

Report for the Period

***1 April 2019 to
31 December 2019***

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Below:
Body Pump at the Two-Day SEEDS Camp



Below:
Regional President Terry Norris presenting the trophy to Sussex at Masters Inter County Championships



Above:
2019 Open Water Championships



Above:
Jenny Gray MBE was installed into the Swimming Hall of Fame

Right:
Volunteers at the Open Water Championships



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***Volunteers are vital for
the sport, especially in the
delivery of competitions***

President's Report

I feel like I have only just got started in this role, as I write about the first three months as President of the South East Region. Firstly please may I express how proud I am to have been selected as your President and I hope I can fulfil your expectations during my 19 months in office.

Already I have had the opportunity to visit Synchro and Masters swimming as well as Speed swimming and I have liaised with key volunteers in Diving and Water Polo to be able to watch events and meet the talented and committed athletes.

It was a privilege to be able to watch the Junior and Masters Synchro Regional Championships in Crawley and the Masters Inter-Counties competition in Horsham and also be offered the chance to present the medals and trophies.

In October I represented the Region at the National County Team Championships (Inter-Counties) in Sheffield where I was able to catch up with each of our Counties over the weekend, albeit briefly in some cases. I worked with Swim England to also ensure safe passage to Sheffield for those swimmers who were selected on the National Development Camps over the same weekend, these are camps for 13-14 year olds which I am Team Manager for our Region.

I attended our Winter Regionals in early November and saw many fabulous performances. I was able to congratulate all swimmers on poolside and chat with the medallists, also being able to welcome a number of them onto the Regional team which travels to Luxembourg in January. This is a camp where I shall again work as Lead Team Manager. This is a wonderful opportunity provided by the Region that often allows swimmers who ordinarily would not get the chance to compete against World Record Holders and Olympic Gold Medallists to do just that.

Later in November I represented the Region at the BUCS Short Course Championships in Sheffield where I was offered the opportunity to present medals to many of Britain's best swimmers. I also had the opportunity to catch up with some of our Region's former club swimmers who have progressed to Universities all around the UK.

In December I was invited by Swim England to

attend the Winter National Championships for a couple of days and I met the Swim England President Ian McKenzie with whom I shared presentation duties.

I would like to thank everyone involved in all of these events for their kindness and hospitality when I came to visit. I must also add my admiration at the magnificent organisation and commitment shown by our dedicated officials and support volunteers throughout the Region, we are very lucky to have you.

I look forward to meeting many more of you during 2020 and also to being able to widen my visits across all of the wonderful disciplines.

Terry Norris
President Swim England South East

Chairman's Report

Following the changes agreed at the Annual Council Meeting (ACM) in 2019, my report covers the nine months 1 April to 31 December 2019. Whether the text in my report will be commensurately shorter remains to be seen...

The ACM agreed in September that our financial year should change to the calendar year, in line with the similar decision of the national governing body, Swim England. As the Board Member Responsible for Finance remarked in last year's Annual Report, the advantage of this is that our financial year is now the same as the membership/affiliation year. Aside from any other consideration, this means that we no longer accrue part of our affiliation income from one year to the next.

Allied to this fundamental change is a change in the date of the ACM, from the Autumn to the Spring. It is not easy to find a date for the ACM in the Spring in a sea of competitions and public holidays. Hence, our first ever weekday evening ACM, this year. In addition, the ACM agreed to extend my, and the Board Members', periods of office: I remain Chairman now until 31 December 2022.

Carys Jones, Alan Lewis, Roger Prior and Sara Todd were re-elected to the Board, to serve until the ACM in 2023. Since the ACM, Ivan Horsfall-Turner has resigned from the Board because of his

increasing business commitments. Ivan, given his background in leisure facilities provision, has been an invaluable member of the Board since 2008, and his wise counsel, and knowledge of business, will be missed. We have yet to recruit his successor.

As I have said in previous years, all of the Board are volunteers, giving their time freely. The Board members are very industrious, all of them having regional roles beyond being “just” a member of the Board. My Vice-Chairman, John Davies, for instance, continues to lead our Development Group (he has done so since the inception of the Board), a very important part of the regional operation. Roger Prior remains as the Board Member responsible for Finance. Carys Jones chairs the Staffing Sub-Committee. There is a Board liaison member for every discipline. Brian Deval continues to lead on communications.

Communications is an area where the Region has upped its game significantly in recent years. Our website is much improved, easily navigated by non-techie people like me and, most importantly, kept up to date. The Region has a strong presence in social media – a very important communications medium these days. And we have consistent branding, which is becoming more prominent at our events. Brian has been a leading light in all this.

Brian is also taking a major role in the Region’s endeavours to secure the services of more volunteers. These stalwarts are vital for the sport, especially in the delivery of competitions across all disciplines. All the discipline managers are volunteers, as are their teams of supporters. Frankly, Regions, Counties and clubs would not exist or function without volunteers, so it is important we develop and implement a strategy to enhance the volume of volunteering within the sport as a whole. This is an area where we are working in close harmony with the national governing body.

Hopefully, you will all appreciate how much effort it takes to promote events like the Regional Swimming Championships. This Region has a harder job than any other – we are the largest region by far in terms of potential competitors – but suffer a paucity of suitable facilities. This places a heavy strain on the volunteers who organise these events. Therefore, I must take this opportunity to mention the scarcity of long course

pools with a swim down facility and sufficient spectator accommodation, in the South East. If it was not for the foresight, and bravery, of Crawley Borough Council and Wycombe District Council we would not even have those facilities. We must continue to press the national governing body to support the provision of adequate competition facilities in our Region.

