



Annual Report 2018/19

April 2018 to March 2019

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Introduction from the Chairman

Over the past year, the Management Board, supported by its staff and committees, has continued to steer the organisation to best meet the needs of its clubs and members. We have again sought to prioritise our resources, both in terms of capacity and budget, on providing support to clubs, running high quality regional competitions and developing our athletes, coaches and volunteers across all aquatic disciplines.

The Management Board, which includes elected members and representatives of our six counties, decides policies, approves the annual budget and plans, and oversees the implementation of plans and strategies against these. We have consolidated our development plans to provide the best opportunities for our coaches, athletes and volunteers to reach their potential within the sport. The past year has been both busy and rewarding, with many successes from all disciplines.

Stewart Murray, President for 2017/18, had a great year representing East Region at a range of county, regional and national events and reported that he very much enjoyed learning more about all disciplines. At the ACM in September, the presidential chain of office passed to Chris Vinter who, together with his wife Alison, has also been very busy travelling around the region meeting volunteers and athletes from all our sports, congratulating them on their successes.

We are very fortunate to have a small but dedicated and hard-working team of paid staff who ensure that Swim England East Region is an efficient and effective organisation that is focussed on the needs of its clubs and members. Our Regional Development Manager, Leanne Brace, went on maternity leave just before last year's ACM, and despite my concerns, I am pleased to report that the remaining staff did a fantastic job, keeping the region moving forward in Leanne's absence.

I thank our staff for their hard work over the past year and also pay tribute to the many volunteers who support aquatics in the region at a regional, county and club level. It is wonderful to know that there is a small army of volunteers who give their time and expertise so willingly for the benefit of swimming in East Region. We simply couldn't do it without you, so many thanks to everyone involved.

Joan Wheeler,
Chairman
May 2019

Finance Report

The figures below are our current view of what we will be submitting to the Independent Examiner. The full set of accounts will be published separately once they have been seen by the Independent Examiner.

	2018/19	2017/18
Income	323,298.31	301,467.82
Expenditure	352,383.50	314,921.48
Surplus (Deficit)	(£29,085.19)	(£13,453.66)

Fixed Assets	10,279.31	10,125.84
Current Assets	361,330.26	390,475.98
Current Liabilities	903.50	830.63
Total Assets	370,706.07	399,771.19

Keith Belton
Finance Manager

Membership

The number of East Region Category 1 members has very slightly declined, in line with the national picture, which has seen a gradual fall in Category 1 Swim England membership over the last 10 years.

Category 2 membership continues to increase, widening the region's talent pool. The number of competitive swimmers within our clubs has grown by over 2000 in the past 8 years, and the region has been widening the support mechanisms in place to cater for this increase.

Category 3 membership numbers have also increased, showing more volunteer support within our clubs, year upon year. It is important to the region that these volunteers feel supported, and have access to appropriate resources to carry out their roles effectively.

	March 2018	March 2019
Category One	7627	7470
Category Two	9311	9547
Category Three	4743	4999

Club Development

The region has continued to support its club workforce with workshop delivery this year, and has continued to increase the number of opportunities available. The region has been working closely with clubs to ensure that we offer the right workshops throughout the year, where and when they are needed, to best suit the needs of our members.

Workshop	Number of Workshops 2018-19	Delivered Last Year
Team Manager Module 1	15 (178 learners)	15 workshops
Team Manager Module 2	6 (43 learners)	6 workshops
Team Manager Combined (new pilot)	1 (19 learners)	0 workshops
Time to Listen	2 (16 learners)	3 workshops
Safeguarding & Protecting Children	29 (453 learners)	26 workshops

‘Time to Listen’ workshops, a bespoke course designed for Welfare Officers, continue to be delivered as part of County or Regional Development Days. There is a high demand for Safeguarding and Protecting Children Workshops as all those in our clubs that hold a DBS check must undertake this workshop every three years. By working with the clubs and counties, the region continues meet the demand across the region.

This year, the region piloted for Swim England, a combined Team Manager Module 1 and 2 workshop. Feedback from our attendees is informing an ongoing a review.

