

ASA South East Region

Annual Report 2015-16



President's report

It has been a great privilege to be your President in 2015-2016, and of course at the time of writing, the year is little more than 50% complete. Thank you for the warm welcome I have received at events around the region.

For the majority of those who compete at regional level in any of the disciplines we are their Olympics

Like my predecessor, other commitments have not permitted me to attend as many events as I would have liked. In particular, my roles as Region Swimming Competition Manager has consumed a great deal of my time at specific times of the year.

One of the greatest privileges that a president enjoys is the opportunity to present awards to competitors of all ages. It has been clear to me that competitors take great pride in being the South East Region champion and we should never lose sight of that when we plan our competitions as part of the "competition pathway". The majority of those who compete at region level in all disciplines don't go any further.

For the majority of those who compete at regional level in any of the disciplines we are their Olympics.

All disciplines in our sport are totally dependent on the commitment of volunteers, without whom, very little would actually happen. I would like to express my thanks to all of our volunteers.

Finally, I would like to wish my successor, Jane Davies, all success next year. Because of her role within the ASA, Jane provides the region with a valuable insight into the thinking within the ASA.

Mike Lambert

Chairman's Report

31 March 2016 marked the half way point in my "stint" as Chairman and I am looking back over my second year in office. My accident in early March

2016 ruled me out of much regional activity for the last month of the year unfortunately and I am grateful to the Vice-Chairman, Ray Hedger, for "looking after the shop" during my indisposition.

You may recall that there were insufficient candidates for election as Board Members at the Annual Council Meeting last September. Geoff Stokes did not seek re-election to the Board, although he has, of course, continued as the Masters' Manager for the Region. No doubt you will join with me and the Board in thanking Geoff for his part in directing the sport in the South East over the previous 4 years. John Davies and Shelley Robinson were re-elected, unopposed, at the ACM, and the 2 vacancies referred to the Board. Having advertised for new members, the Board was pleased to receive 5 applications, and decided to appoint Gary Shields (Bracknell & Wokingham SC) – a re-appointment really, as Gary had not got his nomination in time for the ACM – and William Long (Beacon SC) to the vacancies: they are due to retire, by rotation, in 2018.

The Board has endeavoured to move forward a number of agenda items during the past year, and I am grateful to the Members for their unstinting support for the sport in its many disciplines. Every Member has a role beside simple board membership, perhaps by way of liaison with a discipline, membership of the Development Group or membership of the Board's 2 sub-groups looking after communications and finance.

As I indicated last year, communication is a critical issue for the Board (and the Region), with the Region interfacing with its 6 sub-regions, 186 clubs and their membership which stands at around 37,000 members. The Board, and particularly the Communications' Group, led by Brian DeVal, has been seeking to improve the profile of the Region with those members. A principal step forward has been the new website, which went live towards the end of 2015. The Communications' Group is also developing the use of social media for communicating with the membership. The monthly club update, sent electronically, has been another innovation during the last year. However, your Board recognises that there remains much to be done, especially in the light of the local results of the ASA's Club Survey.

The Region is very well supported by its own employees and those of the ASA deployed in

the Region. Kristie Jarrett and Helen Mack, our Regional Club Development Officers, have become indispensable to the Region, its sub-regions, clubs and their members. We are grateful to Freedom Leisure for employing the 2 RCDOs on our behalf: Freedom recharge the Region for that service.

The Region is very well supported by its own employees and those of the ASA deployed in the Region

I advised you last year that Alan Green had been appointed as the ASA's Divisional Business Manager for the South and West. Alan reports to the Board's meetings and attends them periodically, producing, half yearly, a compendium report on the activities of all the ASA staff deployed in the South East, including Rosa Gallop, the ASA's Club Development Officer for the region. I should point out that, after a "fallow" year, the ASA has again reshaped its management structure. Alan is now called the Divisional Lead (South & West) while the former aquatics officers are now called area swim managers.

I should here pay tribute to the Region's Development Group, led by John Davies, who, apart from many other things, make an excellent job of co-ordinating the activities of Helen, Kristie and Rosa, an essential role in ensuring a coherent message to the sub-regions, clubs and their members.

