

# ***Annual Report***

## **2024**

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*In tandem with tireless effort from the regional staff we have remained focused on supporting athletes, teachers, coaches and volunteers.*

*Sara Todd  
Chair*

## President's Report

I have thoroughly enjoyed my year as President, running in parallel to my first year as Chair of the Regional Management Board (RMB). With a background supporting competitive swimming, I continued to attend club, county and regional championships as an official and frequently as Referee.



**Bob Odell receives the Past President Plate from John Tripp (President 2023/2024)**



**Peter Rycroft (Vice President) will be installed as President in April 2025**

Being determined to improve my understanding of the other Aquatic disciplines, I was privileged to attend the Regional Open Water Championships at Mercers Park, the Regional Masters Short course championships and the Regional Artistic Competition both held at K2 in Crawley. Additionally, I attended the British Downs Syndrome Championships, a truly happy and inspirational event.

I would like to thank everyone who has made me feel very welcome and has respectfully answered my endless, and frequently naïve, questions!

I will be handing over to Peter Rycroft, who, as Vice President, has already attended events on my behalf. I wish him an equally rewarding term of office.

**Sara Todd, President**

## Chair's Report

I would like to open my report for 2024 by thanking all of my fellow Board members for their commitment and contribution to my first year as Chairperson. Without their continued support it would have been a very different year! In tandem with tireless effort from the regional staff we have remained focused on supporting athletes, teachers, coaches and volunteers, to the best of our ability in the midst of significant changes within our National Governing Body, Swim England, and the associated impact for us.

I think we will look back on 2024 as a watershed year. The results of the Listening Report made difficult reading, but the approach of the new CEO, Andy Salmon, and the spirit of consultation and collaboration he demonstrated in the summer Roadshows, marks the beginning of a new chapter in the history of Swim England.

Knowing that a new strategy was being developed, and being reassured that as a Region we would be able to contribute to its content, we held our own strategy workshop in June. A focused group representing all areas of the region, including disciplines, officials, coaches, volunteers and staff met to share ideas about how to create the best environment possible for athletes of all ages and abilities to flourish. It was an enlightening day and I am grateful for all of those who readily and optimistically contributed. While we have attempted to incorporate key learnings into our immediate focus, specifically on Safeguarding & Welfare, we have refrained from launching a completely new strategy document as we are keen to ensure it is aligned with that of our NGB who launched their strategy towards the end of 2024. Work will continue on this in 2025 and I am confident we will have something to share by the middle of the year.

"Why does this matter to us"? I hear some of you say. Having a well thought through and easily

understood vision and strategy demonstrates a sense of direction to our membership, promotes a positive culture and supports the appropriate prioritisation and allocation of resources to develop Aquatics in the South East. Put simply, it should guide everything we do, how we do it and provide a framework with which to hold ourselves accountable.

The Regional Management Board has continued to operate as in previous years with monthly meetings primarily online, augmented with a full day face to face meeting in November. There has been no major change to our membership, although there have been some minor changes as a result of the Governance review completed in 2023. Roger Prior remains as the Board Member responsible for Finance and Brian Deval continues to lead on Communications. Roger Penfold is the Board member responsible for Welfare, supported by the regional welfare officer Andy Giess. The staffing group has been replaced by the Nominations Committee chaired by Carys Jones and there is a new Audit Committee chaired by Chris Lee. The Governance Committee continues, chaired by me. The Strategy and Development groups have been combined into a single committee chaired by Jenny Gray. The disciplines continue to operate their individual management structures with input into the Strategy and Development committee as required. Each discipline continues to have a Board liaison member. Currently there are eight regions in Swim England and the South East continues to be the largest with 34,175 individual members representing almost 22% of the total membership. We are also the most complex region with 6 counties and 169 Clubs. This continues to test us all! The lack of “competition ready” facilities persists, the cost of hiring those available continues to rise, and yet again in 2024, Mike Lambert and the Swimming Committee worked miracles to accommodate all those athletes who qualified for the Regional Swimming Championships. As many of you will remember, the difficulty of this feat was exacerbated with the breakdown of the boom at one of the pools. We are indebted to the team who navigated through this exceptionally stressful time, ensuring athletes could appropriately qualify for the National Championships.

We are equally indebted to the regional staff who contribute daily to the success of our region. Led by Kristie Jarrett, the interim regional manager,

and supported by Kate Hutchinson, a range of 35 volunteer training programmes were delivered in the Region; these are shown in more detail on page 17.

I would also like to acknowledge the contribution of Caroline Burke who, in the absence of Bryony Gibbs, stepped in to support the Board's administration and management of the regions finances. We are excited about the return of Bryony Gibbs following her parental leave and congratulate her and Lee on the arrival of their daughter Olive.

As in previous years the team work far more hours than they are contracted to provide and, as the smallest regional team supporting the largest, most complex region, it is only appropriate that we review the current structure in line with the aims and ambitions of the overall Swim England Strategy and requests for support from the various disciplines and the specific regional programmes. This commenced at the end of 2024 and we aim to complete mid 2025. I am delighted to confirm that Caroline has agreed to extend her support until then.

It was a pleasure to attend the National Swimming Awards ceremony in Birmingham in November. As a Region we had reinstated a physical awards ceremony and it was extremely pleasing to note those who were invited to attend the national ceremony as potential award recipients.

Congratulations to Albatross Diving for being voted the Swim England Diving Club of the Year. As usual, there follows detailed reports from each discipline and I would like to thank all of the volunteers across the South East who provide so much support to enable aquatics to thrive. Of course, we always need more. As my predecessor commented in last year's report “many hands make light work” so please support your clubs, counties and region to maintain the pool of talent required to deliver a safe and enjoyable aquatic experience!

