



**British Swimming Water Polo Leadership Group Meeting
Wednesday 27 February 2020
1300-1430 (Loughborough)**

Minutes (Andy Fuller, England)

The meeting was chaired by Fergus Feeney (FF)
The Chair opened the meeting at 13.06, welcomed attendees and performed a roll call.

1 - Attendees:

Alan Anderson:	Chair of the Scottish Water Polo Committee
Jack Buckner:	CEO of British Swimming
Andy Fuller:	Water Polo Development Manager for Swim England
Toby King:	Chair of the Swim England Water Polo Leadership Group
Julian Knight:	Finance and Policy portfolio holder with the Swim Wales working party for Water Polo.
Sharon MacDonald:	Director of Development at Scottish Swimming.
David Meli:	Consultant to British Swimming and Swim England
Victoria Waters:	Regional Development Manager for Swim Wales with oversight of Water Polo.
George Wood:	Sports Development Director for Swim England
Fergus Feeney:	CEO Swim Wales, British Swimming Board Member and Chair of the British Water Polo Leadership Group

2 - Apologies:

Ian Mackenzie:	Swim England President and departing Swim England Water Polo Leadership Group Chair.
----------------	--

3 - Minutes of the Last Meeting:

- The Minutes had been circulated prior to the meeting. The Minutes were accepted as a record of the prior meeting.
- Following a review of the Minutes the Chair formally welcomed Toby King, newly appointed Chair of the Swim England Water Polo Leadership Group. TK introduced himself and provided an overview of his background and initial experience in the role.
- The Chair moved to address Actions as defined in the Minutes.



4 - UK Sport Submission

- UK Sport Submission – General discussion and some outstanding questions & Answers (DM & JB)
- JB introduced David Meli and thanked him for the work he had undertaken so far in engaging with the UK Sport process.
- SM spoke of the need to clarify the outcomes which were expected from the process and how these could be linked to a Group strategy.

Action: JB to share the final submission once complete. This will stay confidential to the Group at present.

JB provided a brief update. The item was deferred to the current meeting Agenda as David Meli would be able to give fuller detail.

5 - Delivery of British Talent Programme

Action: Where relevant (given meeting attendance) the Home Nation representatives at the meeting would provide feedback to their CEOs to explore the SLA approach (i.e. the concept of England taking the delivery lead on behalf of British Swimming due to resource and numbers)

Action: CEOs to work with Legal department to draft framework SLA for delivery and approve.

Action: AF to coordinate sharing of National Programme status update including policies and procedures.

Action: England Talent to lead on the production of a headline plan for circulation in advance of the next meeting.

AF briefed the group that the work on the performance element of Swim England's consultation was currently being finalised. Once confirmed, this would be shared.

Selection policies and criteria had been drafted and had been sent to Legal to review. Once reviewed, these would be circulated.

AF briefed that Norman Leighton had established a headline calendar which would be shared once seen by the England Leadership Group (meeting in the evening of February 27).

6 - Terms of Reference (for this group)

Action: AA and SM to liaise with FF on circulating prior Terms of Reference and JB to look at those for other disciplines (Artistic was raised as an example) Group members to review prior to next meeting.

AA had circulated historic documentation. This was being looked at in the context of other disciplines and would be picked up later in the meeting.

7 - Competitions & Events (National & International)

AF updated the group that representatives from Belgium had been in Manchester in January. TK mentioned that the Senior Men's squad (England) were in early discussions over a possible fixture. A game to celebrate their centenary has been mentioned unofficially.



Action: AF to ask Norman Leighton to explore further. If a formal approach is to be made to the British Federation it would need to be a formal invitation letter addressed to FF. This group would then discuss the merits (meeting or via email) and respond formally to the Belgian Federation.

Action: AF to coordinate a calendar of activity. It was agreed that this could be undertaken as part of a wider mapping exercise linked to the Talent Pathways but also in respect of current state of coach education, referee education, competitions and events and communication channels.

AF referred to the calendar from the point above as a start. AF has met with VW to discuss the emerging themes from the Swim England water polo consultation – notably the officials training. Once the strategy is published it can form the centrepiece for wider dialogue.

8 - General Topics

Action: FF to publish a statement recognising that this meeting had taken place. FF to liaise with the group on a format for publishing headline outcomes.

FF had completed this with headline notes on the British Swimming website.

Action: FF to lead on identifying what potential recommendations should be made to LEN and to make that representation. To be discussed with JB and board.

FF confirmed he had reviewed potential recommendations to LEN on the ITC programme which he brought to the group for confirmation: These included, the suitability of a fee for children (U18), the suitability of a fee for amateur players, the potential of having 'transfer windows' removed or extended to allow for greater flexibility of circumstance.

Action: AA to recirculate draft criteria for recognising and promoting high quality officials
AA circulated a series of documents. Based on the discussion of this point it was agreed that the Group would later consider how effectively to represent officiating within the group structure.