Although she is based in Wellington (Somerset), Bryony Gibbs, the ASA's Divisional Office Manager for the South and West really is an indefatigable stalwart of this Region. I continue to find Bryony's help and support invaluable, and I am sure that you will join me, and my colleagues on the Board, in thanking her for her unflinching support.

Ray Hedger, the first President of the ASA from the South East Region, completed his year in office in October 2015. It is a shame that his term was marred by the accident so early in the year, but Ray did an excellent job in the national presidential role. Roger Prior concluded his year as our President in September 2015. He was a very hard working ambassador for the Region and the sport, on top of his duties as "our" representative on the Sport Governing Board and his many officiating

commitments. Roger was succeeded by Mike Lambert, who is continuing the fine tradition of SER presidents who have other active roles: many of you know him as, effectively, the promoter of the regional swimming championships.

Our Vice-President, Jane Davies, was honoured by the ASA in October last year, when she received the Alfred H Turner award, which, from the citation, was very richly deserved. Jane's volunteering work in swimming was also recognised at the annual Torch Trophy Trust Awards, where she was recognised for her ongoing dedication to swimming and her commitment to volunteering at all levels of the sport. Once again, I am sure you will join me in congratulating Jane on these accolades.

Finally, it is customary to reflect on those significant contributors to our sport who have passed away in the past year. I am afraid that 2015-16 has been no different, in that we paid tribute in the year to the late Mike Firmin, a stalwart of synchro, who was President of the former Southern Counties ASA in 1991.

***Roger Penfold
Chairman of the Regional Management Board***

Finance

As many members will be aware, the South East Region has been endeavouring to invest monies into the various disciplines and into the development of athletes and coaches for a number of years now and we believe that we have made real progress in that regard. To remind you, we agree a Budget deficit every year but very rarely achieve that.

For the year that ended on 31st March 2016, the Board agreed a deficit budget of £88,117 and as the accounts reveal, we have achieved an actual deficit of £51,716. What is most significant is that we invested £206,813 into the sport during the year ending March 2016 compared to £141,253 in the previous year. In other words we increased our level of expenditure by about 45%.

This deficit compares with a surplus of £5,171 in 2014/15 and £34,334 in 2013/14. As a consequence of the deficit, the Region now has a reduced level of built up reserves of £295,731.

With reference to the Income and Expenditure Account, I do not propose to go into great detail but suffice to say that our income for 2015/16 was slightly higher than for the year before (£155,097 versus £146,424). I have mentioned above the increased level of expenditure in 2015/16 versus 2014/15 and it is perhaps worth mentioning that in 2013/14 that figure was £118,370. We have therefore nearly doubled the amount of money being spent in our sport in only 2 years.

As pleased as we are to have gone some way towards meeting our objective of investing in the activities of the Region, it goes without saying that we cannot run deficits of £51,716 indefinitely. This is something that we will monitor although we now enjoy the full impact of the increase in the Affiliation Fee that we announced in July 2015 and this will clearly be of benefit.

In terms of our membership, it is often quite 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
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.

In terms of the future, the Board has decided to adopt a Budget deficit for 2016/17 of £74,848. This is again a very significant commitment on the part of the Board but, with reserves of nearly £300,000, it is believed that we can sustain such a deficit, at least in the short term.

At the end of the financial year these reserves consisted of cash of £288,000, current assets of the Region of £49,000 and £41,000 of current liabilities being monies that the Region owed to others. The principal components of the current assets include: £27,500 of monies due from the ASA in relation to affiliation fees; £10,000 of monies paid in advance of the 2016/17 financial year; and circa £8,000 of medals inventory. The principal components of the current liabilities include: £16,000 relating to the cost of the Regional Club Development Officers that has yet to be invoiced to the Region; £10,000 relating to the facility hire costs also not yet invoiced to the Region and accruals for Network Support, Disability Grants and Accounting fees.

We seek to continue and enhance such support as best as we are able whilst maintaining appropriate financial prudence. We do of course also continue to support the 'education' of teachers and coaches across the Region in the form of the bursaries that we award.

