

OXFORDSHIRE & NORTH BUCKINGHAMSHIRE ASA

President: Mr Peter Shaw

Executive Committee Meeting held at Bicester Leisure Centre on Tuesday 27th September 2016

Present: P.Shaw , I.Powell , M.Fuller , S-A Clavaud , S.Wrenn , W.Patrick , and reps from Aylesbury , Bicester City of Oxford , Newport Pagnell , Thame , Witney , Witney Synchro and 4Shires Swimming Clubs.

Also in attendance, Helen Mack (Regional Club Development Officer)

Apologies: H.Patrick , J.Murphy , C.Clavaud , K.Weetman , C.Jones.

17.0 Minutes of the Executive Meeting held on Tuesday 17th May 2016 were approved and signed.

18.0 Matters arising from Item 17:- None

19.0 Minutes of the Executive Meeting held on Tuesday 12th July 2016 were approved and signed.

20.0 Matters arising from Item 18:- None

21.0 Correspondence

1. ASA Annual Report and notice of the Annual Council Meeting (15th Oct) received.
2. Considerable correspondence with Fusion Leisure and ASA Facilities regarding the Pool Length Certificate and the need for The Leys Pool in Oxford to be re-measured asap to be granted a PLC by the ASA, to allow the The Leys Pool to be used for Level 2 Meets and specifically Galas 1 -3 of our Counties Programme on January 8th 2017. (see Swimming Sec's Report)..... The Pool was surveyed by the ASA on Sept 30th and a PLC has now been issued.

22.0 President's Report

Peter Shaw presented his Report which is attached (plus an addendum)

23.0 Treasurer's Report

Ian Powell presented his Report which is attached.

24.0 Disciplines

1. Swimming:- Ian Powell presented his Report which is attached.
2. Fixtures:- PS presented Jo Murphy's Report in her absence which is attached.
3. Records:- Peter Shaw presented 16 LC Claims which are attached.
4. Synchro:- Mandy Fuller presented her Report which is attached.
5. Masters:- No one in Post so no Report.
6. Disability:- PS presented Kim Weetman's Report in his absence which is attached.
7. Masters Records:- PS presented 29 Record Claims from David Hall which are attached.
8. Facilities: Simon Barber (Aylesbury) reported the very poor condition of certain items of Pool Equipment at Aqua Vale.
9. Officials:- PS presented Chris Jones's Report in his absence which is attached.

25.0 Funding Applications

1. Request from CMK on behalf of Faith Kimberley for balance of cost of Level 2 Coaching Course. Bursary of 66% of cost achieved from SER and balance of £204 from ONB agreed.
2. a) Request from 4Shires for the balance of Level 1 Coaching course for Rosie Cooper after SER Bursary of 50% achieved. Balance of £125 agreed.

b) Request from 4Shires for Land Training equipment at a cost of £298.97. Agreed.

26.0 ASA South East Region

Helen Mack presented her Report which is attached.

27.0 1. Wayne Patrick (Awards Trustee) requested that all Championship and Junior Championship Trophies , including Relays , be returned to , or BY , the next Executive Committee Meeting on Tuesday November 22nd.

CLEANED

If you want to make alternative arrangements to returning them to the Exec Cttee at Bicester on Nov 22nd you must contact Wayne or Karen Phillips in advance on:

Karen: Karen_phillips_geordie@hotmail.co.uk

Wayne: waynespatrick@gmail.com

2. Simon Barber (Aylesbury) reiterated the message regarding the concerns about the Open age change and mentioned that signs of demotivation amongst the 14/15/16 year swimmers had already been noted.
3. On the theme of failing equipment at Aqua Vale Simon Barber also reported that the Centre had no budget to repair them. He would report specifically on the items but was concerned that the Nov 22nd meeting would be too late to discuss , agree to contribute and get the repairs completed before the Counties. Therefore PS requested from the Executive for PS/IP to , if necessary , to authorise expenditure between meetings to enable repairs to be carried out. That was agreed.
4. Sandra Wrenn (Volunteer Co-Ordinator) led a discussion about the appropriate proportional allocation of volunteers from Clubs at the Counties. In conclusion IP to provide SW with the historical (from 2016) data of actual numbers of participants from every Club to enable SW to proportion as close to that percentage basis as is practically possible. It was strongly reiterated by both IP and PS that the volunteer co-ordinating role is an integral part of the Swimming Champs Sec's/Championships Promoter's functionality. The co-ordinating of the Officials for the Champs is part of the Officials Sec's domain.