Action: AF to liaise with Claire Davenport

AF confirmed that he and CD had spoken about reconciling budgets for 2019 based on activity. Swim England had historically supported referees attending activity through its operational squad budgets. This could continue subject to the SLA with any FINA grant received (subject to allocation) supporting this.

Action: IM to research one particular historic trophy and take the notes to the next England Leadership Group Meeting. IM was not present.

9 - AOB & Close

Agreed date of next meeting May 2020 (aligned with strategy development & UK Sport Submission work)

DM gave a top line reminder to the group of the evaluation process UK Sport were using to assess sports. This provides water polo with two opportunities.



The first is to establish a case to gain support based upon the criteria which UK Sport are now operating. This would be a sequential process.

The second opportunity is to re-establish water polo in the funding landscape conversations and use this to guide strategy development and support future engagement, giving the sport more credibility and a stronger base in the future.

DM presented to the group the steps which had been undertaken and talked about the various elements of the submission - focused upon areas such as Situational Analysis, Cluster Support Information, and a Tactical Decision-making Profile.

The group thanked DM for his work, acknowledging that it provided a strong platform to guide future work.

JB confirmed that following the initial submission, an award of £10,000 had been made by UK Sport to enable the work to progress.

DM confirmed that he would share the documents created so far and outlined that the next step will require involvement from across the home nations to help support the development of a plan for British Water Polo. Once feedback had been received from UK Sport (likely to be April), both DM and JB would be in touch to establish how that can progress.

Action → DM to circulate documents following the meeting

Action → DM and JB to be in touch with Home Nations following UK Sport feedback

Terms of Reference Next Steps

AA had previously submitted the Terms of Reference that had been part of discussions with previous incarnations of the British Leadership Group. The Terms were considered a good platform to build from but it would be necessary to benchmark work where appropriate, against other Terms of Reference from disciplines.

JB highlighted that Artistic Swimming would be a good case study to consider and agreed to share the Terms which they employed.

AA raised the matter of strategy, notably who 'owned' strategy development and review and how this would link with Home nation activity. JB confirmed that ultimately this Group should 'own' strategy within the parameters of appropriate delegated authority. This would require the Terms of Reference to account for that as there would have to be a clear delineation between what Home

Nations do and where British Swimming fits in. It was noted that where there would be a core 'British' strategic direction would be on the competition programme for British national teams – principally establishing what is appropriate (cost and performance-wise) for the two senior national squads. It was agreed that the three Home Nation Chairs would work on the refining the Terms of Reference in order to present it to Legal for sign off. TK agreed to circulate the England strategy once complete to inform this.



Action → AA to lead Home Nations Chairs in refining a Group Terms of Reference.

Action → JB to share Artistic Swimming Terms.

Action → TK to circulate England strategy when complete.

U19 Event Update (AF)

AF outlined the work that the Local Organising Committee (LOC) had undertaken so far.

The LOC had extensive experience in delivering a tournament in Manchester and had used existing structures to guide their work, amending where required.

The LOC had secured the necessary pool time, working with the Council, and were engaged with accommodation and transport providers. They had been in contact with Byron Vaughan, the relevant people at LEN and the respective federations to ensure that the process was as fully informed as possible. An LOC meeting had taken place the previous week and reports suggest that everything was on track and to budget.

The LOC are sensitive to the needs of the budget of all squads but primarily the British team.

The LOC were aware of the issues with the Coronavirus was causing in some nations and would keep a watching brief.

JB and FF commended the LOC on their work so far.

Action → AF to report back following next LOC meeting and provide updates as and when required.

Referee Courses – FINA and LEN

AF outlined which officials are currently licensed by LEN and FINA.

AF had asked FINA to provide details on upcoming courses and this would be fed back to the Group when received. . The key was knowing who was best placed to attend these courses – both to ensure that we could represent the country effectively in tournaments and to ensure we could filter this into domestic education programmes.

AA mentioned that it would be good to ensure that any decision on personnel is made by suitably qualified people. AA proposed that as part of the Terms of Reference an officiating lead could be appointed with a specific remit to identify officials for international activity.

Action → Home Nation Chairs to consider this as part of the Group Terms of Reference.

Squad Status – GB & England

AF state that currently the following squads were Great Britain status:

U19 F and U19 M. Both had championships in 2020.

The next cycle would see the U17 squads in action. AF asked permission for the current squads (largely England) to be approved as GBR squads. This was approved.

JK highlighted the need to ensure that there was an effective working relationship between the Home Nations to ensure that players from Wales and Scotland could effectively engage, along with coaching staff.

Action → AF to circulate and email to all the Home Nations to begin the process of coordination.

JB confirmed that he and FF would continue dialogue with LEN on International Transfers.

14.42 Close of Meeting