

**Swim England South East**  
**Regional Management Board**

Minutes of Meeting held on Wednesday 13 April 2022 as an Online Meeting 7.45pm

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<b>Present:</b>	Roger Penfold (RFP)	Chairman
	George Adamson (GA)	Board Member
	Brian Deval (BD)	Board Member
	Rosa Gallop (RG)	Board Member
	Jenny Gray (JG)	Board Member
	Carys Jones (CJ)	Board Member
	Mike Lambert (ML)	Board Member
	Chris Lee (CL)	Board Member
	Alan Lewis (AL)	Board Member
	Roger Prior (RGP)	Board Member
	Sara Todd (ST)	Board Member

**Also in attendance (non-voting):**

Bryony Gibbs (BG)	Regional Manager
John Tripp (JT)	Regional President

**45 Apologies**

None received.

**46 Minutes of the Meeting held on 15 March 2022**

The minutes of the meeting were agreed as an accurate record.

**Action: BG**

**47 Matters Arising**

37 - Harold Fern & AH Turner Awards – there had been no announcement made yet. It was noted that the presentation may move to Oct/November.

**Landscape sheet**

2 – Constitutions – ONB had requested a JD / terms of reference for the role.

12 – Appointment of Chairman – Complete, to be removed.

13 – Regional Rule Changes – Complete, to be removed.

**Action: BG**

**48 Annual Council Meeting**

**Appointment of Vice President** – As no nominations had been received for the role of Vice President, Council had authorised the Regional Management Board to arrange the appointment. It was agreed that suggestions would be sought for persons to fill the role of Vice President.

**Regional Management Board Member** – It was agreed that an advert would go out for the role, to be included in the May newsletter.

### **Appointment of 4 further delegates for Swim England Council Meeting –**

Following discussion, it was agreed that Rosa Gallop, Jenny Gray, Mike Lambert and Sara Todd be appointed as delegates.

**Action: BG**

**Incorporation** – further work will commence on implementing the ACM decision to incorporate.

## **49 Appointments**

**Vice Chairman** – Chris Lee was appointed as Vice-Chairman until at least the point of incorporation.

**Board Member Responsible for Finance** – Roger Prior's appointment as Board Member Responsible for Finance was extended until 31 December 2023, subject to re-election as an RMB member at the ACM in 2023.

### **Discipline Liaisons –**

It was agreed that the appointments would remain as follows;

- Artistic Swimming – Roger Penfold
- Disability Swimming – Roger Prior
- Diving – Alan Lewis
- Masters - Chris Lee
- Open Water – Mike Lambert
- Swimming – Carys Jones
- Water Polo – Rosa Gallop

### **Sub committees –**

Following the departure of John Davies as an RMB member, there were some vacancies within the sub groups. However, it was noted that John Davies could still be appointed to these groups as a non-Board member.

**Affiliations** – Rosa Gallop, Alan Lewis, George Adamson to be appointed.

**Communications** – Following discussion it was agreed that this group would not continue. It was agreed that BD would continue to lead on Communications and draw on support where needed.

**Disability & Inclusion** – Chris Lee & Roger Prior

**Finance** – Alan Lewis, Roger Penfold, Roger Prior, Sara Todd, Jenny Gray to be appointed.

**Staffing** – Eileen Adams (not a Board Member), Carys Jones, Roger Penfold and Sara Todd.

**Strategy** – Sara Todd, Brian Deval, Rosa Gallop, Mike Lambert

**Development** - The Board representatives on the Development Group will remain as George Adamson, Rosa Gallop, Jenny Gray, Alan Lewis and Roger Prior.

**Swim England Judicial Appointments Panel** – Susan Harrison has confirmed she is willing to continue on the panel and was reappointed.

**Action: BG**

## **50 Mailsports Concession Agreement**

A paper was circulated in advance of the meeting. The Board agreed to extend the agreement until the end of 2023, with an opportunity to tender for a period beyond that taking place, agreed and awarded by the end of October 2023 at the latest, noting increased contributions by Mailsports in 2022 and 2023.

**51 Swim England Strategy**

Swim England are currently consulting on their Strategy and have a meeting planned with Regional Chairs. The questions posed for consideration had been circulated to the Board, but, to date, no responses had been received. It was requested that members to send any thoughts to BG. It was noted that some of the questions appear contrary to discussions happening in other working groups.

