

Swim England Cambridgeshire
Affiliated to Swim England East Region
County Executive Meeting
via Zoom Meeting
Thursday 14 November 2024 at 19:00

ATTENDANCE:

Executives:

Gergely Kokas *Chairman* (GK)
Nicky Phillips *Secretary* (NP)
Matt Newton *Treasurer* (MN)
Andrew Pillow *Welfare Officer* (AP)
Clare Challenger *Records secretary* (CCRS)
Sarah Noteboom *County Officials Coordinator* (SN)
Ian Liversidge

Attendees by Club

Bottisham: Paula Collier **City of Cambridge:** Sylvaine Bruggraber (SB), Debora Lucarelli (DL) James Freezer
City of Ely Swimming Club: Steve Kendall (SK) Alex Clarke (AC)
City of Peterborough Swimming Club: Ryan Tate **Huntingdon Piranhas Swimming Club:** John Burling (JB)
March Marlins: Sally Riley (SR) Fran Rickard (FR) **St Ives SC** Carrie Cannon (CC) Andy Hunter (AH)
St Neots Swans Andrew Jones (AJ) Hemendra Dassanayake (HD) **Wisbech Swimming Club** Lucy Ryan (LR) Tracy Loughlin (TL)

APOLOGIES: Hugh Phillips, Sharon Bord, Andrew Cleland, Martyn Fresher

NOTE: These Minutes are extended in nature to record the opinions, comments, questions and votes of meeting participants who attended the meeting which arose out of a formal request to the SE Cambridgeshire Executive Committee by two clubs.

The numbering is taken from the meeting agenda

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1. **Welcome / Apologies**
 2. **Exec Committee position/update**
 - The initial stages of the meeting are taken entirely from the Slides at Appendix 1 GK Referred to the slide deck, shared on screen, with those in attendance, and worked through each slide in turn. NP intersecting to confirm Apologies as above. GK continued to explain the slide deck. GK confirming at slide XXX that this is the last opportunity to finalise matters for the County Championships. AP raised the point that he has not been approached for Welfare matters so he hopes this is not the last opportunity to finalise. GK thanked AP for the learning point for the new Exec committee - we will follow up with him.
 - GK Continued with the slide deck confirming vacancies for County Coach, Open Water and Masters.
 - GK updated the attendees on the recent SEER call.
 3. **County Championships: Cast a vote for one of the following options:**
 - At 19:26 GK explained the history behind the Qualifying Times for County Championships - in 2022 the Coaches Forum was established to share strategy on the qualifying times. On 20/11/23 an email shared the Qualifying Times for 2025 County Championships. The Exec Committee received a formal request from SISC and St Neots Swans to revisit this hence the meeting today. We do not have the email to share today, it is available. Looking at slide 7 GK expressed the options for establishing the Qualifying Times to be voted on today.

- 3.1. Revert to the Qualifying Times used for the 2024 County Championships
- 3.2. Accept the current proposed Qualifying Times (circulated by email on 20/11/23)
- 3.3. Accept the amended Qualifying Times as proposed by the County Executive (circulated by email on 24/10/24).

[Qualifying Times from here forward as "QT's"]

- GK explained that we will vote on the three options, if the vote is not clear, we will drop the least favourable option and vote again on the remaining two.
- GK opened the floor to comments/questions. RT asked if we revert to the old times and therefore open up to more swimmers, what will be the impact or consequences on the event? GK confirmed even if we don't change the QT's, we can squeeze it all in.
- HD from St Neots, one of the two clubs who raised the issue to the Exec Committee Pointed out the constitution issue surrounding how QT's were arrived at and stated he believed the two clubs are correct here. Looking at 2024 times to 2025 times, the data is clear that swimmers missing out are not COPS or COCSC but those from smaller clubs. Proposed option 3.3 is marginal.
- GK thanked HD and also called out how helpful the analysis he provided was for the Exec Committee.
- NP took the opportunity to offer voting clarification - not wanting to teach an experienced group how to vote, but wanted to ensure that each attendee was clear on voting per the Constitution. (See slide 9). NP asked that each person confirm they are clear on voting. PP explained she does not have the expertise for QT's so decided to abstain. AP expressed he will also abstain. CCRS also abstained. NP confirmed that JF is not voting as there are two reps from COCSC.
- GK handed the vote to NP who put to the meeting how best to vote - She can ask each person in turn. A few attendees spoke at the same time with suggestions. NP confirmed that the vote will be cast in the chat - each person please share their option choice. NP checked this is ok. JB stated he had cast his vote in the chat, that's how easy it is. Agreed all would do that, ensuring that each of the representatives cast a vote with their own name
- Voting attendees cast their votes in the chat. NP recorded the votes in her notes. JB asked a question. Chairperson was going to try and cast a vote - no constitutional coverage for proxy, NP asked him by email for this to be addressed. GK intervening to see what the result is and let's see if we need to look at that. If there's no material impact.

