

# Pembrokeshire County Swimming

Minutes of meeting - Wednesday 12<sup>th</sup> July 2023

	ITEM	REMARKS/DISCUSSION/DECISION	ACTION
1.	Present	<p>Meeting was held via Zoom</p> <p>Start 19.30    Finish 21.25</p> <p>Matthew Lewis, Craig Nelson, Gareth Bennett, Heidi Thomas, David Andrews, Lucy Clissold, Jen Cox, Katherine Clapham, Nicola Griffiths</p>	
2.	Apologies	Gary Nicholas, Dave Smith, Alex Mason, Hywel Thomas	
3.	<p>Minutes from last meeting</p> <p>Acceptance of minutes</p>	<p>Minutes reviewed</p> <p>Proposed – JC Seconded – ML Minutes approved for circulation</p>	<p>NG to share minutes with committee &amp; ML to add to website</p>
4.	Chairmans Report	<p>Thanks for giving up your time to be here!</p> <p>We have quite a full meeting today, so I'll keep it short. Firstly, well done to the whole team, Craig &amp; Nick in particular after a successful Performance Club visit from Ross Nicholas &amp; Graeme Antwhistle of Swim Wales. They were very impressed.</p> <p>If all county reps could make a big deal about making themselves known to development club members (new members in particular) that would be great.</p> <p>Please let members know that if they have something to raise, you are a great point of contact &amp; you can often allay any concerns or put something to the committee to help them.</p> <p>Also, please let clubs know as much as possible about what's happened in our meetings so we can get plenty of communication going both ways.</p> <p>Thanks again!</p>	
5.	Treasurer's Report	<p>See separate documentation for financial information.</p> <p>DA wants to check that the amount being requested for the last Swansea meet attended, matches what we need to pay.</p> <p>Chasing parents for fees for galas has been an issue over the last 6 months.</p> <p>The code of conduct clearly explains that all payments must be made.</p> <p>Suggestions – if parents haven't paid before the gala's cut off entry date, they don't get entered. Shouldn't be allowed to enter another gala if they have outstanding debt from a previous gala.</p>	<p>CN to check with NR on entries for this gala</p> <p>ML to have a list of debtors to chase up</p>

		<p>The Daktronics pads are due to be delivered 22<sup>nd</sup> September 2023. They have already been paid for by Pembrokeshire County Council.</p> <p>Cost : £15,796.80  £12,000 from Pool Trust going towards the timing pads  PCC to claim back VAT, so have requested a donation of £13,000  £1,000 shortfall  There may be further grant opportunities to explore to cover the shortfall.</p> <p>There is £1,000 additional club funds from the County Champs 2022 – No club has come forward to request any further money.</p> <p>CN suggested that it might be worth the £1,000 paying the deficit on the timing pads.</p> <p>Final Majorca training camp payments will need to be paid by the end of August, so all costs can be paid by the beginning of September.  £9,500 – Accommodation  £4,000 – Flights  £800.00 fundraising so far</p>													
6.	<b>Welfare Issues</b>	<p>After opportunities to meet informally did not succeed, a warning was sent by ML to parent by email about conduct (inappropriate use of social media to criticise club/coach, but also issues caused by not communicating issues clearly with PCS)</p> <p>After a 1:1 meeting with ML, this has been cleared up &amp; parent is supportive of club. Understanding that we move forward &amp; follow the published code of conduct.</p> <p>We need to check all members have signed the code of conduct.</p>	<b>NG to check who has signed</b>												
7.	<b>Pembrokeshire Leisure</b>	<p>Prices - As you will have hopefully noted in the group, I've tried to put this off as long as possible – September 1<sup>st</sup>. If no obvious issue, then we'll get a letter prepared this week.</p> <p>Proposed :-</p> <table border="0"> <tr> <td>Tier 1 - Water Dragons (up to 2 hours per week)</td> <td>£22.90</td> </tr> <tr> <td>Tier 2 - Development Club Squads</td> <td>£33.10</td> </tr> <tr> <td>Tier 3 - Academy</td> <td>£39.70</td> </tr> <tr> <td>Tier 4 - Junior National</td> <td>£44.80</td> </tr> <tr> <td>Tier 5 - National</td> <td>£49.80</td> </tr> <tr> <td>Tier 6 - National Performance</td> <td>£55.00</td> </tr> </table> <p>Timing Pads – Hopefully now addressed</p> <p>I'm a little concerned by the swimming numbers in Pembroke, Tenby &amp; Milford. Tenby is especially concerning, as they've only got 13 at Tier 2 &amp; above (4 are in National &amp; 1 in Performance) being so Waterdragon heavy, they can't justify the hours that they're being provided.</p> <p>I have asked Lisa (centre manager) &amp; Craig &amp; Nick to meet with these 2 clubs (I will be asking Wally form Milford to do the same thing) as we want to help the clubs grow.</p> <p>Utilising some positives from Fishguard, we're going to look at hosting stage 6 &amp; 7 lessons alongside the clubs (they may need to amend their squads &amp; lanes for this) &amp; have those in lessons spending an additional 10 – 20 minutes within the club (so 40 minutes of teaching by us &amp; then an introduction in to the clubs for 10 – 20</p>	Tier 1 - Water Dragons (up to 2 hours per week)	£22.90	Tier 2 - Development Club Squads	£33.10	Tier 3 - Academy	£39.70	Tier 4 - Junior National	£44.80	Tier 5 - National	£49.80	Tier 6 - National Performance	£55.00	
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minutes) this appears to have been successful in Fishguard in growing their numbers.

