

OXFORDSHIRE & NORTH BUCKINGHAMSHIRE ASA

President: Mrs Heather Patrick

Minutes of Executive Meeting held at Bicester Community College on Tuesday 30th September 2014

Present: H.Patrick , P.Shaw , I.Powell , A.Evans , J.Murphy , M.Fuller , K.Phillips , E.House , W.Patrick & reps from Aylesbury , Banbury , Bicester , Bourne End , Milton Keynes , Oxford , Maxwell , Newport Pagnell and Witney Synchro Swimming Clubs.

Apologies: A.Minihan

18.0 Appointments:-

1. President-Elect. Witney SC had proposed and Banbury SC had seconded Peter Shaw as President-Elect for 2014/15 post the AGM in July. Agreed
2. Honorary Secretary. In view of the above event, PS proposed that he would be willing to continue as Hon Sec until the AGM in July 2015. Ally Brewer proposed and Jo Murphy seconded .Agreed. A replacement must be found by next July.
3. County Coach. Jo Murphy , as Fixtures Secretary , proposed Struan McNeil (HC , Bicester Blue Fins) and Mandy Bird seconded. Agreed.

19.0 Minutes of Executive Meeting held on 20th May 2014 were approved and signed

20.0 Matters arising from Item 19.
None

21.0 Minutes of Executive Meeting held on 8th July 2014 were approved and signed.

22.0 Matters arising from Item 21 , not dealt with under Item 18.
None

23.0 Correspondence

1. From ASA South East Region regarding the new SER Youth Forum
2. Annual Report from ASASER. PS highlighted the statement that the Winter and Youth Champs ran well! He also noted that the ASASER has £342,000 cash in hand at Y/E.
3. Various emails with SER Masters in which it was discovered that ONBASA has a representative on the SER Masters Cttee who was neither appointed by ONBASA or reports back to ONBASA!! PS has offered to meet "Our " representative to discuss the future!

24.0 President's Report:-

Heather Patrick presented her Report which is attached.

25.0 Treasurer's Report:-

Ian Powell presented his Report which is attached.

26.0 Disciplines:-

1. Swimming: Ian Powell presented his Report which is attached. Please also see email accompanying these Minutes plus the Swimming Pathway Implementation report attached.
2. Fixtures: Jo Murphy presented her Report which is attached.
3. Records: Peter Shaw presented 19 LC Claims that are attached.
4. Synchro: Mandy Fuller presented her Report which is attached.
5. Masters: No in Post so no Report.
6. Disability: Liz House reported that there was nothing to report.
7. Masters Records: David Hall submitted 24 Claims and they are attached

8. Officials: Alun Evans presented his Report which is attached. Also attached is his paper on “Notes to Referees on Assessing Candidates for J1,J2&J3 qualifications” for info for all Officials.

27.0 Funding Applications:-

None received that are ready for presentation to the Executive.

28.0 AOB:-

1. Lisa Atkinson (HC , Maxwell SC) had attended a seminar given by GBSport training on 26th September Discussing how to pay coaches and casual staff at Sports Clubs and to avoid incurring large fines from the tax authorities. It also covered the desirability of Clubs becoming Limited Companies. Maxwell inquired of ONBASA for guidance and PS spoke initially to Legal at the ASA who were not available. The Regional Office in Somerset suggested that the Club Development Officer , Rosa Gallop , would be the best person to speak to. PS spoke to Emily Taylor , SWR CDO and she felt that only the very biggest Clubs (e.g. Plymouth Leander) would gain advantage from being a Limited company. Her most important message was that a Club must take independent legal and financial advice. Mandy Bird from Bicester said that they were involved in a self employed / employee issue and that she would keep the Executive informed of developments.

NEXT MEETING :- TUESDAY 25th NOVEMBER at 7 PM

Meeting closed at 7.15 pm

ONB President's report September 2014

During the end of July and the beginning of August the National Age Group and Youth Championships including Multi classification disability events took place at Ponds Forge, Sheffield. A number of swimmers within Oxon & North Bucks County took part and special mention goes to the following individuals who reached the finals in their respective Age Group events:

James Eddy, Maxwell, Boys 13 yrs, 1st 100m Backstroke &, 2nd 200m Backstroke

Callum Smart, City of Oxford, Boys 13 years 5th 100m Breaststroke, 8th 200m Breaststroke