3.1 Revert to the Qualifying Times used for the 2024 County Championship

3.2 Accept the current proposed Qualifying Times (circulated by email on 20/11/23)

3.3 Accept the amended Qualifying Times as proposed by the County Executive (circulated by email on 24/10/24).

- Everyone can see the chat. majority 3.1 GK and NP addressing the chat and record. NP cast a vote in favour of the Exec Committee and confirmed that GK can't vote. NP is not an expert but, offered her vote as we want to be collaborative and stand by our exec committee proposal of 3.3.
- Result: A simple majority vote in favour of 3.1.
- It is agreed that the County Executive and all member clubs shall revert to the Qualifying Times used for the 2024 County Championships. The breakdown of votes is as follows:
- Ten votes in favour of option 3.1, one vote in favour of option 3.2 and 5 votes in favour of option 3.3.

4. Coaches Forum vote in result on following motions proposed by clubs:

- GK introduced the next vote. The history behind this is we secured 3.5 days compared the 3 day 2024 programme. Clear from feedback during the handover that 3 days were very tight. Hope that based on history around championships we can all agree 3 days was too tight. Financially we are not in a position to sustain a longer championship even though previous exec committee did a great job stabilising the finances.

- The programme should accommodate the number of swimmers who are easily able to qualify even with the 2024 times. How we collected feedback and options was through virtual email consultation we reached out to all the head coaches. initial proposal from COPS and COCSC all then shared the further enriched but the various clubs for feedback. And based on all the various ideas are coming together we decided to do a vote. The executive is not bound by the vote outcome, but we can accept or decline the options proposed by the coaches - to endorse the programme changes. Recommend we approaches: vote to support the coaches' votes or, if not, vote on them individually. GK went through the list.
- Unfortunately, an additional round of proposals was added as even more ideas came in from clubs around the relays. Please note previously incorrect percentages data have been corrected for the slides.
- Coaches Forum vote result shown on screen (Slide 10) on the following motions proposed by clubs:
- GK referred to the table on slide XX and queried whether we vote to support the coaches' votes over all OR take each item as an individual vote.
 - 4.1. The 100 IM to be removed along with the Relays (proposed by Wisbech)
 - 4.2. 100im medley (was to be a skins qualifier)
 - 4.3. skins and relays should be removed from the County Programme and set up as a separate event and not part of the County Championships (proposed by Wisbech)
 - 4.4. Swap Session 5 Female 200 IM with Session 3 Female 200m Freestyle event saving over 5 minutes in Session 5
 - 4.5. The 400 IM and Free should be combined (proposed by Cambridge, supported by St Neots)
- Plus - the three relay questions
- SB from Cambridge expressed the results are difficult to interpret because they present almost three questions in one. Cambridge was very happy to go with the coaches' vote. having discussed in yesterday's exec meeting: essentially setting up a separate session would have lots of implications beyond the Swimming programme: it requires more officials and volunteers and more pool time, and COCSC not sure that it will be feasible this year.
- GK Essentially one of these lines are proposal on its own but acknowledges the difficulty in interpretation.
- Many comments in support of the Relays and Skins.
- SB referred to the final 3 proposals how she interpreted the voting differently i.e. removing the skins and relays and setting up a separate event. SB referred to the consequences of this e.g. the need for officials, pool booking, and volunteers. GK stating we should then take each proposal on it own. JB interpreted that a vote 6 out of 9 means the relay should stay in the event. JB commenting on medals being a great part of relays! shame they were removed due to finances. CC commented on relays too - all coaches knew that there would be a vote on the proposals. SR Marlins taking three questions are a reaction to the first set of questions explaining their swimmers are affected due to club size. Preference to remove relays as don't have sufficient swimmers in the older age range so can't compete - would rather see more swimmers at County Champs. [NP- confirmed 10 in favour of 3.1 for attendees leaving the meeting]
- DL proposed alternatively Cambridge being a large club has lots of swimmers so for them, skins and relays are very important. Perhaps smaller clubs could form teams together rather than removing the event.
- DL asked how we would vote. The attendees discussed the proposals and agreed to divide them into two packages for voting: the first relating to the Skins and Relay events and the second relating to the remaining proposals. Steve - make sure all clear that skins and relays would be removed and set up separately as a proposal. GK confirmed that the proposal is correct but then we need to plan a separate event not part of the 2025 County Champs. Steve thinks they're good for the swimmers but in respect of wanting other races and more swimmers, he is for removing skins and relays to a separate event.
- JF pointed out that some clubs can't field a team, but it is an event where swimmers can experience their first county champs as a relay team member like he did - it is inspiring. taking the opportunity away could be highly detrimental. Also, his swimmers enjoy the event and would be disappointed if the highlight of the event was removed and thinks it would be shortsighted to remove the events from the County Champs
- PC - coming from a small club like Bottisham it is an amazing opportunity for younger swimmers to take part in county champs and then see older swimmers in skins and aspire. NP agreeing. RT agreed with Paula and RT- skins pits the best performers against one another and is the highlight and finale. Relays, he understands

it is hard for participants, but it means clubs can bring masters and younger swimmers, and it is an integral part of the weekend. If it is removed, he's worried it might not come back. If there is a vote to remove it, might get being a can that gets kicked down the road because the schedule is busy.

