

Swim England South East
Regional Management Board

Minutes of Meeting held on Thursday 11th May 2023 as an online meeting starting at 7.00pm

Present:	Roger Penfold (RFP)	Chairman
	George Adamson (GA)	Board Member
	Brian Deval (BD)	Board Member
	Rosa Gallop (RG)	Board Member
	Jenny Gray (JG)	Board Member
	Chris Lee (CL)	Board Member
	Roger Prior (RGP)	Board Member
	Sara Todd (ST)	Board Member

Also in attendance (non-voting):

Bryony Gibbs (BG)	Regional Manager
Susan Harrison (SH)	Regional Delegate – Swim England AGM
Alan Lewis (AL)	Regional Delegate – Swim England AGM
Mollie Lewis (ML)	Regional Delegate – Swim England AGM

68 Apologies

Carys Jones

69 Swim England Annual Council Meeting

Delegates had received all papers for the Annual General Meeting, and a copy of the agenda was circulated with the meeting papers. Nothing about Swim England had been raised at the Region's Annual Council Meeting. Members were asked if there were any items the Region may wish to raise on the agenda or as part of the open mic session.

Following discussion, it was agreed that a question would be raised on item 5.8 of the agenda around Jane Nickerson's reconfirmed appointment as a director of British Swimming, once she leaves her role as CEO of Swim England. Clarification around this would be sought on how Jane views this role and the interests in British Swimming and representation of Swim England. ST to raise.

The Finance Briefing had already taken place, and those who had attended reported that a number of statistics were produced back to 2018/19. It was noted that there is an increasing income relating to learn to swim and also concern around the growing market share of STA. It was also noted that ASA was now closed, as of the end of November.

Open Mic Session –

A query would be raised around if there was any intention of holding an in person AGM again as it wasn't felt that the zoom format was very conducive for open mic sessions.

Future of Welfare – a query around this would be raised by ST. This was aimed at seeking to understand more about the new appointments made in this area, Swim England's approach & request to work with Regions and how Swim England might consult more effectively with Regions on this.

70 Minutes of the Meeting held on 19 April 2023

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

Action: BG

71 Matters Arising

4 – Appointment of 4 further delegates - ML was appointed at the meeting, Eileen and Ken Adams were also appointed as delegates.

6 – Future Approach to Welfare – Currently trying to organise meeting of the working group. There has been some further communications regarding this from the Regional Chairs and Swim England arising from a perception of something raised at a forum meeting of Welfare Officers. It was noted that East Region have agreed in principle to the proposal to appoint a paid welfare officer.

59 - County Governance – Helen Weeks has offered to visit counties, visiting BSB on 16th June.

Landscape sheet

Nothing noted.

72 Water Polo Interim Manager

There is currently no Water Polo Manager in place since Ben McDonald stood down earlier this year. Rosa Gallop and David Cross have offered to act jointly as interim Water Polo Manager. This appointment was approved.

73 Regional Management Board Appointment

The decision taken by email, to appoint Carys Jones into the vacancy created by Shelley Robinson's retirement, was ratified.

Action: BG

74 Regional Chairman & Finance Director Panel Appointment

A panel was to be appointed to review applications and conduct interviews for the Regional Chairman & Finance Director roles. Expected interviews would take place September time. ST & CL were appointed. CJ to be asked as not present.

Action: BG

75 Affiliations & Resignations

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

New Affiliations – Approved

None

Affiliation Applications – Pending

None

Resignations

None

Enquiries

None

Change of Name

None

76 Regional Chairs Meeting

The minutes of the Regional Chairs meeting held on 27th March were noted. Discussion took place around the Safeguarding/Welfare paper.

77 Sports' Operation Committee Minutes

The minutes of the Sports' Operation Committee meeting held on 02 May were not yet available.

78 Correspondence

None received.

79 AOB

None received.

