



**YEAR OF THE CLUB WORKSHOPS
March – April 2008**

FEEDBACK

Following a presentation from the ASA North East Regional Team, the clubs worked in small groups to discuss the Regional Strategy and looked at each heading in relation to the work carried out in the club environment. Discussions ensued to share this as a group therefore the result being the points raised below.

LEARN TO SWIM

- Qualifications and standards of teaching differ from lessons to clubs.
- Need more teachers and need to be appropriately paid.
- Teacher motivation is lacking.
- Inconsistency and level of commitment from local authority providers.
- Sometimes lack of feeding of swimmers through the development pathway into clubs.
- Feeding of swimmers from learn to swim to clubs at the wrong age.
- Standard of swimmer not at the level clubs require. Also applies to other aquatic disciplines.
- Continuity between schemes is lacking.
- Target and output measures are different therefore putting a different emphasis on outcomes.
- Quality standard required and benchmarking introduced.
- Swimmers not achieving Key Stage Two.
- More Continuous Professional Development required, regularly.
- Monitoring and evaluation of staff.
- More encouragement for teachers to teach aquatic disciplines.
- More talent spotting required and to feed to other exit routes.
- Water Polo has had a hard time “Teaching to Swim” to competent competition standard.
- More appropriate pool time.
- Transition from Learn to Swim to athlete development to lifelong participation.
- Promote fun and enjoyment surrounding aquatics.

LIFE LONG PARTICIPATION

- Maintaining participants.
- Structure and sessions available to meet customer needs.
- Offer different resources and activities to maintain the motivation.
- Timing of activity to attract the customer.
- Offer aquatic disciplines and lifesaving.
- Promoting aquatics by introducing it early to have long term effects.
- Offer more opportunities to older swimmers who no longer compete.
- Retention in the sport.
- Development of Learn to Swim for adults.



- Adults from Learn to Swim into clubs, a parents lane or other activities.
- Encouraging adult competition (masters).
- New blood coming through – particularly in coaching.
- More mentors for coaching.
- Linkage to other “sports” (triathlon).
- Restrictions on water time.

ATHLETE DEVELOPMENT

- More dry-land programmes and training to be available.
- Appropriate water time available to develop the athlete.
- Working together to access more pool time.
- Using the networks of clubs and communicate regularly.
- Coaches need to feed swimmers on.
- Sports science links being available and sharing a database of accredited support staff.
- Local Authorities need to pass Learn to Swim swimmers onto clubs.
- More disability swimming links.
- Offer more taster sessions on other disciplines.
- Take into account late developers.
- More professional coaches in other aquatic disciplines.
- Raise the profile of swimming and aquatics.
- More local media coverage.

WORKFORCE DEVELOPMENT

- Improve motivation of workforce.
- Improve retention of workforce.
- Club has a vital role in succession planning.
- More training for club roles.
- Training for administration of clubs.
- Increase the opportunity of local course availability.
- Sharing of resources.
- Creating more opportunities to support the cost of courses.
- Managing the expectation of volunteers.
- Lack of volunteers.
- Lack of officials.
- Recruit new volunteers (Aquatic organisers).
- Promote regional grant aid further.
- ASA collected volunteer information but never used it.
- Developing young non swimming people and retaining skills.
- Document templates for Swim 21 (standardise).
- Sharing of good practice.

FACILITIES

- More pool space required to accommodate number of participants.
- High costs to hire the pool.
- More appropriate access to pool time (including 50m)



- Working in partnership with other clubs to maximise pool time.
- Loss of pool stock is depleting the amount of available pool space.
- Assess current usage of pools.
- Opening and hire of school pools can be problematic.
- No control over cost.
- More equipment required, more access to funding.
- Long term planning. Influence on new pools and advising on specification.
- Are ageing facilities being accounted for?

GOVERNANCE

- Communication methods are two way.
- Communication (via) website.
- ASA delegation of responsibility to volunteer members of clubs is excessive at times.
- Membership of the Board and bringing independents into the sport
- Clubs working together and sharing good practice.
- Provide training for roles in clubs.
- Rate of change within clubs is constant, understanding this change and being proactive.
- Increase awareness and education of club workforce.
- More courses for volunteers and club administration staff.