- NP asking, if we have time to field the relays and skins, why would we remove them? Steve said initially to remove the relays/skins, we've just voted to say we will go back to 2024 times so more swimmers will qualify so is there enough time? GK explained the programme reverting to 2024 times, overall heats will work out 4 or 5 heats extra. The exec needs to do calculations, maybe adds 30-45 mins extra across the programme. We need to check this.
- A reasonable approach then could be to not exclude swimmers. Should the programme be fulfilled and we vote later, or should we vote now? Discussing limit entry of one per club for relays. If time is the main concern?
- NP highlighting AP contribution in the chat - we also need to consider the relays as a training opportunity for officials to get training signed off. Beyond skins and relays questions, are there any controversial positions to the coaches' votes?
- AJ - in the event we have to make tough choices, everyone loves relays, but nobody wants to see younger swimmers not swim, would clubs consider limiting the relays to one entry per club? Would make it more exciting and save an hour on the programme. Then everything can fit in.
- JB saving an hour on relays doesn't affect programme because relays is a one-off session, so you won't put other events in that session. If we get rid of 100m IM (as it's not a regional or a national event) we have it because we are a short-course county. If we get rid of it, we will create more time for events. In 2024 we had these times, and nobody was worried about relays then so why now? JB hasn't had a team in the relays, and it is still a highlight.
- RT if we have an extra session then we ran it well including 100IM, are we worrying about something we don't need to?
- DL understands the position that one team entry would work but the big clubs would be penalised as they have a lot of fast swimmers, and it should be inclusive.
- JF adding the 100m IM is a regional and national short course event. Even if the County Champs are followed by long course seasons. the swimmers can use the event as qualifiers. One team entry would definitely affect COCSC as they have a lot of swimmers. One year came 1, 2, 3 as they had a lot of older boys and included their master's swimmers. Younger swimmers seeing older ones is great! Good for diversity for all clubs who would be penalised if we limit entry. JB agrees with JF. Nobody limits skins so why are we limiting relays? Also, relays are a great revenue club,
- HD - acknowledged we are running round in circles. Reverting to 2024 times has minimal impact on the programme. GK is still hearing about timing concerns. Sensed we are creating a condition for this we can revisit the skins and relays if need to. Should we worry if it comes up as a feasible option or for those clubs who can't enter, can we be in favour of smaller clubs joining up?
- JB commented you can't change teams. RT commented relays are not a licenced event. GK wants to license the relays so first swimmers can use times. Or we can remove relays from the licence. JB suggested we consider particulars for this are too close so perhaps consider it for future events. GK attempting to field all comments. SB - even if relays are licenced. We don't want to put barriers where we don't need them. We want smaller clubs to be able to take part and as a county should facilitate a way around all clubs taking part
- VOTE: NP proposing we keep it the same. As we revert to the 2024 QT's and the general consensus, even though it doesn't reflect all participants' views, why don't the races stay in? JB can anyone make a proposal? So JB suggested he propose that we keep skins and relays the same. Essentially is a separate question then we address the other 5 points can be addressed as a single package. NP addressed the chat points.
- In the interest of time agreed to vote
- Skins and relays stay as they are - yes or no - Votes cast in the chat.
- Except for one vote, all votes were cast to agree that Skins and Relays should remain in the programme.
- The vote outcome is as follows:
- The Skins and Relay events will remain in the County Championships programme, and entries/podium placings will be unrestricted.

- Package vote on remaining points: Yes, follows the coaches' recommendation, votes cast in the chat:
- There was a unanimous vote to support the Coaches' proposals for the other events.
- 100m IM will remain in the County Championships.
- 100m IM will be a Medley Skins qualifier.
- Session 5, Female 200m IM and Session 3, 200m Free will be swapped.
- 400m IM will be combined into a mixed event.
- 400m Free will be combined into a mixed event.

JB and JF confirming no skins events beyond the county level.

5. Club confirmation: volunteers and officials available for County Championships.

- GK asked if anyone has concerns. Any concerns about officials' availability for this? PP normally sorts the non-whites volunteers' team but she is now away for three of the four days, on holiday. PP is happy to coordinate emails but will not be there on the day to troubleshoot. Offering to do emails! GK and NP are grateful. PP has too much experience to say no to. AP wants to check the Friday session - is the 4 pm correct time? I think it's a booking time, not a start time. Think it is a later time given school and travel. JF confirmed it's a booking time as it's COCSC time. GK pool is available from 4 - 9:30. PP will need volunteers asap on that day. DL would normally start at 4:30 on Friday pm. A meeting is set up for the discussion of strategy generally but also, we can discuss event details. Monday 18/11/24 then feedback to clubs. JB questioned SN - if County Champs are level 2 you can't use JL1 in training? SN - Yes, for level 2 you need officials to be qualified in their role to be used. SN - Happy to use the event as a training event. Can use the licensed event as training and JB doing a push on officials at the moment. AP wants nail down the roles and DBS checks for pool deck volunteers. To address asap before advertising for volunteers.

