who hasn't learnt how to swim can't be a gold medalist, can they?"

According to Sport England figures, more than 2.5 million people swim every week, making it the country's



Medallists: Sharron Davies and Duncan Goodhew attacked Pure Gym's plans. Left, a threat to the Kentish Town pool inspired a national campaign



most popular sport and Goodhew said it was "the largest force in the fight against obesity in England today".

He said: "To serve this huge demand there are 3,287 publicly accessible swimming pools. Therefore, the proposed closure of 30 pools - as planned by Pure Gym - threatens a significant drop in swimming capacity."

Speaking about the importance of swimming, Davies, 53, said: "Pure Gym's destruction of 30 pools is closing successful swim schools and taking

lessons away from 1,700 children. This is appalling. Swimming is an essential life skill for all. Pure Gym should never have bought pools it has no intention of keeping."

The #PureGymSaveOurPool campaign was started by members of the Kentish Town branch of LA Fitness and has spread across the country. Last month, the Highgate Road building became the first indoor pool and gym to be awarded an Asset of Community Value status under the Localism Act. A

Injured swimmer creates new stroke to cross world's toughest oceans

Matt Watts

A FORMER City worker has told how he invented a new swimming stroke to defy injury and become the only Briton to swim the world's seven most dangerous seas.

Doctors told Adam Walker, 37, pictured, of Wandsworth, that he would have to give up swimming after he tore a bicep. But the endurance swimmer invented a new front crawl, powered by the hips rather than the arms, which allowed him to continue and at faster speeds. Dubbed the "Ocean Walker", it is now being taught to triathletes.

It allowed Walker to go on last year to become only the fifth person to complete the Oceans 7, the toughest seven channel swims in the world. Footage of him being protected from a great white shark by dolphins in the Cook Strait received five million YouTube views.

He has shared his story in a book, *Man Vs Ocean*, due out on Thursday. He said: "The message is that if you really want to achieve something, you can."



@mirandadee

Bryony Gibbs

From: Roger Penfold <rogerpenfold@btinternet.com>
Sent: 06 January 2016 17:22
To: Bryony Gibbs
Subject: Fwd: Head of Workforce Development

Follow Up Flag: Follow up
Flag Status: Completed

Bryony

Please send this to all members of the Board.

Thanks

Roger (FP)

Sent from my iPad

Begin forwarded message:

From: Jane Nickerson <Jane.Nickerson@swimming.org>
Date: 6 January 2016 at 17:01:42 GMT
To: Keith Ashton <keith.ashton@s-parchitects.com>, Stuart Cain <stuart.cain@thenec.co.uk>, "nick@nwhconsulting.co.uk" <nick@nwhconsulting.co.uk>, Simon Johnson <simon@sjrb.co.uk>, Lisa Wainwright <l.wainwright@volleyballengland.org>, Mike Farrar <mfazzuk@yahoo.co.uk>, Pippa Jones <froghollow@btinternet.com>, Anne Reah <anne.reah@btinternet.com>, Neil Booth <neilbooth@clara.co.uk>, Roger Prior <rgprior@rgprior.com>, Ian MacKenzie <ian.macsirs@ntlworld.com>, "Robert Margetts" <rmargetts@wcasa.co.uk>, Anne Clark <annewclark4@aol.com>, "Chris Bostock" <chris@robstock.co.uk>, John Bird <johnb.asasw@btinternet.com>, National Entries Barry <barry@thesaunders42.fsnet.co.uk>, Bernard Simkins <bernardsimkins1@profab.co.uk>, Kay Grimshaw <Kayfred@btinternet.com>, "Ray Gordon" <swimnec@aol.com>, Maggie Boyd <maggsboyd@gmail.com>, David Allan <davidallan029@gmail.com>, Jim Mutton <jim_mutton@sky.com>, Ben Rockliffe <benjamin.rockliffe@aimawards.org.uk>, Allan Shaw <darleyconsultants@yahoo.co.uk>, Earl Laird <earllaird@hotmail.com>, "Warwick Andrews" <warwick@logicedge.co.uk>, Steve McQuaid <steve@washbyhand.com>, "Nick Caplin" <Nick.Caplin@swimming.org>, Damian Stevenson <damian.stevenson@swimming.org>, Mike Thompson <Mike.Thompson@swimming.org>, Simon Kirkland <simon@sportstructures.com>, Lisa Topliss <l.topliss@sky.com>, David Watson <david@northyorkshiresport.co.uk>, Joan Wheeler <joan.wheeler@btinternet.com>, David Flack <davidcflack@gmail.com>, "Roger Penfold" <rogerpenfold@btinternet.com>, Dave Fletcher <dave.rfletcher@yahoo.co.uk>, Adrian Leather <aleather@lancashiresport.org.uk>, Jacqui Porritt <Jacqui.Porritt@swimming.org>
Cc: Adam Paker <Adam.Paker@swimming.org>, Louise Barnes <Louise.Barnes@swimming.org>
Subject: Head of Workforce Development

To: ASA Group Board
ASA Sport Governing Board

ASA Awarding Body Board
ASA Regional Chairs
IoS Board
ASA Senior Leadership Team

Dear All

I am e-mailing to advise you that Ray Brogden, Head of Workforce Development, has decided to leave the organisation.

Ray will not be working his notice period and his direct reports will report directly to me at the present time as I am not proposing to replace a Head of Workforce Development.

The Heads of each department / company are aware of the situation and are advising their teams. They are comfortable with their work programmes and we are setting priorities for the next few months.

As the Workforce team work in partnership with Scotland and Wales I have also advised the CEOs of Scottish Swimming, Swim Wales and British Swimming.

Members of the SLT - As the Workforce department integrates with many other departments please feel free to advise your teams accordingly. I will be advising the Operations department Heads of Department.

Best wishes

Jane

Jane M Nickerson
Chief Operating Officer
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