Connor Bryan, City of Oxford, Boys 13 yrs 10th 200m Breaststroke

Emily Nisbet, City of Oxford, Girls 14yrs 4th 400m IM, 5th 200m Butterfly

Kieran Bird, Bicester, 4th Boys 14 Yrs 1st 200m Butterfly, 2nd 100m Butterfly, 5th 200m IM, 2nd 400m IM, 10th 200m Freestyle, 5th 400m Freestyle

Max Murphy, City of Milton Keynes, Boys 14 yrs 4th 400m Freestyle

Maia Little, City of Oxford, Girls 13 yrs 6th 100m Breaststroke

Lucy Farmer, City of Milton Keynes, Girls 14 years 7th 100m Backstroke

Thomas Thornley, Bicester, Boys 14 Yrs 1st 200m Backstroke, 3rd 100m Backstroke, 10th 400m Freestyle

Bagcat awards:

Boys 14 yrs 2nd Kieran Bird, Bicester, 5th Thomas Thornley Bicester, Girls 14 yrs 7th Emily Nisbet City of Oxford

The following swimmers reached the finals of their respective events at the National Youth Championships:

Alex Murphy, City of Oxford, Men's 19&over 9th 100m Breaststroke

Fabian Whitbread, City of Oxford, Men's 19& over 6th 400m IM, 7th 200m IM; Lisa Van Breugel, City of Oxford, Women's 19 & over, 5th 800m Freestyle, and 8th 400m Freestyle

Niall O'Leary, Abingdon Vale, Men's 17/18 yrs 7th 200m Backstroke: Caitlin Wheatley, Abingdon Vale, Women's 17/18 yrs 7th 200m Butterfly

Jocelyn Ulyett, City of Milton Keynes, Women's 17/18yrs 1st 200m Breaststroke, 3rd 100m Breaststroke, 10th 100m Butterfly

Charlotte Evans, City of Milton Keynes, Women's 15/16 yrs 2nd 100m & 200m Backstroke, 10th Women's Open 50m Backstroke

Tom Flaherty, City of Milton Keynes, 10th Men's 17/18 yrs 200m Freestyle

Isobel Jones City of Milton Keynes, Women's 15/16 yr 10th 200m Backstroke

Emily Wood, City of Oxford, Women's 15/16/yrs 10th 200m Breaststroke

Elizabeth Oliver, City Of Oxford, Women's 17/18 yrs 10th 400m IM

David Murphy, City of Oxford, Men's 15/16 yr 6th 100m Breaststroke & 9th 200m Breaststroke

Harry James, Abingdon Vale, Men's 17/18 yrs 7th 100m Breaststroke & 6th 200m Breaststroke

Women's Youth 4 x 100m Freestyle Team 10th Emily Jones, Jocelyn Ulyett, Charlotte Evans, Isobel Jones.

Christopher Currie, City of Oxford, 9th in Men's Multi-Disability 200m Freestyle

Rosie Bancroft, City of Oxford: 1st Women's Multi-Disability 400m Freestyle, 3rd 100m Freestyle, 9th 50m Freestyle, 4th 100m Butterfly

Open Water Swimming: Boys 12 yrs 5th Frederick Wilkinson Didcot Barramundi, Girls 12yrs 15th Helen Odams City of Milton Keynes, Boys 14ys 2nd Kieran Bird Bicester, Girls 17/18 yrs 3K 16th Charlotte Marsh Maxwell, Boys 17/18 yrs Alfie Bones 11th 3k, Maxwell

Congratulations to all our swimmers and coaching staff for their excellent achievements.

Treasurers Report 30-09-2014

Income & Expense since last meeting

Exec Income and Spending

Between 20/05/2014 and 30/09/2014

Income Categories

Investment Income £3.52

Total Income Categories £3.52

Expense Categories

Championships £76.05

Hire Charges £184.32

Sundry £338.00

Total Expense Categories £598.37

Grand Total = -£594.85

Networth

Exec Net Worth, As of 30/09/2014

Bank and Cash Accounts

Cash - Competition A/C £22.06

Cash - General A/C £153.20

Competition Account £10,396.18

Creditors Account -£1,991.98

Debtors Account £0.00

General Account £195.28

High Interest Business Account £26,090.64

Net Worth = £34,865.38

The above details the Net worth & income & expenditure since the last meeting.