Meeting closed at 8.31 pm.

NEXT MEETING:- Tuesday 22nd November 7pm Bicester Leisure Centre Creche

President's Report 27th September 2016

Normally this Report would be a catalogue of wonderful performances at the British Summer and ASA, SASA & WASA Summer Nationals by swimmers from ONB Clubs. They did occur this Summer, in fact, many more this year than in previous years. The improvement in the strength in depth of our Clubs over the past 5 years has been tremendous.

Unfortunately I feel that I have to comment on the latest farce perpetrated by our remunerated friends at the ASA.

Their decision to enforce the condition of the New Competition Structure 2014 whereby the 16 year individual age group disappears from County Championships with 15 years being the oldest individual age and all older swimmers competing at 16 & over is bad enough. To compound that by failing to inform the Counties themselves is adding insult to injury. If Ian hadn't had other issues delaying his submission of the License Applications for the 2017 Counties we would only have found out about the imposition of the age change by the License Applications being rejected.

The ASA have considerable form in this over the years. The New Competition Structure was launched in October 2014 with a request to introduce as many of the changes as possible for the Jan/Feb 2015 Champs. Surely the ASA, who were once heavily involved in and interested in the grass roots of the sport, understand the timescales involved in planning a competition? That paper, I understand, could have been launched months earlier and allowed a far more comfortable transition.

With regards to the current imposition and lack of explanation the ASA are investigating why and how it has happened that this critical information relating to the 16 yr age group was not passed on to the relevant bodies. Apparently, we have subsequently discovered, it was discussed with certain coaches at the Summer Champs in Sheffield. When the ASA got feedback from the Regional Licensing Boards that maybe the information was not getting through to the Counties the ASA in mid-August sent out a clarification to the "confused" Counties. I had already queried why it was being imposed after 2 years of it not being an issue but received no answer from the ASA.

Even that didn't get through to all the Counties as yesterday, 26th September, the South East Region sent out the information to the Counties explaining that they were aware that some Counties had not heard about this.

So, after 3 re-writes of the Promoters Conditions, restructuring the Championship Schedule, Meet Best Times, moving to 15 & under for Junior Champs and then BACK to 16 & under, and many emails to HyTek Ian has produced a final version that he will be announcing in his report this evening.

Unfortunately the age change has to be accepted, at this stage, because Licenses will not be granted by an extremely unsympathetic Licensing Board if we don't.

Nobody seems to be able to answer the question of why the loss of the 16 year age group at County Champ level is necessary. It is being retained at Regional Champ level but not at County. Why?

We can only hope that the negative affect on the retention of the 15/16/17 year swimmers is minimal. If it is, it will be down to your efforts and certainly not with any thanks to the ASA.

Peter Shaw

27th September 2016

** Please note Addendum overleaf.

Addendum to President's Report 9th October 2016

I had a 50 minute telecom last week with Grant Robbins , Head of England Talent Programmes , last week regarding the 16 year old retention issue and the eternal question of poor communication from the ASA. He appears to be concerned with the issue , but with all BS and ASA bigwigs , he appears to be slightly detached from the reality of the grass roots of the sport. Worryingly he sees this as only a 16 year old issue and didn't initially seem to appreciate that e.g. a 14 year old , who may have been a finalist at 2016 Counties last February , who will be swimming as a 14 year old (age on day) in early December 2016 , and who is not 15 until late December this year , will be , 1 month later , in January 2017 swimming in the Open age group and may not see the point of continuing.