**Sara Todd, Chair**  
[chair@southeastswimming.org](mailto:chair@southeastswimming.org)



# Regional Awards 2024

## *Club of the Year, joint Gold Award*

- Gravesend & Northfleet SC
- GB Deaf SC

## *Volunteer of the Year*

- Gold Award: Bletchley & District SC Volunteer Team
- Silver Award: Emma Moo, Hythe ASC
- Bronze Award, Becci Henderson, Worthing WPC

## *Technical Official of the year*

- John Tripp, Hart SC

## *Swimming Performance Pathway Coach*

- Gold Award: Lee Baldwin, Portsmouth Northsea SC
- Silver Award: Nathan Jegou, Tigers (Jersey) SC

## *Swimming Development Coach*

- Gold Award: Lee Shepherd, White Cliffs (of Dover) SC
- Silver Award: Ben Stevens, Beacon SC
- Bronze Award: Katie Bowman, RTW Monson SC

## *Diving Club of the Year*

- Gold Award: Albatross Diving Club
- Silver Award: Star Diving

## *Diving Development Coach*

- Gold Award: Nick Egg, Southampton Diving Academy

## *Water Polo Club of the Year*

- Gold Award: Faversham WPC

## *Water Polo Development Coach*

- Gold Award: Katy Ross, Andover WPC

## *Artistic Swimming Club of the Year*

- Gold Award: Hythe Artistic Swimming Club
- Silver Award: Aquaoaks Artistic Swimming Club

## *Artistic Swimming Pathway Coach*

- Gold Award: Kelly Anne Russell, Reading Royals ASC

## *Artistic Swimming Development Coach*

- Gold Award: Di Hughes, Electric Eels ASC
- Silver Award: Emma Harris, Medway ASC



*Winners of our Regional Volunteer Awards 2024*

# Finance

The accounts submitted show the comparisons with the previous year, which was the second year after the COVID crisis. It can be seen that total income is much the same, whilst total expenditure shows a modest decrease.

It is again disappointing that a budget of substantial excess of expenditure over income has turned into a surplus of income over expenditure. The disciplines that are most resource hungry are still finding it very difficult to find volunteers to run their activities and many of those planned have not taken place. As I said last year, the Regional Staff support the disciplines as much as possible, but volunteers are needed if a full programme of events is to be achieved.

## Income

The total income is very similar to last year. Our membership income has held up, showing that we are not losing members. Once again the Board has decided that there is no need to increase our low fees. A new sponsor has come on board to run swim shops at our events and income from that has gone up.

## Expenditure

Overall expenditure is slightly down on last year. The Regional Management Board expenditure increased, but that was a result of having an awards ceremony at our November meeting. Expenditure by the disciplines was down substantially. By and large this was caused by a dramatic improvement in the cost of Speed Swimming.

A substantial reason for that was a change in policy as to how we account for the overseas camp. The camp takes place in January, so most of the expenditure pre-payments (Hotels, flights entry fees) take place in the latter part of the previous year. That expenditure for the 2024 camp appeared in the 2023 accounts. The payments for the 2025 camp have been accrued to appear in the accounts for the year in which the camp takes place.

The Swimming Championship entry fees were increased in the latter part of 2023, but that effect has only shown up fully in the 2024 figures, as the majority of the income occurs in the middle of the year.

Artistic Swimming costs rose because of the change in regulations by World Aquatics, which also meant that the full range of competitions could not take place.

There was a significant decrease in demand for Coaching Bursaries this year, which we think was due to the fact that the backlog caused by COVID has settled down (these are reported on page 17 of this report).

## Thanks

My thanks are due, yet again, to our Regional staff, Bryony Gibbs, Kristie Jarrett and Kate Hutchison for their support and to Caroline Burke, who joined us to cover Bryony's maternity leave, and who got herself up to speed on the Sage accounting system remarkably swiftly and has done a great job with our finances and servicing the Finance Group, as well as other administrative tasks. I must also thank the Finance Group for their support and advice. Finally, the Discipline Managers have done a good job managing their budgets and I thank them for that.

## The Future

The fall in interest rates I predicted last year has not been as steep as expected, so our bank interest income has remained substantial, but who knows whether that will last. The transfer to the new Limited Company continues to be slow. We have been taking much advice from our accountants and the other Regions to ensure that our transfer does not incur tax liabilities, but we hope to have that taking place in the next few months. As the company has again been dormant throughout 2024, there are no accounts to present to the AGM.

**Roger Prior**  
**Board Member Responsible for Finance**

# SWIM ENGLAND SOUTH EAST REGION

## STATEMENT OF RESPONSIBILITIES OF THE REGIONAL MANAGEMENT BOARD FOR THE FINANCIAL STATEMENTS

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Current accounting practice requires the Regional Management Board to prepare financial statements for each financial year which give a true and fair view of the Region's state of affairs at the end of the year and of its income and expenditure for that period. In preparing those financial statements the Regional Management Board is required to:-

- select suitable accounting policies and then apply them consistently;
  - make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is not appropriate to assume that the Region will continue in business.

The Regional Management Board is responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the Region. It is responsible for maintaining a satisfactory system of control over the Region's books of account, its cash holdings and its receipts and remittances and must also take adequate precautions to guard against falsification and facilitate its discovery.

# SWIM ENGLAND SOUTH EAST REGION

## ACCOUNTANTS' REPORT TO THE MEMBERS OF SWIM ENGLAND SOUTH EAST REGION

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In accordance with our terms of engagement we have compiled the financial statements of Swim England South East Region for the year ended 31 December 2024 which comprise the Income and Expenditure Account, Balance Sheet and the related notes from the accounting records and information and explanations you have given to us.

The financial statements have been compiled on the accounting basis set out in note 1 to the financial statements. The financial statements are not intended to achieve full compliance with the provisions of UK Generally Accepted Accounting Principles.

This report is made to you, in accordance with the terms of our engagement. Our work is undertaken so that we might compile the financial statements that we have been engaged to compile, report to you that we have done so, and state those matters that we have agreed to state to you in this report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Regional Management Board, for our work, or for this report.

