

Swim England County Roadshow

South East region– The role of the Counties survey

March 2023



The Role of the Counties survey

South East region county responses consolidated:

- Governance
- Finance and support for clubs
- Activities offered
- Risk Assessments and Checks
- Training and Education
- Communication

Governance Analysis

- 5 counties are unincorporated, 1 was unaware of their legal structure
- Governing documents have last been updated between 2014 and 2021
- All 6 counties hold an AGM*
- Key positions are filled with exception of one county Welfare Officer
- Appointed key personnel are:
 - Chair: 2016-21
 - Secretary: 2015-21
 - Treasurer: 2016-21
 - Welfare: 2010-22
- Prior to Covid all 6 Counties indicated they would make a surplus, in 2022, 2 counties position hadn't changed but 4 were going to make a deficit

Grants & Financial Support analysis

- 1 county setting up course related bursaries
- 2 counties offer bursaries so could have been included below
- 1 county offers on an adhoc basis / in an emergency

Discipline	Club grants	Performance related grants/bursaries	Education related grants/bursaries
Swimming	4	1	2
Water polo	3	1	2
Artistic	4	1	2
Open Water	3	1	1
Diving	4	1	2
Para Swimming	4	1	2

Competition and Training Activities analysis

- All counties run annual county swimming championships and the county development days for 11 year olds*
- 4 counties host other inter-county competitions – masters swimming, artistic, water polo and diving
- The following training and development days are offered across the disciplines;

No offer	Swimming all ages	Swimming Masters only	Open Water	Para Swimming	Artistic Swimming	Diving	Water Polo	Parent Education sessions
0	2	1	0	0	0	0	0	1*

- 2 counties also offer officials training

Risk Assessments & Checks analysis

- All 6 counties perform risk assessments (1 some of the time)
- All 6 counties verify DBS, safeguarding certificates and qualifications prior to all county activity;

Valid DBS	In date Safeguarding	Coach Qualifications	Team Manager Qualifications	Officials Qualifications
6	6	6	6	6

Volunteer Training and Education analysis

- 3 counties do not run any volunteer courses or coach education courses as this is done through the region and runs well

Do not run any Volunteer courses	Safeguarding training	Time to Listen training	Team Manager training	First Aid	Young Volunteer Programme
3	1	2	3	1	1

Do not run Coach Education courses	Swimming	Open Water	Para Swimming*	Artistic Swimming	Diving	Water Polo
3	2	0	0	0	0	0

- 6 counties run swimming technical officials training, 1 diving and 2 water polo

Communication analysis

- Communication methods and frequency differs across all counties.

	No Contact	Annually	Quarterly	Monthly	Weekly
Email direct to members	3	0	0	2	1
Email direct to Club Officers	0	0	1	4	1
Newsletter	4	1	0	0	1
Meetings online / Face to Face	2	1	2	1	0

- All counties should have an AGM so I think the annual face to face figure should be 6.

Perceived role of the County – National

Other:

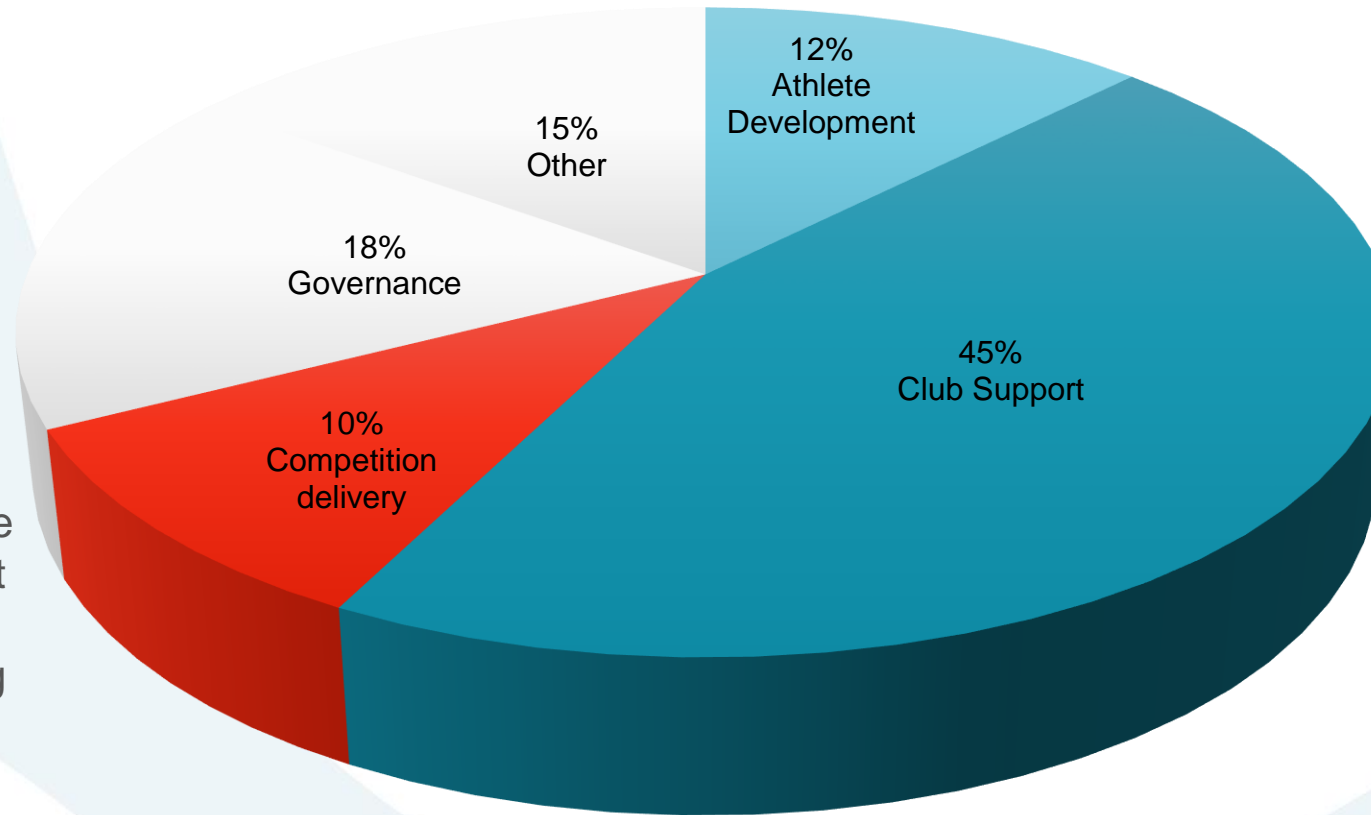
- Raise awareness of the sport
- Information sharing
- Grow aquatic disciplines
- Deliver grass roots opportunities
- Celebrate success

Governance:

- Assist clubs by grants / bursaries
- Be a model of best practice
- Control finances to support clubs
- Manage sport of swimming
- Follow constitution

Competition delivery:

- Provide competition
- Have greater involvement in licensing



Athlete Development:

- Improve athletes
- Support early stage development
- Promote all disciplines

Club Support:

- Guide clubs
- Support and encourage volunteers
- Encourage strong leadership
- Deliver suitable training
- Support clubs on governance
- Cascade information from SE / region
- Monitor clubs
- Support the running of courses