He says that he understands that Counties start planning for the following year's event in the Spring and that, yes, with hindsight, he should have announced the imposition of the change earlier in the year and, yes, it wasn't actually announced! I think he left it to the Licensing Boards to disseminate and, based on the attitude of a certain member of the SER Board that I and others have encountered regarding this matter, that may explain why we weren't told. It wasn't until John Hidle , ASA head of Licensing sent out the negotiated compromises via the Regional Management Board , on August 9th saying " it's the best we can get out of the Talent organisation " , that anything had been received from the governing body , albeit indirectly.

He appreciates that there may be a problem with retention and they've agreed that there will be a review in September 2017. I pointed out that any changes emanating from that review, assuming that they get announced! , will be much too late to affect the 2018 Counties and therefore nothing can change until the 2019 event. In 3 years we could lose, and certainly demotivate , a lot of swimmers.

His only defence regarding the inability of the ASA to inform the Counties is that the ASA are in a mess with them having 4 or 5 databases of contacts. When 20 years ago , the ASA was in Harold Fern House and run by a man , 5 women and a dog , that was a legitimate comment. With 250+ employees (yes , what do they all do ?) , Annual Returns provided by all Clubs and Counties, and a Regional Administrator (in our case Bryony Gibbs who covers the South East and South West and is extremely competent) to disseminate information to the Counties , his excuse , I respectfully suggested , was complete rubbish.

The original Pathway Implementation (Competitive Swim Structure , published in October 2014) document was written by Tim Jones , Head of Performance Pathway at British Swimming , so it is a classic , in my opinion , "top down" consideration , which is not a surprise. They would have said , "oh lets have 16 year olds at Regions and , ok , what does that leave , oh yes the Counties , what's after 16 , ok , 15 years are the oldest individual age at Counties. That's neat, we'll go with that"

Cynical , maybe , but did they consider the consequences? Could they have made it optional , to fit the profile of each County , as it considers appropriate?

I am attending the County Conference on October 19th in Derby** , which Mr Robbins will be chairing. It will be interesting to gauge the views of the other County reps. Amanda Booth , as our SER Coach Rep is accompanying me. I will report back to the November Executive meeting.

** Mr Robbins also acknowledged that October is not the best time to hold a " County " conference and , yes , late March /early April would be better , whilst County Champs are very fresh in the mind and before organisers have completed the planning of the following year's event.

Treasurers Report

27-09-2016

Between 17/05/2016 and
27/09/2016

<u>Income Categories</u>	Total
Income - Unassigned	£4.35
Total Income Categories	£4.35

<u>Expense Categories</u>	Total
County Gala's	
Trophies	£141.30
Funding Athlete Development	£1,958.28
Room Hire	£38.00
Room Hire - Officials Courses	£410.50
Miscellaneous	£24.00
Sports Gear Purchases	£1,434.37
Audit Fee-Gift	£50.00
Insurance	£386.00
Total Expense Categories	£4,442.45

Grand Total = -£4,438.10

Exec Net Worth
As of 27/09/2016

<u>Bank and Cash Accounts</u>	Total
Cash - Competition A/C	£122.50
Cash - General A/C	£0.00
Competition Account	£2,381.37
Creditors Account	-£3,040.56
Debtors Account	£0.00
General Account	£1,673.41
High Interest Business Account	£39,121.96

Net Worth = £40,258.68

Ian Powell
Treasurer, Oxon & North Bucks ASA

Swimming Secretary Report 27/09/2016

I had hoped to have applied for the licenses for the County Championships by now and circulated the information to the clubs, but we have had a few technical details which needed resolving before I can apply to the region for the licenses.

