

**Scottish Amateur Swimming Association
Report to Council 21 November 1993**

1 General : Since the Council Meeting on 15 August I have been very much involved in the process of transferring the running of the Association to the new Board of Management. I have also been heavily involved in the writing of the job specifications for the new Director of Swimming and Administration Manager posts, after a series of meetings with Ian Russell and Ian Mason. I produced the document which included the specification and notes for each of the information packs sent out from the SASA Office to those who inquired about the jobs. Over 220 for the Administration job and 19 for the Director of Swimming position with a return of 58 and 5 respectively. Unfortunately the confidentiality of the applications was breached by some persons who were in the SASA Office over the period and had access to the documents, I think that this is a very serious matter and unacceptable behaviour from those who should know better and be aware of the responsibility and trust expected of them. The Chairman Ian Mason has pushed the process along at a very fast pace and hopefully recommendations will be made to Council on the 21 November. Two candidates for the Director of Swimming post will be interviewed on Saturday 20 and four candidates for the Administration Manager post on Sunday morning of the 21 November. The Interviewing Panel consists of the Board of Management Mr. Colin Pearson from the Scottish Sports Council and myself.

I have endeavoured to support the desire of the new Board of Management to improve communications within the Association and I have produced two issues of the newsletter "**Swimming 2000**". Many people have sent in articles and reports which I appreciate very much indeed, without such support it is very difficult to sustain a viable news service. I am pleased to report that the newsletter may shortly be sponsored and produced in a better quality format, thanks to the efforts of Murdo Wallace, Vice Chairman Marketing.

2 Great Britain : Sir Peter Heatly completed a very busy year as Chairman at Gateshead during the European Sprint Championships which coincided with the "AGM" of the GB Committee last weekend - he will be very difficult to follow. He has attended every Great Britain event in the UK and some overseas including the FINA Diving World Cup in China. The protocol appearances would have been enough but he also Chaired the Review Group which looked at the results of the British Swimming Team at the Olympic Games in Barcelona and has followed that through to the negotiations with the Sports Council.

A meeting was held on the 1 November in London at the invitation of the Sports Council, I am attaching the letter which resulted from that meeting. The main outcome is the forming of a Review Group to examine the future of an autonomous Great Britain Association. It was agreed that the Group should be made up on the same basis as the group which met in London ie. two representatives from each constituent country and two from ASFG - the following were agreed ASFG - Sir Peter Heatly and Alan Clarkson, SASA - Ian Mason and myself, WASA - Bryn Williams and Robert James the ASA have a Review Group of three who have been looking at the question of a Great Britain Association for some months - Dougie Scales, Dennis Yeoman and Eric Wilkinson the ASA Committee will decide which two at their meeting on the 26/27 November. This group will require to meet before the end of the year probable date Friday 10 December in York.

I would like to record my thanks to Sir Peter Heatly and Bill Charles for proposing my nomination for a FINA Silver Pin which was supported by the Great Britain Committee and I am pleased to say awarded by the FINA AWARDS Commission and approved by the Bureau.

Lex Taylor was approved by the Great Britain Committee as a Technical Official for the World Masters Championships in Montreal, Canada 4 - 10 July 1994 I should add at his own expense!

No money was received from the Foundation for Sport and the Arts towards the cost of the Water Polo preparation for the European Championships in Sheffield - unfortunately the preparations went ahead on the assumption that some support would be made available resulting in a large overspend. The final result does not look as bad as it might have due to the ASA absorbing some of the costs. However, the end of year demand from the constituent countries is greater than expected by £5000 in our case.

The attempt by the American TV Company to change the dates of the World Championships in Rome next year was rejected by FINA. If the change had gone ahead it would have meant a clash with the Commonwealth Games in Victoria and a dilemma for the Commonwealth Swimming competitors.

The prize money for the Great Britain Club Team Championships has been proposed by the TSC but until a sponsor is found it will depend on the number of clubs entering about 60 entries (at £50 each) would cover the prizes for the leading 16 clubs. The Championships have new rules which I will publish in the next newsletter.

There was a great deal of discussion about the state of British Water Polo and how it can be improved. The ASFG are committed to participating in the European Junior Championships in 1994 and the Committee felt that this should be given priority. It was agreed that a development plan for the next four years was required from the TWC to justify any further expenditure on Water Polo at Senior level.

Medals are to be presented in future to the winners and runners up in the Home Nations Tournaments at senior and junior level.

Eric Wilkinson who attended the FINA Technical Officials Seminar in Colorado is willing to make a presentation to the Scottish TTO Seminar next year. It would be very appropriate at the end of September after the FINA Technical Congresses and the World Championships which he will be attending.

3 Commonwealth Games : The Hon. Legal Adviser Mrs. Black was delighted to accept Council's appreciation of her work in the form of sending her to the Commonwealth Games in Victoria next year. She will be accompanied by her son James. She preferred the visit rather than a sum of money, the support will not exceed the amount agreed by Council.