Other areas of development include:

- Eight Assistant Coaching courses have been delivered through the Club Offer initiative, meaning that learners can access the courses at a heavily reduced rate, at a venue close to them. These courses are across all disciplines (three Diving, three Swimming, one Synchronised Swimming and one Water Polo)
- Four Full Coaching Courses delivered during the year via the Club Offer initiative (two Swimming, one Diving and one Open Water).
- 71 Health Checks were completed for SwimMark.
- Four new SwimMark clubs have been accredited, taking the number of East Region SwimMark accredited clubs to 73 as at March 2019.

Disability Swimming

Governance

The Disability Committee worked hard to support athletes in the region by running the annual Para-Swimming championships, as well as supporting regional athlete training opportunities.

Development

During the year, the region increased the number of Para-Swimming training sessions it ran from two to four. Two of these were in new locations in the region, Flitwick and Newmarket, making the sessions easier to access, as well as providing more support for the region's swimmers. The training days also provided a great opportunity for coaches to attend and learn more about Para-Swimming.

Jessica-Jane Applegate (Co Norwich) and Louise Fiddes (Hatfield) were both included in the British Swimming World Class Podium selection, with Jordan Catchpole (Co Norwich), Grace Harvey (Hoddesdon) and Danielle Hartin (Basildon & Phoenix) gaining selection for the British Swimming Podium Potential group. Roan Brennan (Basildon & Phoenix) and Ellie Challis (Colchester Phoenix) were also on the list of athletes selected for the British Swimming Para-Swimming Academy Squad (PSAS).

Competition

The Regional Para Swimming Championships, held last year in March, were rescheduled to take place in June 2018, to fit in with the revised timing for the British Para-Swimming International Meet. An officials' CPD has been planned as part of the event, to assist officials to develop their knowledge of officiating at events that include para swimmers.

Outstanding Performances

All four Para-Swimmers from the East Region selected to represent Great Britain at the European Para-Swimming Championships in Dublin during August 2018 came away with medals.

Jessica-Jane Applegate (Co Norwich) achieved a new world record in the S14 100m Butterfly and also claimed a second gold (S14 100m Back) and one silver medal (S14 200m Free). Louise Fiddes (Hatfield) won one gold (SB14 100m Breaststroke) and two bronze medals (S14 200m Free and S14 100m Butterfly), with Jordan Catchpole (Co Norwich) coming away with two silver medals (S14 100m Back and S14 200m Free), and Grace Harvey (Hoddesdon) winning a bronze medal (S6 100m Back).



Above: Jessica-Jane Applegate (centre) and Louise Fiddes (right) at the European Para-Swimming Championships.

Diving

Governance

The committee welcomed a new Diving Manager, Ian Macleod, who returned to the role for a second time. The structure of the Diving Committee was also reviewed to allow more specialists from the region to input into regional diving planning.

Development

Athletes and Coaches

The region ran three athlete camps in June 2018, September 2018 and January 2019, which alternated between Luton and Southend. A new selection criteria was implemented with the creation of Team A and Team B. Twenty six athletes were selected for Team A for September 2018 and a further twenty nine athletes invited to

a Team B camp in January 2019. Both teams will be invited to attend a camp in June 2019 before a new selection takes place for both teams.

The camps also aimed to provide a coach development opportunity for all levels of coaches within the region. Coaches also had the opportunity to attend a Diving Coaching Conference in Southend in April 2018, led by British Diving National Performance Director, Alexei Evangulov.



Above: Divers helping to demonstrate during the Regional Diving Coaching Conference.

Officials

A diving officials' development day took place in February 2019 which provided opportunities for both judges and recorders to receive training. The day culminated in a competition simulation, to allow those attending both courses to put what they had learnt into action. Three officials also attended the National Skills Finals in July 2018 as part of their judging development.

Competition

The region ran its annual competition programme with Age Groups (April 2018), Club Championships (October 2018) and Skills (March 2019) taking place at Southend. The Diving Skills Competition, rescheduled from March 2018 due to an issue with the venue, took place during the in June.

Masters Swimming

Governance

Engagement with the Masters community has continued to improve with over 250 of the region's Masters swimmers now kept up to date with Masters news, via the quarterly Masters newsletter.