G M 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 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.

**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 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 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

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Charterhouse (Accountants) Limited
Chartered Accountants

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

27th July 2016
Date:

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		1,560	
Miscellaneous	-		50	
Bank charges	744		648	
	11,854		11,272	
Disciplines				
Diving (net)	14,100		9,553	
Disability (net)	6,297		7,918	
Masters (net)	(519)		234	
Open water	1,011		916	
Swimming (net)	1,481		(3,387)	
Synchronised swimming (net)	13,626		10,993	
Water polo (net)	13,888		3,120	
Medals	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		<u>295,731</u>		<u>347,447</u>
		£ <u><u>295,731</u></u>		£ <u><u>347,447</u></u>	

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
	£	£
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 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	2016	2015
Amounts falling due within one year	£	£
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
	£	£
	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 Report

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 Richard Bradford, Beth Morse, Tim Hutton, Julie Bunn, Sarah Porter, Bryony Gibbs, Chris Vickery, Kristie Jarrett, Helen Mack, Rosa Gallop, Roger Penfold, all the members of the Regional Management Board and the many Volunteers for all their hard work and support over the past 12 months. We welcomed back Aquatic Officer Beth Morse from maternity leave in March and she quickly picked up where Richard Bradford left off supporting operators and stakeholders across the Region.

The past 12 months have also seen some exciting staff appointments and movements. Nick Caplin, Director of Participation, recently appointed from gaming giant Sony Playstation quickly set about understanding and meeting the internal departments of the ASA and meeting the various delivery teams before focussing on writing the ASA Participation Strategy.

The Participation Strategy was signed off by Sport England in November 2015 and we began the process of delivering the strategy to the multiple stakeholders across the region. We need to ensure it has maximum impact by increasing the number of people swimming more often and establishes appropriate and effective Learn to Swim and Talent pathways.

Mark Burgess, formerly Divisional Business Manager for London and the East Region, was promoted to the new Head of Delivery role with the remit of leading the delivery of the Strategy both within the Regions and with national operators, getting more people swimming, more often.

Lesley Hill, formerly the Divisional Business Manager for the Central Division was announced as the new National Partnerships Lead to work with our National Operators to ensure we have as greater influence and impact with them as possible to deliver the new Participation Strategy effectively.

Early 2016 it was agreed that a review of the internal structure of the Get People Swimming (GPS) team was necessary to ensure we could deliver our strategy. This process was concluded

In March 2016 and is now in full flow. Each new Area Swim Manager, formally Aquatic Officers, also has an area of specialism that will help them to support the team and our stakeholders in having access to information, training and resources from various departments in the ASA. These specialisms include; Health & Wellbeing, Facilities, Learn to Swim – School Swimming, Insight, Workforce Development and Products.

In addition to this the South Division now has a dedicated Learn to Swim Manager who will work with operators on the larger projects.

The Behaviour Change Research was released in the summer 2015 which focussed on helping the industry understand the challenges, behaviors and issues that exist and what the potential barriers are to participation and how we can support stakeholders overcome them to ensure we get more people swimming more often.

The South Division now has a dedicated Learn to Swim Manager who will work with operators on the larger projects

In February 2016 the Southern Water Teachers Conference took place. Southern Water sponsor a large number of Learn to Swim Schemes across the South East Region, this year Aquatic Officers Katie Towner, Tim Hutton and Beth Morse helped organise and support the event which was held at the K2 Leisure Centre. Over 130 teachers attended the seminar that included keynote speeches from Duncan Goodhew MBE and Mike Goody, Invictus Games Champion and Help for Heroes Ambassador. We are already looking forward to next year's event that will also see Southern Water celebrate its 25th anniversary since starting in 1992 and has helped teach over 700,000 children to enjoy swimming and water based activities.

The Area Swim Managers continue 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 sector.

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.

The Team continues to work closely with the South East Region and I very much look forward to continuing the great work with Regional Management Board into 2016/17.

Alan Green
Divisional Lead for the South

Development

The Development Group covers General Development and Swimming Development. For our other disciplines, development is covered by the Discipline Groups.