We're also unsure as to whether all the swimmers are attending the right number of hours per week (in line with their membership) so we're going to record all swimmers attendance & lane numbers going forward. I think that this should give the clubs some confidence that all swimmers are being treated equally (no one will want anyone accessing hours & not paying the same price as others).

If we are unable to see a growth in club members, then we will need to consider a higher price increase next time – this year has been purely based on inflation & doesn't factor in the overall cost of provision.

	Crymych Leisure Centre	Fishguard Leisure Centre	Haverfordwest Leisure Centre	Milford Haven Leisure Centre	Pembroke Leisure Centre	Tenby Leisure Centre	Grand Total
Tier 1 Waterdragons	16	19	22	11	21	35	124
Tier 2 Development	1	21	34	10	27	10	103
Tier 3 Academy	1	2	4	5	1	2	15
Tier 4 Jnr National		3	5	1	1	1	11
Tier 5 National		5	5	2	4	4	20
Tier 6 National Performance		5	14	2		1	22
Totals	18	55	84	31	54	53	

**8. Coach's Report**

Swim Wales visit was a success.

Needed to sign the new Swim Wales agreement – nothing majorly has changed, just updated.

Update on squad Structure:

Sprint Performance is not really working – attendance is the main issue. This will be merged with the main Performance Squad.

Selection Policy has been updated:

Added Development squad expectations and commitment before anyone will be considered for moving up squads.

Added Performance squad expectations, attendance and year by year timing expectations.

Looking to create a link with the college again.

Club lists to be sent to NR to check numbers and to make sure everyone is swiping in. Fishguard has already sent an update to Nick.

At the Summer Nationals in August, Pembrokeshire County Swimming will have the second highest number of swimmers – just behind Cardiff.