I have booked flights with the George Hunter for Mrs. Black, James and our President Elect Mrs. Brunton. However, I have had no response from the Organising Committee in Victoria inspite of Faxes requesting accommodation. George Hunter advised me that he is also having communication problems with the Organisers.

Another problem has arisen due to the lack of seating for spectators at all the venues in Victoria. The VIP seating normally reserved for Council Members has been reduced to four passes per Council - two for Council Members (54) and two to be allocated at the discretion of the Council. I have received this verbally and I am awaiting confirmation in writing from the Secretary. There is no information as yet of ticket allocation or prices.

I have been in correspondence with George Hunter and Ian McEachran Q.C. regarding the position of our

sponsors and the Commonwealth Games I have only last week received a copy of the contract the Games Council has with the main sponsor Walter Scott and partners. The other problem in this area is that the Games Council Executive have signed a contract with a company called UK Sportsgear which covers the supply of a range of sportswear including swimwear. Mr. McGowan has met with the representative of the company to discuss the requirements of the Swimming Section, his verbal report to me is not encouraging he said that the company have not previously produced swimwear but claim to be able to match the best produced by Speedo! Mr. McGowan was shown an example of the proposed tracksuit - it was a heavy woollen garment reminiscent of the 1960s.

I have made my concern very clear to George Hunter about the invidious position that the Association has been placed in relation to our sponsor HIND.

The SASA must make a policy decision with regard to the inclusion of Synchronised Swimmers and Divers in the team for Victoria. I would urge you to consider the matter from the point of view of the objects of the SASA in that the Association should do its utmost to support all disciplines. In particular Synchronised Swimming is under threat to be excluded from the Games if it is not supported by a minimum of six countries. I would recommend that the Association is represented in all three disciplines.

4 Appointments : As this is the last scheduled meeting of Council prior to the closing date for AGM business the following appointments require to be made :-

| Position | Current and Proposed Delegates |
|---|---|
| Great Britain Committee | Sir Peter Heatly William Black William Charles [wishes to stand down] Ian Mason proposed |
| | Mr. Charles has been closely involved in the financial business of the ASFGB and it may be that he could continue in this capacity for another year as consultant |
| British Olympic Association | William Black |
| Commonwealth Games Council for Scotland | William Black William Charles Michael Sheppard |
| Scottish Sports Association | Douglas C. J. Brown |
| SASA/SSSA Joint Award Scheme Management Committee | Jack Snowdon (Trustee) - two years to go William Charles - one year to go Murdo Wallace - due for reappointment |
| Hon. Legal Adviser | Mrs. Elspeth C. Black LL.B., N.P. |
| Hon. Legal Advisers | Mr. Eric G. Anderson Dr. Robert Venner |
| Auditor | Mrs. Linda M. Kilgour CA |
| Patron | Sir Peter Heatly - proposed for consideration previous list of Patrons was discontinued because all were deceased or unknown. |
| Life Member | Mrs. Winnie Ferguson Mr. William D. Charles |
| J. Y. Coutts Memorial Award | Mr. Ken McKay - proposed by the Masters Committee |

Proposals for the membership of the Appeals Committee should also be considered and I think included in the AGM business - this would help to clarify the whole business of who does what with regard to protests and appeals.

Nancy Riach Memorial Medal
W. G. Todd Trophy and Award
John and Margaret Bell Memorial Trophy
Senior and Junior Water Polo Players of the Year

Due to the much earlier date of this Council Meeting nominations have not yet been received for the above awards I would suggest that the Executive consult with the appropriate Conveners and agree the recipients.

4 Constitutional Changes : The policy adopted by the EGM last June directed Council to carry out the proposals contained in the agenda which will require some changes to the Constitution and Rules of the Association for the next AGM in February 1994.

Firstly the post of Hon. General Secretary and Hon. General Treasurer cease to exist and appropriate changes will require to be made throughout the Handbook. This would include the transfer of authority for financial matters to the Board of Management eg who will be the cheque signatories ? The EGM document is quite clear that the management passes to the Board what needs to be clarified is the role of Council and the position of President. The role of Secretary and Treasurer could possibly be filled at Council meetings by the Chairman and Vice Chairman Administration/Finance - dependent on the role of Council of course. It would appear that Council will be less involved with the detailed management of the Association and become more the "Guardians" of the Constitution and Rules, the final arbiters for all disagreements or interpretations of Rules.

The present confusion in some quarters as to the difference between the Chairman of the Board and the President of the Association needs to be addressed and the role of each widely communicated to the membership and other bodies outwith the Association.

The Board of Management and the rules/procedures for its duties, powers etc. need to be approved. The method of nomination and appointment of future Board members should be clearly stated.

The new committees which have been formed - Development, Marketing, Finance etc. should they be included and become proper Standing Committees? Have these Committees been included in the budget calculations for next year and beyond that the four year plan?