General Development

We have made significant progress over the past year against our agreed Development Plans for 2014-2017. Key to this has been that more people are now aware of opportunities as they arise because information is more easily available on the website and through our team of Development Officers, Helen Mack, Kristie Jarrett and Rosa Gallop, working in the Region. In addition, the officers attend County Meetings: Rosa in Sussex and Kent, Helen in Oxfordshire & North Bucks and Berkshire & South Bucks and Kristie in Hampshire and Surrey. The Development Officers together with our Regional Office Manager Bryony Gibbs, produce the ASA South East Region Club Update which is distributed every month to all clubs and available on the web site providing information from the Region, the ASA and County Sports Partnerships (CSP), as well as other opportunities that may help clubs such as funding and CSP workshops.

Swim21

Encouraging clubs to work with the Swim21 programme is a focus for our development plans because we believe it provides a quality framework that helps clubs, coaches and swimmers as well as building confidence with pool operators. All the development officers in the Region work as a team to support clubs when they are working towards Swim21 accreditation.

Helen leads on Swim 21 across the Region and supports all accredited clubs seeking reaccreditation, Rosa works with Swim 21 networks, all development officers work to support new clubs across the Region.

Our target was to have 104 Swim21 accreditations by the end of March 2016 – we achieved 96 across all disciplines. This is the highest number in any Region and over twice that in some Regions.

In addition, our Development Officers have specialist areas of work to look after with Helen looking after our Young Volunteers and Volunteer Development, Kristie focusing on Coach Development and Training Camps and Rosa looking after Beacon Programmes and setting up club Networks.

Club Networks

We have made good progress in establishing networks of clubs so that our athletes and coaches can benefit from different training opportunities and learn from each other.

Five Networks have Swim21 Network accreditation.

- SMK (Swim Milton Keynes)
- SSK (Surrey Sussex & Kent)
- ACE (SER Diving)
- Kent Water Polo
- Oxfordshire

The Region has two further Networks which have not yet been accredited.

- East Invicta Excel
- Hampshire Water Polo

Six further potential Networks are working towards being formed.

- Solent
- Four Counties
- Synchro
- Medway
- Hastings
- Chilterns
- Aquavale (Aylesbury)

There are also a number of clubs that want to Network and we are working with them find ways of achieving this.

Workforce

There has been a significant increase in the range of opportunities available for volunteers and workforce in all the disciplines across the region.

In addition to Continuous Professional Development (CPD) training provided in the Counties, the Region has delivered 7 Time To Listen courses, training 82 Welfare Officers. We held 20 Team Manager Level 1 courses attended by 231 team managers and 12 Team Manager level 2 courses attended by 89 team managers. In September, we held a Team Managers Forum looking at Anti-Doping Awareness and Protocols, Raising Protests and Organising Overseas Camps so that our athletes can be better supported for when they train and compete at higher levels of the sport.

The Young Volunteers Programme ran again through the year. A total of 141 young people attended bespoke development days which delivered 330 training opportunities, an increase of 201 training opportunities on the previous year. The programme was delivered at centres in Buckinghamshire, Hampshire, Kent, and Sussex. Most of the young volunteers were from Swimming, but training was also provided for volunteers from Diving and Synchronised swimming.

Bursaries and Policies

We continue to award bursaries to provide much needed support in our sport. The major bursaries are for teachers and coaches courses. We have supported 53 on level 1 courses, 57 at level 2 and 9 at level 3. We also provide funding for CPD courses in Safeguarding, Equity and Coaching Disabled Athletes. Whereas in previous years some Water Polo and Diving athletes needed to travel out of Region, to Luton, Southend, Sheffield or Cardiff, for training, this is no longer the case so the overall scheme for travel bursaries has been withdrawn and a specific scheme for athletes from the Channel Islands re-introduced.

Last year we stopped providing support for Distance Meets in swimming in order to limit our overall spend on development. Unfortunately, this resulted in less distance meets being held during the year. The good news is that this funding has been re-instated at a reasonable level and as a consequence several clubs are planning meets.