Ian Powell

Treasurer, Oxon & North Bucks ASA

Fixture's Secretary Report 30th September 2014

National County Championships 2014

The ONB County Team of 30 swimmers has been selected and submitted for the event on October 19th 2014 in Ponds Forge.

Struan McNeil has kindly agreed to step up to take on the role of County Coach (subject to confirmation by exec).

Chantal Clavaud (Girls' Team manager) and Andy Willis (Boys' Team manager) are attending supporting the event as well as sorting out team kit and other admin duties.

Neil Wheatley and Tony Jones have kindly offered to officiate on ONB's behalf. Heather Patrick, the County President, has agreed to attend the event too.

I am hoping to report in November on yet another improvement on our 8th place in Division 1!

Beds ASA: Junior Inter County Competition (ages 10 – 13yrs) Feb 8th 2014

ONB again received an invitation to the Beds Jnr Inter County Gala 8th February, 2015. We attended this gala last year and were very successful coming 2nd place out of 6 teams (Bedfordshire, Essex, Hertfordshire, Lincolnshire, Suffolk). It was run as a short course.

Unfortunately we had to decline the invite this time because, regardless of the outcome of British Swimming's proposed changes, the date clashed with either our County distance event or 1 of our main weekends. It was to have been held in Luton Sports Village in the 50m pool. I have asked that we be included in any future invites.

Kingerlee Gala 2015

I have raised the possibility of resurrecting this gala with Struan and we looking to see how feasible it will be given the nature of the (unknown) competition calendar around May.

Masters November 2015

You will already know that there has been a request from the Masters (SER) that we host an Inter County event November 15th, 2015. The other 6 counties involved in this Regional event are Kent, Sussex, Hants, Berks and Sth Bucks, Surrey and Middlesex.

Discussion is ongoing and still mainly around location/logistics needed for supporting for this event.

I have emailed the Chair at Oxford for feedback on Blackbird Leys Pool project and I am waiting to hear as to whether it's a viable option.



**Oxfordshire & North Buckinghamshire Counties ASA
Affiliated to ASA South East Region**

Swimming Report 30/9/14

As you are aware British Swimming is proposing changes to the Competition Structure to take effect from XXXXX, it is recommended that Counties adopt the new structure as soon as possible to reduce the impact on swimmers and ensuring that the competition standard of the counties but is not compulsory.

It is with this in mind that I recommend that the format for the County Championships for 2015 be as follows:

1. Proposed Dates and Venues

Sunday 11 th January	Bletchley Leisure Centre	3 session	1500/800m/11-14 Age Group Relays
Sunday 18 th January	Aqua Vale	3 sessions	400m/11-14 Age Group Relays
7 th /8 th February	Aqua Vale	3 sessions	Main
14 th /15 th February	Aqua Vale	3 sessions	Main

Closing date for entries is Monday 15th December 2014.

2. Age on Day

All Age Groups will be Age as at 31st December 2015.

3. Competition Age

For 2015 Championships I recommend that minimum age for Championships be 10 years and be restricted to individual events only.

10 year old boys **will not be allowed to compete in 100m Freestyle, Backstroke, Breaststroke & Butterfly events.**

Note:- Under the new competition structure 9/10 year olds are excluded from entry into the counties, this will be implemented in full from 2016 County Championships.

4. Age Group Relays

Age group relays to be 11/12 & 13/14 only.

5. Program of Events

This will follow the same schedule as 2014 Championships, with the exception of the 9 year age group and the 9/10 year age group relays.



Oxfordshire & North Buckinghamshire Counties ASA
Affiliated to ASA South East Region

6. BAGCATS

I recommend that we comply in full with the new competition structure and do away with BAGCATs

7. Qualifying Times

Qualifying time for 2015 Championships will be, Accepted times 2009 A Grade times -7% and considered times are Accepted times +9%.

8. Qualifying Period

Qualifying period will be from 14th April 2014 to 15th December 2014.