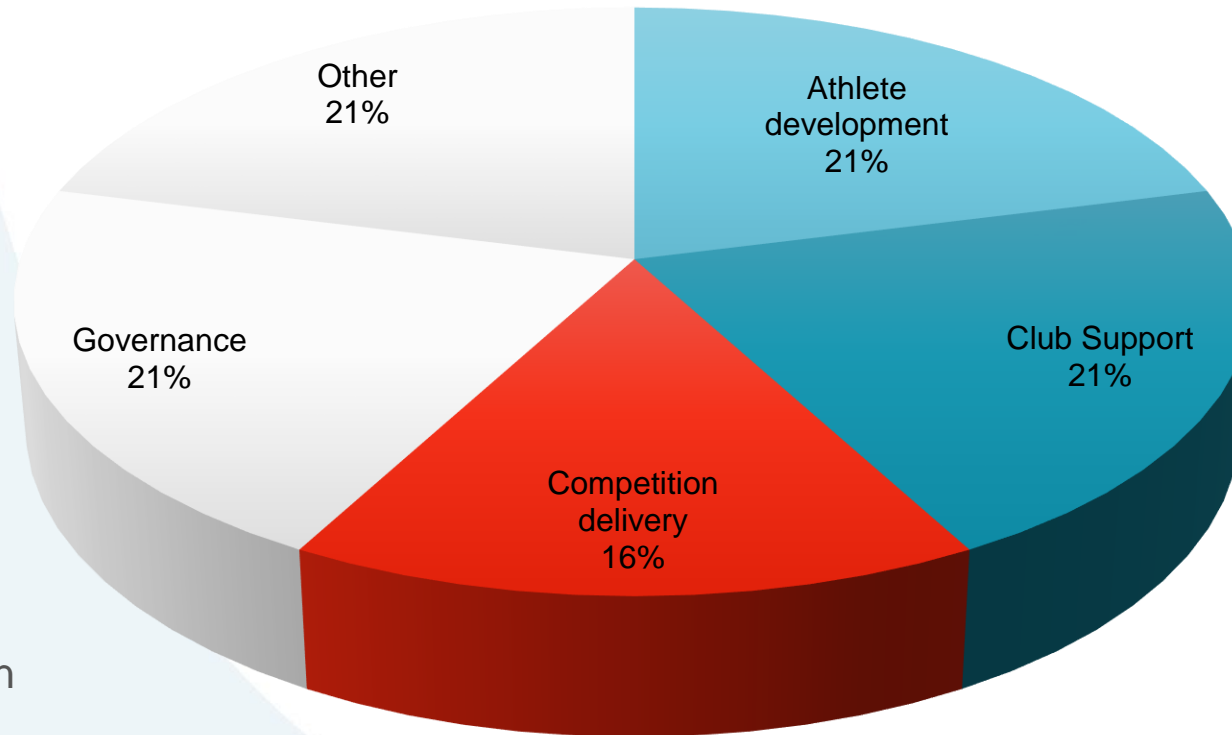
Perceived role of the County – South East region

Other:

- Oversee and support aquatics
- Deliver training for officials
- Deliver training programme for coaches
- Promote swimming and the disciplines

Governance:

- Follow constitution
- Encourage strong leadership with clubs
- Oversee and administer all disciplines
- Link between SE and region to clubs



Athlete Development:

- Provide pathway for athletes
- Develop grass roots swimming
- Provide funding for athlete development

Club Support:

- Provide support to clubs
- Support member clubs
- Provide funding for club development
- Support volunteer development

Competition delivery:

- Be involved with licensing and managing competitions
- Hold county championships
- Host competitions

Barriers to county Development - National

People:

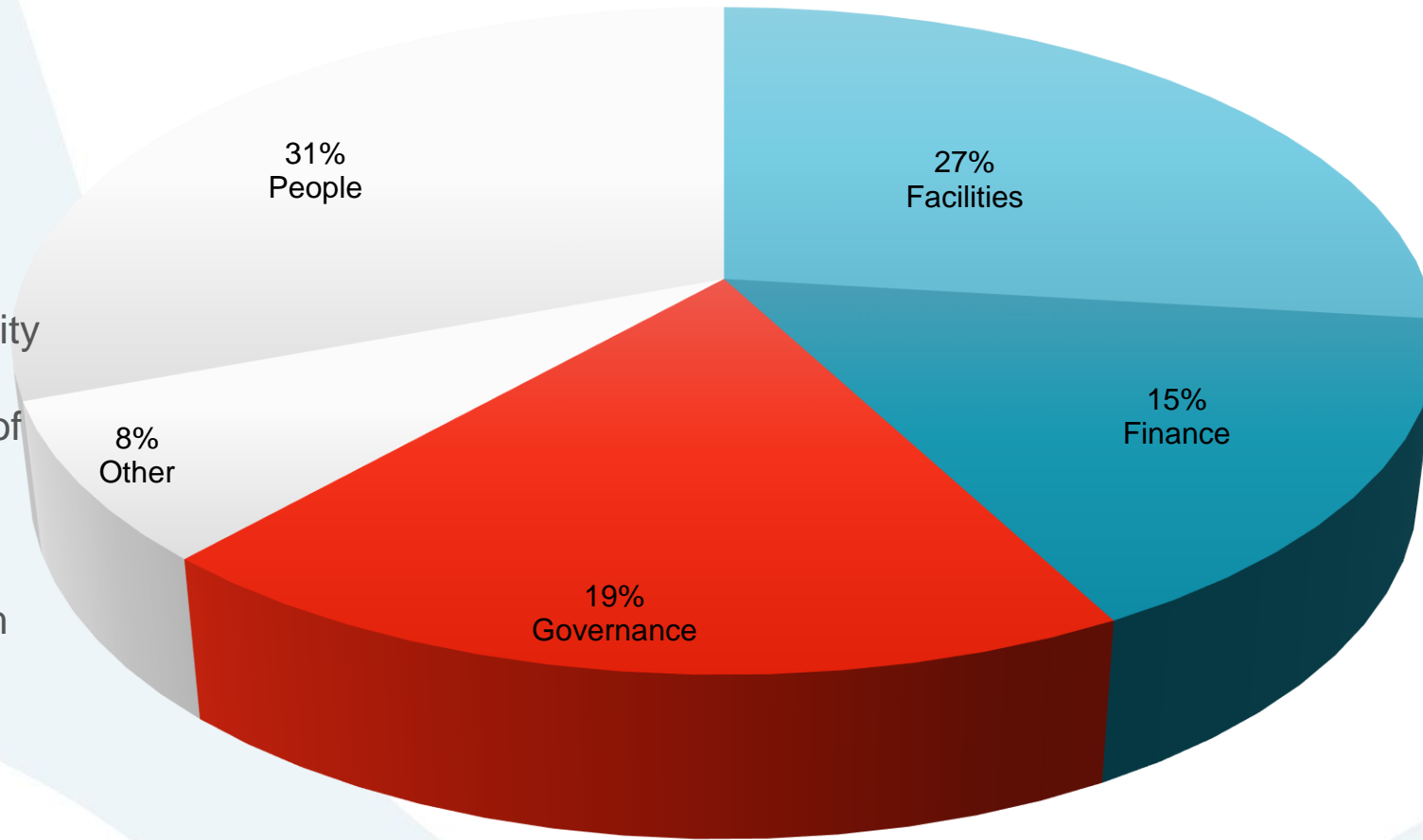
- Lack of volunteers
- Fear of reprisal
- Over-burdened volunteers

Other:

- Online training reducing a community feel
- Geographical area of the county

Governance:

- Inadequate communication from SE or region
- Lack of ToR for counties
- No succession planning
- Unnecessary bureaucracy



Facilities:

- Low availability of adequate facilities
- Ageing / bad maintenance
- New facilities not being appropriate

Finance:

- Cost of living impact
- Sport is expensive
- Limited resources due to rebuilding post covid