Over the last year we have developed policies for

supporting athletes from low income families to fully participate in our sport. We also now have a policy for supporting clubs that want to extend their range of activities, such as introducing Water Polo. This is aimed at getting more athletes to stay in the sport, so clubs retain their membership, and the Region has more clubs supporting the 'minor' disciplines.

We believe we are investing wisely in the future of our sport and that our Region is leading with new and innovative development ideas.

Swimming Development

Our Region has more swimmers in clubs than any other Region but we do not produce the most Swimmers at a National or International Level. In contrast we have very good representation at the highest level from Divers and Synchro and more of our Water Polo players are reaching the highest standards. To try to improve the performances of our athletes and coaches we invest in their development to help everyone achieve their full potential.

Swimming Coach Development

Coaches have been able to get together at coaches' workshops in the region and have been able to get valuable hands on experience at our swimming camps. We ran eight one-day Coach Workshops involving 230 coaches. In November we ran Coaches Conference attended by 33 coaches.

Swimming Coaches Forum

The Forum meets six times a year and now has Terms of Reference that include the appointment process and succession. The panel provides advice into the Swimming Competition Group and the Development Group. The Coaches Panel format has been so successful that it is being adopted by other Regions.

The good news is that funding has been reinstated and several clubs are planning distance meets

Swimming Officials

We held a Referees Forum and provided Course Leaders training so that all officials working in the region have up to date knowledge and contribute to the best competitions for our athletes. Training of

officials is carried out in Counties and continues to produce competent qualified officials at all levels.

Swimming Development Camps

In September we held Development Camps for 11/12yrs boys and girls with 144 swimmers selected for the sessions. These camps have followed the development pathway work set by ASA English Programmes, and have also served to inform and develop coaches.

In January we sent a team of 19 swimmers ranging in age from 14yrs to 23yrs to the Challenge International Meet in Geneva. The purpose of the trip was to provide talented athletes with the opportunity to compete in an offshore competition and experience the different challenges that that involves. Our team came home with a medal haul of 6 golds, 10 silver and 10 bronze medals from 3 days of competition demonstrating that the team were far from overawed by the experience.

*John Davies
Development Group*

Regional Youth Forum

The South East Regional Youth Forum is an active group of young leaders aged 16-25 years who aim to support the involvement of young people in aquatic disciplines and members meet up on a regular basis to develop new ideas or discuss current youth issues in aquatics. The forum works for positive changes in the sport and in their clubs, counties and region affecting young people.

A total of 141 young people attended bespoke development days which delivered 330 training opportunities, an increase of 201 training opportunities on the previous year

The Forum had a steady gradual start in the period and comprised Meghan Hunt, David Brazil, Issy Baxter, Gemma Lee-Ross, Rachel Leggett, Tom Baxter and Luke Thomas. There were 3 planned meetings in the period, 2 of which were held. Meeting rooms and facilities, excluding refreshments, were kindly sponsored by David

Lloyd Leisure Limited.

Going forwards the Youth Forum aims to increase number of members to up to 12, to hold 3 meetings annually, to implement volunteering awards as approved by the Regional Board in line with National work which is currently being progressed, to promote young volunteering opportunities and to advise the Regional Board where required.

We would like to invite athlete, coach or official aged between 16-25 who believes they could make a positive contribution to how the Region engages young people to join this dynamic group. Application forms can be found on the Regional website on the 'workforce' pages.

*Chris Lee
Regional Youth Forum Lead*

Disability Swimming

Disability swimming in the Region remains strong. Each year we organise two disability competitions to provide swimmers with good competition and the stepping stone to major events.

The first competition, run in September, included teams of classifiers working with swimmers and their families to enable swimmers to be classified. The second gala is a development competition for any swimmer who has a disability of any kind.

At both competitions we also arrange CPD Disability Awareness courses for officials. By combining the course into the completion we are able to cover both the theory and the practical elements.

Our programme for disability swimming is helping to support swimmers right through their swimming careers

In addition the Region supports the European Open Down Syndrome competition for swimmers with Down Syndrome.