Changing tack, I said in my report last year, that I doubt that we could return to the days when the sport was wholly delivered by volunteers. We continue to be fortunate in the South East to have a small but very efficient paid workforce supporting the various activities of the Region and its clubs – the Regional Manager and the two Regional Club Development Officers (RCDO). We saw a change in the team last year, as Helen Mack secured employment closer to home and resigned as one of the RCDOs.

Helen had been involved in the sport in the Region, in one guise or another, since 2004. She was the original RCDO and was very well known to many involved in swimming, not least because of her role with formerly Swim21, now Swim Mark.

We were sad that Helen left. She had been a fantastic enthusiast for swimming, across all the disciplines, and will be sorely missed – our loss is Cherwell District Council’s gain. Her tremendous input into the sport was recognised in 2015 when the Region awarded her the Jeff Cook Memorial Plate for services to swimming in the South East. The Board thanked her formally for her invaluable support over the past 15 years at its meeting in November last year.

The Board was delighted to appoint Ben Macdonald as RCDO, from a strong field of candidates, just before Christmas. He joined the other team members – Bryony Gibbs and Kristie Jarrett – at the start of this year.

May I take this opportunity to thank our staff for their unstinting support of the Board, the Region and our sport, across all its disciplines, over the past year. They are always ready to address any enquiry and to offer ready support, where they can.

I must also thank Rosa Gallop, Swim England’s Club Development Officer, whose work is closely linked with that of our RCDOs.

Finally, may I pay tribute to our Presidents in the past year; Jenny Gray until September and Terry Norris since then. Many of you will know that Terry is the longest serving ever peacetime President of Berkshire & South Buckinghamshire, and caused quite a stir at his installation in September, being in tie and blazer ... and shorts, as he was working at a training camp nearby! We were all proud when Jenny was inducted into the Swim England Hall of Fame, at the Swim England Dinner last October – a richly deserved accolade. In the same vein, I am sure all in the Region applaud the recognition bestowed on Eileen Adams, a regional past president, on receipt of the Harold Fern Award in 2019. Our presidents do us proud!

On a sadder note, we all mourned the passing of Brian Harrison, the Swimming Trophies' Officer and a Swim England Friend, during the year. Brian was one of those largely unsung stalwarts of our sport. Our thoughts go out to his family.

Roger Penfold
Chairman

Finance

The Region recognises that it has substantial reserves and tries to utilise them to support the Region, but has decided that it needs to maintain reserves of at least £150,000 to allow for cash-flow and contingencies.

Preliminary

At the 2019 Annual Council Meeting it was agreed that the Region would alter its financial year from 01 April to 31 March to the calendar year with effect from 01 January 2020. This has the advantage of aligning the Region with the new Swim England financial year and also aligning it with the membership year, thus eliminating the need to make accounting adjustments to split the affiliation income in proportional amounts to two financial years.

Hence, to facilitate this change, the accounts in this annual report have, exceptionally, been compiled for the nine month period 01 April 2019 to 31 December 2020.

Comparison

It is always difficult to compare a partial year with the previous full year. In many cases, the comparison with the previous year's figures are obvious if expenditure/income for the current period is just three quarters of the figures for the previous year. However, the period 01 January to 31 March is usually quite a busy one for income/expenditure, with some expensive foreign trips for athletes and a proportion of the affiliation fees being assigned to that period. The amounts relating to overseas trips have been moved to the 2020 year via Accruals and Prepayments.

Where the three quarter figure disagrees significantly, I have attempted to explain that below.

Affiliation fees

Contrary to the gloom of Swim England's figures, the Region's membership numbers have held up pretty well and the total number of members as of 31 December 2019 was 38,836, which was only 94 fewer than as of 31 December 2018; Category 1 members had reduced by 617, Category 2 members had increased by 367 and Category 3 members had increased by 246. The total income from affiliation fees for the nine month period was almost the same as for the previous full financial year, but this was caused by fees for Category 1 and 2 members increasing by £1 from 01 January 2019.

Sponsorship

This is only paid every six months, so half of it is outstanding.

Masters

The most lucrative event takes place in January.

Athlete Support

The huge increase in this is mainly due to water polo players coming over from Guernsey to training camps. That will be looked into and, possibly, put into the water polo budget instead of development.

Conclusions

There is much more pressure from Swim England for the regions to part-fund national programmes. The only way the regions can increase their income is to increase their affiliation fees, which upsets their members. My view is that Swim England should increase its own affiliation fees to cover such matters, so that its own financial policy is more transparent.

The coming year

This year's challenge might be Coronavirus (Cov-19). Should championships in disciplines have to be postponed/cancelled, there will be implications with regard to contracts for pool hire and potential loss of income. There is also a Water Polo foreign trip planned, for which deposits for flights have already been paid. We will monitor these events to minimise any potential losses. However, our reserves are sufficient to keep the Region sustainable.