Action: All

**52 Regional Strategy Group Update**

ST provided a brief update. The updated terms of reference for the Development and Discipline Groups had been agreed at the last meeting. There was planned to be further discussion around the role of the Board Liaisons in due course.

**53 Sports Operations Committee Recruitment**

CJ had spoken with JB about his role on the Sports Operations Committee (SOC). The Region has limited representation on groups nationally given its size, and it was felt having a representative on this group would be beneficial. The two skills' based vacancies on SOC were being recruited for by an open process.

**54 Affiliations & Resignations**

*New affiliations are now reviewed and approved by the Affiliation Sub-Group and are reported for information.*

**New Affiliations – Approved**

Isle of Wight Triathlon Club (Hants)  
White Cliffs (of Dover) Swimming Club (Kent)

**Affiliation Applications – Pending**

Jersey Water Polo Club (Hants)  
Let's Dive in! Maidenhead Swimming and Synchro Club (BSB)

**Resignations**

None

**Enquiries**

None

**Suspensions – Non Renewal of Membership**

Aqua SC (Sevenoaks) (Kent)

**55 Swim England Regional Chairs Meeting**

The minutes of the Regional Chairs' meeting on 28 March were noted.

British Swimming Restructure – RFP had raised this with the Regional Chairs as requested. Jane Nickerson confirmed she would be happy to answer any queries on this.

Club Internal Disputes – It was understood that the outcome of the judicial review will be that Regions are expected to shoulder the burden that falls on the judicial office in terms of club

internal disputes. It is expected that Regions will find people to help resolve such issues. It was understood that some club issues that arise may be due to a lack of understanding of the regulations and, in some cases, education of club officers may be needed. It was noted that Swim England do run workshops for club officers.

Role of the Counties – the work on this was ongoing.

**56 Swim England Board Meeting Minutes**

The minutes of the Swim England Board meeting on 16 March were not yet available.

**57 Sports Operation Committee Meeting Minutes**

The minutes from the Sports Operation Committee meetings on 15 February & 29 March were not yet available. BG to contact Ali Sibcy-Allen.

**Action: BG**

**58 Correspondence**

None received.

**59 AOB**

None received.

**60 Date of the Next Meeting**

RMB Meeting – Monday 16 May, 7pm Online Meeting

The meeting was closed at 20.47

## Regional Management Board

A meeting of the Regional Management Board will be held on Wednesday 13 April 2022 as an Online Meeting to follow the Annual Council Meeting (1900)

### Agenda

- |    |   |                 |      |
|----|---|-----------------|------|
| 1. | <b>Apologies</b><br><i>To receive any apologies from members unable to attend the meeting</i>                                   | RFP             | 1900 |
| 2. | <b>Minutes of the Meeting held on 15 March 2022</b><br><i>To agree accuracy of minutes from the previous meeting</i>            | RFP<br>Enclosed | 1905 |
| 3. | <b>Matters Arising</b><br><i>To consider any matters arising from the minutes not covered in the agenda and confirm actions</i> | RFP<br>Enclosed | 1910 |

### Items for Decision

- |    |   |                  |      |
|----|---|------------------|------|
| 4. | <b>Annual Council Meeting</b><br><ul style="list-style-type: none"> <li>- Discuss any Matters Arising from the Meeting</li> <li>- Appointment of additional Regional Delegates to the Swim England Annual Council Meeting</li> </ul>  | RFP              | 1915 |
| 5. | <b>Appointments</b><br><ul style="list-style-type: none"> <li>- Vice Chairman</li> <li>- Discipline Liaisons</li> <li>- Communications Sub Group</li> <li>- Finance Sub Group</li> <li>- Staffing Sub Group</li> <li>- Inclusion Sub Group</li> <li>- Development Group</li> <li>- Strategy Sub Group</li> <li>- Affiliation Sub Group</li> </ul> | RFP<br>To follow | 1925 |
| 6. | <b>Mailsports' concession agreement</b>   | RFP<br>Enclosed  | 1935 |
| 7. | <b>Swim England Strategy</b>  | RFP<br>Enclosed  | 1945 |