Our programme for disability swimming is helping

to support swimmers right through their swimming careers and we have a number of swimmers on central programmes:

Spotlight Programme

Will Perry

Development Programme

Matthew Rishworth

Connor Lockwood

Georgia Howell

Katie Crowhurst

Potential Programme

Zara Mulhooly

Podium Programme

Alice Tai

Hannah Russell

The Region has again taken a team to Manchester to swim in the National Disability Competition. All 20 members of the team swam personal best times and returned home with medals.

Our development work aims to provide more support to our swimmers by improving the skills of key coaches in the Region. We also be running coach taster days in different parts of the Region.

Sue Barker
SER Disability Manager

Diving

It has been a challenging year for Diving with the Resignation of the Secretary and changes within the management group. Fortunately we were able to find volunteers to take on the roles of Manager and Secretary.

Because of the Regional Diving Talent Camps established as part of the South East Region Diving Talent Programme (SEEDS) diving continued to make progress during the year.

Our athlete development programme supported 10 SEEDS camps where divers, coaches, parents and officials can all learn new skills and we held 10 ACE Network camps where divers from seven clubs are regularly joining training. Some of our Southampton Diving Academy (SDA) divers

travelled to Berlin a training camp and we also 10 swimmers and 4 staff joined the National Talent Camps run by the ASA.

This investment in development and training has paid off. Our Regional qualifying L2 and L3 competitions were run successfully and 49 of our Level 2 divers made the National Qualifying Standard. In our Regional Level 3 (Age group) Competition 76% of the entrants achieved the National Recommended Qualifying Standard.

This investment in development and training has paid off

Some of our more experienced regional divers and teams travelled to competitions further afield including:

- Armada cup – Plymouth
- Bergen – Norway club international (SDA were top team)
- Leeds White Rose Novices competition
- Luton Talent Games (SDA took the Overall Team as well as the Boys team trophy)
- Peter Waterfield Novices competition
- Scottish Nationals – Edinburgh

Our divers also competed in overseas events:

- Bimbingamba – Italy – Alfie Brown from Star Diving was selected to represent England at this meet
- Bolzano Senior Grand Prix – Italy – Gemma McArthur from SDA
- Bulgaria Club International cup in Sofia – Albatross took first, Star were runners up and SDA came in third in the team results
- Dresden youth international – Germany – Emily Martin from SDA represented GB on the 1m Springboard and Platform where she was came 9th.
- Junior European Championships – Moscow, Russia – Emily Martin from SDA represented GB on the 1m Springboard and Platform where she was came 7th)

Two divers from the South East have broken through to the International scene:

- Emily Martin, Junior Great Britain International was a Junior European Finalist and
- Gemma McArthur, Great Britain International became a Grand Prix Semi-Finalist.

Unfortunately Alfie Brown, Junior England International, has now moved to the SW Region.

Our Regional workforce development programme during the year included recorders and judging seminars as well as a Level 1 diving teachers course. Mentoring

Frank Clewlow
Diving Manager

Masters

Masters swimming in the Region continues to grow and draw in triathletes and older competitive swimmers who are looking for good coaching and competition.

The Masters community ran a development day in April 2015

To meet the needs of the Masters community we ran a Masters development day in April 2015 at Charterhouse School in Surrey. The day was organised by Karen Marchant and considered an outstanding success. 36 swimmers from 21 clubs in the Region in the day that featured attended talks by a sports nutritionist, a cardiac physiologist and a strength conditioning coach. There was also a land training session followed by a swimming session supervised by three coaches.

Competitions

Short Course Competition:

In October we gathered for the Regional Short Course competition in Guildford. The meet is always popular and with 242 individual entries and 14 relay team entries 2015 was no different. Because of the popularity some events had to close early meaning disappointment for some Masters making late entries.

Masters & Seniors National Inter-County Competition:

The regional round of this national competition was hosted by Middlesex in November and was held at the Barnet Cophall pools. Although not in the Region, Middlesex are invited to the SER event each year as there is no London Region competition. Middlesex won the Tony Warn trophy

by two points from Hampshire who suffered two disqualifications.