6. County Development meet: Agreed to be held the weekend of 14th / 15th June 2025

- Suggested the dates from the consultation period, it is a free weekend. Can we consider it as an official date? We can go ahead once the County Champs are sorted. Any controversial dates? Come back by the start of next week.
- SK only feedback is why June? Normally development meets are in November / December etc. to link with the development pathway. Nov date not possible this season. GK commenting no official availability. 2025 June proposal is the same season. Provides an opportunity (after county champs) so we don't miss it.
- SK, would we have another meet in 2025 November to get it back on track? GK - we haven't talked about that. We shouldn't do it just to do it, we should have it in the pathway. GK we need to discuss for November next year too. June is an open opportunity for the event.
- JB: Bit of history: All counties hold county champs but how they are organised depends on the county. and all areas are organised differently
- Some then hold development champs, so that those that don't qualify for the main champs still get a County swim. They were previously called the B Champs but changed then to the Development Champs. When the County A Champs (ASA Cambridgeshire) was held in March every year, the B Champs were held in Jan/Feb. Almost like a last chance to gain a q/time for the A champs.
- Then SE decreed that all County Champs had to be in Feb to follow their pathway of County Regionals, and Nationals. So, SE Cambs had to come up with another slot in the calendar to accommodate the development champs. The last few years (not during COVID years) they were held in November. But that causes an issue as there were swimmers who just missed out on the county swim in Jan/Feb as their time was just outside the q/time. Then they improved later in the year, then actually swam faster and within the q/time so could not swim in the development champs. As the same QT's for County champs are used as the cut-off times for the Dev champs, they missed out on both county swims. Having the dev champs in June, reduced this possibility. SK liked the point.
- PC - Is there an age limit for development champs? Timing is in the middle of exams? GCSE's and A Level's. Chat comments. JB confirmed no age limits but keep the same as the county champs for QT's and age groups for continuation. GK hearing there is further discussion required but as a consideration we can follow up if any controversial comments. Don't have to decide on this today - good to hear different points of view.

- We need to land on a date and in what format etc so we can set it up and then repeat again in January. Let's run this as a proposal. Silence. No comments against this.

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7. Club Round-up Slide 13.

- GK has summarised the common themes (but not all) from the round-ups. Please also see Appendix 2 for the individual round-ups.
- Clubs should support one another for open meets - generating income in the county.
- RT and SB discussed the GoCardless system and RT offered support to COCSC.
- GK thanks for the round-ups kindly submitted in advance. NP commented a thank you given the notice for providing this was short.
- Anything else to highlight? Follow up via email if requested.
- SB mentioned a female water polio squad with limited numbers. SB will prepare a communication to encourage more members. NP offering to circulate this.

8. County Membership fees, request from Swim England: Vote on fees

**This was dealt with out of order - and addressed before club round-up. NP checking chat regarding the vote for fees.

- We are doing a transparent backwards approach due to the timeline and constitutional position of the county. We will inform Swim England of the decision today. We informed them of our proposal to up them by 70p and no change on the other two categories (0 and 50% club fee - no criteria change). As a reference on previous AGM results on revenue, 7868 on affiliation fees generated on £3.50 membership fee so would be closer to £10,000 assuming the same membership numbers so the updated fees be agreed. The vote is to generate circa £2000 extra for the county to generate strategies - will require additional funds even if we have additional ideas to raise funds (start of meeting).
- Chat states "agreement". NP confirming the agreement is to increase the fee, not being ready to vote! DL and SB confirming.
- Vote is cast. Unanimous agreement to fee increase.

9. AOB

- HD thanked the exec for working in a committee for the transparent manner and engaging constructively with the process on the points raised. SB thanked the exec along with various other attendees who offered simultaneous thanks.
- **Date of Next Meeting**
- Proposed there is a lot to address with County champs and the diary and confirming the regularity of the meetings - can we all agree there will be a next meeting and share a Doodle poll? Agreed - this is a collaborative approach at the time. It is a constitutional element, so NP checking the attendees agree, which they all do.

End 21:00

APPENDIX 1: SLIDE DECK SHARED ON SCREEN

SLIDE 1

County Executive Team meeting 14 November 2024

SLIDE 2

- Welcome/Introductions
 - 2. Apologies
 - 3. County Championships: Cast a vote for one of the following options:
 - 4. Coaches Forum vote in result on following motions proposed by clubs:
 - 5. Club confirmation: volunteers and officials available for County Championships
 - 6. County Development meet: 14th / 15th June 2025
 - 7. Club Round-up (Please submit your updates prior to the meeting to secretary@swimcambs.org)
 - 8. AOB
 - 9. County Membership fees, request from Swim England: Vote on fees
 - 10. Date of Next Meeting
-

SLIDE 3

WELCOME / INTRODUCTIONS

- New SE Cambs Execs Introductory letter shared on 5th October 2024
- 5 focus areas from Execs are the following:

1. Events and Competitions: Our goal is to organise excellent meets to ensure the best development for the County swimmers whilst fostering a sense of community and healthy competition between the Clubs.

2. Increased Support for Clubs: We aim to encourage closer relationships with each club, liaising with club executives and head coaches to help with specific needs where we can; we are here to help.

3. Open Communication: We believe in the power of collaboration. We will actively seek feedback from clubs and members to better understand your opportunities and challenges.

4. Funding: We plan to explore and utilise any potential channels of funding available to the County to best promote the coaches and swimmers at all levels.