### Items for Discussion / Information

- |     |   |     |      |
|-----|---|-----|------|
| 8.  | <b>Regional Strategy Group Update</b>   | ST  | 1950 |
| 9.  | <b>Sports Operations Committee Recruitment</b>  | RFP | 1955 |
| 10. | <b>Affiliations &amp; Resignations</b><br><i>New affiliations are now reviewed and approved by the Affiliation Sub-Group and are for information only.</i>                            | RFP | 2000 |
|     | <b>10.1 New Affiliations – Approved</b><br>White Cliffs (of Dover) Swimming Club (Kent)   |     |      |
|     | <b>10.2 Affiliation Applications – Pending</b><br>Isle of Wight Triathlon Club (Hants)<br>Jersey Water Polo Club (Hants)<br>Let's Dive in! Maidenhead Swimming and Synchro Club (BSB) |     |      |
|     | <b>10.3 Resignations</b><br>None  |     |      |
|     | <b>10.4 Enquiries</b><br>None   |     |      |
|     | <b>10.5 Mergers</b><br>None   |     |      |
|     | <b>10.6 Change of Name</b>  |     |      |

None

**10.7 Suspensions – Non Payment of Membership Fees**

Aqua SC (Sevenoaks) (Kent)

Southampton Dolphins SC (Hants)

- |     |  |     |      |
|-----|--|-----|------|
| 11. | <b>Swim England Regional Chairs Meeting</b><br>To review the notes of the Regional Chairs meeting held on 28 March 2022, if available.                           | RFP | 2005 |
| 12. | <b>Swim England Board Meeting</b><br>To review the notes of the Swim England Board meeting held on 16 March 2022, if available.                                  | RFP | 2015 |
| 13. | <b>Sports Operation Committee Minutes</b><br>To review the minutes of the Sports Operations Committee meeting held on 15 February & 29 March 2022, if available. | RFP | 2020 |
| 14. | <b>Correspondence</b>  | RFP | 2025 |
| 15. | <b>AOB</b><br><i>24 hours notice required</i>  | RFP | 2030 |
| 16. | <b>Date of Next Meeting</b><br>Monday 16 May 2022, 7pm - Online Meeting  | RFP | 2035 |

**Swim England South East**  
**Regional Management Board**

Minutes of Meeting held on Tuesday 15 March 2022 as an Online Meeting

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<b>Present:</b>	Roger Penfold (RFP)	Chairman
	George Adamson (GA)	Board Member
	John Davies (JD)	Board Member
	Brian Deval (BD)	Board Member
	Rosa Gallop (RG)	Board Member
	Jenny Gray (JG)	Board Member
	Mike Lambert (ML)	Board Member
	Chris Lee (CL)	Board Member
	Alan Lewis (AL)	Board Member
	Roger Prior (RGP)	Board Member

**Also in attendance (non-voting):**

Bryony Gibbs (BG)	Regional Manager
John Tripp (JT)	Vice President
Carol Butler (CB)	Open Water Manager
Glen Isaacs (GI)	Masters Manager

**32 Apologies**

Sue Barker  
Kristie Jarrett  
Carys Jones  
Ben McDonald  
Shelley Robinson  
Sara Todd

**33 Minutes of the Meeting held on 22 February 2022**

The minutes of the meeting were agreed as an accurate record.

**Action: BG**

**34 Matters Arising**

16 – Mailsports – RFP had hoped to see Phil from Mailsports at the recent Wycombe meet, but was rearranging a call to discuss the concession agreement as soon as possible.

19 - Annual Report – the majority of the content was endorsed at the last RMB meeting. Finance Report from RGP had been since been circulated.

21 - Vice President appointment – John Tripp was welcomed to the meeting. It was noted that John will be installed as the Region's President at the ACM. As this will be an online meeting, the ceremonial handover would take place at the Regional Championships.

**Landscape sheet**

No changes noted.

**35 Discipline Updates**

### **35.1 Artistic Swimming –**

The Artistic Swimming Manager was not present to provide an update.

### **35.2 Development**

While there had been no formal meeting of the Development Group, it was reported that Development work is going well. There are currently 103 SwimMark accredited clubs, this is the highest figure the Region has had. Kristie Jarrett was been working on the Swimming Development Camps and will be looking at the Offshore Camp for later this year. In addition, Kristie has been very involved with the organisation of the Swimming Championships. Ben McDonald has arranged a number of Team Manager workshops resulting in 59 new Team Managers being trained so far this year. A Team Manager 2 workshop is running in May and currently has 14 bookings. The Young Volunteer programme has 96 Young Volunteers taking part. This year the programme will also measure the number of hours volunteering the participants undertake: so far over 600 hours of volunteering have been logged.