9.	Club Reports	<p>Tenby can't use the new blocks for 2 reasons:</p> <ol style="list-style-type: none"> <li>1. They can't fix them to the floor – thought the leisure centre was going to sort this. They were asked but nothing has come of it.</li> <li>2. They don't have a level 2 coach to be able to coach diving.</li> </ol> <p>Can a level 2 swimming teacher coach diving? CN said the level 2 teachers can teach diving from the side of the pool, not the blocks.</p> <p>This could be an issue, as some clubs are probably non-compliant as they don't have a level 2 coach at all sessions.</p> <p>Swim Wales states that a level 2 coach needs to be present when swimmers are diving off the blocks and affects insurance.</p> <p>Could Craig or Nick support with diving? CN agreed – clubs can get in contact to arrange what they need, but it would need to be organised so sufficient numbers attended, in order to be beneficial.</p> <p>Recruiting more volunteers is a challenge for Tenby. ML suggested trying to get more masters (16 years plus) to help out, as they are more likely to stay longer.</p> <p>Try to give more perks to volunteers to encourage more.</p> <p>JC found that Pembroke parents were nervous about volunteering, so didn't want to commit. They overcame this by pairing them up with a more confident coach &amp; put on courses – worked well</p> <p>Suggestion of setting up webinars to help.</p> <p>CN possibly to set up an online support meeting for volunteers.</p> <p>Pembroke feel that the leisure centre has not put a lot of things back in place since covid – no community vibe, no sofas, no places to gather as much. Lots of parents just drop off and don't watch. JC has mentioned to the leisure centre.</p> <p>Tenby asked about feedback for swimmers not making squads.</p> <p>CN confirmed he always gives parents feedback – individual emails. He didn't have a contact from Tenby at the last selection, so couldn't forward the club feedback.</p> <p>Pembroke doesn't feel that it's fair that it's being put on the club that numbers aren't good. Feels that the restrictions in being unable to take level 5 &amp; 6 are unfair.</p> <p>CN clarified the reasons for this – L5 only do widths, so by putting them in to club &amp; doing lengths would not benefit the swimmers. We need to make sure the quality of swimmers is there.</p> <p>The link squad from Learn to Swim to squad can work well, as it does in Fishguard.</p> <p>It is felt that Pembroke's suggestions to the leisure centre are not being taken seriously &amp; disregarded.</p> <p>CN suggested a meeting with himself, Nick, leisure centre and Pembroke to address this.</p>	LC to enquire as to what is happening with the fixing of the blocks

		<p>JC expressed a concern that county entry is lower than it has been before, which has an impact on club numbers &amp; requested to see the criteria of what a swimmer needs to get in to county.</p> <p>CN disagreed, stating that the level hasn't changed in the 10 years he's been and will forward a copy to NG.</p> <p>Clubs need to look at 15/16 year olds who may want to swim, but not necessarily in Performance squads. Grow club members by having them there longer.</p> <p>Fishguard are losing 8-9pm slot they currently use for Masters, as it's not well attended. They have been given a 5-6pm slot instead.</p> <p>Seals masters are opening up their sessions to anyone interested joining in, for 2 weeks in August at Haverfordwest pool. Tuesday &amp; Thursday 7-8pm &amp; Friday 6.45 – 7.45.</p>	<p><b>NG to forward the Selection Policy to clubs. ML to put on website</b></p>
10.	<b>County Champs</b>	<p>Meet pack has been re-worked. There is a change to events &amp; relays have been put in to every session to keep hold of the atmosphere throughout the weekend.</p> <p>Skins will remain &amp; Hot Heats are being introduced – prizes for the winners.</p> <p>Suggestion of putting entry fees up to £6.00 per race. Put to vote – majority voted in favour. JC &amp; KC voted against – too expensive for parents as the cost of everything is increasing.</p> <p>The entry fee of £6.00 will go ahead.</p> <p>Relays are free to enter. Hoping to keep spectator tickets the same cost as last year. Hoodies will remain the same price, as they have done since 2019!</p> <p>The event was very successful last year, which hope to continue this year. Swim Wales are aware of how good this meet is – it's leading the way!</p>	
11.	<b>Martin Noble</b>	<p>CN – Thoughts to Martin Noble's family. He was a great ally &amp; support &amp; a huge part of swimming in this area. He will be greatly missed. It would be nice to do something to show our support – possible a trophy named after him?</p> <p>ML Praised Martin &amp; suggested that a future team event could possibly be named after Martin?</p>	
12.	<b>A.O.B</b>	<p>There is a publicity officer in Seals which works very well – if anyone knows of anyone who would be interested for this role &amp; fundraising, please let us know.</p> <p>Where can we store useful documents? Suggestions – USB – GB to sort this out Dropbox</p> <p>It was confirmed that the money was refunded from Swim Wales for the relays at the cancelled Easter Nationals.</p> <p>It is important that we work together &amp; not feel anyone is against us. We want all clubs to be strong &amp; help each other by sharing &amp; communicating.</p> <p>A request for a future meeting to be held in person. Date to be confirmed.</p>	