Membership

For information, membership numbers as at 31st December 2019, were:

	Cat 1	Cat 2	Cat 3	Total
2019	14,000	14,726	7,315	36,041
2018	14,185	14,334	7,247	35,766
2017	15,401	13,060	7,175	35,636

Thanks

I must thank Bryony Gibbs, our Regional Manager, for all the work she does to administer the Region's finances. As far as I know the accountants raised no queries on the documents she submitted to them, for which we should all be grateful. I would also like to thank the Finance Sub-Group and the Board for their support during the year and the Discipline Managers for all their work on behalf of the sport and the Region.

Roger Prior

Board Member Responsible for Finance

Contrary to the gloom of Swim England's figures, the Region's membership numbers have held up pretty well



Above:
Eileen Adams from Amersham SC
was awarded the Harold Fern Award

SWIM ENGLAND 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.

SWIM ENGLAND SOUTH EAST REGION

ACCOUNTANTS' REPORT TO THE MEMBERS OF SWIM ENGLAND SOUTH EAST REGION

In accordance with our terms of engagement we have compiled the financial statements of Swim England South East Region for the period ended 31 December 2019 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 period ended 31 December 2019 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
166 College Road
Harrow
Middlesex
HA1 1RA

Date: *9th March 2020*
.....

SWIM ENGLAND SOUTH EAST REGION

INCOME AND EXPENDITURE ACCOUNT

For the period ended 31 December 2019

	Period ended 31 December 2019		Year ended 31 March 2019	
	£	£	£	£
Income				
Affiliation fees	147,671		144,262	
Licensed meet fees	31,721		39,592	
Bank interest (net)	242		280	
Sponsorship	2,875		5,750	
Miscellaneous income	408		11	
Swim England grants	4,500		6,000	
		187,417		195,895
Expenditure				
Cost of Democracy				
Regional council meeting	2,873		3,766	
Swim England council	940		831	
Regional management board	2,562		4,314	
President's expenses	2,307		2,240	
Welfare officer's expenses	227		188	
Accountancy fees	1,659		1,650	
Bank charges	650		1,035	
	11,218		14,024	
Disciplines				
Diving (net)	5,806		8,003	
Disability (net)	7,074		4,604	
Masters (net)	1,554		(1,420)	
Open water	2,372		1,654	
Swimming (net)	(19,750)		(14,471)	
Synchronised swimming (net)	7,631		12,253	
Water polo (net)	13,184		11,837	
Medals	1,401		1,126	
	19,272		23,586	
Development plan				
Development group costs	-		354	
Course subsidies	28,516		35,498	
SwimMark	2,583		3,064	
Volunteer training	15,894		29,120	
Athlete support	2,768		265	
	49,761		68,301	
Staffing and Office Expenditure				
Staffing Costs	61,793		85,030	
Central establishment costs	10,676		6,570	
	72,469		91,600	
		152,720		197,511
(Deficit)/Surplus for the period		<u><u>34,697</u></u>		<u><u>(1,616)</u></u>

SWIM ENGLAND SOUTH EAST REGION

BALANCE SHEET

As at 31 December 2019

		Period ended 31 December 2019		Year ended 31 March 2019	
	Notes	£	£	£	£
CURRENT ASSETS					
Debtors	2	23,255		17,096	
Cash at bank	3	<u>312,429</u>		<u>369,907</u>	
			335,684		387,003
Less: CURRENT LIABILITIES					
Creditors	4	<u>45,602</u>		<u>131,618</u>	
			45,602		131,618
TOTAL ASSETS LESS CURRENT LIABILITIES		£	<u><u>290,082</u></u>	£	<u><u>255,385</u></u>
 Accumulated surplus	 5	 £	 <u>290,082</u>	 £	 <u>255,385</u>

Approved by the Regional Management Board on the *9th March 2020* and signed on its behalf by:-

Roger Penfold

.....
Roger Penfold (Chairman)

Roger Prior

.....
Roger Prior (Board Member responsible for Finance)

SWIM ENGLAND SOUTH EAST REGION

NOTES TO THE FINANCIAL STATEMENTS

For the period ended 31 December 2019

1 ACCOUNTING POLICIES

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

2 DEBTORS

	31.12.19	31.03.19
	£	£
Prepayments and accrued income	23,255	17,096
	<u>23,255</u>	<u>17,096</u>

3 CASH AT BANK

Included within the balance at the balance sheet date is £37,000 (March 2019: £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

	31.12.19	31.03.19
	£	£
Trade creditors	4,362	22,451
Accruals and deferred income	41,240	109,167
	<u>45,602</u>	<u>131,618</u>

5 ACCUMULATED SURPLUS

	31.12.19	31.03.19
	£	£
	General	General
	Fund	Fund
Balance at 1 April 2019	255,385	257,001
Surplus/(deficit) for the period	34,697	(1,616)
Balance at 31 December 2019	<u>290,082</u>	<u>255,385</u>

6 RELATED PARTY TRANSACTIONS

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

Development

The main work, carried out by our professional staff of Regional Club Development Officer (RCD) and the Swim England Club Development Officers (CDO) has been focussed on driving three core policies of Swim England:

- SwimMark,
- Stronger Affiliation
- Coach and Teacher registration.

SwimMark

Swim Mark is Swim England's initiative to set the standard for club organisation and development. Previously one hundred clubs in the Region have been accredited, way ahead of other regions.