### **35.3 Disability Swimming**

The Disability Swimming Manager was not present to provide an update.

### **35.4 Diving**

The Diving Manager was not present to provide an update.

### **35.5 Masters Swimming**

Masters had been able to offer 4 events ahead of the British Masters to help gain qualifying times. The next event is the 1500m event at the end of March, the event being full with 44 entered and 10 on the waiting list. The long course event ran in January with 500 swimmers registered and a number of records were set at the event. 79% of the swimmers were from the Region by comparison in 2019 only 50% were. Covid has caused problems operationally but had also presented some opportunities which have been received positively, such as the clear poolside policy and acceptance of online paperwork. The working group has worked hard and there have been new activities run such as the Coaches' Forum and also an unofficial CPD in 2021.

Three items of AOB had been submitted for Masters, and it was agreed that these would now be addressed;

Masters Inter County Competition - This year the event is being hosted by Kent. The closest 50m facility will be the London Aquatic Centre (LAC) and a date has been secured within the window. In the Masters budget there is an £800 contribution towards pool hire for this event. However, due to the high hire cost at the LAC, it was proposed that the total contribution be increased from £800 to £1500. The Masters LC event earlier this year was budgeted to have a deficit but achieved a surplus, some of this will be used towards this additional contribution. The possibility of inviting London to attend this event to make it more viable was discussed. However, it was noted that all London counties would already be present except Essex. RFP to ask London if they would contribute towards the cost of the event. It was agreed to increase the pool hire contribution to £1500.

**Action: RFP**

Trophies for Masters – In order to encourage more competition, the Masters Group would like to introduce four new trophies for the top SER team in the long and short course championships and at the relay championships. At the relay championships, two trophies are proposed, one for large masters' clubs and one for smaller clubs. It was agreed that four of the existing trophies would be repurposed for this. ML will contact Lynne Harrison and Rebecca Barker around access to the trophy store to allocate unused trophies.

Regional Banners for poolside – The Masters group would like SER backdrops and ‘toblerones’ to help dress the poolside at Regional events. There are already flags available, but would like a backdrop for presentations. BD confirmed that 3 pull up banners are currently in production which link together to create a backdrop, these will be used at the Regional Swimming Championships to create a ‘Kodak’ moment as there will be no presentations. These banners will be available to other disciplines after the Swimming Championships. Following discussion it was agreed not to go ahead with ‘toblerones’ due to the challenges with space on poolside and storage.

### **35.6 Open Water Swimming**

The Open Water Championships will be running on 16<sup>th</sup> July in Chichester. The possibility of running a joint event with London had been investigated, but it was not possible to find a suitable date, as a result, London will be running their event with the East in Norwich. Middlesex would like to attend the South East event although this will not allow their swimmers to qualify for the nationals. Costings for the lake hire are not yet known as the venue is closed until April. Discussions were taking place with Middlesex around an Officials’ course as they are running one for London Region.

### **35.7 Swimming**

ML delivered a report agreed by the small group responsible for delivering the Swimming Championships. ML had stood down from the post of Swimming Competition Manager in January because of health issues. So far, there have been no proposals for a replacement. A small group has been formed to deliver the summer championships. ML indicated a willingness to pick up the role again in July, if no one else came forward, but not being responsible personally for as much operational delivery as in the past.

Summer Championships – The group set up to deliver the Summer Championships is making good progress. Although there had been some minor issues relating to the entry file, these have now been resolved and the entry system is up and running. Good progress is being made in identifying the people needed to deliver the 8 days of competition. Alan Thurlow from Surrey, who also delivers the London Region Championships, is managing the entry process but will not be available on all of the days of competition. It is currently planned to admit spectators, and to provide live video streaming. The number of spectators will be limited by the capacity of the spectator seating area with tickets being sold in advance.

Future Plans - In 2022, the same programme as in 2019 is being adopted. It has been possible to make some small increases to the number of swimmers that can be accepted, but the overall issue relating to the size of the region and the risk of excluding swimmers who have a realistic chance of achieving a time that would qualify them for the British Championships or the Swim England Summer Meet has not been addressed. That needs to be addressed as a matter of relative urgency.