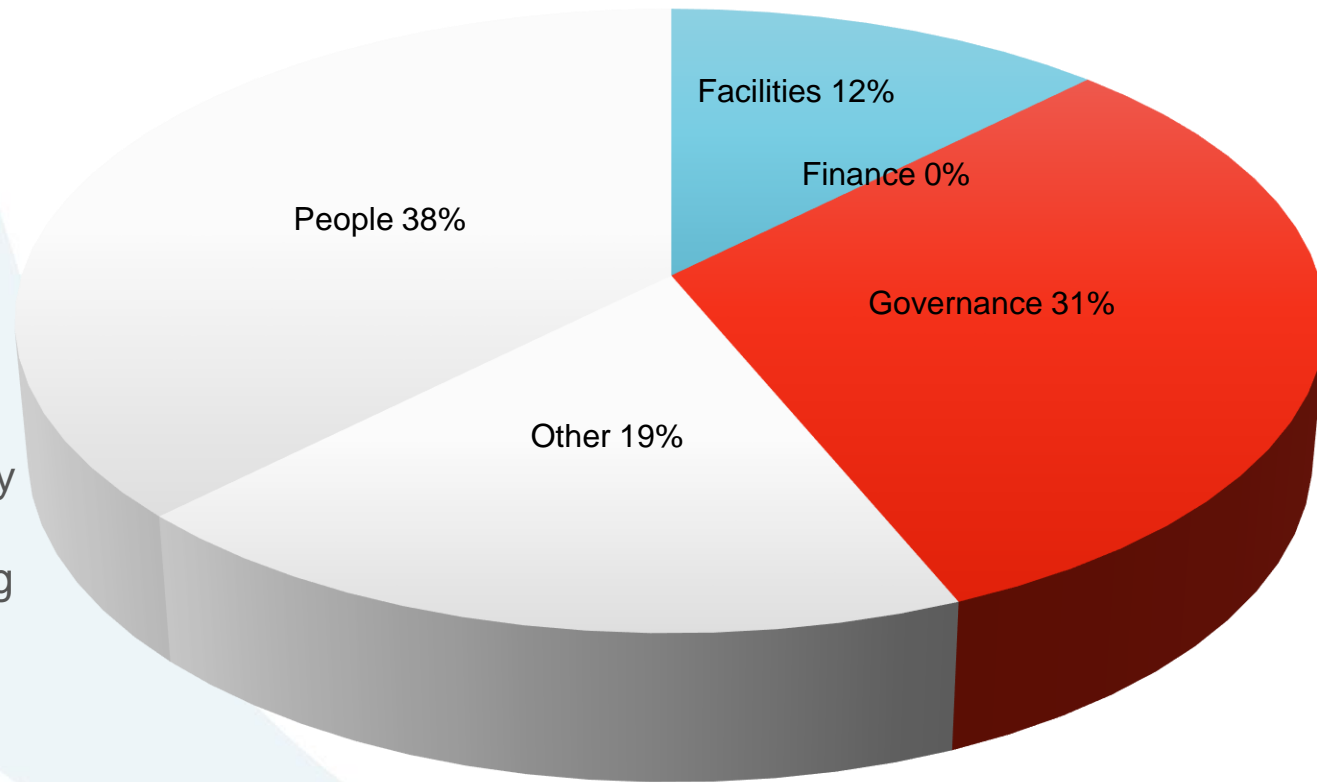
Barriers to county development – South East region

People:

- Lack of volunteers
- Social change in parental involvement
- Retention of volunteers

Other:

- The geography of the county
- The sport since Covid
- Increased expectation falling to volunteers



Facilities:

- Poor pool stock
- Lack of suitable or appropriate venues

Finance:

- No comments

Governance:

- Lack of succession planning
- Lack of guidance from region for volunteer roles
- Lack of direction and clarity by SE
- Unreasonable expectation of volunteers by SE

County functions – feedback?

Regional Chairs have agreed the following;

1. Provide affiliated aquatics activity in a designated territory
2. This activity to include competition, education and talent development as part of an integrated approach with the region and Swim England.
3. To work in partnership to maximise the opportunity for developing aquatics with the region and other relevant bodies
4. To provide sound governance and leadership to the delivery of an agreed plan

Thought starters

- Governance – do you want to change your legal structure? Can you improve your governance?
- Financial support – do you want to look at ways of supporting all disciplines or performance athletes from all disciplines the same?
- Can the region support you to look at running development days for more disciplines? Can you run them jointly?
- Do you need any support to carry out specific checks on volunteers or paid staff within your activities?
- Can we all do anything to better ensure courses are run across the whole region in all counties?
- How can we promote the benefits of Aquatic sport better?