During the period, two SwimMark clubs lost their accreditation; Bourne End SC and Black Lion SC but five clubs successfully gained SwimMark Essential accreditation; Buckingham Swans SC, Eastbourne SC, Ryde SC, Tunbridge Diving Club, Wildern Waves SC, Windsor SC. At the end of the period our Region currently had a total of 95 SwimMark Essential accredited clubs.

The Region has 16 accredited SwimMark Networks, but sadly only eight Networks are intending to continue with accreditation. Although the clubs are working together, arranging meetings and activities, they are finding that time and effort is short and unless there is someone willing to lead the Network re-accreditation it doesn't happen and they continue outside of the SwimMark process.

Stronger Affiliation

This is the process to get all affiliated clubs to meet the minimum requirements for Organisation and Welfare of its members. Clubs that have Swim Mark should already meet these requirements. Most other clubs need to update their constitution.

Coach and Teacher registration

Is to make sure all teachers and coaches working in clubs are qualified and fit to train the swimmers under their care.

Coach development

The Region has delivered or planned 22 Assistant Coach Courses and 11 Coach Courses during the period as well as one water polo course and three synchronised swimming courses.

Our team have also spent time supporting clubs and helping them work more efficiently, making better use of water time and helping them identify ways of moving forward.

We are fortunate to have two Performance Clubs in the Region; Southampton Diving and Guildford City Swimming Club. There are also two performance centres; Guildford City Swimming Club and Wycombe Swimming Club.

Funding

Eight clubs in the Region have received Talent Lane funding of around £500 each to help grow membership; Ryde SC, Fareham SC, Black Lion SC, Crawley SC, Gravesend SC, Portsmouth Northsea SC and Winchester Penguins SC.

There has also been a growth in funding for projects in the South East. Nationally over 140 clubs applied, with more than 30 applications from clubs in the South East. After a great deal of thought the six clubs chosen to receive funding were Atlantis SC, Cranleigh SC, Dover Lifeguard SC, Farnham SC, Faversham SC, Slough & Eton SC and Ryde SC. Each of these receiving various amounts from the pot totalling £5,182. Some of the Discipline Clubs in the Region have also received funding:

Diving

- Start Diving funding to Albatross and White Oak
- Development Centre funding to Albatross
- Start funding to Albatross and Star diving
- Diving Centre funding to Albatross and Star Diving

Open Water

- Start Open Water funding to Fareham Nomads SC, Eastleigh SC, Winchester Penguins SC and Thanet SC.

Workforce development

Our team have delivered a range of seminars, courses and workshops during the period.

- September – Biennial Coaches Forum Conference with 40 coaches in attendance.
- October – Annual Team Manager Forum was reinstated this year as an online meeting. The meeting was recorded to be shared with Team Managers unable to attend.
- November – Sports science based coach workshop day with 12 attending.

In addition, we have booked or run 10 Team Manger 1 courses and 4 Team Manger 2 courses during the period enabling 108 have been TM 1 and 51 TM 2 be become qualified.

There has been three Time to Listen courses in this period with 22 new Welfare Officers trained. During this period the Region has supported delivery of 10 UK Coaching Safeguarding courses (Two delivered directly by the Region and eight delivered through clubs or Counties.)

The Region has been working with 47 young people during the period on our Young Volunteer Programme. The Surrey programme has been rescheduled for delivery in 2020.

Athlete development

A number of our athletes were selected for Regional and National Squads from all the home nations. They are celebrated in our Roll of Honour in this report.

*John Davies
Development Manager*

Swimming Competitions

We continue to struggle to accommodate all of the swimmers who ought to be able to enter our championships. In a small number of cases swimmers who have a realistic chance of national qualification are being excluded.

We have more swimmers than any other region but do not have access to a 10 lane pool. Realistically, we are unable to allocate additional weekends to the competition. Because there is no short-term solution to this problem, we ask for swimmers, parents and coaches understanding.

We have very little flexibility in the way we structure championships because of mandates from Swim England. We have deliberately chosen to ignore some recommendations because of the adverse impacts on our events. This has been done in consultation with the Region's Coaches Panel.

Swimming Group Membership

Brian Harrison, the Trophies Secretary passed away unexpected during the year. He has not

been replaced on the Swimming Group. George Adamson, responsible for officials' development in the Region has been added to the group. Mark Sadler, who is taking over responsibility for Meet Management has been added to the group.

The Group met on a number of occasions during the year. The primary activities have been:

- Planning swimming competitions in consultation with the Coaches Panel in accordance with the mandates set by Swim England:
 - Approval of dates and pools
 - Approval of schedule of events
 - Approval of conditions
 - Approval of qualifying times
 - Recruitment of technical officials and non-technical volunteers
- Overseeing the activities of the Region Licensing Panel, and
- Agreeing how the Region's policies relating to expenses should apply to the swimming championships.

At last some good news on facilities. The new 10 lane 25m pool in Maidenhead should open in September 2020. We are planning to take the 2020 Open/Junior Championships in November to the new pool, which will allow us to take additional swimmers, particularly in longer distance events.

Meet Management

Mike Lambert who has taken responsibility for the operation of the entry processing and day of competition meet management since the formation of the region is in the process of handing over responsibility to Mark Sadler.

Volunteers

The situation regarding technical officials is slightly improved compared to 2018 (when we were only able to run six lanes in finals in the Open/Junior Championships. The good news is that we have improved the recruitment process, but still struggled to get enough officials for finals sessions.