Development

The regional results were extrapolated from the National Decathlon Competition for the second year, with the top three from the region in each category (men's, women's and team) receiving a regional award. This initiative aimed to encourage more Masters swimmers to become involved in the Decathlon competition and to enter a wider range of events at meets.

Competition

The annual Masters Championships were held on 30th September 2018 in Newmarket. The swimmers recorded some great results with multiple personal bests achieved.

The Masters Committee decided to try moving the Inter County Competition around the region instead of using Newmarket for all competitions. The 2018 event was held on 17th November, in Basildon, and saw five counties enter a team, one up from 2017. Essex won the event on 246 points, followed by Norfolk, Bedfordshire, Suffolk and Hertfordshire.

Open Water Swimming

Governance

The main focus of the Open Water Committee is to deliver the Regional Open Water Championships, a hugely successful but complex event to organise and run.

Development

Swimmers

A two day development camp was run for swimmers in June 2018 in Hertfordshire. Swimmers were selected and invited to attend the camp, based on having qualified for the National Open Water Championships in 2016 in the 12-16 age groups. For the first time this year, additional swimmers were also invited to join those selected for the two-day camp, for an open water race simulation. This allowed more swimmers to benefit from the camp.

Five East Region athletes were also selected to attend the Great East Swim, to provide them with an additional open water competition opportunity.

Officials

An Open Water Judge Level 1 course ran on the first day of the athlete development camp, with those attending invited to return for day two of the camp where they could put what they had learnt into practice during the race simulation at the end of the camp.

Competition

The annual Regional Open Water Championships took place at Whitlingham Country Park, Norfolk, and as usual, had the largest entry numbers for any regional event in the country. The event was a great success with swimmers from throughout the region, plus guests from other regions competing.

A change in the distances available to swimmers was introduced to bring them in line with those offered at the National Open Water Championships. Age groups were also altered to ensure swimmers were competing against others of a similar age over all distances.

Swimming

Governance

The Swimming Committee meets throughout the year to plan and review regional swimming events and development, including the Regional Championships and the Inter-county Competition.

The Regional Licensing Officer granted licences to enable 454 licenced competitions to take place throughout the region across the year, and together with the Licensing Panel monitored post competition reports to ensure compliance with Swim England Licensed Meets requirements.

Development

In April 2018, the region hosted the World Class Development Day, which was its biggest swimming development event to date. The event, held in Hatfield, was attended by 50 coaches, together with a group of performance athletes and their parents. Building on the region's parental engagement, parent talks were given at the age group and youth regionals, and were well attended.

In June, the region took 25 athletes to Scotland for an international camp, competing at the Scottish Open. Dave Champion (Team Ipswich) led the East Region team to Scottish meet, which included a number of international teams and Olympic swimmers.



Above: The selected squad for the international meet 2018 at the Scottish Open.

Following the summer break, the development continued with Ben Negus (City of Peterborough) leading a 'set discussions workshop', attended by 20 coaches.

The region had three regional camps for 12 year olds, held in Peterborough, Basildon and Ipswich. These were well attended, and supported by staff from clubs across the region, with one of the camps also hosting a nutrition and land training education session for 25 coaches.

In November we held our first performance seminar. The guest speaker from 'Supporting Champions' delivered a talk about performance athletes, based on her experience with both the Australian and Swiss Olympic Swimming Teams. Around 200 people attended this seminar, which was held in Chelmsford.

In February half term, the region ran the first pilot of 2019, for a selected a group of athletes who had just missed out on selection for the summer nationals in 2018. With the aim of increasing their chances of qualification for 2019, these athletes were invited to a one day camp with pool and land based work, together with a presentation for their parents. The pilot was a huge success and will be increased to two camps in the 2019/20 season.

To round off the reporting year, a Regional Coaches Conference, led by Swim England but facilitated by the region, was held centrally in the region. Following a surge in coach engagement, the region had to cap bookings at 56 coaches due to the facility restrictions, but will be looking at bigger premises for 2020.

As the region continues to increase the range and scope of development opportunities it provides, and expands on engagement with clubs, coaches, athletes and parents, it was felt an umbrella for our swimming development would ensure clarity of direction. The region has therefore launched 'Project 2028' which will draw upon the collective engagement across the pathways, to take the region on a continually improving journey over the next decade.