5. County Development Program: aligned with regional and national talent programs we aim to restart our county development plan supporting swimmers across the local clubs.

SLIDE 4

EXEC STATUS UPDATE

- **Completed**
 - Successfully met with outgoing Execs and received handover information
 - Established access to the Secretary mailbox, but pending access to the Chairperson mailbox
 - First updates on SE Cambs website completed and intend to cover all pending contacts updates prior EOY
 - Manged last bits in the logistics for the 2025 Inter-County Championships
 - Shoutout to Ben Negus / Matt Newton all the volunteer Team managers and coaches and the swimmers to make it happen
 - Started preparations for the 2025 SE Swimming County Championships by securing date and location. QTs and Program will be finalized today
 - Masters inter-county champs were held 12th November
 - Cambs team could not participate due to lack of swimmers
 - Worked with County Official Rep Sarah N. to organize meeting for Club official reps to start discussing strategy for County officials
- **Planned**
 - Complete setup of 2025 County Champs with support of Clubs and county post holders
 - SEER Governance process implementation
 - Considering moving county communications to new platforms
 - County Email and Online meetings
 - Social media refresh
 - Website refresh
 - Establishing County post holders status
 - Meeting to be set up prior EOY
 - Masters and Open Water, County Coach roles vacant
 - Meet all clubs and disciplines
 - Timelines TBD once 2025 County Champs actions are all on track
 - Define strategic priorities / initiatives
 - F2F Coaching forum planned for last day of Counties 2nd February 2025
 - TBD further actions/ meetings

SLIDE 5

SEER UPDATE

- Last County calls held on 24th September and 5th November
 - SE Cambs attended on 5th November to manage introduction .
 - Minutes yet to be distributed from this call and will be shared when available
 - Key topic discussed was the Implementation status of the SE Governance process , and still pending confirmation on dates for the Regional event
 - Previous call was held on [24th September](#)
 - Key topics discussed
 - SGM update from Cambridgeshire
 - Values and Vision Road show
 - Intention to have a unified SE strategy with Regions/Counties being able to make additions appropriate to their area
 - Whistleblowing Policy
 - County updates
 - SwimMark updates

SLIDE 6

VOTING

- The President, President Elect, and Vice Presidents can attend and participate in meetings, but they cannot vote (10.2.6).
 - Each member club of the association is allowed to send two representatives to the Executive Committee (as stated in section 13.1.2).
 - These representatives can vote at Executive Committee meetings, Special General Meetings, and the Annual General Meeting, in addition to the delegates from member clubs. If a representative is also a club delegate, they can only cast one vote in any meeting (13.1.3).
 - Executive Committee decisions are made through proposals that must be seconded, and voting is conducted by ballot decided by a simple majority. The Chairman does not vote, but in case of a tie, they can cast the deciding vote. Minutes will be recorded by the Secretary or another committee member in their absence (13.1.5).
 - To hold an Executive Committee meeting, there must be at least one Executive Committee member and a representative from at least five member clubs present.
 - Voting at the Annual General Meeting and Special General Meetings is limited to current voting members of the Executive Committee (14.1.2).
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SLIDE 7

- 2025 QT times were discussed and communicated 20th November 2023 by Coaches forum per agreed process in 2022
 - October 2024 County Execs received formal request from 2 clubs (St. Ives and St. Neots) to reinstate a vote on these timelines
 - The following options are to be decided today :
 - 3.1. Revert to the Qualifying Times used for the 2024 County Championships
 - 3.2. Accept the current proposed Qualifying Times (circulated by email on 20/11/23)
 - 3.3 Accept the amended Qualifying Times as proposed by the County Executive (circulated by email on 24/10/24).
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Cambridgeshire County Championships Qualifying Times 2025