Facilities - The new 50m pool in Winchester was used for the 2021 Short Course championships. There was general agreement that this is an excellent facility and suitable for future Region events. Until there are improvements made at the Mountbatten Centre, Portsmouth, which currently cannot be configured for long course competition, it may no longer be suitable for Regional Competitions. There are some suggestions that Swim England may be planning to modify the requirements for (at least level 1 and 2) licensed meets to require a minimum pool depth of 1.3m, thought will need to be given to what the implications of this might be.

Finance – The budget for the 2022 swimming championships is based on that for the 2020 event which did not take place. It is probable that some costs will have increased substantially. For example, the cost of providing a PA system at K2 has increased from £600 in 2020 to almost £1400 this year. Information been supplied to the finance sub group on this and the additional spend was agreed. Any further major variance will be brought to the Finance Committee for approval.

### **35.8 Water Polo –**

As Ben McDonald was unable to attend, an update was given by RG.

- Level 1 - 10 coaches have booked onto the next level 1 course starting this month. In the past 12 months, 27 coaches will have attended Assistant Water Polo Coach courses in the South East.
- Level 2 - Gerry has worked with the IOS since November 2021, hoped that the course will be confirmed by the end of the week.
- Regional training has been well attended since the beginning of the year, led by the coaching team of Lauren and Alastair.
- Adam (Officials Lead) and Gerry (Tournament Lead) will both be standing down in the coming weeks due to relocation and retirement.

### **36 Regional Strategy Sub Group Update**

ST had been unable to join the meeting. Draft Terms of Reference for Strategy, Development and Discipline Groups had been circulated in advance of the meeting. The Terms of Reference follow discussion at the last RMB meeting in February. The Terms of Reference had been developed by the Strategy Group and reviewed by RFP and JD whose observations had been included. The Terms of Reference were adopted.

**Action: Strategy Sub Group**

### **37 Harold Fern & AH Turner Awards**

Two nominations had been received for the Harold Fern and AH Turner Awards. A nomination was put forward by the Region for Rosa Gallop (Bracknell & Wokingham SC).

### **38 Annual Council Meeting 2022**

No notices of motions had been received except for those already proposed by the Regional Management Board. Members were reminded that the closing date for nominations was 16 March. It was noted that John Davies will not be seeking re-election.

### **39 Affiliations & Resignations**

*New affiliations are now reviewed and approved by the Affiliation Sub-Group and are reported for information.*

#### **Affiliation Applications – Pending**

Isle of Wight Triathlon Club (Hants)

Jersey Water Polo Club (Hants)

Let's Dive in! Maidenhead Swimming and Synchro Club (BSB)

White Cliffs Swimming Club (Kent)

#### **Resignations**

Ringmer Spartans SC (Sussex)

## **Enquiries**

Brighton College (Sussex)

## **Suspensions – Non Renewal of Membership**

Aqua SC (Sevenoaks) (Kent)  
Southampton Dolphins SC (Hants)  
Shepway SC (Kent)

### **40 Swim England Board Meeting Minutes**

The minutes of the Swim England Board meeting on 02 February were noted.

7.4 British Swimming Restructure – an update on this was requested. RFP will ask that this is added to the next Regional Chairs agenda.

**Action: RFP**

### **41 Sports Operation Committee Meeting Minutes**

The minutes from the Sports Operation Committee meeting on 15 February were not yet available.

### **42 Correspondence**

**Petition** – a petition had been circulated regarding making the provision of pools and sports centres a statutory function of councils. RFP has had correspondence with Jane Nickerson regarding this. The petition has been circulated to the RMB and County Secretaries and promoted on social media.

**Knowledge Sharing Sessions** – details have been circulated of the sessions being offered by Swim England which are open to Regional Volunteers.

**Regional Welfare Officer** – SR will be standing down as the Region's Welfare Officer. SR will stay in post until a replacement is found.

### **43 Staffing Sub Committee**

It was confirmed that the Staffing Sub Committee had agreed to award a 1.25% pay increase to the Region's Staff from 01 April 2022 in line with the increase being offered to Swim England's nationally employed staff. The TORs of the Staffing Sub Committee allow such decision to be taken by the group, subject to it being reported to the Board. The decision of the Staffing Sub Committee was endorsed by the Board.