80 Date of the Next Meeting

Tuesday 27 June 2023 – 7pm Online Meeting

The meeting was closed at 20.07

Regional Management Board

A meeting of the Regional Management Board will be held on Thursday 11 May as an Online Meeting commencing at 1900

Agenda

- | | | |
|---|---|-----------------------|
| 1. | Apologies
<i>To receive any apologies from members unable to attend the meeting</i> | RFP 1900 |
| 2. | Minutes of the Meeting held on 19 April 2023
<i>To agree accuracy of minutes from the previous meeting</i> | RFP 1905
Enclosed |
| 3. | Matters Arising
<i>To consider any matters arising from the minutes not covered in the agenda and confirm actions</i> | RFP 1910
Enclosed |
| Items for Decision | | |
| 4. | Water Polo Interim Manager | RFP 1915 |
| 5. | Regional Management Board Appointment
<i>To ratify the decision to appoint Carys Jones</i> | RFP 1920 |
| 6. | Regional Chairman & Finance Director Panel Appointment
<i>To appoint a panel for reviewing applications/interviewing for the Regional Chairman and Finance Director Roles</i> | RFP 1925 |
| Items for Discussion / Information | | |
| 7. | Swim England Annual Council Meeting 2023 | RFP 1930
Enclosed |
| 8. | Affiliations & Resignations
<i>New affiliations are now reviewed and approved by the Affiliation Sub-Group and are for information only.</i> | RFP 1945 |
| | 8.1 New Affiliations – Approved
None | |
| | 8.2 Affiliation Applications – Pending
None | |
| | 8.3 Resignations
None | |
| | 8.4 Enquiries
None | |
| | 8.5 Mergers
None | |
| | 8.6 Change of Name
None | |
| 9. | Regional Chairs Meeting
<i>To review the minutes of the Regional Chairs meeting held on 27 March 2023.</i> | RFP 1950
Enclosed |
| 10. | Sports Operation Committee Minutes
<i>To review the minutes of the Sports Operations Committee meeting held on 02 May 2023, if available.</i> | RFP 2000
To follow |
| 11. | Correspondence | RFP 2010 |
| 12. | AOB
<i>24 hours notice required</i> | RFP 2015 |
| 13. | Date of Next Meeting
<i>Tuesday 27 June, 7pm Online Meeting</i> | RFP 2020 |

**Swim England South East
Regional Management Board**

Minutes of Meeting held on Wednesday 19 April 2023 as an online meeting starting at 7.20pm

Present:	Chris Lee (CL)	Vice 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
	Roger Prior (RGP)	Board Member
	Sara Todd (ST)	Board Member

Also in attendance (non-voting):

Bryony Gibbs (BG)	Regional Manager
Andy Giess (AG)	Welfare Officer

51 Apologies

Roger Penfold
Shelley Robinson
John Tripp

52 Minutes of the Meeting held on 16 March 2023

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

Action: BG

53 Matters Arising

None noted.

Landscape sheet

5 – Appointment of Chairman & Financial Director (01 Jan 2024) – It was confirmed that both posts would be advertised in the coming months.

54 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. CL proposed Sara Todd, this was seconded by JG. Sara Todd was appointed as Vice President for 2023-24.

Appointment of 4 further delegates for Swim England Council Meeting –

Mike Lambert was appointed as a delegate. BG to email non delegate RMB members not present to seek 3 further delegates.

Action: BG

55 Appointments

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

Discipline Liaisons –

It was agreed that the appointments would remain as follows;

- Artistic Swimming – Roger Penfold
- Disability Swimming – Roger Prior
- Diving – Jenny Gray – diving hard to liaise with too.
- Masters - Chris Lee
- Open Water – Mike Lambert to stand down as liaison, Brian Deval was appointed as interim liaison.
- Swimming – Carys Jones
- Water Polo – Rosa Gallop

Sub committees –

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

Affiliations – Rosa Gallop, George Adamson, Mike Lambert to be appointed.

Disability & Inclusion – Chris Lee & Roger Prior

Finance – Roger Penfold, Roger Prior, Sara Todd, Jenny Gray, Chris Lee 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 and Roger Prior. Sara Todd to be appointed. It was noted Jenny Gray would take on the role of Chair.