ALL ENTRIES MUST INCLUDE A TIME WHICH IS EQUAL TO OR FASTER THAN THOSE BELOW
AGE AS AT Midnight 31st December 2025

FEMALE							EVENT	MALE/OTHER						
10 & 11	12	13	14	15	16	17+		10 & 11	12	13	14	15	16	17+
		33.3 32.4 32.9		31.2 30.5 31.0	30.5 30.3 30.5	29.9 28.7 29.2		41.2 40.5 41.0		33.4 32.3 32.8		30.5 29.1 29.6	29.2 27.0 27.5	27.8 26.6 27.1
40.5	35.8	32.9	31.6	31.0	30.5	29.2	50 Freestyle	35.9		31.9		29.6	27.5	27.1
1.28.0 1.27.0 1.28.9		1.13.0 1.11.6 1.12.6				1.04.6 1.02.0 1.03.0	100 Freestyle	1.29.9	1.17.3	1.12.1	1.07.1	1.03.5	1.01.2 59.5 1.01.2	58.0 57.2 58.0
3.11.2	2.53.1	2.37.9	2.28.2	2.25.0	2.21.8	2.20.0	200 Freestyle	3.16.9	2.50.2	2.37.5	2.31.0	2.21.7	2.13.2	2.07.6
6.25.0	5.47.5	5.23.9	5.13.7	5.03.2	5.00.4	4.57.1	400 Freestyle	6.25.4	5.53.5	5.25.7	5.04.0	4.53.0	4.41.8	4.34.3
	12.40.7	11.55.5	10.59.3	10.34.4	10.30.9	10.20.9	800 Freestyle		12.40.7	11.34.0	10.39.5	10.15.4	10.12.0	10.02.3
	22.45.9	21.40.7	21.09.1	20.29.4	19.34.9	19.14.1	1500 Freestyle		22.45.9	21.15.0	21.40.7	19.42.1	18.40.1	18.27.5
						40.5 38.5	50 Breaststroke							
53.5	46.9	44.6	42.2	41.3	40.9	38.5	100 Breaststroke	56.8	48.0	44.7	39.7	37.8	36.5	34.9
1.55.1 1.52.0	1.43.9	1.36.8	1.30.0	1.26.0	1.23.0	1.22.5	200 Breaststroke	1.58.7	1.43.0	1.34.9	1.27.2	1.22.4	1.17.5	1.16.0
3.57.5	3.39.7	3.27.6	3.13.5	3.07.2	3.06.3	3.04.7		4.04.7	3.42.4	3.20.9	3.10.3	2.52.3	2.49.7	2.47.0
						35.0 31.5	50 Butterfly							
48.4	42.1	38.2	36.6	36.0	35.5	31.5	100 Butterfly	52.9	43.5	38.2	35.8	34.9	32.3	29.8
1.53.0	1.40.2	1.27.5	1.20.7	1.16.9	1.14.6	1.12.6	200 Butterfly	1.55.0	1.39.7	1.27.1	1.17.1	1.11.8	1.07.1	1.05.6
4.15.1	3.50.0	3.23.0	3.06.0	2.58.0	2.54.0	2.50.0		4.05.0	3.47.0	3.08.0	3.02.2	2.50.0	2.43.0	2.35.3
				36.0 35.8 36.0		35.0 33.3 33.8	50 Backstroke						33.8 32.6 33.1	32.7 31.7 32.2
45.5	40.9	37.6	36.8	36.0	35.4	33.8	100 Backstroke	46.9	40.8	37.8	36.3	33.6	33.1	32.2
1.38.5	1.27.5	1.20.8	1.15.8	1.15.3	1.14.9	1.12.9	200 Backstroke	1.42.5	1.33.9	1.21.0	1.17.0	1.13.2	1.10.9	1.07.5
3.25.0	3.09.0	2.53.1	2.46.1	2.43.5	2.41.2	2.41.0		3.41.5	3.11.8	2.54.1	2.43.6	2.36.3	2.28.1	2.27.2

Cambridgeshire County Championships Qualifying Times 2025

ALL ENTRIES MUST INCLUDE A TIME WHICH IS EQUAL TO OR FASTER THAN THOSE BELOW
AGE AS AT Midnight 31st December 2025

1.43.2	1.31.1	1.24.8	1.20.3	1.18.4 1.17.8	1.17.8 1.16.7	1.16.8 1.12.6	100 IM	1.43.8	1.32.1 1.31.5	1.23.4	1.19.4	1.15.8	1.11.7	1.09.7
3.28.1	3.12.9	2.59.6	2.51.0	2.46.5	2.45.2	2.41.8	200 IM	3.30.3 3.28.1	3.12.9	2.56.8	2.46.3	2.36.7	2.30.7	2.27.1
	6.56.5	6.22.5	6.00.0	5.46.0	5.39.0	5.35.0	400 IM		6.59.7	6.34.5	5.58.6	5.46.7	5.40.0	5.21.8

Times in Black= 2024 QT

Times in red = 2025 QT

Times in red with highlight = County exec modified 2025 QT

Events/ Age groups where only black time included means that no change applied on 2024 QT per times distributed on 20th November 2023.

SLIDE 9

Vote on 2025 County Championships Program

- The 2025 event will run across 3.5 days instead of 3 days and provide an additional session (total 7) to distribute the events .
- All Head coaches were involved in a virtual consultation (by email) to collect proposals regarding ideas how to run the extended 3.5 days program
- The vote results were shared yesterday and presented to this forum for a vote as per the following slide

SLIDE 10

Vote on 2025 County Championships Program

Question	Head Coach proposal
100 IM Event to be removed from the County Championships	33% (3 out of 9) in favour to remove the event from the program
100 IM to become the Medley Skins qualifier event	56% (5 out of 9) in favour that 100 Im become the Medley skins qualifier
Skins and relays should be removed from the County Championships and set up as a separate event	56% (5 out of 9) in favour that skins and relays to be removed from the program
Swap Session 5 Female 200 IM with Session 3 Female 200m Freestyle saving 5 minutes in Session 5	56% (5 out of 9) in favour to the proposed swap of events
400 IM should be combined into a mixed event	72% (7 out of 9) in favour to the proposed combination to mixed event
400 Fr should be combined into a mixed event	72% (7 out of 9) in favour to the proposed combination to mixed event
Relay teams should stay on program BUT be limited to one entry per club	33% (3 out of 9) in favour to the proposed limitation of entries
Relay teams should stay in program and receive podium presentations and medals	67% (6out of 9) in favour to retain the event provide posium presnetation and medals
Relay teams should stay in program and entry NOT be limited BUT only maximum of two teams from the same club can place on the podium	11% (1 out of 9) in favour to not limit entries on relays and allow maximum of 2 teams from same club a place on the podium