The Development Initiative has raised a great deal of interest in many areas and Local Authority Development Officers in particular. I would hope to see the Association and clubs benefit from this opportunity to gain a closer liaison and support from Local Authorities.

5 Minutes : No minutes were taken by the SASA Office Staff at the Council Meeting on 15 August I will endeavour to produce a minute for the 21 November. Miss Fiona Murray will be in attendance on Sunday.

6 Foundation for Sport and the Arts : I have written in support of several projects with requests for financial assistance. I have had some feedback - Glasgow have been offered much less than they would have wished towards the new 50m pool; the Eastern District was unsuccessful in a bid to help establish a District Office and Dunoon ASC received a grant towards the purchase of an Electronic Timing System. I believe that the Eastern District has agreed to try again with the bid in a new format.

7 1994 Scottish Age Group Championships : Mr. Craig and myself are to meet next week with the Kyle and Carrick District Council Officials to have preliminary discussions regarding the Associations requirements for the Championships. A response is still awaited from the other venue owners but I have discussed the requirements with the Glasgow Council Officials and they are keen to have the events. The new Scotstoun 25m pool is due to open on the 27th November 1994 which makes it very close to the Winter Championships date provided that there are no delays to the building programme.

8 Scottish Sports Council Submission : Ian Mason has arranged a meeting with the SSC on Friday 26 November to discuss the Submission for 1994. The Board of Management and the Executive will represent the Association at the meeting. Ian will present the document to you on Sunday.

William Black
Hon. General Secretary

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Notes in connection with ASFGB/SASA/ASA/WASA meeting on Monday 1st November 1993 at 11.00am John Adams Hall, Endsleigh Street, London and at 2.00pm Sports Council Offices, Upper Woburn Place

Present: Sir Peter Heatly
Alan Clarkson
Ian Mason
Bill Black
Paul Bush
David Reeves
Bryn Williams
Robert James

At 2.00pm the above plus: -

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|------------------|---|---|
| Colin Pearson | - | Scottish Sports Council |
| David Evans | - | Welsh Sports Council |
| Anita White | - | Sports Council |
| Sheila Morrow | - | Sports Council |
| Sarah Butlin | - | Sports Council |
| Lorrie Bridgeman | - | Regional Services Director Sports Council |

11.00am:-

The following points were discussed and agreed for onward transmission to the afternoons meeting:-

- a) The utopian view should be the starting point ie - One Great Britain Association
- b) It was agreed that a review group be proposed to the ASFGB Annual General Meeting at Gateshead on Friday 12th November, constituting of 2 representatives from each country + GB chair
- c) A five year guarantee for funding was required from the Sports Council for the National Performance Director post, or two year with the option for four years based on the quadrennial cycle up to 2,000.
- d) It was identified that the BOA may possibly take over the role of Performance and Excellence planning in the near future after the current DNH review has been completed.
- e) All Home Countries/Sports Councils agreement should be reached in principal before moving forward.
- f) A GB review should be sought with the underlying principle that autonomy remained at home country level
- g) An external management consultant with Sports Council funding may be utilised

2.00pm -

- Sports Council perceived their role as facilitators
- They were keen to ensure that a structure for the appointment of a National Performance Director was in place
- Further development of the Performance and Excellence programme was required
- GAP Panel agreed funding for four years for an Olympic cycle but it was hoped this could be for a two year period up to Atlanta with the option for four years from Atlanta through to Sydney.
- The Department of National Heritage only approves funding for the Sports Council in fiscal years, therefore no certainty at this point in time. Any agreement would not be forthcoming before the end of February 1994, therefore a National Performance Directors post could not be advertised until March 1st 1994 with the incumbent taking up post circa 1st October 1994
- Scotland, England, Wales Sports Council involvement could be to assist the review, in terms of - officer time, travel expenses. Sports Council agreed to report back to ASFGB based upon their work in pilot schemes already being carried out in gymnastics, badminton, and canoeing
- Agreed the current GBR structure could fulfil the need for a National Performance Director with a twin track approach in terms of the National Performance Director in place under the existing structure and an ongoing review of GB Swimming.
- It was still felt important to review the management of the post, who, how, the method, job specification, what will the person do, and any changes required to support the position.
- Other disciplines, it was hoped, would develop along the same route, based on a model of good practice. However for the foreseeable future these would need to be managed by the home country directors as of now.
- Home countries Directors contribution to the post in kind rather than cash
- The Review should try to overlap ASA/ASFGB event funding
- Review - new areas of income
- Administrative support totally dedicated to GB, quantify and clearly define the role and the time, secretary plus technical support?
- Performance indicators need further development - ie timescales, targets, short/long term objectives, how can they measure the effectiveness/achievements.

- It was agreed that the way forward was as follows -
 - a) Sports Council inform ASFGB of clarification areas still sought for the appointment of a NPD
 - b) Review of ASFGB by home countries
 - c) Initial new structure in place to move forward in 1994 with NPD appointment

Ref: PAB 5/11/93 swasanote