We are hoping to be able to use a new Officials Finder service from Swim England to achieve further improvements in 2020.

Members of the coaches' panel have co-operated by encouraging parents in their clubs to serve as

non-technical volunteers. We have introduced new distinctive red Event Maker shirts to make these people more visible. A database is being developed so that we can contact people who are happy to volunteer for us.

Swim England South East Summer Championships

- 3/4/5 May 2019 – High Wycombe
- 10/11 May 2019 – Crawley
- 24/25 May 2019 – Crawley

Age	Male competitors	Female competitors
11 Years	14	25
12 Years	78	105
13 Years	111	143
14 Years	124	145
15 Years	103	129
16 Years	94	100
17 Years	77	69
18+ Years	105	67

Swim England South East Open/Junior Championships

- 1/2 Nov 2019 – Portsmouth

Age	Male competitors	Female competitors
12 Years		9
13 Years	5	25
14 Years	21	43
15 Years	45	65
16 Years	47	56
17 Years	48	34
18+ Years	70	36
18+ Years	105	67

Credit/Debit card machines have been introduced at our competitions to reduce the amount of cash handled and to provide spectators with payment options. This simple process conforms to the Region's financial policies. Payments are transferred directly to the Region's bank account on a daily basis.

Trophies

After a series of discussions, the swimming group decided to discontinue awarding trophies. The process of collecting trophies was started during the Open/Junior Championships. While the future disposition of the trophies is decided they are held in secure storage.

Mike Lambert
Swimming Manager

Diving

The closure of the Reading pool continues to impact on our diving programme but is greatly minimised by the close working relationship between other diving clubs in the Region.

Pool time and cost as ever are major factors in the ongoing development of diving and again limited the development work we have been able to undertake, particular for the smaller clubs.

Development SEEDS programme

The SEEDS programme is now meeting and in some areas exceeded the programme's mission to grow and improve diving in the Region. Its success is due in part to allowing flexibility in its delivery, through discussion with the clubs involved to identify areas where support is needed.

The camps aim beyond just the young elite divers who have been identified through National Talent schemes. It aims to nurture diving in all ages to allow all those involved to support their competitive journey has had proven success with many who would not have been supported early in their diving through other programmes as they may not have been involved with Talent Identification. Through creative and flexible planning of the SEEDS development days, divers remain engaged in the programme and in the sport even through the more challenging teenage years.

Through interaction with parents the SEEDS programme has offered education in nutrition, psychology and support for divers and assisted with SwimMark club accreditation as well as training Team Manager and judges.

ACE programme

The ACE programme focusses more on the development of coaches. Most months we hold development camps that also involve coach meetings to review and develop the delivery of the camps. All athletes are encouraged to contribute to the development programmes.

The success of the development programmes has been built on mutual respect and understanding allowing for the shared resourcing of coaching and chaperoning at British and International Events. This is a particular benefit to smaller clubs who might find it difficult to attend events with small numbers of divers or be inexperienced at larger or international events.

The ACE Network Training Needs Identification programme also help to make the development of coaches more economically viable for clubs.

Competitions

The diving group held two qualifying events for National Finals. These were a Level 2 Skills competition and a Level 3 Age Group competition. The statistics were:

Event	Gender	a/g	Total	Regional
Skills	F	8/9	9	0
L2	F	10/11	36	14
	F	12/13	45	12
	F	14/16	18	6
	M	8/9	9	1
	M	10/11	22	12
	M	12/13	28	16
	M	14/16	8	5

Age Group	Gender	a/g	1m		3m		Platform	
L3			Total	Regional	Total	Regional	Total	Regional
	F	9/11	10	4	8	2	4	1
	F	12/13	21	5	22	5	0	0
	F	14/15	8	4	6	3	2	0
	F	16/18	0	0	8	2	0	0
	M	10/11	1	0	1	0	1	0
	M	12/13	19	10	17	8	4	0
	M	14/15	12	10	10	8	0	0
	M	16/18	3	3	3	3	1	1

National and International recognition

A number of our athletes and volunteers were selected for Regional and National Squads from all the home nations. They are celebrated in our Roll of Honour in this report.

Andy Hewat
Diving Manager

Masters

Following an advertising campaign around the Region, Glen Isaacs was recruited to take over as Masters Manager from Geoff Stokes. Glen was already serving on the Swim England South East Region Masters working Group as the representative for Kent. We would like to thank Geoff for his support over the years and know that he will be able to provide with advice if needed.

During the period covered by this report the Masters Working Group met twice, in April and November. Disappointingly Oxford & North Buckinghamshire were unable to provide a Masters representative for either meeting. We were delighted that Hampshire representative James MacTavish of Southampton SC was able to take over from Stewart Crowe when he retired.

Masters Development Day

The Development Day was held at the ACS International Schools facility in Cobham on Saturday 8th June 2019 with twenty seven Masters attending. The focus was on the benefits of mobility and strength training on land that was delivered by Michael Peacock. In the pool, Steve Greenfield, assisted by Geoff Stokes, addressed the topic of preparation for racing. Subsequently, both aspects of the day received very positive feedback from the attendees. Thanks are due to Kristie Jarrett who suggested the presenters and booked the venue.