First off we still intend to host the 1500m/800m & Boys Age group relays at the Leys pool oxford. We have tested the equipment and we successfully interfaced to the sports system timing console so all was good on that front. Unfortunately, the pool length certificate was not sent to the ASA for inclusion onto the list of measured pools. We contacted Dennis Freeman-Wright (Senior Facilities Officer at the ASA) regarding this and he inform us that they do not accept pool measurements from a surveyor who may have any association with the constructor as it has to be done by an ASA appointed surveyor. The Leys Pool is being measured on the 30th of September and we await the outcome of this before sending off for the licenses, as we remain committed to hosting the 1500m/800m and the relays at the Leys pool as it is a significantly better pool. For information it is a requirement for license level 2 and above meets for the pool to have been measured and listed on the ASA website.

Some of you may be aware that the license requirements for County Championship competitions gives the upper age group of 16 & over (this was a desirable condition at first but is now mandatory). Apparently I was e mailed by the ASA advising me of this but I cannot find any record and it was only brought to my attention by an e mail from Kent speed swimming manager (end of July) highlighting the negative effect that this will have, but in usual ASA way as it doesn't really affect them they are not bothered.

We are well aware that this will have a detrimental effect on the retention of 16 year olds in speed swimming having to compete with open swimmers for places in a final with potentially only 1 or two 16 year olds getting in to finals. Peter and myself have been working hard on solutions to address this and comply with the license requirements as the regional licensing panel are hot on this topic and will not let anything through that does not comply. So with that in mind the Promoters Conditions have been amended:

1. Junior Championships (incl Relays) will remain 16 years and under as at 31/12 in year of competition
2. Junior Records to remain 16 years and under as at 31/12 in year of competition.
3. The 16 & Over Age group will consist of an A & B Final.
 - a. Open championship awards will be made to those placed 1st, 2nd and 3rd from the 16 & Over A final and the 15 and under age group finals in 50m & 100m events.
 - b. Junior championship awards will be made to those placed 1st, 2nd and 3rd from the 16 & Over A or B final and the 15 and under age group finals in 50m & 100m.

We believe that this is the best solution to keep the 16 year olds engaged in the sport. This latest change by the ASA has stirred up a lot of discontent and we can only wait and see what they dream up to sort it out.

Ian Powell

Swimming Secretary
Oxon & North Bucks County ASA

Fixtures Report, September 27th 2016

1. Development Days Stoke Mandeville Sept/Oct 2016:

The 1st of these took place Sept 18th.

27 swimmers took part in the pool and land sessions (3 ill/injured, 1 no show) and 28 adults attended the talk by Karen Howells.

Karen gave twice as much time as was booked for, clearly demonstrating her complete enthusiasm for the topic and parents stayed to ask more specific questions with her. A series of slides has been provided and distributed to the ONB coaches. The main points to come out of the sessions, ie the talks and the land work were:

1. Process not Pbs/outcomes were important, for swimmers to a) enjoy what they do and always have control on progress and b) remain in the sport for its intrinsic value NOT judging success by only the outcome.
2. The land contained 3 or 4 main ways to activate as many muscle groups with 1 exercise rather than isolating, uneven exercise working a single muscle group. These were presented as a prep for pre training and racing.

These messages were supported and ably reinforced by Amanda Ford (HC of AVSC + Sports Trainer) plus Joseph Bradshaw, trainee coach.

	SWIMMERS	PARENTS
10.45am	Peter Harrison Suite Welcome/House matters Jo Murphy/Kyle	
11am	Pre Pool warm up	11-12noon Talk *
11.30-1pm	Pool session	
1.15PM 2.15pm	Lunch	
2.15-3.15pm	Talk/ Coaches	
3.30-5PM	Pool session	
5.15pm	Closing words/Head Coach	ALL

The October 9th Dev Day will now be led by Amanda Booth. Kyle has been selected for the Phase 1 England Talent Camp which is on the same day. Craig Oliver, our County Coach had been approached but was unable to attend. Kyle has had 4 support coaches come forward for the 2nd day.

2. Inter Counties October 22/23rd 2016

The team, this year 26 swimmers, has been selected and Captains have been selected as per the criteria.