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

Action: BG

56 Future Approach to Welfare – Confidential

Papers had been circulated in advance. The information was discussed at length and it was felt that this is an important area which needed to be well supported. Information had been provided on case numbers however this only related to cases reported to Swim England. It was requested that BG ask Shelley Robinson if she may be able to provide any additional numbers to help with any decisions.

Action: BG

It was noted that a number of new appointments have been made in the Welfare and Safeguarding teams at Swim England, an understanding of Swim England's plans and what they are expecting from Regions is needed to assist with any decision. Further information would be needed from Swim England on what they would want from any role as the paper provided does not provide this information.

It was agreed that a sub group would be formed to move this forward. The group would consist of CJ, GA, RG and the Regional Welfare Officer, AG.

Action: BG

57 Volunteer Awards 2023

It was agreed that the Region would participate in the Volunteer Awards again this year. Timelines will be agreed once these are communicated by Swim England. Once timelines are confirmed a panel will be appointed at a future meeting.

Action: BG

58 Staffing Update

It was confirmed that Kate Hutchison had joined the team as a Regional Club Development Officer earlier in the week.

The Staffing Sub Committee had agreed within delegated powers to award a 3.5% pay increase to the Region's Staff from 01 April 2023 in line with the increase being offered to Swim England's nationally employed staff. The TORs of the Staffing Sub Committee allowed such decision to be taken by the group subject to it being reported to the Board.

59 Counties Governance Project

Feedback on the Counties governance roadshows had been circulated. Discussions will be arranged between counties and the Swim England Governance Team to go through the requirements and what this looks like for counties going forwards.

60 Transgender and Non-Binary Competition Policy

Information regarding the workshops that are running had been circulated and several members confirmed they had signed up to attend. A query was raised around if changing rooms were covered in the policy, it was noted that this is covered in the FAQs.

61 Affiliations & Resignations

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

New Affiliations – Approved

None

Affiliation Applications – Pending

None

Resignations

None

Enquiries

Tuffy Fitty Triathlon Club (Sussex)

Special Olympics Sussex

Change of Name

None

62 Regional Chairs Meeting

The minutes of the Regional Chairs meeting held on 27th March were not yet available.

63 Swim England Board Meeting

The minutes of the Swim England Board meeting held on 15 March were noted.

64 Sports' Operation Committee Minutes

The minutes of the Sports' Operation Committee meeting held on 28 February were noted.

65 Correspondence

None received.

66 AOB

Water Polo – RG raised a concern around Water Polo and qualified coaches.

Masters – CL reported that there had been positive feedback received from the recent Masters competition where para teams had joined the relay events.

67 Date of the Next Meeting

Thursday 11 May 2023 – 7pm Online Meeting

The meeting was closed at 20.43

DRAFT

AGENDA ITEM 3

MATTERS ARISING FROM RMB MEETINGS

Updated as at 13 April 2023

	SUMMARY OF AGREED ACTIONS	MIN REF	ACTION	COMMENTS
1	List of Assets BG to compile a list of assets for Trustees	13.10.2015 Min 140.3	BG	<i>Ongoing</i>
2	Constitutions 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	Regional Trophies 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. Update – 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>
4	Athlete Contributions / Overseas Training Camps/Competitions Agreed that the policy on athlete contributions would be reviewed, to determine the acceptable level of subsidy for these activities and appropriate contributions for athletes, as these have not been increased for some time. This should be coordinated with the Finance Group to bring to the Board for recommendation. The need for a policy on overseas' camps will also be explored. Update; 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 21.11.21 Min 123 16.03.23 Min 35	Strategy Sub Group	
5	Appointment of Chairman & Financial Director (01 Jan 2024) The terms of office for the Chairman and Finance Director come to an email on 31 December 2023. A timeline is needed for the appointment of a successor Chairman and Finance Director. A provisional timetable was discussed with a decision to be made by the end of September. This would allow for a handover period from October-December. A working group of CL, ST and CJ was appointed to put together to look at the role descriptions and person specifications for both roles. Update; Role descriptions agreed 16.03.23	17.01.23 Min 5/6	CL/ST/CJ	<i>In Progress</i>