We have carried out this engagement in accordance with technical guidance issued by the Institute of Chartered Accountants in England & Wales and have complied with the ethical guidance laid down by the Institute.

*Charterhouse (Accountants) Ltd*  
*Chartered Accountants*

.....  
**Charterhouse (Accountants) Limited**  
166 College Road  
Harrow  
Middlesex  
HA1 1RA

*13th March 2025*  
Date: .....



# SWIM ENGLAND SOUTH EAST REGION

## INCOME AND EXPENDITURE ACCOUNT

For the year ended 31 December 2024

|                                 | 2024    |               | 2023    |               |
|---------------------------------|---------|---------------|---------|---------------|
|                                 | £       | £             | £       | £             |
| <b>Income</b>                   |         |               |         |               |
| Affiliation fees                | 168,845 |               | 168,220 |               |
| Licensed meet fees              | 42,545  |               | 43,913  |               |
| Bank interest (net)             | 8,904   |               | 7,796   |               |
| Sponsorship                     | 8,500   |               | 6,200   |               |
| Miscellaneous income            | 185     |               | 133     |               |
|                                 |         | 228,979       |         | 226,260       |
| <b>Expenditure</b>              |         |               |         |               |
| Cost of Democracy               |         |               |         |               |
| Regional management board       | 2,245   |               | 826     |               |
| President's expenses            | 569     |               | 427     |               |
| Welfare officer's expenses      | -       |               | 43      |               |
| Accountancy fees                | 2,976   |               | 2,520   |               |
| Bank charges                    | 926     |               | 540     |               |
|                                 | 6,716   |               | 4,356   |               |
| Disciplines                     |         |               |         |               |
| Diving (net)                    | 5,240   |               | 2,828   |               |
| Disability (net)                | 3,095   |               | 1,081   |               |
| Masters (net)                   | (5)     |               | 1,455   |               |
| Open water (net)                | 2,758   |               | 5,066   |               |
| Swimming (net)                  | 5,689   |               | 36,448  |               |
| Artistic swimming (net)         | 10,481  |               | (1,641) |               |
| Water polo (net)                | 13,268  |               | 14,515  |               |
| Medals                          | 374     |               | 279     |               |
|                                 | 40,900  |               | 60,031  |               |
| Development plan                |         |               |         |               |
| Development group costs         | 1,840   |               | -       |               |
| Course subsidies                | 22,010  |               | 41,041  |               |
| Volunteer training              | 11,554  |               | 5,632   |               |
| Athlete support                 | 452     |               | 602     |               |
|                                 | 35,856  |               | 47,275  |               |
| Staffing and Office Expenditure |         |               |         |               |
| Staffing costs                  | 119,590 |               | 96,595  |               |
| Central establishment costs     | 6,234   |               | 5,191   |               |
|                                 | 125,824 |               | 101,786 |               |
|                                 |         | 209,297       |         | 213,448       |
| Surplus for the year            |         | <b>19,682</b> |         | <b>12,813</b> |

SWIM ENGLAND SOUTH EAST REGION

BALANCE SHEET

As at 31 December 2024

|                                              | Notes | 2024           |                       | 2023           |                       |
|----------------------------------------------|-------|----------------|-----------------------|----------------|-----------------------|
|                                              |       | £              | £                     | £              | £                     |
| <b>CURRENT ASSETS</b>                        |       |                |                       |                |                       |
| Debtors                                      | 2     | 9,895          |                       | 19,933         |                       |
| Cash at bank                                 | 3     | <u>428,082</u> |                       | <u>404,832</u> |                       |
|                                              |       |                | 437,977               |                | 424,765               |
| <b>Less: CURRENT LIABILITIES</b>             |       |                |                       |                |                       |
| Creditors                                    | 4     | <u>57,960</u>  |                       | <u>64,431</u>  |                       |
|                                              |       |                | 57,960                |                | 64,431                |
| <b>TOTAL ASSETS LESS CURRENT LIABILITIES</b> |       |                | <u><b>380,017</b></u> |                | <u><b>360,334</b></u> |
|                                              |       |                |                       |                |                       |
| Accumulated surplus                          | 5     |                | <u>380,017</u>        |                | <u>360,334</u>        |
|                                              |       |                | <u><b>380,017</b></u> |                | <u><b>360,334</b></u> |

Approved by the Regional Management Board on the *13th March 2025* and signed on its behalf by:-

*Sara Todd*  
.....  
Sara Todd (Chairman)

*Roger Prior*  
.....  
Roger Prior (Board Member responsible for Finance)

# SWIM ENGLAND SOUTH EAST REGION

## NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2024

### 1 ACCOUNTING POLICIES

The financial statements have been prepared under the historical cost convention.

|                                            |                     |                     |
|--------------------------------------------|---------------------|---------------------|
| <b>2 DEBTORS</b>                           | <b>2024</b>         | <b>2023</b>         |
|                                            | <b>£</b>            | <b>£</b>            |
| Trade debtors                              | 1,000               | 6,200               |
| Prepayments and accrued income             | 8,895               | 13,733              |
|                                            | <b>9,895</b>        | <b>19,933</b>       |
| <b>3 CASH AT BANK</b>                      | <b>2024</b>         | <b>2023</b>         |
|                                            | <b>£</b>            | <b>£</b>            |
| Cash at Bank - General Purposes            | 428,082             | 404,832             |
|                                            | <b>428,082</b>      | <b>404,832</b>      |
| <b>4 CREDITORS</b>                         | <b>2024</b>         | <b>2023</b>         |
| <b>Amounts falling due within one year</b> | <b>£</b>            | <b>£</b>            |
| Trade creditors                            | 22,377              | 35,794              |
| Accruals and deferred income               | 35,583              | 28,637              |
|                                            | <b>57,960</b>       | <b>64,431</b>       |
| <b>5 ACCUMULATED SURPLUS</b>               | <b>2024</b>         | <b>2023</b>         |
|                                            | <b>£</b>            | <b>£</b>            |
|                                            | <b>General Fund</b> | <b>General Fund</b> |
| Balance brought forward                    | 360,334             | 345,596             |
| Surplus / (deficit) for the year           | 19,682              | 12,813              |
| Released liabilities                       | -                   | 1,925               |
| Balance carried forward                    | <b>380,017</b>      | <b>360,334</b>      |

### 6 RELATED PARTY TRANSACTIONS

The Region is controlled by the Regional Management Board on behalf of the members.