Competition

Weekend 1 of the Regional Championships took place at Norwich from the 5th to 7th May, for swimmers aged 15 years and over. Weekend 2 took place at Luton over the weekend 25th to 27th May, for swimmers 14 years and under. The Don Neate Memorial Trophy for top age group swimmer was awarded to Sophie Freeman (Colchester SC) and the Warwick Thompson Trophy for Overall Top Club was awarded to Hatfield SC. 2018 was the first year that the Reverse Distance Meet (female 1500m and male 800m events) was introduced and this took place at Basildon on 19th May. Many East Region swimmers gained times at the Regional Championships that enabled them to qualify for the British and Summer National Championships.

In Norwich on the 8th July, the East Swimming Inter County Team Competition took place. Swim England Hertfordshire were the winning county, closely followed by Cambridgeshire.

The East Region Winter Short Course Champs took place over 2nd to 4th November at Luton. There were many great swims from the East Region athletes, with City of Peterborough SC taking the top club place.

The region had its largest contingent yet at the national championships, with 17% more clubs (compared to 2017) and 5% more total number of qualifiers heading to British Nationals.

The European Junior Championships in Helsinki 2018, saw some great swims from Harry Constantine (Hatfield SC), and Luke Turley (Hatfield SC) as part of the bronze medal winning relay for the 4 x 200m Freestyle. Harry and Luke were also part of the Swim England Performance Squad this year, congratulations to them both.



Above: The GB 4 x 200m Freestyle team winning bronze.

Swimming Officials Group

Governance

The Swimming Officials Group continues to work very effectively, delivering their objectives within the 4 year development plan. Through the Swimming Officials Group, the region works closely with the County Representatives to ensure that there is a high quality of Swimming Officials' education throughout the region and that the natural turnover in officials is matched by a supply of new, well trained, volunteers.

It is vital that we continue to encourage more people to become licensed officials, as without the help of these volunteers, the region and its clubs, would not be able to deliver swimming licensed meets that comply with the Swim England requirements.

We record our thanks to all those officials who take on the additional responsibility to train these volunteers.

Development

The region organises a very successful referee training programme, enabling trainee referees from throughout the region to come together to cover theory and race results. During the year one referee candidate from SE East Region has become a qualified referee.

Competitions

During the reporting period, SE East Region Officials have volunteered to help at the seven Regional Swimming events, including our Masters events and Para Swimming Championships. Our volunteers have enabled the region to run high quality competitions for our swimmers.

In addition, many of the officials from SE East Region give their time freely to volunteer at British Swimming and Swim England national competitions, and a few are also selected to officiate at international mainstream and para competitions. It is always pleasing to see so many officials from the region at these events, and is reassuring for swimmers and coaches to see familiar faces.

Technical Officials Training 2018/19

	Applications Received		Qualified during the year	
	2017/18	2018/19	2017/18	2018/19
Timekeeper	391	384	345	366
Judge Level 1	355	300	109	113
Judge Level 2	67	67	39	53
Judge Level 2s	25	34	31	25

SE East Region recognises that competitive swimming could not happen without the time and dedication of its Technical Officials, many of whom give huge amounts of time to help the region and its clubs run their swimming meets. Thank you to everyone for all you have done over the past year.

Synchronised Swimming

Governance

Synchronised swimming within the region has continued to adapt to changes to the national structure of the sport, working to ensure all changes are implemented smoothly for all eleven synchro clubs in the region.

Development

Swimmers

Following on from the first grading days the previous year, a timetable of three annual grading days was established for synchro swimmers in the region. The grading days are also attended by swimmers outside of the region and are very popular.

A 12&U development day ran in April 2018, and two development days were held aimed at helping age group swimmers and those with figure grade 3 and above in September 2018 and January 2019. Trials were also held in March 2019 for a new synchro development squad which would start over the 2019/20 financial year. The squad will aim to help swimmers in the 12&U and 13-15 age groups qualify for the Synchro National Age Group Competition.

Officials

Following on from the three Level 1 Judge courses which ran during the previous year to bring officials on to the new national synchro officials' pathway, a further Level 1 course ran in September 2018 and a Level 2 course was held in November 2018. Two officials from the regional also went to the West Midlands to complete their Level 2 judge qualification in June 2018 and help with regional grading days where judges of certain levels are required.

