

SWIM ENGLAND NORTH EAST REGION LTD.

President – Chris Halliday

Minutes of the Sixteenth Meeting of the North East Region Board of Directors Held on Tuesday 29th August 2023 at 6 p.m.

Present: D. Watson (Chairman), R. Gordon (Finance Manager), P. Court, C. Halliday (President), H. Leighton, S. Prasad, R. Palmer-Jones, G. Peters, B. Saunders, A. Thompson, Nicola Atherton (observing)

Apologies: D. Alexander, C. Leighton, S. Prasad

Staff In Attendance: L. Graham, S. Small, L. Tjaguns

172 Welcome and Apologies

172.1 D. Watson welcomed everyone to the meeting.

173 Declaration of Interest

173.1 Members were asked to declare any interest as and when this arose during the meeting.

174 Minutes of the Fifteenth Meeting

174.1 163.2 – safeguarding- appointment of welfare officer. D. Watson has had an email exchange with Kevin Suckling, Swim England, about what this role would be. Need to cross-check what Swim England think nationally role should be. Kevin looking at what was already within the region. All Active Partnerships will have 1 full-time officer paid by Sport England by 1st October. Generally speaking this is more aimed at other sports. C. Halliday agreed that he felt no need for a safeguarding welfare officer post as the Region are well covered for this.

174.2 DBS audit of Board Members. There are a reasonable number of Board Members who were DBS checked. No further action taken at the moment as to those who are not DBS checked. P. Court commented that all should be DBS checked as minimum standard. B. Saunders replied that this cannot be put in force. D. Watson agreed needs to give clarity on reputation of all Board Members – task and finish group to look at this.

Action: Sub-Group to look into this further – apply Wavepower policy to Board Members.

175 Matters Arising from the Minutes

175.1 153.5 - Water Polo levy for non-provision of referee who took ill and couldn't attend an event. R. Gordon was involved in several emails with no reply. Short notice to pay entry within 4 hours. R. Gordon reported that the Region £150 paid as a fine.

176 SENER Strategy Plans 2023-2033 - Access Aquatics

176.1 NE regional strategy 2023-23. Swim England have requested the Regions to align with their strategy. 60% of pools expected to close by 2033. Club memberships – going back up to pre-'COVID levels. Inflation 11.7% in NE. Swim England Regions to support and guide clubs to provide aquatics in the region.

NE Region Strengths – performance, finance, staffing, board skills and volunteers. Threats – affordability, facility closures, demographics, inflation, succession. Our

Vision – ‘cultivate a lifelong love of aquatics’. Our Mission – “enriching lives and making lasting memories”.

Swim England strategic priorities – capability, water, people. NE – GET WET recruitment, club visits, communications, marketing, school links, welcome to SENR, safer sports, collaboration, networking. STAY WET – retention, coach/workforce/athlete education more relevant, advisory board, research insights, health drive, positive action. Capability – Learning to Swim is the gateway into the aquatic disciplines. Clubs facing increased pool hire and pool closures due to rising energy costs. Physical and mental health benefits. Discipline pathways will align with National programmes. People – only 78% of community can swim 25m unaided. Room for growth. Provide inspiration for volunteers to be trained. Water – support pools to keep open. Immediate Actions – audit across the disciplines. Set up advisory boards. Look at growth plans. Offer choice of all disciplines. Need to get swimmers involved forever – something for everybody. Act on insights from regional data and engage key partners. To start work with Chris Cook (Learn to Swim)/Clinical Psychologist. Marketing campaigns – Richard Palmer-Jones to be involved. Free portfolio of resources for athletes, parents and workforce. N. Atherton – very impressed with presentation. B. Saunders suggested that Steve Parry now in the area and can contact. R. Gordon – need to look at working in a business/commercial strategy. P. Court – look at involving more swim schools to attract membership. R. Palmer-Jones – need to simply going forward to achieve objectives. R. Gordon – what is Swim England offering to the region. L. Graham – marketing tools for campaigns. D. Watson – The Region can ask Swim England what they can give us. A. Thompson – need to keep things simple. Get more people in the water and keep them. Small number of achievable points. Set of KPIs around growth and retention. Create a financial viability of running a Learn to Swim. G. Peters – queried statistics – all regions to be given an insight pack. What are the barriers for people to swim? D. Watson – need to look at annual action plan. KPIs – not in control of all of these. Need to set KPIs against GET WET. L. Graham/Team – initially work with disciplines but may contact the Board if need any assistance with this. Look at what is required and put to Board re any funding required. S. Small – involvement with Counties in future once action plan is set. Any further info to be sent to Louise.

177 Report of the Regional Finance Manager

- 177.1 R. Gordon informed the meeting that FINA has now changed to World Aquatics. Swim England may be changing to include the word Aquatics. Therefore R. Gordon has registered a number of domain names containing the word Aquatics.

Any questions to R. Gordon on the finance report for the year. Awards, medals and ribbons – 2 years supply purchased. Expenditure transferred to Administration as covers all disciplines. Diving – upgrading at Sheffield and Leeds (one off expenditure).

R. Gordon covered the cash flow analysis from Jan – Aug 2023. For future meetings to provide a projection to the end of the year. The Board felt they needed to see more details accounts and needed a fuller projection before they could make decisions re budget costs, etc. going forward.

2023 fee £5.50 (unchanged for 3 years) - **2024 fee proposed an increase to £6.00 – 10%.**

B. Saunders proposed not increase membership fees or change championships from 2 day to 3 day event.

Action: Freeze fees regional memberships/regional champs – agreed.
RG/LG/BS to discuss further change championships event days.
Is membership link to staff costs? – need to look at this further?

178 Welfare Officer Report

178.1 C. Halliday – no safeguarding issues since last meeting. National Team doing 3 monthly meetings and also one to ones. Safeguarding & TTL updates to Swim England.

179 Club Disciplinary complaint panel

179.1 R. Gordon declared an interest. Request from Newcastle Swim Team for the Region to provide independent mediator for complaint of parent against club. Three people on panel – request for someone to chair the panel. D. Watson - Inform club not prepared to appoint someone to chair from the Board or staff and inform of Rule 103.5.4

180 Any Other Business

180.1 National Awards

Confirmed date that NE Region will announce winners will be Monday 4th September.

180.2 **Hallam Swimming Club** – wish to become affiliated to the NE Region. Constitution now approved and Yorkshire Swimming Association have no objections. Therefore club can now affiliated to the Region.

180.3 **Time to Listen courses.** Swim England are proposing to sign an agreement with UK Coaching to deliver Time to Listen Courses. Swim England will pay the workshop fee of £150 per course to UK coaching and recharge the Region. This will involve some extra administration for L. Tjaguns as a result.

Action: Board agreed to charge £25 pp attending Time to Listen course to allow for this extra cost imposed by Swim England.

181 Next Meeting – Tuesday 7th November 2023 at 6 p.m. – Grange Park Sports Club, Wetherby.

ACTION POINTS	PERSON RESPONSIBLE
174.2 - DBS audit of Board Members - Action: Sub-Group to look into this further – apply Wavepower policy to Board Members.	Sub-Group – tbc
176.2 – Access Aquatics – L. Graham/Team – initially work with disciplines but may contact the Board if need any assistance with this.	L. Graham/Team
177.1 - RG/LG/BS to discuss further change championships event days.	RG/LG/BS
179.1 – Club Disciplinary Complaint Panel - Inform club not prepared to appoint someone to chair from the Board or staff and inform of Rule 103.5.4	LT