6	<p>Concession Agreement 2024 The current concession agreement runs until 31 December 2023. In order to provide sufficient time for preparation for any concession partner ahead of the 2024 events, a partner should be appointed and agreement for 2024 in place by October 2023. BD & BG to look at the timeline for this exercise. It was understood that Everyone Active may be looking to appoint a national concessionaire which could create an obstacle for any Regional Concession agreement. It was agreed BD would make enquiries about this.</p>	17.01.23 Min 7	BD/BG	<i>In Progress</i>
7	<p>Finance The idea of an online expenses' system was discussed, it was agreed that this would be explored further.</p>	15.02.23 Min 20	BD/BG	

Updated 13/04/23 BG

Annual General Meeting of The Amateur Swimming Association (Swim England) Limited

Agenda

Time and Date: 7.30pm on Monday 15 May 2023

Venue: Held Via Zoom

1. **Welcome by the President**
2. **Meeting format and apologies**
3. **Introduction by the CEO**
4. **Access Aquatics: Swim England Strategy**
5. **Formal Business**
 - 5.1 To approve the minutes of the 2022 Swim England AGM.
 - 5.2 To receive the financial statements of the Amateur Swimming Association for the year ended 30 November 2022.
 - 5.3 To receive the consolidated financial statements of the Amateur Swimming Association (Swim England) Limited for the period ended 31 December 2022.
 - 5.4 To note the British Swimming Annual Report 2022.
 - 5.5 To elect members to the Judicial Appointments Panel 2023-24.
 - 5.6 To note the appointments made by the Judicial Appointments Panel.
 - 5.7 To confirm Claire McAuslane as Judicial Commissioner until 2025 AGM.
 - 5.8 To note Swim England representatives as Directors of British Swimming Limited:
 - (i) Confirmation of Keith Ashton to November 2024
 - (ii) Confirmation of Jane Nickerson to November 2026
 - (iii) Confirmation of Caroline Green to November 2026.
 - 5.9 To reappoint haysmacintyre as auditor of the Association and the Company.
 - 5.10 To receive Doug Whitlam as the nomination for President.
 - 5.11 To receive David Burgham as the nomination for Vice-President.
6. **Other Matters**
 - 6.1 Open mic session.
7. **Close of meeting**

Regional Chairs Meeting

Monday 27th March 2023 – Zoom

Time: 1930 – 2100

Attendees:

1. Richard Hookway - Swim England Chair (Chair of meeting) (RH)
2. Jane M Nickerson - Swim England Chief Executive Officer (JN)
3. Brian Havill - Swim England Chief Financial Officer (BH)
4. David Burgham - North West Region Chair (DB)
5. Chrissie Robinson - South West Region Chair (CR)
6. Ian Cotton - East Region Chair (IC)
7. John Hidle - East Midland Region Chair (JH)
8. Simon Kirkland - West Midlands Region Chair (SK)
9. Roger Penfold - South East Region Chair (RP)
10. David Watson – North East Region Chair (DW)
11. Kevin Suckling – Swim England Head of Safeguarding and Welfare (KS) – left after item 3
12. Lois Jarvis- Director of Legal
13. Mike Hawkes – Swim England of Diversity and Inclusion (MH) – joined for item 4
14. George Wood - Swim England Sport Development Director (GW)
15. Claire Coleman - Swim England Head of Development (CC)
16. Gareth Picken - Swim England Sport Development Administrator (GP)

Apologies received from:

Alex Harrison London Region Chair (AH)

