

SWIM ENGLAND NORTH EAST REGION LTD.

President – Al Thompson

Minutes of the Twenty – Fifth Meeting of the North East Region Board of Directors Held on Tuesday 18th November 2025

Present: D. Watson (Chairman), B. Saunders, G. Peters, S. Prasad, N. Atherton, A. Thompson, D. Maxwell (N&D Rep)

Apologies: D. Alexander, P. Court, R. Gordon, R. Palmer-Jones, H. Leighton

Staff In Attendance: D. Parry, L. Graham, L. Tjaguns

1 Welcome and Apologies

1.1 D. Watson welcomed everyone to the meeting.

2 Declaration of Interest

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

3 Minutes of the Twenty-Fourth Meeting

3.1 3.1 Swim England to notify the NE Region when fees are confirmed to members.

3.2 5.3 – Water Polo comp review Sept 2026 onwards – Swim England to introduce competition over and above inter-regionals. NE Region to continue as usual and await review later next year.

3.3 5.4 – Current Business Bank Account – waiting for assistance to transfer payee details across to new account.

3.4 Dawn Peart, Chair of N&D, agreed to pay £4K top-up. To discuss with Counties going forward future fees. Request from Counties re proposed contribution of £15K, and costs for 2026.

4 Matters Arising from the Minutes

4.1 None.

5

Report of the Regional Finance Sub-Group

5.1 L. Graham reported that the finance paper had already circulated.

5.2 Cashflow – invoices are still to come in following short course champs. Green highlight shows money which has been spent, blue highlight shows money waiting to be spent. Water Polo have some competitions still to be held. Discipline budgets may need to be lowered for next year due to figures showing to date. For next year it is proposed the budgets will be 7.5K for Artistic Swimming, 7.5K for Diving, £5K for Swimming, £12K for Water Polo. Request made to show figures in future for each discipline the amount of money allocated for workforce development/strategy, etc. The NE Region Athlete Bursary information is now on our website with application form and criteria. Up to max. of £500 can be awarded. More applications are expected.

5.3 Ponds Forge invoice awaited, invoice for medals still to come in.

- 5.4 New bank details are now available.

6 NER Welfare Officer Report

- 6.1 A safeguarding report regarding drug use at a club. There has also been contact from a club requesting advice regarding bullying before a swimming camp. Similarly contact from a club requesting advice surrounding mobile phones.
- 6.2 A large case regarding an inappropriate sexual relationship which was escalated to the national team.
- 6.3 Some major issues surrounding governance and exclusion at one club. A lot of contact from various different parents from this club who are concerned about ongoing practices. One club – 3 suspensions. The Regional Team are supporting the club.
- 6.4 Major cause for concern re mobile phone use in changing rooms. Banning the use of mobile phones in changing rooms. D. Watson proposed that the Region need to give clear strong message to parents/athletes re changing area security (no mobile phones policy). Can be included in Club Affiliation requirements. Clubs need to work in parallel with the operators. Guidance to be sent out to officials. Could potentially contact pool operators to pass on this message and make it clear in their venues.

7 Regional Team Updates

- 7.1 D. Parry covered the team update. Education for all – programme of workshops delivered. Will share good practice from workshops and adjust going forward. Participant Journey – tailored to suit – 2 county swim programmes have commenced. Super Camp takes place this weekend – 250 swimmers in total. Short Course Championships recently held designed to enhanced participant experience.
- 7.2 Club Governance – busiest time of year coming up. Swim England updating rules – if club fails to meet club affiliation requirements then it would be the individual involved to be suspended in future rather than club. One to one support for club committee structures. Club complaints have been dealt with recently.
- 7.3 NE Region Championships 2025 – Louise Graham updated information and feedback from the championships recently held.

8 Any other Business

- 8.1 D Watson to contact H. Leighton and R. Gordon re positions on Board.
- 8.2 There are a total of 12 Directors on the Board made up of 2 Yorkshire representative, 1 N&D representative, 3 elected Directors leaving some vacancies. Need to look at succession planning for all Directors based on maximum term remaining.
- 8.3 Need to discuss with Directors the requirement to have an appraisal system and how to proceed with this. To re-send the skills matrix to all Directors.
- 8.4 D. Watson suggested to set up a Governance Committee. This could possibly expand the remit of the Finance Sub Committee to be a Finance & Risk committee.

Companies House ID numbers – L.Tjaguns to file each Directors ID code.

Next Meeting – 3rd February 2026 Darlington Dolphin Centre at 6 p.m.