Competitions

1,500m Long Course Masters Event

This was held at K2, Crawley on 13 April. It had been decided to hold this as a long course event following feedback after the 2018 short course event. To provide swimmers with adequate warm-up facilities for this demanding event, an experiment was tried that involved reserving Lane 1 for continuous warm-up during heats 2 to 5. This was generally welcomed by the swimmers and will be considered for future events.

Entries were full by the closing date with a wait list of seven swimmers all of whom were able to swim because of subsequent withdrawals. A total of 42 Masters swam on the day.

Masters Short Course Competition

This was again held at the Spectrum, Guildford on 5 October. Numbers were lower than in previous years by 9% with 106 men and 86 women entered. In part, this may have been because the way we have contacted Masters in the past cannot now be used because of GDPR. We are working on a way of improving this for future events.

The recruitment of officials was again a problem, with competitors being used as timekeepers where necessary. This problem was mainly due to a very full swimming diary meaning officials were not available.

Swim England Inter County Masters and Senior Age Group Championships – South East Round

This was held at Horsham on Sunday 15th September. Unfortunately four counties attended with Surrey and Oxford & N Bucks unable to field teams.

The South East round was won by Sussex who went on to finish 3rd in the National rankings. Hampshire finished 6th, Berkshire and South Buckinghamshire finished 7th and Kent 9th. These results confirm that the South East is a strong Masters swimming area and that there is a positive future.

Geoff Stokes and Glen Isaacs
Masters Manager

Open Water

I want to firstly thank Keith Barber who for many years successfully led open Water swimming in the Region. Keith has now stood down from the role of Open Water Manager but remains a key member of the team delivering our Championships.

Our Regional Championships in June can be considered a success. The event was held at Westhampnett Lake near Chichester on a beautiful calm and sunny day with ideal water conditions for swimmers.

Distance	Female	Male
5Km	27 (1x15yrs, 10x16yrs, 7x17yrs, 1x18yrs & 8x19yrs+)	24 (7x16yrs, 10x17yrs 4x18yrs & 3x 19yrs+)
3Km	48 (23x14yrs, 20x15yrs & 5x19yrs+)	52 (20x14yrs, 22x15yrs, 1x16yrs & 9x19yrs+)
2Km	43 (16x12yrs & 27x13yrs)	32 (14x12yrs & 18x13yrs)

The venue itself provides adequate accommodation and we are committed to return in 2020, and are planning to re-instate the 1Km event for novices. But in order to expand the event and encourage more entries and more distances we will need to look at other venues for the future.

Changes to the distances in the National Age Group Championships 2020 will also need to be accommodated into our Championship races. More details on how this will be done will be published in the conditions on the website.

As a Region we are short of officials for Open Water and have for many years invited officials from other Regions to assist. This is a reciprocal arrangement where our officials travel to other regions for their competitions. Swim England have now started a national programme of recruitment and training of open water officials and it is hoped that we will have more qualified officials available to manage more open water events and give more swimmers more opportunities to enjoy this sport.

Carol Butler
Open Water Manager

Synchro

Our committee aims to meet four times a year and is led by Roger Penfold and has been supported by Helen Mack who brought all the extra Swim England/Regional information and knowledge to the table that make us a successful well balanced team.

This year we welcomed Jan Mattinson to the committee representing Hampshire County. Jane White resigned following her move out of the Region. She now supports the East Region where she lives.

We felt 2018/2019 was the first year in many where there was some stability as it appeared the National Leadership Team had embedded their changes which the Region had adopted as requested. However, the Multi Regional Competition (South East, South West & London) had to be postponed due to the changes in the new National Synchro Calendar.

The County representatives were briefed following the 2018 Regional Managers meeting and asked to introduce new County Development Squads:

- Kent County already had a strong County plan but agreed to look at the suggestions.
- Oxfordshire and Hampshire Counties agreed to present these suggestions to their committee's and if they couldn't implement straight away would propose plans for 2019/2020 year.
- Berkshire & South Buckinghamshire agreed to fund a County Squad and this training took place at The Abbey School in Reading.
- Sussex is new to the world of Age Group Synchro but has a well-established Masters section. Sussex has spent a lot of time and effort in the period focussing on grass-roots development and is confident of having enough athletes to support a County Development Squad.

The Regional board had asked our committee to look at our Regional Squad training camp in Spain and to consider competing abroad in the future. This request came at a good time and fitted in with the changes being made by the National Leadership Team to the National Calendar.

We have put in place a two year plan with the 2019 squad to compete internationally in 2020.

The 19 athletes from five clubs across the Region took part in training days and a residential camp

with the aim of improving standards, providing a programme to assist athletes to achieve England Talent selection in the future and also creating a routine that would be the start for 2020.

As always the athletes worked hard and showed improvements under the guidance of their coaches from three different clubs, and the start of a routine has been established. There is still plenty to do if we are to compete next year and our trials will be held in December following the England Talent youth squad club tests as a basis, as well as a figure competition and routine assessment.

Competitions

Domestic Events 2019

The South East won many medals at the National Championships held in April in Nottingham, including the Redwood Trophy which was won this year by Reading Royals.

Every Club in the Region was represented at the Combo Cup this year.

Grade Assessment Days

We had planned our assessment days prior to the new national calendar being implemented. Moving forwards assessment days will be planned to fit with the national training plan and competition year.