Ian Powell
Swimming Secretary

Record Claims September 2014

LONG COURSE

MALE

Junior

800 Free	Max Murphy	City of Milton Keynes	8.38.09	31/7/14	Sheffield
1500 Free	Max Murphy	City of Milton Keynes	16.20.03	31/7/14	Sheffield
200 Breast	David Murphy	City of Oxford	2.22.91	9/8/14	Sheffield

Open

50 Breast	Alex Murphy	City of Oxford	27.99	8/8/14	Sheffield
200 IM	Fabian Whitbread	City of Oxford	2.04.98	7/8/14	Sheffield
400 IM	Fabian Whitbread	City of Oxford	4.23.96	5/8/14	Sheffield

FEMALE

Junior

50 Breast	Emily Wood	City of Oxford	34.03	6/8/14	Sheffield
200 Breast	Emily Wood	City of Oxford	2.35.64	7/8/14	Sheffield
4 x 100 Free	City of Oxford (Ellie Millington , Olivia Webster , Alissa Clarke , Emily Nisbet)		4.08.57	4/8/14	Sheffield

Open

200 Free	Isobel Jones	City of Milton Keynes	2.04.61	5/8/14	Sheffield
50 Back	Charlotte Evans	City of Milton Keynes	30.39	9/8/14	Sheffield

Record Claims September 2014 Female Open cont'd.....

100 Back	Charlotte Evans	City of Milton Keynes	1.02.81	7/8/14	Sheffield
200 Back	Charlotte Evans	City of Milton Keynes	2.14.00	9/8/14	Sheffield
50 Breast	Jocelyn Ulyett	City of Milton Keynes	33.22	10/8/14	Sheffield
100 Breast	Jocelyn Ulyett	City of Milton Keynes	1.09.89	10/8/14	Sheffield
200 Breast	Jocelyn Ulyett	City of Milton Keynes	2.31.43	8/8/14	Sheffield
50 Fly	Jocelyn Ulyett	City of Milton Keynes	28.67	5/8/14	Sheffield
100 Fly	Jocelyn Ulyett	City of Milton Keynes	1.02.01	6/8/14	Sheffield
200 Fly	Caitlin Wheatley	Abingdon Vale	2.16.61	8/8/14	Sheffield

COUNTY SYNCHRO REPORT

September 2014

Since the last report work has continued on Squad training for Nationals later in the year.

Three Witney swimmers entered for their Skills Assessments - two were successful attaining Level 1.

Fourteen Witney swimmers entered the Birmingham novices Competition on 27th September – medals were achieved in the 8-10 years and 15-19 years figures and in the 13/14 and 15-17 years Duets. Details are shown below. For several swimmers it was their first competition and all swam well.

Henley Synchro entered the South East Regional Recreational Competition on 27th September with some successes –full details also shown below.

I have been asked and agreed to continue on the newly formed ASA Synchro management Group which replaces the previous ASA Synchro Technical Committee.

The next few months are very busy ones in the synchro calendar and will have more to report at the next meeting.

Mandy Fuller

Birmingham Novice Medal Winners –Witney

8-10 Figures Skill 0 – 3rd Emily Whitear, 2nd Katherine Stevenson

15-19 Figures Skill 1- 3rd Laurence Boag- Matthews

15-19 Figures Skill 2- 1st Laura Perry

13/14 Duet: 3rd Eloise Archer & Millie Perry

15-17 Duet: 2nd Hannah Lonsdale & Rebekah Mann

SE Regional Recreational Competition –Henley

12 & Under Combo -3rd

13/14 Combo -2nd

15-17 Combo -1st

OXON & N.BUCKS 'MASTERS' NEW RECORDS AS AT 30 SEPT 2014

SHORT COURSE RECORDS

BACKSTROKE

1	50	LADIES	70-74	BARBARA LEGG	Bicester	17-May-14	57.52	Yorkshire Open
2	50	MEN	40-44	NICHOLAS BRIDGE	City of Oxford	07-Sep-14	31.26	Barnet
3	100	MEN	40-44	NICHOLAS BRIDGE	City of Oxford	07-Sep-14	1:06.25	Barnet

FREESTYLE

4	200	LADIES	70-74	BARBARA LEGG	Bicester	17-May-14	3:49.55	Yorkshire Open
---	-----	--------	-------	--------------	----------	-----------	---------	----------------

INDIVIDUAL MEDLEY

5	400	MEN	50-54	ANDREW PRYCE	Bicester	12-Jul-14	6:43.98	Barnet
---	-----	-----	-------	--------------	----------	-----------	---------	--------

LONG COURSE RECORDS

BREASTSTROKE

6	100	LADIES	70-74	BARBARA LEGG	Bicester	26-Jul-14	2:04.65	Aldershot
---	-----	--------	-------	--------------	----------	-----------	---------	-----------

