



Berkshire & South Buckinghamshire Amateur Swimming Association

A sub-region of ASA South East Region

President: James Glazebrook (Chalfont Otters SC)

5 September 2024

Dear Sir/Madam

MANAGEMENT BOARD

You are requested to attend a meeting of the Management Board, to be held virtually on Thursday 12 September 2024, at 8pm, to transact the business in the agenda set out below.

Yours faithfully

R F PENFOLD

Hon Secretary

To: James Glazebrook (President), Jonathan Mills (Hon Treasurer), Peter Button, Stuart Fillingham, Janet Hopkins, Bob Odell, Roger Prior, Peter Roycroft, Emma West.

And Kristie Jarrett, Jenny Gray, Paul Lloyd, Simon Redlich.

A G E N D A

1 CHAIRMAN

Under the Constitution of the Association, the President may chair meetings of the Board, but he or she may decline that responsibility, in which case the Constitution provides for the Board to elect its own chairman.

2 MINUTES

To confirm the Minutes of the meeting of the Management Board held on 11 June 2024 (*herewith*).

3 REGIONAL CLUB DEVELOPMENT OFFICER

Honorary Secretary : R F Penfold MBE 30 Venetia Close, Emmer Green, Reading RG4 8UG
0118 947 3130
secretary@bsbasa.org

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. The Region has allocated Kristie Jarrett to liaise with the Association. Kristie, who is Acting Regional Manager during Bryony Gibbs' maternity leave, has, therefore, been invited to attend and may wish to report.

4 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.

5 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.

James Glazebrook was installed as President at the Annual Council Meeting in July.

At that meeting, Peter Roycroft was elected as Vice-President, Roger Penfold as Hon Secretary and Jonathan Mills as Hon Treasurer.

The following persons were elected as members of the Board - Peter Button (Chalfont Otters), Stuart Fillingham (Bracknell & Wokingham), Janet Hopkins (Newbury), Bob Odell (Amersham), Roger Prior (Slough & Eton Dolphin) and Emma West (Albatross).

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.

6 MATTERS REFERRED BY ANNUAL COUNCIL MEETING

The Annual Council Meeting (ACM) referred to the Board the vacancies for 6 members of the Board and the adoption of the Annual Report.

Members are advised that, since the ACM, the following offers to serve have been received:

Board Member - Jenny Gray (Reading Royals), Paul Lloyd (Maidenhead) and Simon Redlich (Chesham).

The draft Annual Report is available on the Association's website.

7 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 (now artistic) 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.

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

8 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.

9 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 4 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 (previously 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 to certain *employees of Swim England South East* to attend meetings.

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

10 MATTERS ARISING ON THE MINUTES

To consider matters arising not covered elsewhere in the agenda.

11 FINANCE

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

The Finance Sub-Committee has approved the award of bursaries for 2 members of Albatross DC to attend Swim England Diving Coach courses.

12 NATIONAL COUNTY TEAM CHAMPIONSHIPS

Paul Lloyd sought a view from the Board on a matter relating to the team for the GoCardless Swim England National County Team Championships, to be held at Ponds Forge, Sheffield, on 6 October 2024. Paul wrote:

"Barbara & I have received an email request from 2 individual swimmers to travel independently to Sheffield for the Inter County team championships. Both swimmers have asked if they are allowed to join up with the team later on the Saturday. One of these swimmers has assumed that their daughter will be allowed

to travel home directly after swimming with her parents and requested a quiet room with an older team mate so she can study.

“Whilst my first instinct is to be flexible & allow the swimmers(s) to travel independently. However, allowing the swimmer to stay in their room to study (as opposed to joining with the planned team activities) and to travel back independently would not be acceptable in my view.

“Please may I ask for the view of the County board as to how we should manage this ? Is it better to

A) have a consistent policy that everyone travels up & back with the team ?

B) to consider each request Individually ?”

As Paul required an urgent answer, given the possible need to select substitute team members, the Officers responded as below.

The expectation should be that all team members will travel etc together, to develop/enhance team bonding and the like, in other words, scenario A in Paul’s e-mail of 4 September. To the recollection of the Officers, this was invariably the practice prior to the Covid-19 pandemic. However, the Officers also recognised that there would be circumstances where this might not be practical or possible for potential team members. In those circumstances, the Officers believed that the team leadership should have the authority, on a case-by-case basis, to allow exceptions in the light of individual circumstances. The Officers suggested that Paul and Barbara applied this approach for the 2024 event, so that they could invite substitute team members, as necessary.

The Board is requested to ENDORSE the action of the Officers.

The Officers recommend that the above approach is adopted as the Association’s policy.

13 DATES OF MEETINGS

As indicated above, the Hon Secretary suggests that Board meetings are held as follows for the remainder of the “year” - November 2024, February 2025, April 2025 and June 2025. 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 2025.

The Hon Secretary also suggests that the Annual Council Meeting is held in July 2025.

The Board is requested to **FIX** the calendar of its meetings until September 2025 and the date of the Annual Council Meeting in 2025.

14 SWIM ENGLAND SOUTH EAST REGION

Roger Prior and/or the Hon Secretary may report orally on the meetings of the Regional Management Board held on 25 June and 10 September 2024.

15 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, and bulletins from Swim England sent direct to members of clubs, is as follows:

- Announcement of the launch of the Swim England Online Community;
- Events Officer, Swim England, setting out the Conditions and key dates for the GoCardless Swim England National County Team Championships, to be held in Sheffield on 6 October 2024: Paul Lloyd completed and returned the expression of interest form;
- Club Governance and Standards Officer, Swim England, enquiring as to progress with compliance with the County Governance Code.

16 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.