Workforce Development

The Region hosted the following courses for coaches, officials and volunteers in the period:

- Team Manager
- Level 1 Judge
- Level 2 Judge
- National Scorer
- Level 1 Coach
- Level 2 Coach
- Safeguarding Workshops (via the main South East workforce programme)

National Representation

A number of our athletes were selected for Regional and National Squads. They are celebrated in our Roll of Honour in this report.

Di Hughes
Synchro Manager

Water Polo

This has been the most challenging report I have ever had to write and comes at a time of great uncertainty among the water polo community. I hope below I have found a neutral position.

Swim England South East Region teams continue to perform very well and are well-supported by a group of volunteer coaches and parents. We now have contact details for all water polo club coaches and volunteers across the Region and send out emails to keep everyone informed about developments and training opportunities. This has already reaped rewards with clubs in the Region beginning to feel connected.

The new pool at Swanley is likely to be suitable for water polo with a movable floor. We have to thank the Facilities team at Swim England and Rosa Gallop for helping with this.

Development

In September the region held a talk for children and their parents. Over 50 children attended to learn more about training and the process of the water polo player pathway. There was also a lively open-floor discussion.

The number of athletes attending Regional training remained strong.

Birth Year	Boys	Girls
2002	N/A	N/A
2003	9	5
2004	11	8
2005	10	7
2006	14	9
2007	3	5

A total 81 active young players are involved (47 boys and 34 girls) with more than 40 regularly attending sessions.

Networks

There are three Water Polo Networks in the Region and their most recent achievement include:

- Hampshire: Continues to develop and often runs tournaments and Development sessions.
- Kent: Has once again continued to grow and become more stable with the number of volunteers growing at all clubs and county level. Thanks go to the employees of Swim England for their support.
- Sussex: Currently working towards SwimMark with a new group of volunteers with fresh ideas to take water polo forward in this area.

Outside of these Networks very few water polo clubs exist. We now have contact details for all water polo (20+) clubs in the Region and are building a positive relationship with them. We would like to add a list of all clubs onto our website in the coming year.

Guernsey water polo is continuing to grow and develop however they are experiencing the cost of traveling to England for matches so additional training is a problem.

Coach development

We have been unable to run another Level 1 Water Polo coaching course mainly because of the shortage of tutors agreeing to use facilities and clubs. The current trained Level 2 tutors have put other Region's requests in front of ours even though we have been requesting courses for over six years.

Following on from this, we would like to thank the Regional board for agreeing to pay for water polo tutor training. The hope is that by the summer 2020 we will finally be able to run Level 1 courses more frequently and locally.

Volunteers

We welcomed Adam Older to the Regional Water Polo Management Group to take forward the Referee's Organiser role.

As you may have seen, we advertised for a new volunteer to take ladies polo forward. Many people answered the call but unfortunately no one took the up the role. However, a lot of clubs are now talking about introducing and growing ladies water polo at their own club, which is a big step forward.

We were unable to run an official's CPD on the new rules during the period. We have been continually let down or mislead regarding the new Referees course. However, we are hopeful that by the end of February 2020 we will have something set in the calendar. Most of the Region is struggling but Kent is worst affected and are playing official games without qualified referees. Swim England have been made aware of this many time but they seem happy for this to continue.

As a whole the Volunteer workforce in the Region is very stable and stronger than at the time of my last report. We are about to start looking for additional ladies' coaches to help with the demand that we are seeing at Regional training sessions. Some early signs of discontent are being seen among volunteers regarding the future of the sport, so do need to be careful how we approach the next 6-12 months.

Competitions

Swim England South East Region has run the following Inter County Tournaments:

- U19 Girls – Winner – Surrey
- U19 Boys – Winner – Sussex

Regional teams have competed in the following competitions during the period:

- U16 Girls IR Championships June 2019 – (2 teams entered) Team 1 (Div 1) – finished 3rd, Team 2 (Div 2) finished 6th.
- U16 Boys IR Championships June 2019 – finished in 3rd place.
- U14 Girls IR Championships December 2019 – finished in 5th place.
- U14 Boys IR Championships December 2019 – finished in 6th place.

National and international selection

A number of our athletes were selected for Regional and National Squads from all the home nations. They are celebrated in our Roll of Honour in this report.

Ben McDonald
Water Polo Manager

Para and Disability Swimming

We held the Disability Regional Competition in Southampton at the end of September. There was a significant problem with the AOE and ended up having to run the event manually.

Unfortunately, the scheduled classifications sessions had to be cancelled at the last minute because there was no technical classifier available.

Our second training camp of the calendar year was held in the second weekend in December. The period was successful for the Region with eight of its swimmers selected for National Programmes:

Programme	Swimmer	Club
GB Podium Potential	Katie Crowhurst	Wycombe SC
GB Podium Potential	Tyler Loannou	Wycombe SC
WC Academy / England Development	Conor Ballard	Leatherhead SC
WC Academy / England Development	Fern Sneddon	RTW Monson
England Development	Maximilian Tulloch	Chalfont Otters
England Development	Madeleine Harris	Elmbridge Phoenix
England Development	Owen Say	Wycombe SC
England Foundation	Fern Loannou	Wycombe SC

At the end of November, a team of Regional swimmers travelled to Manchester for the National Para Championships and on the second weekend of November, we held our second training camp of the calendar year.