1.	Welcome from the Chair / Actions from last meeting
	<p>RH opened the meeting and updated the group on the SE financial landscape. SE ended the financial year in a strong position and the figures are looked positive both in a commercial sense and regarding membership levels.</p> <p>RH also gave an updated into the feedback received by Sport England in respect to the SE complaints procedure which has been welcomed by the organisation.</p> <p>Additionally, both the Chair and CEO of Sport England have said that they would recommend funding to SE for the next year subject to some conditions with a view to secure the next three years.</p> <p>GW worked through the actions outlined in the Action Log. All actions were complete, on the agenda or listed below.</p> <p>Action 2 – CC suggested the 24th April to discuss the regional level of governance.</p> <p>Action 3 – there are six coaching courses which are due to place for Water Polo with the IOS. Three course have a strong sign-up record and three courses require additional promotion.</p> <p>DB asked whether the courses were either level 1 or level 2 courses?</p> <p>GW – four level 2 courses (coach) and two level 1 (assistant coach) courses across the nation.</p>

	<p>DB followed by asking about the current number of Water Polo course tutors across the country.</p> <p>CC whilst there is deemed to be a good speed of coaches, we are targeting Water Polo NAG's as a potential advertising opportunity. North West will continue to be an area of focus for the recruitment of tutors.</p> <p>Action 6 – work on going with Helen Weeks and Lizzie Butcher regarding the additional resourcing for the judicial review process. The SE Development Team have just concluded the series of workshops inclusive of Swim England Friends.</p> <p>SK expressed frustration at the lateness of the Safeguarding Paper and asked about the timescale for the release of papers in advance of the next meeting and whether setting a definitive date of a week in advance would be feasible?</p> <p>RH apologised for the length of time given between some of the associated document and the time of the meeting. Most documents can be sent out a week in advance, however, on some occasions, this would not be possible, especially in the case of some items requiring a written update alongside a verbal update, rather than just a verbal update. It was confirmed that papers would be circulated 7 days in advance where possible.</p>
2.	<p>Overview and context for Heart of Aquatic</p> <p>JN explained that SE was successful with lobbying the government for additional funding with £63 million set aside for aquatics. As for SE funding, year 1 funding has been secured with a planned additional three years in the process of being confirmed but subject to some conditions.</p> <p>JN thanked everyone who had be involved in the development the Heart of Aquatics (HOA) paper, especially given the length of time available for it to be written.</p> <p>Before moving onto the next item, RH introduced the regional chairs to KS and LJ, members of the SE Safeguarding and Welfare team.</p> <p>GW provided the group with an explanation to the background of HOA for the regional chairs.</p> <p>SK congratulated SE on the document and press release.</p>
3.	<p>Safeguarding and welfare at a regional level</p> <ul style="list-style-type: none"> - Change and development so far - Discussion - Summary of next steps -
	<p>KS thanked the group for inviting him to speak at the meeting and began by detailing what the Safeguarding and Welfare (S&W) team deem a safeguarding issue / welfare issue. KS shared the current S&W team flow chart, explaining which roles have already been filled and which are vacant. KS went on to explain the purpose of each of the roles and where they link with the wider team.</p> <p>KS showed a breakdown of 'safeguarding', 'welfare' and 'advice – signposting' cases by region. KS noted that regions maybe higher than another because they have a greater reporting rate, rather than a higher number of cases taking place.</p>

KS followed by explaining the 'Suggested Approach to Regional 'Welfare' Best Practice' document. This documents explained the origins of the development of the S&W (Whyte Review into British Gymnastics), and a summary of the current structure at a regional level.

The S&W team recognised three key area:

- A lack of clear guidance and expectations from SE.
- A lack of training opportunities bespoke to the role.
- A lack of regular and organised engagement with the officers of SE.

KS outlined the proposal for change by SE and the delivery of the S&W role within regions, suggesting two options which could be implemented into the regions.

SK detailed that he has concerns with the plan set out by KS as the HOA strategy implies that the intent is cultural transformative action, whereas appoint a couple of officers doesn't allow for this action. SK believed that change would come through ensuring that the regions and counties have the right level of training to ensure that safeguarding and welfare take a leading role in aquatics and is the responsibility of the whole organisation whether that is nationally, regionally or at a county level.

IC explained the East region believe that the Safeguarding role needs to be more significant with greater support around them. IC questioned the need for county safeguarding officers, asking whether it would be more efficient if small cases were dealt with within the club and more serious cases being brought to the attention of the regional and national teams removing the county layer.