# Discipline Reports

## Artistic Swimming

Although the leadership group continue to meet virtually for our group meetings we are a small community so we often attend the same Regional & National events (grade assessment days and competitions) and discuss matters arising. It means that meetings do not have to be long or so often and people can focus on their own area without have to listen to the operational matters of others.

- **Di Hughes** – leads on bookings venues, events & competitions.
- **Steve Fuller** – leads on grade assessments.
- **Helen Barrand** – leads on volunteer training and development.
- **Kate Coupar** – leads the regional development squad.
- **Louise Ross** – leads on teacher & coach education, she also leads on masters and is our link to the National Leadership Team.
- **Erica Moo** – is a GB Judge and leads on the technical updates/training for our existing Judges.
- **Kate Hutchinson** – is our rock and is often our facilitator with Swim England at Loughborough.

### Talent development

Right at the end of 2023 31 swimmers aged 11yrs – 15yrs attended the Regional Development Squad Trials with 18 athletes being selected for the 2024 squad. The objective of the squad was to enter Regional events in May 2024 and to be the pathway into the future National Squads (GB Senior, Junior & England Youth). This gives GB staff an opportunity to see the talent coming through the system.

In competition our squad finished 2nd overall sharing joint 1st on points.

The South East Regional Development Squad had 9 training days in 2024. The squad were supported by five staff as well as an external specialist working with the swimmers on the core strength with regular Pilates and land- based exercises.

### Sport development

We ran three regional events during the year:

**February:** Regional Age Group Competition @ K2

**June:** Regional Routine Competition @ K2

**November:** Regional Figure Competition @ K2

For some clubs, these events serve as a warm up event for National competitions but this is also a competitive opportunity for the clubs who did not qualify for Nationals.

The Region also hosted seven Grade Assessments opportunities. Each assessment centre gave the opportunity to enter both figure and routine grades.

### Club development

The legacy of the Duet silver medal at the Olympics has given a real boost to the sport with an increased demand from younger swimmers to join clubs.

However, clubs in the South East continue to struggle with access to deep water (deeper than 2m). Oxford & Witney lost one of their main pools in the summer and have not been able to find a replacement. Private schools are being used by more South East Clubs, but these are often not suitable venues for large Club sessions, competitions and fundraising events/shows.

The Electric Eels Downs Syndrome Synchronised Swimming Club (Windsor) travelled to Ireland in April and met the newly formed and first Irish Downs Syndrome Synchronised Swimming Club. The swimmers participated in a training camp at Clongowes Wood College in County Kildare which included four male swimmers. Both clubs agreed that the camp was a success and plan for it to become a regular fixture in their calendar.

### Workforce development

The National Leadership Team are leading many aspects of Artistic Swimming training. Some courses were face to face but many course offered are via zoom.

The National Leadership Team ran Technical Officer Training, Level 2 Judge and National Referee courses during the year.

Clubs have embraced regional courses that have included Team Manager, Welfare Officer & Safeguarding training. We have also hosted Level 1 Judge courses and Level 1 & 2 coaching courses.

**Di Hughes, Artistic Swimming Manager**  
[sesynchromanager@btinternet.com](mailto:sesynchromanager@btinternet.com)

# Diving

We are pleased to report that the number of divers enjoying the sport are back to pre-pandemic levels. This is despite organisational changes at Southampton Diving Academy following the departure of one of their lead coaches.

The Paris Olympics led to a surge in the numbers applying for diving lessons with most clubs now having significant waiting lists.

We hosted two successful national qualifying events during the year that enabled 27 Age Group and 38 Skills divers to reach the National Qualification Score.

In addition to diver participation at Swim England and Aquatic GB National Diving Events the region supported the events with Judges and Recorders joining the volunteer workforce for the events as well as providing Live Streaming expertise.

**“Our regional development programmes are ongoing and successful.”**

## Talent development

Our regional development programmes are ongoing and successful. This is a proven programme that is again showing results at National level. With the retirement of Lindsey Fraser we will need to look again at how this programme is delivered but, given its success over many years, our aim is for it to continue albeit in a modified form.

## Sport development

Southampton Diving Academy has been identified as one of three National Talent Development Centres. The ambition is that these centres will deliver programmes and content for both athletes and parents.

The successful SEEDS (South East England Diving Scheme) and ACE programs were temporarily halted to allow reorganisation following the opening of the new diving pool in Reading.

The opening of this pool provides excellent opportunities for many more divers in the region to train in new facilities and for coaches to embrace cross region coach development. Plans are also

being put in place for Pre-Skills divers to benefit from cross club coaching and competition. There will also be greater opportunities for diving lessons as well as some development competitions to support the start of young divers long term careers. Star Diving (Guildford) and Albatross Diving Club (Reading) are both running adult diving sessions that are proving very popular.

## Clubs & Membership Development

There are six major diving centres in the region – Albatross Diving Club Reading, Amersham, Star Diving (Guildford), Maidstone Diving Club, Southampton Diving Academy and Tunbridge Wells Diving Club. In addition there are diving clubs in Medway (Gillingham, Kent) and Worthing.

All these clubs would benefit from more coaching and support staff. The region has offered bursaries over the year which has made a difference but finding new people to take on the roles is still challenging.