SLIDE 11

2025 County Championships Volunteers and Officials

- In preparation for the Club official rep meeting on 18th November please confirm status of club discussions regarding plans to provision officials and volunteers to the event

SLIDE 12

2025 County Development meet

- Acknowledging the demand for all swimmers to compete at county level at events where QTs for county Champs not achieved
- Supporting the Swimmer Development Pathway
- Supporting the Reginal Development pathway
- Supporting any other development goals/ strategies yet to be defined by future consultations.
- Proposed date based on club feedback received is 14/15th June 2025.
 - Location TBD
 - QT :TBD

SLIDE 13

CLUB ROUND UP / AOB

- Sharing offline detailed updates
- Common themes
 - Rising costs and pool time changes (some positives as well!)
 - Squad restructuring to respond to pool time changes, funding challenges
 - Lack of sufficient # parent engagement (officials, volunteers)
 - Academy squads
 - Attendance on open meets
 - Opportunities to share learnings for

- COCSC on their DD setup with Go Cardless for membership fees
- Lack of sufficient # parent engagement (officials, volunteers)

SLIDE 14

- Proposal to up 2025 fees as the following
 - Cat 1 / Train Fee
 - Increase 2024 fee of £3.50 to £4.20
 - Cat 2 / Compete Fee
 - Increase 2024 fee of £3.50 to £4.20
 - Cat 3 / Support
 - No change from 2024
 - Club
 - No change from 2024.
 - Affiliation fees were reported as an revenue of £ 7868.00 at last AGM in July 2024

CLUB ROUND UP

Bottisham Swimming Club

It's our club champs on Sunday with over 80 swimmers competing including several first timers from our academy squad.

Really pleased/relieved SwimMark has been put on hold..

Pool fee rises mean increased in fees for swimmers.

More parents are getting involved slowly with timekeeping/TMs or general support.

(Paula)

City of Cambridge Swimming Club

Memberships numbers

Swimming:

- Performance program: 75
- Academy program: 76
- Pathway program: 57
- Competitive (former club) program: 80
- Masters program: 74
- University program: 60

Para swimming:

- Performance program: 3
- Academy program: 4
- Pathway program: 5
- Club program: 6

Water Polo:

- Men: 29
- Youth: 7
- Junior: 23
- Mini: 24
- Women: 4 - recruitment needed – other club may wish to suggests to their women swimmers over 16 we have a Water polo team.

Total number of active members is currently 515 (12 are dual activity members).

Officials numbers as of 10th November: 24 qualified officials as per below

- 2 referees
- 3 JL2S
- 4 JL2 (including one JL2 S trainee)
- 15 JL1 (including two JL2 trainees)

3 JL1 trainees but more have recently signed up to train or started but not yet on lists

Important note: not all are active officials at present due to different circumstances so those numbers are not sufficient still!

New squad structure and training time

The club has worked with The Perse school in the last year and obtained extra pool time hire in their new sports facility (Long Rd, Cambridge) that opened in October. The club changed the squad structure and the training time for most swimming and Waterpolo squads (major revamp) so most members could benefit from the extra pool time.

The club also moved the membership payment to DD with GoCardless – this is proving difficult to set up and making sure all members/parents are set up correctly.

Meets

Cambridge Grand Prix (level 2 meet) was organised at Parkside early October

Arena league round 2 was organised at Parkside with both Team A and B swimming at home.

Arena round 3 (14th Dec) is at Parkside and team B will be at Parkside whilst team A will be in Norwich.

Providing officials for the galas, including Arena, has been and is challenging as we have at present only 8 active parents officials.

Vacancies

The club requires more volunteers

Specific vacancies are for a co-Chair and a male Welfare officer (other vacancies less critical)

Also need more officials (at every level for sustainability), announcers and running the computer at gala.

City of Ely Swimming Club

Open meets

Ely are active in attending meets we have attended the following

7th September - Senior Fenland League Final - at Newmarket- Ely finished in First place.

14th September -Junior fenland League B Final - at St. Ives - Ely finished in First place.

15th September – Newmarket Sprint Meet - large attendance winning Top boys and Top Girls positions and top Club great attendance 53 medals achieve.

28th/29th COPs meet day 1 47 pbs day 2 54 pbs

18th/20th October Cambridge Grand Prix 8 swimmers attended

20th October March Marlins Open large attendance 86 pbs.

1st /3rd East Region winter SC Championships. 1 swimmer attending

Ely AGM 8th October

Ely Held its AGM committee voted in not a great attendance by many parents.

Volunteers

Although we have had two new team managers recently we are having difficulty in getting Parents to get involved with officiating. The intention is to run some parent information workshops in late November and December to give briefings on what is actually involved and hopefully generate some interest.

Head Coach

After 17years of great dedication our head coach Elaine Hill is looking to retire at the end of the year, we are actively looking for a replacement.

City of Peterborough Swimming Club

Huntingdon Piranhas Swimming Club.

Like a lot of Clubs there was a big COVID fall out

Numbers went downhill very quickly

Club has increased in numbers and increased water time available

Current head coach started Dec 2022.