Long Course Competition:

Our Long Course Competition was held in January at K2. The popularity of this event was partly due to swimmers looking for long course experience and times before the European Masters at the Olympic pool in the summer. Our competition drew entries from Italy and Switzerland as well as from far-flung parts of the UK. Entries filled a month before the published closing date meaning that some of our regular swimmers being disappointed. There were 429 individual entries and 11 clubs entered a total of 32 relay teams. The number of individual entries was the largest since the competition started in 2007.

With so many good swimmers taking part the record book had to be re-written. 20 British records, seven European records and two World records were set at the meet.

With so many good swimmers taking part the record book had to be re-written

I would like to thank everyone who emailed nice comments about the meet; it's very gratifying considering the work that was put in by the organising team.

As well as our own competitions 12 SER swimmers entered the World Masters Swimming Championships in Kazan, Russia, in August 2015. Their individual results are difficult to collate but the full results of the competition are available on the FINA website.

As always a struggle to get enough officials for Masters competitions and I would like to thank all of the volunteers who gave their time to make all our competitions so successful. One solution being considered is involving young volunteers in the planning and management of Masters competitions. Helen Mack is keen to make this happen but there does need to be some additional training included in their curriculum and this may take a little while to get off the ground.

In spite of the increasing popularity of Masters in the region it is proving very difficult for sub-regions to find people willing and able to take on the role of Masters leads. To keep the momentum your

club, sub-region and our Region going in the right direction we need more people to give up a little time to help run the sport.

Geoff Stokes
Masters Manager

new Judge Level 1 candidates starting as well so hopefully the Region will have more qualified officials available to run events in the future.

Keith Barber
Open Water Manager

Open Water

Open water continues to grow in popularity in the South East with traditional open water swimmers being joined by pool swimmers and triathletes at our events. Swimmers new to open water are always welcomed.

As part of our development programme we were hoping to reintroduce athlete development in 2015 via a link with a club but this plan has been carried forward to 2016. The ASA has introduced an initiative to create Regional Open Water Talent Camps that will involve one pool session and one open water session. Our own development plans will continue until this can be implemented.

We also try to build on the good links with Clubs that support Open Water. Ideally we would like to have better links with Triathlon Clubs and their members but the ASA levy of £15 per event makes this difficult.

The Regional Championships were very well supported with an increased number of competitors and again we were pleased to welcome Special Olympics GB into the Championships.

In September 2016 FINA Rules regarding Open Water Swimming will change to introduce the wearing of wetsuits. They will be mandatory between 16-18C, and optional between 18-20C and will not allowed above 20c. Hopefully this will have no effect on us as water temperatures at our chosen venue have been consistently above 20C.

The Open Water Competition Series continues to have a strong following in the Region with many age groups hotly contended.

We now have 3 officials working towards Judge Level 2 qualification.

Hopefully 2 will complete this year and we have

Swimming

The range of facilities available in the Region has meant that the full impact of the ASA's Competition Pathway have been accommodated into the Region's Swimming Competitions.

Our 2015 Summer Swimming Championships were held over 3 consecutive weekends in the second half of May. Two days were allocated to swimmers aged 14/under, 2 days to swimmers 15/over and two days to distance events (400m+) and team events.

Working closely with the coaches panel we were able to set automatic and base (consideration) times that seemed to achieved their goal of providing a challenging competition environment where hard work meant that swimmers could achieve the step up from County Championships. We were able to accept all 15/over swimmers who achieved the base time, but unfortunately had to reject around 30% of 14/under swimmers who achieved the base time, but not the automatic time.

The competition ran well, running to time and with very few problems.

The Winter Swimming Championships was held over short course over a single 2-day weekend in early November. Again, automatic and base times were set and we were able to accept all swimmers who achieved the base times. At the request of coaches, finals were held as a separate third session. This worked reasonable well, so will be adopted for future championships.

There continues to be a good and close working relationship between the Swimming Group and the Coaches Forum that is benefitting the Region. The Swimming Group meets approximately every three months. It is not a closed group and we welcome new people with skills and time to offer to progress competitive swimming in the region.

Our panel approach to Meet Licensing is working well and is being considered by other regions.