### **44 Date of the Next Meeting**

ACM – Wednesday 13 April 7pm Online Meeting  
RMB Meeting – Wednesday 13 April to follow ACM Online Meeting

The meeting was closed at 20.40

**AGENDA ITEM 3**

**MATTERS ARISING FROM RMB MEETINGS**

Updated as at 05 April 2022

	<b>SUMMARY OF AGREED ACTIONS</b>	<b>MIN REF</b>	<b>ACTION</b>	<b>COMMENTS</b>
1	<b>List of Assets</b> BG to compile a list of assets for Trustees	13.10.2015 Min 140.3	BG	<i>Ongoing</i>
2	<b>Constitutions</b> There are reps within the Region that check constitutions however it was noted that there is not one within ONB. RFP to approach ONB about finding a rep there.	10.10.17 Min 313	RFP	<i>In Progress</i>
3	<b>Regional Funding Policies</b> It was acknowledged that there may be a need for additional support, particularly in the minor disciplines. It was agreed that this subject should be discussed with the Discipline Managers at the November meeting.	09.05.19 Min 61	BG	
4	<b>Regional Trophies</b> Following the Winter Swimming Championships the Swimming Trophies were in the process of going into a secure storage unit. They will be cleaned, photographed and any with hallmarks will also be weighed. It was noted the trophies currently stored in Bristol have insurance of £10k, ML has also put the same value in place for the Swimming Trophies. It was agreed that the Region would pay insurance for 6 months. A sub group would be formed consisting of CL, GA, ML, BD and one of the custodians to formulate a strategy on what the Region should do with the trophies going forward. <b>Update</b> – it was agreed that disciplines should decide how to deal with any inactive trophies. Speed Swimming trophies to be catalogued and custodians sought, any trophies that custodians could not be sought for will be disposed of.	29.11.19 Min 164 Updated 10.09.20 Min 123	CL, GA, ML & BD	<i>In Progress</i>
5	<b>Athlete Contributions / Overseas Camps</b> Agreed that the policy on athlete contributions would be reviewed. The need for a policy on overseas' camps will also be explored. <b>Update;</b> It was agreed this would be passed on to the Strategy Sub Group to consider.	06.02.20 Min 4 Updated 28.06.21 Min 68	Strategy Sub Group	
6	<b>Athlete Bursaries</b> It was noted that in previous years only a small portion of the budget for supporting Channel Island Athletes to attend Regional Camps had been spent. However, there had been a large increase this year. This was due to athletes attending the Regional Water Polo Training. The criteria for this training will be discussed with Water Polo, in the first instance. <b>Update;</b> It was agreed this would be passed on to the Strategy Sub Group to consider.	06.02.20 Min 5 Updated 28.06.21 Min 68	Strategy Sub Group	
7	<b>Finance – Deposit Accounts</b> The Finance Group recommends that the Board authorises the Regional Manager to investigate opening an account with another financial	17.06.20 Min 80 Updated	BG	<i>In Progress</i>

	<p>institution to have £80,000 transferred to. This was agreed.</p> <p><b>Update;</b> The Board agreed that the Regional Manager be authorised to try and open a deposit account with Redwood Bank to deposit £80k of the Region's reserves. It was agreed that Finance Sub Group be authorised to arrange another suitable account to deposit a further £80k with a suitable financial institution.</p>	08.02.21 Min 6		
8	<p><b>Regional Strategy &amp; Operational Plan – Review &amp; Strategy 2022-26</b></p> <p>It was agreed that an interim document would be produced to identify the priorities of the Region, perhaps under 4 or 5 key points. This would help to provide clarity and show members how the Region will support them during this period. It was agreed a sub group of ST, BD and ML would move this forward and would produce a draft for the November Meeting.</p> <p><b>Update;</b> The group recommended that a Strategy Group be formed to think through what the focus of the Region will be going forwards. It was agreed that a working group would be formed this group would be led by ST. ML, RG, BD and KJ were appointed to the working group.</p> <p><b>Update;</b> The Board endorsed the Strategy Sub Group's initial proposal and next steps</p>	Updated 08.02.21 Min 4	Strategy Sub Group	<i>On Agenda April</i>
9	<p><b>Incorporation</b></p> <p>All other Regions except London and the South West have now passed resolutions at their ACMs to incorporate. It was proposed to put this to the ACM in April 2022, with incorporation to follow as soon as practical. It was hoped to get all paperwork ready by January 2022 to allow 2-3 months for this information to be considered in advance of the ACM. Other Regions have agreed to share template documents on the process they have undertaken. It was noted that there may be legal costs which will need to be budgeted for.</p>	07.09.21 Min 94	RFP	<i>On ACM Agenda</i>
10	<p><b>Overseas Training Camps/Competitions</b></p> <p>The Finance group felt that, in due course, the Board should discuss the acceptable level of subsidy for these activities and the appropriate contributions for the athletes, which have not been increased for some time. This should be coordinated with the Development Group in consultation with the Discipline Groups to bring to the Board for recommendation.</p>	21.11.21 Min 123	Development Group	
11	<p><b>SEEDS Diving Programme</b></p> <p>The SEEDS programme was started because the Governing Body refused to set up a Beacon Diving programme in the region, for historical reasons - the Diving group had felt that a weekly programme was unsustainable because of the size of the region. Had a Beacon programme been set up, it would have been required to be self-sustainable within a few years, whereas the SEEDS programme has</p>	21.11.21 Min 123	Diving Group	

