



President Mike Coles

Minutes of the Management Board Meeting held on Tuesday 23rd November 2020 held via Zoom, commencing at 1900 hours

Present:

C Robinson	CR	Chair
Mr G Griffin	GG	Finance Officer
P Robbins	PR	Vice Chair
D Corbett	DC	Cornwall
C Trudgeon	CT	Devon (arrived at 19.30 hours)
K Smith	KS	Gloucester County
M Coles	MC	Somerset
R Margetts	RM	Independent Board Member

Non-Voting

C Elliott	CE	President Elect
Mrs J Hilleard	JH	SE SW
Mrs C Vickery	CV	Administration Support

1. Welcome and apologies

The Chairman welcomed everyone to the meeting and thanked everyone for attending at short notice. SE have requested documentation to show the agreement of the RMB to the proposed Regional Agreement with Swim England.

Apologies received from R Downing and A Smart.

JH attending to get the feeling of the RMB members to the document as she will attend the meeting with SE to agree the personalised RA along with CR.

2. Declaration of Interest

None stated

3. Regional Agreement with Swim England – Agreement of guiding principles

RM asked if there is a timescale for this to be completed as the paperwork seems rushed and not very well presented. As a region we need to be careful on timings and rule changes etc. CR responded that this is a living, working document and she does not feel that this is rushed.

It is very much about agreement between the regions and SE. No financial costings to go in until at least March of 2021 and it will be an agreement in principle.

GG stated he can see the agreement in principle but not how will it work in practice.

KS – it is formalising what and how we have been working on in the past and currently. CR agreed

A discussion followed on the Guiding Principles (Section 1) and the main comment was communications need improving and we all need to work together to ensure this happens.

Aim is to work with SE to achieve a common goal.

A show of hands was asked for in accepting the principles for the agreement. Agreed unanimously.

4. Outcomes 1-8 and 11

KS requested we go through the outcomes point by point page by page.

DC asked CR if she had any concerns about the document to save going through everything point by point – CR responded there were a couple of areas where she will be pushing back to SE for clarification.

Club Merger – KS questioned – CR responded that there needs to be a process in place if required.

Swimming Talent – CR will request Swimming Talent to produce clear policy and process on selection of staff for the Talent Camps. This should also include previous coaching experience requirements. Specify if this will be open recruitment or a selection process.

Outcome 6 Point 4 – This needs clarification (Talent Health Check) Staff members involvement.

Outcome 7 Point 8 – The Club Development Group deal with most of this already.

Do not want to have target figures for new officials – especially in the current climate. Retention is a priority with recruitment a by product.

General comments

– Region would not be happy with insisting the President or Chair had to attend National Events both for cost and volunteer time

- A lot of emphasise on Regional staff attending and supporting disciplines along side the Regional Managers (volunteers). We only have 2 full time and 1 parttime members of staff who only have limited 'spare' time to take on additional roles and responsibilities. They are happy to support the disciplines with admin work i.e. administrating talent camps etc. If we expected them to

change their working hours to attend evening or weekend meetings we would lose their flexibility in other areas and would be likely to incur extra expenses. As a Region we are still very much a volunteer-based organisation.

A show of hands was asked for in accepting the principles 1 – 8 and 11 with some definition.

Vote was unanimous in agreement – with the above comments both clarified and taken into account when negotiating the final agreement.

DC stated he was happy with the Chairmans belief in the general concept of the document and left the meeting at 21.00 hours.

5. Governance structure and the Code of Good Governance

The aim is to embed a robust governance structure across the whole of the sport.

CR stated we cannot commit on behalf of the counties.

It was questioned as to whether we as a region can commit by 2023

We comply to most things but maybe not all and we have to ensure we comply to all.

GG felt the deadlines could be difficult to achieve.

CR asked the board if they were happy as a region to negotiate this document with SE.

GG stated the board would have to agree in order to be able to fight the corner of the region. The principle of it is excellent it is how it is interpreted.

The vote was unanimous in agreement.

PR stated CR and JH needed a big thank you for dealing with this document and he supported them all the way. He also asked for them to gain assurance from SE that goal posts will not move.

Meeting finished at 21.25 hours.