Congratulations go to the following officials who were selected to officiate at the World Para Swimming Championships and completed a Level 2 World Para Officials course to enable them to officiate:

- Roger Prior – Eton College
- Susan Harrison – Slough & Eton
- James Fairhurst – Royal Navy
- Ben Fairhurst – Royal Navy

Sue Barker
Disability Manager

Roll of Honour

Members of South East Region clubs and teams selected for National Squads
(GB, England, Scotland & Wales)

Swimming and Para Swimming

Jemimah Berkeley	RTW Monson SC	GBR Silver at Youth Olympics 4 x 100m Medley Relay.
Kayla van der Merwe	Winchester Penguins SC	GBR Gold 50m Breaststroke at European Junior Championships in Kazan June 2019. GBR Silver and Bronze at World Junior Championships in Budapest August 2019. GBR European Short Course Championships in Glasgow December 2019.
Nick Skelton	City of Oxford SC	GBR European Youth Olympic Festival 100m, 200m Back plus F/S Relays.
Connor Bryan	City of Oxford SC	Wales 50m, 100m & 200m Breaststroke.
Ella Dyson	Wycombe District SC	GBR European Junior Open Water Championship Team (raced in the 5km to earn a Silver Medal) and mixed relay.
Millie Sansome	Wycombe District SC	GBR European Junior Open Water Championship Team (raced in the 10km) and mixed relay.
Maisie McCarthy	Thanet SC	GBR Senior World Open Water Championships 5K (Gwangju, South Korea). GBR European Junior Open Water 10k. GBR Open water LEN Cup Barcelona, Brie and Israel.
Zara Mullooly	Guildford City SC	GBR World Para Championships in London. Bronze medals in the 50m, 100m and 400m Free S10 Classification.

Synchro

Swim England Age Group & Development Squads

Eleanor Blinkhorn	Reading Royals	
Maddy Brown	Reading Royals	
Beatrice Crass	Reading Royals	
Alexandra Thickett	Reading Royals	

Swim England Senior & Junior Squads

Tori Usher	Reading Royals	Seniors & Juniors
Abi Taylor	Reading Royals	Seniors & Juniors
Cerys Larson	Reading Royals	Seniors & Juniors
Isabelle Blinkhorn	Reading Royals	Juniors
Alyssa Bassinger	Reading Royals	Juniors
Daisy Gunn	Reading Royals	Juniors
Laura Turberville	Witney & District	

Roll of Honour

Members of South East Region clubs and teams selected for National Squads
(GB, England, Scotland & Wales)

Water Polo		
Age Group	Men/Boys	Women/Girls
Senior	None	GB/England – Larissa Partridge (Worthing)
		GB/England – Cecily Turner (Crawley)
		GB/England- Katy Cutler (Basingstoke)
2001	GB Under 19s – Elliot Hurst (Crawley)	GB Under 19s – Cecily Turner (Crawley)
	GB Under 19s – Harrison Peel (Crawley)	GB/ England and Under 19s – Katie Cutler (Basingstoke)
2002	None	GB Under 17s – Olivia Henderson (Mid Sussex Marlins/Worthing)
2003	NATS – James Croud (Hythe)	NATS – Nicole Fawcett (Worthing/Mid Sussex Marlins)
	NATS – Josh Coulson (Worthing)	NATS – Maisie Standen (Worthing/Mid Sussex Marlins)
		NATS – Antonia Neild (Basingstoke/Worthing)
2004	NATS – Jamie Bond (Worthing)	NATS – Madeline Calthrop (Mid Sussex Marlins/Worthing)
	NATS – Josh Luff (Worthing)	NATS – Grace Byford (Worthing)
	NATS – Matty Smith (Worthing)	NATS – Caitlin Silk (Worthing)
	NATS – Owen Street (Mid Sussex Marlins/Worthing)	NATS – Audrey Tala (Worthing)
		NATS – Lucy-Mai Helliwell (Hythe)
		NATS – Lucy Bullock (East Grinstead)
*NATS – National Academy Training Squad		

Roll of Honour

Members of South East Region clubs and teams selected for National Squads
(GB, England, Scotland & Wales)

Diving		
International diving success		
Gary Hunt	SDA	World Cliff Diving champion (multiple times)
Chris Mears	SDA	Commonwealth Champion
Emily Martin	SDA	2nd Junior Worlds
Tanya Watson	SDA	Finalist Youth Olympics
Leon Baker	SDA	Triple medallist CAMO Junior International
International diving representatives		
Cameron Gammage	SDA	
Nathan Bull	SDA	
Blake Aldridge	SDA	
National Coaches and Officials		
Lindsey Fraser	SDA	GB, England and Scotland
Malcolm Green	ADCR	GB, National Judge
Chris Mears	SDA	GB
Susie Bamber	SDA	FINA Diving Judge
Matt Pipe	ADCR	National Judge
Nicki Alsop	ADCR	National Judge
Frank Clewlow	SDA	Chief Recorder (European Championships)
Andy Hewat	Star Diving	Recorder / Diving Competition Tech Support, International

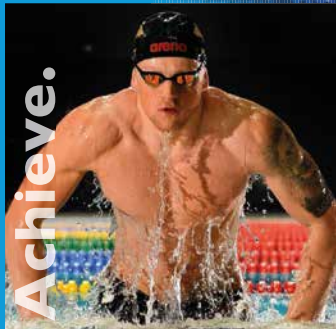
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