	continued to need subsidy. The Group recognises that this is a valuable programme, of great value to the region's athletes, but the Board, in the future, together with the Diving Group, might want to consider how the subsidy could gradually be phased out or reduced. It was agreed that this would be reviewed by the Diving Group moving forward for 2023.			
12	<b>Appointment of Chairman</b> RFP's term of office as Chairman ends on 31 December 2022. RFP will have completed two consecutive terms, so a new Regional Chairman will need to be appointed. RFP left the meeting whilst this was discussed by the Board. Following discussion, the Board agreed that, as Incorporation was being proposed for the Region, a recommendation would be put to the ACM that the term of office for the Chairman be extended until 31 December 2023, to allow continuity with the change in structure.	18.01.22 Min 5	RFP	
13	<b>Regional Rule Changes</b> ASA Council references – when Swim England incorporated, the Region's rules were changed to reflect that ASA Council would cease to exist (rules 11.2.2 and 13.2.7). Brian Havill has confirmed that ASA Council no longer exists, so any references can now be removed. It was agreed that removing this reference would be treated as an administrative amendment, RFP and BG to amend wording.	22.02.22 Min 17	RFP/BG	
14	<b>Trophies for Masters</b> In order to encourage more competition the Masters Group would like to introduce four new trophies for the top SER team in the long and short course championships and at the relay championships. At the relay championships two trophies are proposed, one for large masters clubs and one for smaller clubs. It was agreed that four of the existing trophies would be repurposed for this. ML will contact Lynne Harrison and Rebecca Barker around access to the trophy store to allocate unused trophies.	15.03.22 Min 35.5	ML	

Updated 05/04/2022 BG

## SWIM ENGLAND STRATEGY CONSULTATION

### PURPOSE OF REPORT

To advise the Board of the consultation by Swim England on its organisational strategy and to seek views on the consultation questions.

### PROPOSED ACTION

The Board is requested to advise the Chairman of possible answers to the consultation questions.

### SUPPORTING INFORMATION

- 1 Swim England is beginning the process of creating a new organisational strategy to set its purpose and direction for the years ahead.
- 2 As part of this process, it is keen to hear, from a range of stakeholders, their views on the future of aquatics and the work of Swim England. One such group is the regional chairs, and the subject was raised with that group at its meeting on 28 March 2022. The regional chairs are meeting later this month with Swim England's external facilitator, Nigel Kippax, to share views on the following set of consultation questions -
  - *Where would you like aquatics in England to be in 10 years' time?*
  - *If nothing changes, where do you expect aquatics in England to be in 10 years' time?*
  - *What opportunities do you perceive for aquatics over the next 10 years?*
  - *And what challenges do you perceive for aquatics over the next 10 years?*
  - *What do you think Swim England should start to do in order to effect change?*
  - *What do you think Swim England should continue to do in order to effect change?*
  - *What do you think Swim England should stop doing in order to effect change?*
  - *Is there anything else you would like to highlight or mention at this stage?*
- 3 Members (and the regional staff) are asked to consider the consultation questions and suggest answers. If at all possible, it would be useful if individual answers could be submitted to the Regional Manager in advance of the meeting, so that Members' time at the meeting is focussed on defining, if possible, collaborative answers.

RFP

06.04.22