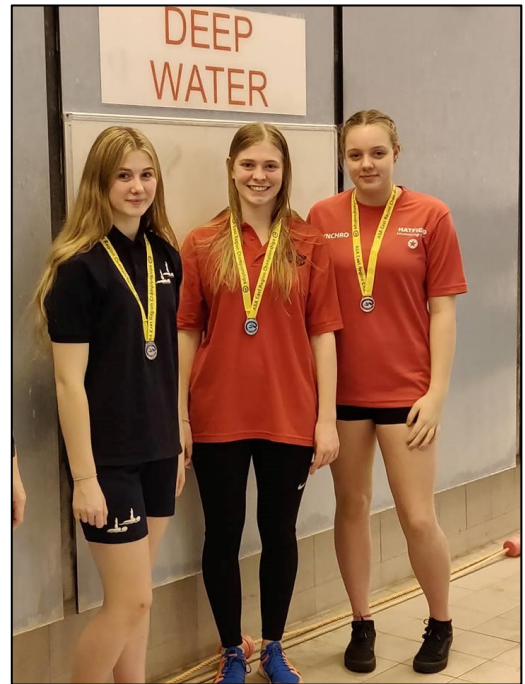
Coaches

Coaches from five clubs in the region attended the National Synchro Conference in December held in Loughborough. The athlete development camps also afforded development opportunities for coaches of all levels.

Competition

The region ran an extra competition in February 2019 as part of the transition to bring all regional competitions in line with the new national competition season. The season will run from January to July every year and therefore 2018 was the last year a regional competition will be held in October.

The format of competitions was also updated to ensure opportunities for all levels of swimmers for figures, plus solos, duets and combination teams. Masters figures and routine events were also included at each competition to make Masters more visible to the next generation.



Above: 15-18 Age Group Figures medallists, February 2019

Water Polo

Governance

The regional water polo committee continued to run competition and development opportunities for players in the region, as well as providing coach and officials' development opportunities.

Development

Players

The highly successful East Region Grand Prix was held for the second year, allowing players in two age groups to play in a tournament-style competition.

For the more advanced players in the region, Regional Academy training was available throughout the year with the opportunity of being selected for the National Academy, from which national teams are selected. The region received positive feedback about the high standard of players from the East who attended National Academy training.

Officials and Coaches

The Grand Prix was also used as a development opportunity for volunteers. As part of the event, teams were asked to supply unqualified table officials, referees and coaches who were all mentored by qualified coaches and officials. There was also a referees' training course held in June 2018 to increase the number of qualified referees in the region.

Competition

The region sent boys' and girls' teams to all Inter-Regional competitions in the U14, U16, and U18 age groups. The tournament also provides an opportunity for a referee from the region to gain valuable experience.

Outstanding Performances

Both Eda Colliver (Bedford Modern School) and Eve Poole (Ipswich) were named in the England U17 squad for the EU Nations Junior tournament in March 2019 where they came away with bronze medals. The squad will train with Scottish and Welsh Squads for the U17 European Championships being held later in 2019.

Chelmsford SC's Daniel Atkinson was selected as part of the England U17 team who played in the Slovianka Cup in April 2018, whilst Aril Pandya (Watford) was selected for the England U19 squad which competed at the EU Nations tournament in November 2018.

Watford's Peter Pickford was part of the England Men's Senior squad for 2018 which also trained with Scottish and Welsh squads in the build up to the World University Games in 2019.

In coaching, Dean Walker (Chelmsford SC) was named as the England Men's U19 head coach in February 2019.

The Year Ahead

We look forward to the year ahead, and see many opportunities to continue to develop swimming in East Region. Support for the workforce within our clubs will continue to evolve with delivery of workshops and courses. We will also provide a greater range of guidance through our growing media platforms.

The success of new initiatives this year has been evident, such as bespoke workshops, tailored camps, and Welfare Development Days. The region will continue to provide support in this way, whilst developing an online development package for coaches, athletes and parents.

This is an exciting time for the region, with communication channels growing, and new projects succeeding. We are confident that together, the region and its members can really make a difference, and help shape our sport for the future.

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