The staff are, Ali Powell, Andy Willis, Emily Solloway, who make up the Team Managers and Craig Oliver is County Coach. Thanks to them for stepping into absent staff shoes, because of camps (myself/Ali/Chantal)

As mentioned in a previous report, the change from the usual date for this year's Inter Counties has clashed with ½ term and it turns out that 4 ONB clubs have camps booked, COSC, Witney, Thame, DBSC. 12 swimmers who would have been 1st selected were unavailable + 1 swimmer who no longer swims. Most of these swims have little in terms of time difference, but 1 or 2 swims have had significant impact. There was a significant drop in the use of Long course converted times being used. 2015 used 31 conversions, 2016, 10 were used.

The team list has been submitted to the ASA. The judges this year are, Maria Cooper Web and Stephen Wynne-Jones.

ONB sit in Division 1 placed 7th. I feel we are strong enough to maintain a good position in that Division. There may well be an impact on swims with other clubs in our Division for the same reason as ours.

Division One	Division Two
1. Lancashire	1. Scotland West
2. Yorkshire	2. Devon
3. Somerset	3. Dorset
4. Northumberland & Durham	4. Worcestershire
5. Middlesex	5. Lincolnshire
6. Kent	6. Warwickshire
7. Oxon & North Buckinghamshire	7. Cambridgeshire
8. Hertfordshire	8. Cumbria
9. Cheshire	9. Staffordshire
10. Scotland East	10. Shropshire
11. Surrey	11. Northamptonshire
12. Leicestershire	12. Sussex
13. Berkshire & South Buckinghamshire	13. Wiltshire
14. Derbyshire	14. Norfolk
15. Hampshire	15. Cornwall
16. Suffolk	16. Gloucestershire
17. Swim Wales West	17. Bedfordshire
18. Swim Wales East	18. Scotland Midland
19. Essex	19. Scotland North
20. Nottinghamshire	

Jo Murphy
Fixtures Secretary
ONB

RECORD CLAIMS 27th SEPTEMBER 2016

All Long Course

All at Sheffield

Male

Junior

400 Free	Max Murphy	City of Milton Keynes	3.58.00	26/07/16
200 Breast	Callum Smart	City of Oxford	2.19.72	29/07/16
4 x 100 Free		City of Oxford	3.41.59	30/07/16
	(Ewan Springett , Daniel Jenkins , Luke Wilby , Lewis Gilchrist)			
4 x 100 Medley		City of Oxford	4.01.48	31/07/16
	(Lewis Gilchrist , Callum Smart , Connor Bryan , Daniel Jenkins)			

Open

200 Free	Tom Flaherty	City of Milton Keynes	1.51.83	01/08/16
1500 Free	Kieran Bird	Bicester Blue Fins	16.08.20	28/07/16
200 Breast	David Murphy	City of Oxford	2.15.13	29/07/16
4 x 100 Free		City of Milton Keynes	3.3434	30/07/16
	(Oliver Lines , Ryan Anscomb , Tom Flaherty , Owen Drabwell)			

Female

Open

50 Free	Ellie Millington	City of Oxford	26.72	02/08/16
100 Free	Ellie Millington	City of Oxford	57.73	30/07/16
200 Free	Isobel Jones	City of Milton Keynes	2.03.22	01/08/16
400 Free	Isobel Jones	City of Milton Keynes	4.21.59	30/07/16
800 Free	Isobel Jones	City of Milton Keynes	9.02.28	27/07/16
4 x 100 Free		City of Oxford	3.55.11	30/07/16
	(Ellie Millington , Eleanor McNally , Emily Nisbet , Shannon Motha)			
4 x 200 Free		City of Oxford	8.41.44	28/07/16
	(Eleanor McNally , Ellie Millington , Shannon Motha , Emily Nisbet)			
4 x 100 Medley		City of Oxford	4.20.02	31/07/16
	(Eleanor McNally , Emily Wood , Kate Mills , Ellie Millington)			

County Synchro Report

September 2016

After a break from competition over the summer period Squads from Henley & Witney attended the South East Region Recreational Routine Competition on Saturday 24th September in Crawley.