Mike Lambert
Swimming Competition Manager

Synchronised Swimming

2015-16 was a great year for synchro in South East Region. More courses are running with more attendees and there have been more entries into our competitions. We continue to be the strongest region in our discipline.

Whilst athletes are largely self-funding because central support was removed for synchro, our community have worked hard to ensure we keep the legacy of London2012. Swimmers from the South East Region dominate the England talent pathway and of the four swimmers training for a place at Rio on Team GB 3 of them are from the South East Region.

Athlete development

We continue to offer training time to clubs to help athletes achieve the required skill to compete at the Multi-regional and National competitions. We also hold Skill Assessment Days three times a year with the objective of identifying swimmers who have the skills to Multi-regional and National competitions.

The South East has retained two Beacon clubs who are developing well with their swimmers and performing well at the first beacon games.

Competitions

Technical issues forced the Novice competition to be moved which meant some clubs were unable to attend. However entry numbers remained at the same level as 2014 and if the missing clubs had been able to compete we would have seen an increase of approximately 25% in entries.

The Recreational competition for teams was held in a new venue that, although lacking a little in atmosphere, provided a great pool. Entries grew from 16 routines in 2014 to 21 in 2015.

The Multi-Regional competition was hosted by London Region at London Aquatics Centre. South East Region had 133 entries from a total of 209 in the competition. Our girls came home with 8 gold medals champions, 8 Silver and 6 Bronze. We

also claimed the Multi-Regional title.

At the National Age Groups our swimmers entered 12 competitive events and came away with 8 gold, 6 silver and 7 bronze medals.

National representation

The Region had 9 of the 14 senior girls on the England Talent programme during the year and our juniors took 9 out of 14 places available. Our Age Group girls took 6 of 11 places available. Of the 10 places on the Development programme 5 are from South East Region.

Kate Coupar,
Synchronised Swimming Manager

Water Polo

The dedicated volunteers in the Water Polo discipline have worked hard throughout the period, the oversight group continues with representation from all sub-regions and links to the management board and development group. New volunteers to this group are always welcome in order to broaden the skillsets available and to spread the workload of the team more effectively.

Recruiting volunteers is a continuing challenge and as the Regional work is undertaken by a limited number of volunteers and as with most disciplines many of these also volunteer in their local clubs or sub regions. The shortage of home club pool time for training is the largest hurdle to improvement and growth. The recommended quantity of training for U19 aquatic athletes, who are working towards national team representation, is 4 water polo training sessions, 4 swimming training sessions and 3 gym sessions each week in addition to weekly match obligations. Many clubs are however reported to be offering only 1 training session per week. A small number of discipline specialist networks have formed recently as a way of addressing this, but more work is required in order to enhance these opportunities for further training.

Training for Girls and Boys Regional teams continues to run successfully and our appreciation and thanks is offered to the coaches and managers involved in that work as well as to those players and parents who continue to support the sport. U16 & U19 Teams participated in inter-

regional competitions during the period and the U14 age group has a pathway and course set on further development. Attendance and performance in the older age groups are currently suffering, partly it is believed, following a lack of investment in previous years in the U14 age group.

Results for South East Club teams in National Competitions have included, in alphabetical order, the following: Crawley (6th in the Boys U17's NAGs Plate), Mid Sussex Marlins (1st in the Women's BWPL Division 2 and 4th in the Girls U19's NAGs Finals), Southampton (4th in the Women's BWPL Division 3 and 4th in the Men's BWPL Division 3) and Worthing (3rd in the Men's BWPL Division 2).

Noted individual achievements have included, in alphabetical order, the following: Fran Collings -

Scotland Ladies, Joe Hazeldine – GB U19's, Tom Kane - Scotland U17's, Gina Lay - Wales Ladies, Lara Partridge - GB U17's, Kathy Rogers – GB and Cecily Turner - England U19's and U17's.

The Regional management team continues to run a range of competitions, training courses for coaches and officials and workshops in order to improve the standard of Water Polo in the Region and importantly the basic skills of junior players joining the Regional training. Please get involved in any way that you can.

Chris Lee