



Berkshire & South Buckinghamshire Amateur Swimming Association

A sub-region of ASA South East Region

President : Mr Terry Norris (Chalfont Otters SC)

28 August 2019

Dear Sir/Madam

MANAGEMENT BOARD

You are requested to attend a meeting of the Management Board, to be held in the Pearl Room at the Magnet Leisure Centre, Holmanleaze, Maidenhead, on Wednesday 4 September 2019, at 8pm, to transact the business in the agenda set out below.

Yours faithfully

Hon Secretary

To: Terry Norris (President), Jonathan Mills (Hon Treasurer), Robert Blinkhorn, Peter Button, Stuart Fillingham, Chris Glover, Janet Hopkins, Jason Keeler, Andy MacKay, Bob Odell, Roger Prior, Beverley Skelton.

And Rosemary Large, Helen Mack, Helen Weeks

A G E N D A

1 MINUTES

To confirm the Minutes of the meeting of the Management Board held on 6 June 2019 (*herewith*).

2 INSTALLATION OF PRESIDENT

There being no nominations at the Annual Council Meeting, the vacancy for President was referred to the Board (see agenda item 7, below).

Subsequent to the meeting, Beverley Skelton indicated that she would consent to being nominated for the office.

The Board is, therefore, invited to **RESOLVE** to appoint Beverley Skelton as President of the Association until the Annual General Meeting in 2020.

3 SWIM ENGLAND CLUB DEVELOPMENT OFFICER

At its first meeting, the Board decided to issue an open invitation to its meetings to the Swim England Club Development Officer covering the Association's area. Helen Weeks, who is looking after the northern part of Rosa Gallop's area, has, therefore, been invited to attend and may wish to report.

4 REGIONAL CLUB DEVELOPMENT OFFICER

At its first meeting, the Board decided to issue an open invitation to its meetings to the Swim England South East's Regional Club Development Officer. Helen Mack has, therefore, been invited to attend and may wish to report.

5 ROLE OF MANAGEMENT BOARD

According to the Constitution of the Association, the Management Board has the following powers and duties (*NB For ASA read Swim England*):

- To enforce the observance of the laws, rules and conditions of the ASA, the ASA SER and the County Association.
- To suspend from activities wholly within its own jurisdiction, any Club or individual found guilty of an infringement of the rules and conditions of the Association and to remit or amend any previous judgement passed on due cause being shown, unless such judgment is under appeal.
- To exercise financial control over the funds of the Association and to prepare a report and balance sheet of each year's activities for submission to the Council.
- To render to the ASA SER all such information as the ASA SER Management Board may require.
- To appoint annually representatives to the ASA SER Council.
- To co-opt persons to assist in its work, without power to vote.
- To appoint such persons and sub-bodies as are in its opinion necessary to deliver the sport, and shall determine their terms of reference and methods of operation.
- To interpret the Rules of the Association and to decide upon any point which is not covered hereby and provide for all matters not otherwise set forth. (9.2)

The Board will also review nominations for the award of honorary life membership and make recommendations thereon to the Council. (6.2)

A Special Meeting of the Council may be called by resolution of the Management Board. The Management Board shall call a Special Meeting of the Council to be held within six weeks of the receipt of a written requisition signed by no fewer than six delegates representing six different clubs. Such requisition shall state the business for which the

meeting is to be called and no other business may be transacted. Fourteen clear days written notice of such a meeting shall be given to each club secretary and to all members of the Council, accompanied by an agenda. (8.8)

The Board is invited to **NOTE** these powers and responsibilities.

6 MEMBERSHIP

Rule 9.1 states that the Board shall comprise:

- The President, Hon Secretary, and Hon Treasurer (the Officers of the Association)
- The Vice-President
- Up to 12 members elected from and by the Council.

Beverley Skelton will have been appointed as President earlier in the meeting

At the Annual Council meeting in July, Roger Penfold was elected as Hon Secretary and Jonathan Mills as Hon Treasurer.

The following persons were elected as members of the Board - Robert Blinkhorn (Reading Royals), Peter Button (Chalfont Otters), Stuart Fillingham (Bracknell & Wokingham), Chris Glover (Windsor SC), Janet Hopkins (Newbury & District), Jason Keeler (Amersham), Andy MacKay (Chesham), Terry Norris (Chalfont Otters), Bob Odell (Amersham), Roger Prior (Eton College) and Beverley Skelton (Reading Royals).

