

East Diving Leadership Group
(the “EDLG” or “Group”)

Minutes of the Diving Leadership Group held via video conference
4th December 2025 at 7pm

Present:	Lottie Thompson (LT)	Diving Manager
	Ian Mackenzie (IM)	Board Representative
	Sarah Gateshill (SG)	Dacorum Representative
	Beth Lee (BL)	Luton Representative
	Steph Lewis (SL)	Southend Representative
	Ian Rollinson (IR)	Competitions Officer
	Emma Winter (EW)	Regional Administrator

25/71 **Welcome and apologies**

25/71.1 LT opened the meeting and thanked everyone for attending.

25/71.2 Apologies were received from Lexie Bushnell (LB), Specialist, Sharyn Bord (SB), Operations Officer, Alice Clarke (AC), Development Officer, and Allan Jaunzens (AJ), Cambridge Representative.

25/72 **Declarations of conflict of interest**

25/72.1 None declared.

25/73 **Previous minutes**

25/73.1 The minutes from 9th October 2025 were reviewed. No comments were raised, and they were agreed to be a true record.

25/74 **Matters arising**

25/74.1 **Rigging course (action from October):** LT reported that the formal rigging CPD is back in action with a new syllabus - two courses are filled (one largely with Luton coaches, the other mixed). Upskilling of tutors is underway, and additional CPDs are being considered. **Action closed.**

25/74.2 **September financial report queries (action from October):** EW confirmed that odd small amounts (e.g. £1.46) are **Stripe fees**. LT noted that some figures appear misallocated and will review the report with SB, then follow up with Jo Stalley (JSt).

Action: LT to review and liaise with JSt; EW to support

25/75 **Correspondence**

25/75.1 No correspondence to report since the previous meeting.

25/76**Club reports**

25/76.1 **Luton:** The club competition is scheduled for 20th December, led by IR, with fundraising activities (e.g. selling shammies, charms, snacks, second-hand kit), and the inclusion of Learn-to-Dive competitors.

BL has become Swim England Bedfordshire's diving secretary and is exploring 2026 funding opportunities. The "Together We Are One" East Region Strategy was discussed at the Bedfordshire meeting to ensure that club planning aligns.

25/76.2 **Southend:** Dan Gorsuch has returned as senior coach under Shan Veasey (SV).

Two divers (Sienna Deakin and Parker Halsey) have been selected for the Swim England Youth Development Camp. Todd Geggus now has full GB funding and will train mainly at Southend with 1–2 days/week training in London.

Freedom Leisure will be attending committee meetings. One area of ongoing discussion with Freedom Leisure is coaches attending competitions and the payment for this.

Southend Council has agreed monies are owed in respect of the fulcrums purchased, and this is being processed. Funds received are likely to be ring-fenced for new diving boards. There is potential year-end funding from the Council available for three boards from April 2026.

IM reported that Dive Gym has agreed to supply and fit boards free of charge and may lend a board pending purchase.

25/76.3 **Dacorum:** The club competition is this weekend. It is designed to be inclusive across Learn-to-Dive and experienced divers. The event resumes after a year off because of board issues.

25/76.4 **Cambridge:** Cambridge's new apprentice is settling in well.

25/76.5 **Hatfield (Brocket):** No specific update received before the meeting.

25/77**Operations update**

25/77.1 **Finance view**
The latest finance sheet (received today) was reviewed. As previously discussed, some allocations appear incorrect and this will be reviewed in more detail and discussed with Jo Stalley.

25/77.2 **Budget overview**
2026 competitions and charging: Events planned: Skills, Elites, Age-Groups and Beaumont Team Challenge.
Freedom Leisure's invoicing policy is for 20% of the overall price to be paid when bookings are made and then the remaining balance will be invoiced four weeks before the actual event.

Development programme: Judges to be supported to attend National Skills Finals (Southampton) with travel/hotel expenses. Synchronised diving judging workshop targeted for March 2026 with Vicki Tomlinson (GB Olympic judge).

Action: LT to finalise date and presenter.

Announcers' course to be delivered with Josh Devine (resources to be prepared together with Swim England Diving Leadership Group).

Wet-rigging course being planned for January for experienced dryland rig users.

Action: LT to issue invitations and address logistics

Tutor training for diving in 2026—budget earmarked to put AC through training.

Overview of athlete/coach development to be provided under item 79.

25/77.4 **Equipment:** Procure flash cards and a new microphone to increase competition self-sufficiency.

25/78 **Regional diving competitions**

25/78.1 IR reported that the Beaumont Team Challenge delivered a strong finish to the year. Entries were higher than in 2024, with circa £900 uplift versus budget on entries. This combined with door income gave a £1,000 surplus. Event quality and volunteer/judge support were praised.

It is planned for Andrew Stratford to run the Elites competition in 2026 as a development opportunity and aid succession planning.

25/79 **Regional development**

25/79.1 **14th December camp (Southend)**

Kirsty McMahon will lead a camp on spotting and awareness, plus a boxing cross-training session.

Team managers (TMs): Four are required. LT will attend. Southend agreed to provide one and look for a second. Luton is seeking an additional volunteer. LT noted JG may assist if attending.

Action: LT to confirm session plan and team manager coverage

Actions: SL to confirm second TM and BL to confirm Luton TM

25/79.2 **2026 development**

May (Luton target) - Georgia Devonport focusing on competition preparation

Summer (Basildon or alternative) - twisting session with Matt Jackson (recent Swim England camp experience)

September (Southend) - Kirsteen Mitchell on Talent Games skills

Late-year (Southend) - hurdles focus session

25/80**Officials update**

25/80.1 An updated list of judges has been received from Swim England.
 2025 J1 completions: Tabitha Avery, Daisy Halls, Noah Havis, Aurelia Lee, David McCullough and Gemma Turner

Actions: LT to cross-check and recirculate the officials list and circulate the 2026 competition dates to all judges

25/80.2 2026 Swim England course cadence - J1 courses typically in March, June, September and December. There is a likelihood of hosting another J2 course next year.

Clubs to encourage candidate sign-ups

25/81**Coaches Forum update**

25/81.1 Swim England has launched short courses for coaches: Leadership in Coaching, Ethics in Coaching, Developing Character Through Coaching and Who Are You Coaching? Formats range from 90-minute online sessions to 3–6month programmes. Indicative costs £50–£100.
 A proposal to sponsor selected coaches (on an application basis) to attend is to be raised with the Region.

Action: LT to raise the sponsorship proposal at Regional Board meeting.

25/81.2 The WhatsApp community for coaches is active. Links have been circulated.

25/82**Any other business**

25/82.1 **Pool hire inflation:** IM flagged around 16% increases by some pool providers (e.g. for Swim England Hertfordshire Swimming Championships), driven by minimum-wage and NI/tax changes for part-time staff. Southend/Freedom expects further 2027 increases to align nationally. Entry fees and budgets should be planned accordingly.

25/83**Confidential Items**

25/83.1 No confidential items

25/84**Next meeting**

25/84.1 Proposed meeting dates for 2026:

- 5th February 2026
- 26th March 2026
- 4th June 2026
- 13th August 2026
- 8th October 2026
- 3rd December 2026

Action: Dates to be circulated