It would be wonderful if all clubs were able to replicate the successful model used by Albatross Diving where all coaches and assistant coaches are drawn from divers, ex divers (some having returned after university) and family members of the club. But this unfortunately is not always possible.

## Workforce development

Some clubs have reported a shortage of coaches however there has been a significant improvement in tutor availability which is starting to make a difference.

Most courses for officials are now nationally co-ordinated and the availability of appropriate material is also making a difference. We have also found that the on-line methodology works well with candidates busy schedules.

Albatross hosted a CPD in Rig Training with a similar course being run at Amersham in 2025.

**Andy Hewat, Diving Manager**  
[diving@southeastswimming.org](mailto:diving@southeastswimming.org)

(Andy retired at the end of 2024. His role has been taken over by Matthew Pipe.)



# Masters

Masters swimming in the region continues to provide our swimmers with the most robust competitive programme to our members, who responded with record number of Meet Best Performances as well as British, European, and World records being set by the region's athletes during the year.

Through the support of the Regional Board our competition development team have planned and delivered four championship events as well as a long-distance event that helps the region's swimmers gain national qualifying times. The region also contributed to the hosting of the regional round the National Inter County event at the LAC. We are very fortunate to have received the support of many of the region's officials, for which we are very grateful. Wherever possible these events were 'live streamed'.

## Long Course Championships

- Female competing: 213, age range 19-93 years
- Open/Male competing: 260, age range 19-86 years
- Clubs: 119
- Outcome
  - 13 British records
  - 55 MBPs

## 1500m Long Course Event

- Female competing: 27, age range 34-86 years
- Open/Male competing: 35, age range 27-78 years
- Clubs: 40

## Long Course Team Championship

- Female teams competing: 20, age range 72 years team up to 240+ years
- Open/Male/Mixed teams competing: 108, age range 100+ team up to 280+ years
- Clubs: 14

## Short Course Championships

- Female competing: 158, age range 20-93 years
- Open/Male competing: 189, age range 18-85 years
- Clubs: 79
- Outcome
  - 5 British records
  - 77 MBPs

## Short Course Team Championships

- Female teams competing: 10, age range 72 years team up to 200 years
- Open/Male/Mixed teams competing: 27, age range 72 years up to 240 years
- Clubs: 11
- Outcome
  - 18 MBPs

**Glen Isaacs, Masters Manager**  
[mastermanager@southeastswimming.org](mailto:mastermanager@southeastswimming.org)



**Dover Lifeguards SC: winners of Masters team trophy**

## Open Water

We have seen a significant increase in the popularity of Open Water generally and this was reflected in the number of entries to the regional Championships. Although very positive we now have an urgent need to recruit more officials and Event Makers to help run the event.

Our biggest problem in 2024 was technical issues caused by the remoteness of that venue which compromised our connectivity and consequently the efficient running of the event, particularly the results service. Investment by the region for 2025 will make a significant difference.

Having an established venue at Mercers Country Park, we were able to confirm dates in 2024 with the other regions and also ensure that our event was added Swim England Open Water Calendar as early as possible. We were also able to open the entry procedure much earlier giving our swimmers ample opportunity to enter and prepare.

Thanks to improved communications with clubs through all our channels, entries grew from 152 in 2023 to 345 in 2024. Entry numbers to our Championships were also boosted by the decision from Swim England to allow South East Region to enter seven swimmers in each Age Group instead of three as in previous years. The earlier date also helped coaches prepare their swimmers without impacting on preparation for the Nationals. After discussions with the Masters group, we were able to include separate events for Masters, which proved very popular and helped push entries from 14 in 2023 to 84 in 2024.

### Talent development

As discussed in the Swimming report, athletes between 12-14 were invited to participate in an open water experience as part of a distance development programme. The majority of the athletes who attended the camp also competed in either our regional competition or national open water event.

South East athletes were hugely successful at the national open water event with Portsmouth Northsea SC coming away as top club.

### Workforce Development

We are still trying to encourage more people to take the 3hour online course. This has been partially successful with a few more officials joining the team over the past couple of years. But we still need more to join the team to ensure the continued success of Open Water Swimming.

Although experience is helpful, it is not a prerequisite that candidates need to be a qualified swimming official to complete this Open Water Official course.

***Carol Butler, Open Water Manager***  
[openwater@southeastswimming.org](mailto:openwater@southeastswimming.org)



***Mercers Lake offered some great racing (image courtesy of Aqua Sports)***



## Para Swimming

During the year the region organised three para development days.

The first camp was in January with 14 athletes attending, followed by another in June with 13 athletes in attendance, and the final one of 2024 being held in December with 10 athletes. The camps have been hosted at two venues this year, ACS International school in Cobham and Eastwood Leisure Centre in Woking.

Our experienced regional coaching team continue to deliver a day that includes education for the athletes around both their dry and pool based training, including challenging pool based work, as well as an opportunity for those athletes starting their classification journey to be observed in the water to enable them to be added to the classification waiting list.

**“The region organised three para development days.”**

The region has continued to welcome qualified coaches and teachers to attend the para development days for their continued professional development, as this is an ideal environment for them to observe adapted training drills around individual athletes needs.

The expectation in 2025 is to build on the work that has already taken place and to give both classified and non-classified swimmers the best possible opportunities for development so that they can go on to reach their personal goals.

### Development Meet – September 2024

We once again joined with the South West region to host a focused development meet, this time in Bristol.

Eleven athletes from the South East entered the event, with some great PBs achieved so early in the season. The atmosphere was great with the athletes supporting each other and showing the true spirit of sportsmanship throughout.

In 2025 it will be the South East's turn to host this event – at the Rivermead Leisure Centre in

Reading on 13th September. With support from the National team, we are hoping to engage two classification teams with the aim of supporting a larger number of swimmers through classification by the end of 2025. Entries will be accepted from all regions, and classification slots will be determined by the National team.