Improving position in JFL from C final to B final

More county qualifiers (up from 3 to 7)

Had Regional qualifiers (now has 1 for 2025)

Very supportive and extremely hard working committee

Issues with getting officials due to :-

seen as a big commitment

fear of not understanding swimming if new to sport

put off by previous experiences

March Marlins

March Marlins have had a good year starting with three Assistant Coaches passing their Level 2 Coaching certificate which puts the club in a really strong position for the future. This is in addition to a newly qualified Level 2 Teacher as well as an Assistant Teacher who is currently completing their Level 2 Swim Teacher course this week.

We have managed to host two open meets as well as Summer Club Champs Sprints and a five round autumn Club Champs incorporating our under 9 year old swimmers as well. The open meets are vital for club finances in order to keep fees affordable for our swimmers.

The Club Links programmes, held in association with Swim England, the George Campbell swimming pool and ourselves, during the summer holidays was really beneficial, gaining an extra 18 swimmers. Our club remains strong with younger swimmers but we really don't have the older swimmers with only three masters swimmers and a handful of 14 year olds and over.

We continue to use both the George Campbell pool at March and the Manor Leisure Centre at Whittlesey, the latter having just had the boilers replaced so we have everything crossed that we won't have the issues with the temperature this year.

In terms of Officials, we are doing well for a small club however still struggle to get parents involved. Although we ran club champs each round was a bind in terms of getting enough volunteers. We have a limited number of swimmers competing so this again limits the pool of volunteers.

Marlins continue to attend open meets regularly and have several more planned over the coming weeks. We also have our annual Christmas Party and Presentation Evening planned for Friday 6th December 2024.

St Ives SC

St Neots Swans

The St Neots Swans Swimming Club has experienced some important changes recently. In April, one of our regular pools closed for repairs until September. Thanks to the hard work of our Chair, Paul, we managed to secure limited hours at an alternative pool, allowing us to keep some training sessions going. We're pleased to say that, despite the disruption, we didn't lose any squad members. This is a credit to our coaching team and committee for keeping everyone engaged.

Our head coach, Andrea Gilbert, stepped down in July after eight years of dedicated service. The committee would like to thank Andrea for her invaluable contributions; the club is in a much stronger position now thanks to her leadership. Andrea, who was our first county champion and has been part of the club for decades, will be greatly missed by swimmers and volunteers alike. Andy Jones has now taken over as head coach. Andy has been successfully managing our junior squads and teaching programme for several years, so he was the natural choice to step into this role.

In September, we relaunched the club with a renewed structure for our squads and more pool hours, which were made possible by club funds. Special thanks to our treasurer, Patrick, whose careful management of club finances over the past few years allowed us to make these financial commitments. To support these expanded pool hours, the club needs to grow squad numbers, and we're pleased to report we're well on track to meet our targets. April to September was an extremely busy period for both the committee and head coach elect, as a substantial amount of preparatory work was required for the relaunch, congratulations and thanks to everyone involved.

In November, the club also achieved SwimMark accreditation. According to the East Region, our submission was approved in a record-breaking three working days!

Our performance in the JFL has also been strong, with the gap between Swans and other clubs narrowing quickly, thanks to the coaching team led by Andy. We returned to the Open Meet circuit in October, competing at the Flitwick Open Meet in Biggleswade. The team brought home a large number of medals, achieved county times, and set strong personal bests among the older squad members. The additional pool hours and the new coaching program is clearly making a positive impact.

Our Head Coach is now focused on rebuilding our coaching team, and we are supporting several coaches to obtain essential training and qualifications.

Wisbech

As requested here is a brief update from Wisbech Swimming Club.

- We have recently completed our Club Championships, which ran over 2 club sessions a week and involved every member of all of our squads. The younger swimmers complete 25m swims, and our senior squad participate in the full competitive programme (up to 400m free and medley). The children did absolutely brilliant, with so many pb's and lots of lovely support for each other. For some this is their first race experience, and we had a 7yr old choose to complete the 200 fly! It's also a great way to try to encourage new volunteers into the officials' roles, and we are grateful to Ian Knight for joining us on a number of sessions to help us get a few new timekeepers and officials their valuable practical experience. For future years we would love for these events to be licensed, but we would need additional JL2's and at least one referee. Having said that the events ran very smoothly, and I think we ran a good poolside balancing the need to disqualify to learn the correct skills for the future, with a supportive meet.
- We really enjoyed attending the COPS Season Opener event with nearly 40 children and are also looking forward to joining COPS for their winter meet later this month. To have local galas where our members can update their official times is really valuable, so thanks very much for everyone's hard work and support in making these meets happen.
- Internally we are looking forward to our presentation evening this weekend and are really benefiting from a new committee member who has taken on fundraising. This has meant brilliant raffles each club champs night, that has not only paid for the disco, but even put extra much needed funds into the pot.
- A committee challenge has been that we have had to recruit 2 or 3 new Welfare Officer's already this year - a difficult role to fill. Unfortunately there have been incidents requiring their involvement - with the no phones in changing room policy a particular challenge. We are currently finding Swim England very supportive on these issues (more so than the leisure centre and even police...)