JH agree with SK and IC that more support is required to create an environment, however he disagreed with IC on the use of the county safeguarding officer, explaining that they play a critical part in safeguarding his region.

DW mentioned that within the North East Region they have a regional welfare officer, however they do require more support to develop their influence. DW raised the point that Sport England are starting to develop a national safeguarding network which SE could work alongside.

DB agreed with the other the comments made by the other chairs. One point raised by DB was that the word desirable should be removed from any documents associated with safeguarding and welfare, this should be mandatory in all work for all regions.

CR highlighted that training is the key to development for SE and the regional staff to make sure that when complaints are made, they can be signposted to the appropriate team or officer.

RP commented that this is an area which seems to be under resourced and they can't see how every county can finically resource a country safeguarding officer given this is currently a voluntary position.

KS commented that through all this work, it need to be remembered that coaching should be fun and a positive experience for all whilst being safe.

RH concluded the discussion by recapping the points raised by the regional chairs.

JN defended the KS and wider safeguarding team in SE regarding the paper that KS presented to the group. Culture change is going to take time but time is not on our side and it is important that cases are brought to light now.

RH added further that as this develops at a regional level, SE should consult with Sport England so that they are included in the dialogue. RH asked JN what should be the next steps.

	<p>JN concluded that the chairs should now reflect on the discussion and what is currently happening within the regions, establishing where are the gaps.</p> <p>SE will develop a training matrix for regions to consider.</p> <p>Action – Regional Chairs to reflect on the discussion had in the meeting and consider if there are gaps within their own regions and provide feedback to KS</p> <p>Action – Regional Chairs to establish the training needs within their regions based on incumbent roles.</p> <p>Action – SG&W plus Dev to develop additional training opportunities which can be provided to the regions.</p> <p>KS thanked the group for their contribution to the discussion. KS left the meeting at 20:50.</p>
	<p>Transgender Plan</p>
	<p>MH introduced himself to the group and explained his role with SE.</p> <p>MH outlined the Transgender Plan and the new requirements within each of the disciplines.</p> <p>When considering the policy, the three key principles were safety, inclusion and fairness. As Water Polo is the only contact sport, this is the only discipline which safety would need to be considered in. SE has prioritised fairness across the overall approach, however this is not mutually exclusive of the other principles.</p> <p>The changes to the Transgender policy are available here: https://www.swimming.org/swimengland/swim-england-transgender-non-binary-competition-policy/</p> <p>Consultation with a range of stakeholders had taken place during the writing of this policy. The plan is for the policy be released to the public on 3rd April with implementation on 1st September.</p> <p>JH raised a concern that all the competition systems and documents that mention male/female participants will need to be changed for this policy to have an impact.</p> <p>MH responded by mentioning that there is a sub team which is focused on updating the internal systems and working alongside external partners to ensure the policy is enacted throughout the country.</p>
<p>4.</p>	<p>AoB Meeting format going forward – moving from Zoom to Teams</p>
	<p>CR asked whether the invitations to the senior leadership team briefing that took place during the Covid pandemic would continue.</p> <p>JN answered that yes they can continue and will be shared with the regional chairs.</p> <p>RP asked whether the paper from the Safeguarding and Welfare item could be shared by the regional chairs with the regional boards.</p> <p>RH answered that yes the paper can be shared with the regional boards.</p> <p>CC asked the regional chairs whether they would be happy for the findings of the perceived role of the county finding to be shared. All chairs agreed.</p>

	<p>CC asked whether all regional chairs would be happy for future meeting to take place via Microsoft Team rather the zoom. All chairs agreed.</p> <p>Action – GP to develop a regional chairs closed Microsoft Teams group. Action – CC to ensure regional chairs receive invites to Team Briefings</p> <p>RH closed the meeting at 21:02</p>
5.	<p>Date of next meeting Next meeting – 5th June 2023 - online</p> <p><u>Paper to be noted</u></p>
	<p>1 – Update on county roadshows</p>