There were no nominations for the office of Vice-President (see agenda item 7 below).

The Board is reminded that any vacancy that occurs shall be filled by a majority decision of the remaining members of the Management Board, for the remainder of the term.

In addition, the Board may declare that any member, who has been absent from three consecutive meetings, shall have vacated his seat.

The Board is requested to **NOTE** its membership.

7 MATTERS REFERRED BY ANNUAL COUNCIL MEETING

The Annual Council Meeting referred to the Board

- the vacancies for the office of President, the office of Vice-President, and the vacancy for a member of the Management Board;
- the adoption of the Annual Report for 2018/19;
- the adoption of the annual accounts for the financial year 2018/19.

Since the ACM, Andy Mackay has indicated that he would consent to nomination as Vice-President. The Board is, therefore, invited to **APPOINT** Andy to that office.

Again, since the ACM, 2 persons have volunteered to serve as members of the Board - Diane Cryer (Reading) and Eddie Lyne (Bracknell & Wokingham). Bearing in mind the prospective appointment as Andy Mackay as Vice-President, there could be, effectively, 2 vacancies for Board members.

The Board is invited to **APPOINT** a Member or Members of the Board.

Unfortunately, neither the Annual Report nor the annual accounts had been published by the date of the ACM. It is hoped that they will be available before the Board meeting.

8 APPOINTMENT OF PERSONS AND SUB-BODIES

One of the roles of the Board is to appoint such persons and sub-bodies as are, in its opinion, necessary to deliver the sport, and shall determine their terms of reference and methods of operation.

At its first meeting, the Board decided

- a That managers be appointed for each of the disciplines of disability, diving, masters, open water, synchronised swimming and water polo, to be responsible, following consultation with the clubs where the discipline is practiced, for
 - the delivery (where appropriate) of county championships and other competitions promoted on behalf of the Association
 - the selection and support for county teams at inter-county competitions
 - fostering the development of the discipline in the sub-region, to report periodically to the Board thereon and that those managers make recommendations to the Board, as appropriate, to refine their roles and responsibilities.
- b That managers/chairmen of committees be appointed for swimming events and swimming development, to undertake, following consultation with the relevant clubs, the functions set out in the Appendix attached to the Minutes of that meeting.
- c That an assistant hon secretary, a public relations officer, a swimming officials' training co-ordinator and a webmaster be appointed.
- d That the Board appoint a finance committee, comprising the Officers of the Association and Stuart Fillingham, to support the Hon Treasurer, meetings to be serviced by the Assistant Hon Secretary.

In addition, in November 2013, the Board decided to appoint a County Volunteer Co-Ordinator.

The Board is requested to **MAKE** such appointments as it considers appropriate.

The Hon Secretary will report orally on known expressions of interest.

9 QUORUM FOR MEETINGS

According to Rule 9.1 of the Constitution, the quorum for meetings of the Board is 8 members.

The Board is requested to **NOTE** this.

10 OPERATING PROCEDURES OF BOARD

The Board is reminded of the operating procedures it adopted at its first meeting, as follows.

The first is its *relationship with the disciplines and the discipline managers*. At one level, the Board is a policy setting, strategic, body, which has no real role in respect of the delivery of the sport. On the other hand, the Board needs to be aware of what is happening within the disciplines, because the Association, and its clubs, can and will hold the Board to account. The Board, therefore, needs to strike a careful balance. It should not attempt to micro-manage the various disciplines - if we are honest, members of the Board only know about one discipline each - but it needs sufficient information to respond to the membership.

As a result, discipline managers are invited to report to the Board periodically, individually, spread over the year, and all discipline managers are invited to the budget setting meeting.

The Board has, for the past 2 years, adopted a pattern of 5 meetings per annum - 2 meetings are required for financial issues (setting the budget and signing off the accounts), a meeting in June to serve as a pre ACM meeting, a meeting prior to the regional ACM (early September), and 2 others.

The Board has agreed that it should have notice of every matter to be discussed, with as much information as is practicable, circulated at least 3 clear days in advance of the meeting. Circulation of the agenda is by electronic means, and is available for public view on the Association's website, although sensitive issues (basically, those containing personal information) are not so published.

The Board has continued the practice of the former Executive Committee to "*guillotine*" meetings at 10pm.

The Officers of the Association have been authorised to take *urgent decisions* between meetings of the Board, subject to subsequent report and retrospective approval of action.