BACKSTROKE

7	50	LADIES	18-24	YOLANDA SPEARE	Witney	13-Jun-14	30.74	Swansea
8	100	LADIES	18-24	YOLANDA SPEARE	Witney	13-Jun-14	1:05.35	Swansea
9	200	LADIES	18-24	YOLANDA SPEARE	Witney	13-Jun-14	2:20.81	Swansea
10	100	MEN	18-24	JACK ROWLAND	Bicester	13-Jun-14	1:07.90	Swansea
11	200	MEN	18-24	JACK ROWLAND	Bicester	13-Jun-14	2:27.70	Swansea

BUTTERFLY

12	50	LADIES	18-24	NATASHA PIKE	C.M.K.	13-Jun-14	30.24	Swansea
13	50	LADIES	40-44	JEANNE PETIT	Maxwell	02-May-14	32.20	Dutch Open, Den Haag
14	100	LADIES	40-44	JEANNE PETIT	Maxwell	02-May-14	1:15.33	Dutch Open, Den Haag

FREESTYLE

15	100	LADIES	18-24	NATASHA PIKE	C.M.K.	13-Jun-14	1:03.45	Swansea
16	100	LADIES	70-74	BARBARA LEGG	Bicester	26-Jul-14	1:47.27	Aldershot
17	200	LADIES	70-74	BARBARA LEGG	Bicester	26-Jul-14	4:05.33	Aldershot
18	1500	LADIES	25-29	SARAH TURNER	Maxwell	13-Jun-14	19:41.38	Swansea
19	1500	LADIES	65-69	JULIE EVANS	Bicester	13-Jun-14	31:45.98	Swansea
20	50	MEN	18-24	JONATHAN QUAINTON	Bletchley	13-Jun-14	24.66	Swansea
21	50	MEN	50-54	ANDREW PRYCE	Bicester	13-Jun-14	30.35	Swansea
22	1500	MEN	18-24	JONATHAN QUAINTON	Bletchley	13-Jun-14	19:29.40	Swansea

INDIVIDUAL MEDLEY

23	200	LADIES	18-24	YOLANDA SPEARE	Witney	13-Jun-14	2:34.33	Swansea
24	400	MEN	45-49	MATTHEW GOMEZ	City of Oxford	13-Jun-14	5:44.34	Swansea

Oxon & North Bucks ASA

Officials' Secretary Report to the Executive 30th September 2014

In my first report to the Executive, I would like to record my thanks and appreciation to my predecessor, John Wilford. Some 25 years ago, when I started as a swimming official in the County, John was one of the recognised referees and over a quarter of a century, he has been to me a teacher, an examiner, a mentor and, above all, a friend. Isaac Newton used the phrase 'if I have seen further it is by standing on the shoulders of giants'. John was indeed a giant in the swimming community and I hope that we can take the development of officials further by standing on his shoulders.

My first step has been to document a longer term pattern of officials' training and I would thank my colleagues, in particular Anne Minihan, Ian Powell and Heater Patrick, for their contributions. The proposed pattern is as follows.

- J1 courses, with associated follow-up, organised locally (ie close clusters of clubs) on a responsive basis to demand, with support from a team of trainers – Anne Minihan, Christine Rennie and Gill Cadle.
- Two J2 courses per year for new candidates (one in the Spring and one in the Autumn) with follow up courses run centrally.
- One J2S course and follow up per year for new candidates (in the Autumn) run centrally.

The dates for the J2 and J2S courses are on the web site for 2014 and 2015. We have already seen interest and they are filling up. Two J1 courses are on the web site and more will be added over the next few months (once clarification on the County Championship dates is received). The first two courses will be located in Milton Keynes and in Abingdon.

I wish to stress that anyone interested in attending these courses should book a place via Anne Minihan as volunteer co-ordinator. Please do not just turn up on the day or evening hoping for a place. To ensure effective tuition, places are limited. Further, all candidates should be a member of a club and registered with the ASA.

The assessment of candidates has been confused in recent months and I am seeking to bring this into a more formal pattern. I have produced a set of notes for my fellow referees and these are attached for information. I am grateful for the co-operation of Anne Minihan, as volunteer co-ordinator, in managing this process. One feature I believe would assist the process is the identification of a mentor (or mentors) within each club to assist candidates in gaining experience and assisting in the completion of their workbooks. This would also assist me in liaising with clubs to support the development of their officials. Some clubs have officials' secretaries who might cover both roles. If clubs would care to get in touch, that would be very useful.