### Workforce Development

#### Coach development

The main development opportunities in 2024 have been the CPD offer that we have provided at our development days, with 8 coaches having attended in this capacity. We will continue to offer this to clubs in 2025.

During the year Sue Barker, who had been our Para Swimming Manager for many years, retired from that role. We would like to thank her for many years of service to the region.

**Kate Hutchinson**  
**Regional Club Development Officer**  
[kate.hutchinson@southeastswimming.org](mailto:kate.hutchinson@southeastswimming.org)

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## Strategy and Development Group

This year has been another busy year. The strategy and development group have combined, as it was felt there was overlap between them. The Swim England strategy is currently being developed and the group are very keen to put in place a strategy that reflects the new Strategy, but is tailored for the needs of all the disciplines. This is an on-going development and will be our focus for the beginning of the year.

We have now invited a representative from each discipline to attend our group meetings. I am very keen that this group represents everyone in our aquatic family. The coach bursary scheme continues to be very successful. I would like to particularly thank our Regional Club Development Officers who have worked tirelessly to support all the clubs and disciplines.

## Clubs

Despite losing some clubs immediately after the pandemic the number of clubs in our region has remained quite consistent.

| 2022                                                                                                                                                                                      | 2023       | 2024       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|------------|
| <b>174</b>                                                                                                                                                                                | <b>168</b> | <b>169</b> |
| <p><b>SwimMark:</b> <b>103</b> clubs attained SwimMark Accreditation during the year.</p> <p><b>Club Affiliation:</b> <b>66</b> clubs had completed Club Affiliation during the year.</p> |            |            |

## Workforce Development

Below is a summary of the recognised training delivered to provide athletes with safe and secure environments.

| <i>Team Manager 1</i>                                                                     | <i>Team Manager 2</i>                                                                    | <i>Team Manager Presenters</i>                                                               | <i>Welfare Officer Training (Time to Listen Courses)</i>                  |
|-------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|
| We were able to deliver <b>20</b> workshops which were attended by <b>591</b> candidates. | We were able to deliver <b>5</b> workshops which were attended by <b>139</b> candidates. | Training delivered by <b>2</b> presenters with <b>1</b> completing their training this year. | We have run <b>10</b> courses this year attended by <b>89</b> candidates. |

## Bursaries

We were able to support the following with Bursaries.

| <i>Assistant Coach Course</i> | <i>Coach Course</i> | <i>Senior Coach</i> | <i>Safeguarding courses</i> | <i>Distance Meet Support</i> |
|-------------------------------|---------------------|---------------------|-----------------------------|------------------------------|
| <b>28</b>                     | <b>35</b>           | <b>4</b>            | <b>223</b>                  | <b>5</b>                     |
| Assistant Coaches supported   | Coaches supported   | Coaches supported   | Bursaries issued            | Distance meets supported     |

**“The coach bursary scheme continues to be very successful.**

The next few months will be busy with the new regional strategy being developed and also exploring how we can continue to grow the number our officials and volunteers.

**Jenny Gray MBE**  
Development Manager

# Swimming

In 2024, we again delivered a full programme of swimming activities. These included two major Swimming Championships:

- **Long Course** (Spring) in April / May.
- **Short Course** (Winter) in November.

These were both delivered within guidelines set by the Swim England Swimming Discipline Group and guidelines published by the Swim England National Licensing Committee.

We did experience a significant issue at the Age Group Championships in Crawley when the boom failed to drop. This meant that the weekend competition had to be run short course.

With significant co-operation from coaches, Swim England, Everyone Active and Crawley Borough Council we were able to accommodate everyone who wanted to get a long course time with an opportunity to swim again.

## Facilities

Although we have six 50m pools in the region, we are having difficulty finding suitable pools to hold our championships. The availability of full weekends is very restricted, because pool operators place restrictions on the number of weekends that pools can be closed to the public and they want to provide continuity to weekend swimming lessons. In addition, several pools are not being properly maintained.

There is also the challenge of accommodating the number of spectators that want to watch their children swim. The newest facility (Winchester Sports and Leisure Park) is only able to hold 240 spectators. Wycombe Leisure Centre provide excellent water and dry land facilities but can only accommodate 270 spectators, whilst K2 at Crawley has capacity of 390 spectator but does have limitations for swimmers; we built additional accommodation in the car park for our Age Group Championship in 2024.

## Live stream

One of the drivers for investing in live stream for all our competitions is to provide an opportunity for anyone who cannot travel to events or access spectator tickets to watch all the action. We have also noticed that viewing numbers grow after

each event and have anecdotal reports that this is because coaches are able to use the videos to provide coaching tips.

## Succession Planning

I had planned to step down from the role of Swimming Manager at the end the July 2024. That did not happen, because there were no expressions of interest.

The role of Swimming Manager is to manage swimming activities, not necessarily to deliver those activities. I have been concentrating on building teams to take on delivery activities and this has been partially successful. All of the roles associated with the delivery of the 2024 short course championships were covered and, although I attended the event, it would have run successfully without me.

We are also exploring opportunities for defined packages of work to be carried out by paid regional staff.

The big challenge is that the role of Swimming Manager is not one that can be restricted to specific periods around competitions, because things needing attention do not arrive at predictable times.

The role of Swimming Manager does need to be filled and we are continuing to encourage people to join the team.

## Regional Development Camps

The region continues to deliver 3 annual camps for 13 year olds as part of the National Pathway Programme. Two of these are face to face and one is an online education afternoon. We invited 36 athletes to join the programme and, this the 2024/2025 season, they are representing 26 different clubs.

Matt Smart (Rushmoor) is the head coach.

## Regional Distance Programme

Following a successful trial in 2023 we have expanded the open water development camp into a 2-day distance development programme. 36 athletes were selected based on their 800m and 1500m times from the 12 – 14 year-old age groups.