The Board has issued a standing invitation should be extended to certain *employees of the Swim England or Swim England South East* to attend meetings.

The Board is invited to **DECIDE** whether it wishes to review any of the above procedures.

11 MATTERS ARISING ON THE MINUTES

To consider matters arising not covered elsewhere in the agenda.

12 FINANCE

The Hon Treasurer will report orally on the Association's finances.

13 COUNTY COACH

By way of letter received on 19 June 2019, Josh Atkins resigned as County Coach.

Following the procedure previously adopted, the head coaches of assigned clubs recommended that Alex Vine (Maidenhead SC) be appointed County Coach in succession to Josh. The Officers of the Association appointed Alex as County Coach on 30 July 2019. The Board is requested to **ENDORSE** the action of the Officers.

The head coaches of the assigned clubs have yet to recommend the appointment of an Assistant County Coach.

In his letter of resignation, Josh made 2 points, as follows:

- 1) "Payment - we are now in a sporting world where swimming coaches are professionals in the work that they deliver and therefore the role of County Coach should come with a suitable payment package. We are currently paying for nutritionists, athletic development coaches, Olympians to deliver on our programmes, so why are we not paying the County Coach - the glue who brings this all together. Also, in the Pathways above County level - Regional and National - Coaches are paid for their role in leading and delivering on those Camps. These camps can often clash with County Camps, so I hope you understand that coaches will prioritise the paid work over the voluntary work.
- 2) "Position on the County Board - I believe whoever holds the role of County Coach should be given the opportunity to be involved in the development of the County away from just delivering camps, this is in part a development opportunity for the County Coach to experience sitting on a board and understanding, and being a part of, the decisions made within the county. We have coaches sitting on the board who are not the County Coach, so why not include the County Coach as a position?"

The Board is invited to discuss these.

14 DATES OF MEETINGS

As indicated above, the Hon Secretary suggests that Board meetings are held as follows for the remainder of the “year” - November 2019, February 2020, April 2020 and June 2020. In order that arrangements are made for the start of the next “swimming” year, it is suggested that a meeting is arranged for early September 2020.

The Hon Secretary also suggests that the Annual Council Meeting is held in July 2020.

The Board is requested to **FIX** the calendar of its meetings until September 2020 and the date of the Annual Council Meeting in 2020.

15 SWIM ENGLAND SOUTH EAST REGION COUNCIL MEETING

The Board is reminded that, although it is its role to appoint representatives to the Annual Council Meeting of the Swim England South East Region, Council appointed Eileen Adams, Ken Adams and Eddie Lyne to attend the Regional ACM on 15 September 2019.

The agenda for the Swim England South East Region ACM has been circulated to clubs and is available on the Region’s website.

The Board is invited to consider the agenda, and offer advice, as appropriate, to the Association’s delegates to the Regional ACM.

16 SWIM ENGLAND SOUTH EAST REGION

The Hon Secretary or Roger Prior may report orally on the meetings of the Regional Management Board held on 12 June and 9 July 2019.

17 CORRESPONDENCE

The Hon Secretary will continue to report to the Board correspondence he has received, not otherwise reported in the agenda. The only correspondence of note since the last meeting, aside from the monthly club updates from the ASA South East Region, is as follows:

- Regional Office Manager, Swim England South East, inviting nominations for the Harold Fern and A H Turner awards;

- Senior Administration Officer, Swim England, referring to the Swim England Annual Report 2019, available only online;
- Events Team, Swim England, sending the entry pack for the County Team Championships, to be held in Sheffield on 6 October 2019: details were passed to Joan Scarrott, and the County Coach;
- Regional Office Manager, Swim England South East, sending copies of letters sent to apparently non-compliant clubs in respect of the Coaching and Teaching Register;
- Regional Office Manager, Swim England South East, forwarding an update on the equal starts project;
- Head of Talent - Swimming, Swim England, advising of arrangements for participants at national development camps who have been selected for teams at the inter-county competition: details were passed to Joan Scarrott, and the County Coach.

18 ANY OTHER BUSINESS

Members will recognise that, in light of the Board's decision that the agenda of meetings should include notice of every matter to be discussed, with written reports, complete with clear advice/recommendations as to action required, circulated at least 3 clear days in advance of the meeting, it is inappropriate to take decisions, at this meeting, on matters which may be raised orally under this agenda item.