I am unable to give you a full results break down at this point as they are still being verified – as far as Witney Synchro are concerned , they are

12& under Combo Team: 2nd

13/14 Combo Team: 1st

15-17 combo Team: 2nd

I will update my report as results arrive.

The next Competitive outing is the S.E, SW, and London Multiregional Age Group Championships in Gloucester in October.

Swimmers are currently working on attaining their Skill level grades for qualification for Nationals in December. There are only a couple of dates left this year to attain these qualifications.

There will be more to report in November -apologies for the brief report this month.

Officials Report for County Meeting 27th Sept. 2016

Background

The following have been identified as issues and areas where performance or delivery of services could be improved;

- Numbers of Tutors
- Overall Elapsed Timescale of Courses
- Waiting time for Assessments
- Inability to identify officials in training
- Dress Code
- Availability of Courses
- Integra Records and Management Systems

Numbers of Tutors

The retirement of Alun Evans and the notice given by Ian makes succession planning for tutors a priority. The use of the 6 newly qualified Referees has been accelerated to provide an overall gain in the number of available tutors.

Fortunately the six are fairly well spread geographically which enables a change in how courses are delivered and will help in resolving other issues in areas already identified and detailed below.

Overall Elapsed Timescale of Courses

Because all of our course stages have been rigidly structured throughout the year the County has lost the ability to be flexible enough to react to the candidates' needs and resolve issues where candidates can't make specific course part or stage dates. This leads to protracted elapsed timescales for training, impacts upon the candidates level of enthusiasm and can ultimately lead to candidates dropping out part way through courses and being lost to the County and sport.

By restructuring the delivery method of the initial J1 and J2 courses and changing around the course availability from being schedule driven to a needs driven vehicle the overall timescales can be reduced, costs can be reduced by piggy backing course delivery with swimming events and utilising the geographical spread of tutors to increase flexibility.

I have written to all clubs, informing them of the changes and encouraging them to hold courses locally and wherever possible without training room costs.

Waiting time for Assessments

I have asked the tutors to be the owners or managers of the candidates that they train and live in their home areas. This will help us identify when assessments are needed or when candidates need encouragement to complete various stages of training or perhaps require additional mentoring to achieve competencies. By reducing the admin elements of assessment and making the process tutor driven we have already reduced training timescales and have increased the numbers of licensed qualified officials.

Inability to identify officials in training

Until now it has been very difficult to identify the numbers of officials currently in training or to identify at what stage they are within the training process. I believe that both of these elements are part of the Region's KPIs that they provide to Mark Davies, monthly.

Introducing the philosophy of ownership of candidates by tutors should make this information easy to collect and collate.

Dress Code

The dress code of officials and the predilection for wearing shorts or inappropriate or unsafe footwear is a growing problem throughout GB.

The Clubs have been informed that the tutors will be stressing the dress code during courses and that officials will only be assessed if they are wearing appropriate items of clothing.

Availability of Courses

The schedule of courses organised and funded by the County and published on the web site remain and are managed by Sandra Wrenn. This schedule is now augmented by what could be described as pop up courses. Organised by the tutors in conjunction with a club or clubs but held during swimming events in rooms they already pay for as part of their event and where the tutors travelling costs are covered by the event.

The tutors will liaise with both myself and Sandra to ensure that the appropriate procedures are followed and course fees levied and accounted for. In some cases larger clubs are inviting their feeder clubs to participate more in club championship type events and shared training initiatives.

The net result is that the numbers of available courses has increased without increasing the corresponding admin workload for Sandra.

Integra Records and Management Systems

Up until now the Counties recording and management systems for officials have been utilising a single very large multiple tabbed spreadsheet. It has become increasingly apparent that whilst being unwieldy to navigate, operate and maintain, the records contained within it are not accurate or complete. The system is difficult to update and time consuming to generate reports from.

Effort has been expended to replace the spreadsheet with something more appropriate and easier to operate. The data conversion has been done and the record content now tested relative to the County records held within Integra.

Chris Jones
County Officials Secretary