I conclude by congratulating two new J1s – Adrian Peake and Deb Smit - who have completed their formal assessment since my appointment. I also congratulate four new timekeepers – Matt Daly, Tanya Clegg, Bernie Childs and Ali Carroll.

Alun Evans
Officials' Secretary

Oxfordshire and North Bucks ASA

Notes to Referees on Assessing Candidates for J1, J2 and J2S Qualifications

Introduction

The purpose of this note is to ensure that all candidates follow a similar assessment pattern and that we can gain feedback to support them and future candidates. At present, many candidates are unsure of how the assessment process works and we need to be able to support them as they complete their mentoring.

The Process

- Prospective officials in the County should firstly register their interest with the County Volunteer Co-ordinator who will advise them of the process.
- They should attend a course approved by the County and start the completion of their workbook.
- They should complete a number of mentoring sessions at a variety of events to obtain as wide a range of experience as possible.
- They should attend a follow up course during this period of mentoring and gaining experience.
- As experience is gained and an appropriate level of expertise achieved, the various competencies may be signed off – this can be carried out by a referee or, in the case of J1, an approved official in the county (See notes for Guidance on Signing Off Competencies).
- When the candidate is ready for assessment, he/she should contact the Volunteer Co-ordinator and request an assessment. The Co-ordinator will ask for a copy of the relevant pages in the workbook to ensure an acceptable level of experience has been gained and the competencies signed off. The Co-ordinator will then liaise with one of the referees to arrange a suitable session for assessment. The Co-ordinator will send the relevant paperwork to the referee.
- The assessment session will include poolside duties and questioning by the referee. If possible, the assessor should involve a second referee (who is not known to the candidate) in observing poolside duties.
- After the assessment session, the referee should return the paperwork to the Co-ordinator indicating whether there is a recommendation for a pass or a fail. It is particularly important that the reason why the candidate has failed is noted in order that we may identify areas of weakness in our training and to suggest to the candidate where additional experience would be beneficial.
- It is suggested that the referee does not inform the candidate of the result at the time (for example, they might wish to consult the other referee or take a little time to consider whether their assessment is appropriate).

- The assessor should return the paperwork to the Co-ordinator who will review with the County Officials Secretary and inform the candidate and, in the case of a pass, the ASA of the result.

The Assessment

As experienced referees, we have all carried out assessments of prospective officials. Inevitably, there is an element of subjectivity in the process and we will all look back at our own experience when we were gaining qualifications. In some cases, we have to remember the process has changed! Candidates now are not required to sit a written examination (and quote the rules verbatim!) and they gain considerably more poolside experience prior to assessment. Ultimately, we must not try to recreate the previous systems under a different guise, but we must ensure the candidate is proficient and that in a competition, we can fully rely on their observations and judgements as competent officials. Given the level of mentoring and competency sign off required prior to assessment, the expectation is that the candidate has the required skills to pass. However, whilst this is true, we, as referees, are the ultimate gatekeepers and we should not be afraid to ask the candidate to gain more experience before further assessment and progression to the next stage. It is not a rubber stamping exercise.

It goes without saying, that when assessing officials try to put them at ease (it is not the Spanish Inquisition!). Try to ensure they have a range of duties during the gala that allows them to demonstrate the skills they have gained. This will require some forward planning and liaising with the event promoter. This is one reason for planning the assessment in advance, rather than the candidate just turning up and requesting the event referee assess them. If this occurs, politely decline. Not only should assessments be planned, but also it is not necessarily our role to spend time checking the range of experience and mentoring as a busy gala is about to start. This can be done in advance by the co-ordinator.

The assessment process involves two components

- Poolside observation
- Questioning by the referee

Ideally, the assessment should not occur at the candidate's own club/pool with swimmers known to the candidate. Clearly, one would wish to use an event, where the candidate has the opportunity to make valid observations and exercise judgement. However, despite the best of intentions, this does not always occur. This makes the process of questioning even more significant. It would not be helpful to provide a prescribed set of questions – they would become known and the process would be ineffective. As experienced referees, we should aim for a broad coverage with focus on areas not necessarily covered by the poolside observation.

Thank You

Finally to all referees and co-ordinators reading this. Thank you for your help, patience and support. It is appreciated.

Alun Evans
Officials Secretary
September 2014

(Review date July 2015)