This is younger than in previous years to fit in with the national programmes and to give swimmers an



earlier experience of open water. The first camp included a pool session, working on open water skills followed by a lake swim. We recruited a strong team of coaches, many with the open water coaching qualification.

Longside Lake in Egham, Surrey was again a very accommodating venue and worked well as a central location for the region. The camp was well supported by Carol and David Butler as Team Managers. The pool camp was run in September at ACS Cobham, unfortunately we experienced some athlete drop out due to the earlier than normal start to the competition season in some clubs which was disappointing and a consideration for next year.

### Off Shore Camp

The regional Short Course Championships 2023 was again the selection event for the 2024 regional off shore camp.

A team of 24 swimmers were selected to travel to Luxembourg to compete for the region in the Euro Meet in January. The team did themselves proud with many making A and B finals across the weekend. Most of the squad achieved best times while also gaining huge experience along the way.

Adam Naylor (RTW Monson) was nominated by the coaches' forum to attend as Head Coach. The other coaches were selected based on an application process. The applications were

assessed against a person specification by England talent, the national coaching team, the head coach and the regional officer. Coaches included Stuart McCrea (Leatherhead) Jordan Honor (Thanet) and Tom Company from PNSC was our strength and conditioning lead. Team Managers were Lynne Harrison and Paul Baybutt.

### Coach development

Swim England continue to lead on the informal coach development opportunities through the national team. The region continues to provide coach development through camp participation and in partnership through the inspire mentoring scheme.

We have 3 coach mentors working within swimming, Kevin Brookes (WDSC), David Vine (Reading SC) and Lee Spindlow (Guildford City). They are currently supporting 8 coaches from the South East. They hold quarterly review meetings with the mentors to discuss progress.

### Coaches Forum

The forum continues to meet every two months online. The group met in person just before the start of the regional Youth competition in April with the purpose of reviewing the coaching part of the regional strategy and to looking at our priorities for the year ahead.

**Mike Lambert, Swimming Manager**  
[swimmingmanager@southeastswimming.org](mailto:swimmingmanager@southeastswimming.org)



**Our Off Shore Camp team 2024 put in some great performances in Luxembourg**



## Water Polo

Within the region, clubs have been working with our Club Links Team to deliver taster sessions and programmes to support Water Polo development – this programme encourages closer working relationships between clubs and learn to swim providers, by introducing people in the upper stages of learn to swim into local aquatic clubs, and provides funding to support this.

### Regional Development

Alastair Roberts and Lauren Hand continue to lead the regional development programme for our junior players, with their hard work leading to the inter-regional championships that take place around the country.

The inter-regional championships have seen some great success for the South East, with special mention to the U16 girls who retained their title as regional champions; and the U18 girls who were undefeated in their matches in division 2.

Meetings have been taking place to recruit a group of individuals to support the development of Water Polo within the region, this has paid off and we have identified a small group who have offered their time. We are now at the stage of drawing up a viable remit for the group that does not place unrealistic demands on individual's time, yet enables a real contribution to the development of the sport.

### Workforce Development

In April this year, we held a club and regional level referee course in Southampton with 14 candidates taking part. This course was delivered at no charge to Swim England club members.

**Kate Hutchinson**  
**Regional Club Development Officer**

**Rosa Gallop**  
**Member of the Regional Management Board**

(At the end of 2024 Tim Ferris was appointed Water Polo Manager.)

[waterpolo@southeastswimming.org](mailto:waterpolo@southeastswimming.org)

## Welfare

South East Region is committed to safeguarding and promoting the welfare of all members, particularly young and vulnerable adults. This is made possible by the club and county welfare officers network who, with support when needed from national Swim England safeguarding team and the regional welfare officer, make up a talented team.

This report outlines the key welfare policies, procedures and resources implemented across the region to ensure a safe and inclusive environment for all participants.

**“The region is dependant on the voluntary work of a committed team.”**

Wavepower is a comprehensive safeguarding policy which gives guidance, protocols, reporting processes and duty of care which together with the Heart of Aquatics plan give a fundamental framework to support sound welfare and safeguarding practices.

With the introduction of a new pilot scheme to record incidents across each region my next report may be able to provide statistical information that will help the region prioritize welfare through robust policies, accessible resources and dedicated officers who foster a safe aquatic community.

The region is dependant on the voluntary work of a committed team to making aquatics safe and enjoyable for everyone. We are very grateful for their support.

**Andrew Giess**  
**South East Regional Welfare Officer**  
[welfare@southeastswimming.org](mailto:welfare@southeastswimming.org)

# Roll of Honour

## Artistic Swimming

### *Artistic Swimming National Junior & Senior Championships 2024*

|                              |                                                         |
|------------------------------|---------------------------------------------------------|
| <b>Senior Acrobatic Team</b> | 1st Reading Royals Artistic Swimming Club               |
| <b>Senior Free Team</b>      | 2nd Reading Royals Artistic Swimming Club               |
| <b>Senior Technical Duet</b> | 3rd Cara Zeidler & Jessica Hinxman (Reading Royals)     |
| <b>Junior Technical Duet</b> | 3rd Cara Zeidler & Jessica Hinxman (Reading Royals)     |
| <b>Junior Free Solo</b>      | 3rd Francesca Pringle (Reading Royals)                  |
| <b>Senior Free Duet</b>      | 2nd Francesca Pringle & Beatrice Asker (Reading Royals) |
| <b>Junior Free Duet</b>      | 2nd Francesca Pringle & Beatrice Asker (Reading Royals) |

### *Artistic Swimming National Age Groups 2024*

|                                 |                                              |
|---------------------------------|----------------------------------------------|
| <b>12 &amp; Under Figures</b>   | 2nd Madeleine Swandell (Portsmouth Victoria) |
| <b>12 &amp; Under Free Team</b> | 2nd Portsmouth Victoria                      |
| <b>13-15 Free Team</b>          | 3rd Rushmoor                                 |

### *Artistic Swimming National Combo Cup 2024*

|                                       |                         |
|---------------------------------------|-------------------------|
| <b>Division 1 Team 13-15 Years</b>    | 1st Reading Royals      |
| <b>Division 2 Team 12 &amp; Under</b> | 3rd Portsmouth Victoria |
| <b>Division 1 Team 15-18 Years</b>    | 2nd Aquaoaks            |
| <b>Division 2 Team 13-18 Years</b>    | 1st Aquaoaks            |

### *Artistic Swimming National Masters Championships 2024*

|                                              |                                                     |
|----------------------------------------------|-----------------------------------------------------|
| <b>Free Solo Age 30-39 Years</b>             | 1st Louise Ross (Rushmoor)                          |
| <b>Free Solo Age 40-49 Years</b>             | 2nd Janice Brignull (Rushmoor)                      |
| <b>Free Solo Age 40-49 Years</b>             | 3rd Marion Grimes (Brighton Dolphins)               |
| <b>Free Solo Age 50-59 Years</b>             | 1st Rachel Davies (Rushmoor)                        |
| <b>Free Solo Age 60-69 Years</b>             | 1st Carolyn Macdonald (Rushmoor)                    |
| <b>Free Duet Age 40-49 Years</b>             | 1st Rachel Davies & Louise Ross (Rushmoor)          |
| <b>Free Duet Age 50-59 Years</b>             | 1st Carrie Nightingale & Janice Brignull (Rushmoor) |
| <b>Free Team Age 35-49 Years</b>             | 1st Rushmoor                                        |
| <b>Free Team Age 35-49 Years</b>             | 2nd Brighton Dolphins                               |
| <b>Free Combination Team Age 40-64 Years</b> | 1st Rushmoor                                        |

# Roll of Honour

## Artistic Swimming (continued)

| <i>Members of National and GB Squads</i> |                                                                                                                             |
|------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|
| Senior & Junior GB Squad 2024            | <b>Eleanor Blinkhorn, Florence Blinkhorn, Beatrice Crass, Lily Halasi, Holly Hughes &amp; Cara Zeidler</b> (Reading Royals) |
| Junior Development GB Squad 2024         | <b>Francesca Pringle &amp; Beatrice Asker</b> (Reading Royals)                                                              |
| England Youth Squad 2024                 | <b>Cerys Snelling</b> (Rushmoor) <b>Evelyn Fornasier</b> (Aquaoaks)                                                         |

## Diving

| <i>Artistic Swimming National Masters Championships 2024</i>                                                                                                                                                 |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Imogen Poole, Florence Brindley, Sophia Harris</b> are on Swim England’s Team Z.                                                                                                                          |
| <b>Elizabeth Hart, Lily Chandler, Reuben Havenga, Alex Coockson, Oliver Wignall</b> are all on the DiSE (Diploma in Sporting Excellence) programme.                                                          |
| <b>Bryn James</b> is on Swim England’s Team J.                                                                                                                                                               |
| <b>Maya Kutty</b> is on the Talented Athlete Sponsorship Scheme.                                                                                                                                             |
| <b>Tilly Brown</b> (Southampton), <b>Leon Baker</b> (Southampton), <b>Robbie Lee</b> (Southampton) and <b>Lily Chandler</b> all had national competition podium success this year.                           |
| One of the region’s Senior National Technical Officials, <b>Matt Pipe</b> (Albatross), was invited to judge at all the National competitions including the Olympic trials. He was the only judge to do that. |

# Roll of Honour

## Swimming

### *Great Britain Team - European Junior Swimming Championships 2024*

|                      |                                               |
|----------------------|-----------------------------------------------|
| <b>Max Morgan</b>    | Reeds School                                  |
| <b>Philip Nowaci</b> | Tigers Jersey                                 |
| <b>Lucy Fox</b>      | Wycombe District                              |
| <b>Kevin Brooks</b>  | Wycombe District (Head Coach, GB Junior Team) |
| <b>Nathan Jegou</b>  | Tigers Jersey (Coach, GB Junior Team)         |

### *Great Britain and other nations Olympic Team 2024*

|                       |                                                       |
|-----------------------|-------------------------------------------------------|
| <b>Kieran Bird</b>    | Wycombe District Club Member, training at AGB Bath PC |
| <b>Thomas Dean</b>    | Maidenhead Marlins, training at AGB Bath PC           |
| <b>Matin Balsinii</b> | Guildford City (Refugee Olympic Team)                 |
| <b>Lee Spindlow</b>   | Guildford City (Coach, Refugee Olympic Team)          |

### *Great Britain and other nations Paralympic Team 2024*

|                               |                                        |
|-------------------------------|----------------------------------------|
| <b>Olivia Newman Baronius</b> | Maxwell SC                             |
| <b>Callie-Anne Warrington</b> | RTW Monson SC                          |
| <b>Iona Winniffrith</b>       | Tonbridge SC                           |
| <b>Mar Gunnarsson</b>         | Guildford City (Iceland National Team) |

### *World Junior Open Water Championships 2024*

|                         |                                             |
|-------------------------|---------------------------------------------|
| <b>Minagi Rupesinge</b> | Wycombe District (Sri Lanka, National Team) |
| <b>Charan Rupesinge</b> | Wycombe District (Sri Lanka, National Team) |
| <b>Reza Westerduin</b>  | Crawley (Namibia National Team)             |

### *World Aquatics World Para Series (Berlin 2024)*

|                      |                       |
|----------------------|-----------------------|
| <b>Alfie Penfold</b> | Crawley (Aquatics GB) |
|----------------------|-----------------------|

### *World Championship (Doha)*

|                         |                      |
|-------------------------|----------------------|
| <b>Siraj Al Shariff</b> | University of Surrey |
|-------------------------|----------------------|





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