



Points of Note from Swim Ireland Board Meeting held on 28 February 2023 for Clubs, Regions, and Staff

SWIM IRELAND BOARD MEETING

TUESDAY 28 FEBRUARY 2023

POINTS OF NOTE FOR CLUBS, REGIONS, AND STAFF

The Swim Ireland Board of Directors held its seventh meeting post AGM on Tuesday 28 February 2023. The meeting took virtually on the Teams platform. The following Points of Note may be of interest:

- The Board reviewed and approved the Swim Ireland Diversity, Equity, Inclusion, and Belonging Action Plan. One of Swim Ireland's core values is Wellbeing and Inclusivity, and we aim to be inclusive and welcoming in our sport, seeking to empower everyone to participate in a safe and enjoyable environment, where everyone is treated with the same level of respect, equality, and importance. We are also a key delivery agent for the National Sports Policy (NSP). The focus of the NSP is to increase participation in sport particularly amongst the hardest to reach target groups, such as people from lower socio-economic backgrounds, older adults, women and girls, minorities, and people with a disability. The DEIB Action Plan has been developed against a background of the changing demographics of Ireland. It seeks to harness the opportunity of the growing demand of Swimming and other Aquatic disciplines, ensuring a diverse, equitable and inclusive environment and culture to reach our sport's full potential and become a "sport for all."

There are 4 pillars, each with specific targets which include short and medium-term targets. The Plan will be reviewed after two years. The pillars are.

- DEIB imagery, representation, and public relations
- Partnerships, collaborations, and key stakeholders
- Training and education
- Baseline data and measuring impact.

Clubs who are interested in becoming more involved in DEIB actions are invited to reach out to the Clubs and Communities Team.

It was noted that one of the challenges of being more inclusive is pool access and this is something that is being considered under the National Swimming Strategy.

- The Board received an update from the CEO on a mix of operational matters and discussed plans for the development of Water Polo, the aquatic discipline that has been most impacted by COVID-19.
- The Board received an update from the Retention Committee whose key objective is to increase the retention of members, particularly minors, across all disciplines. The Committee has undertaken an analysis of membership data over since 2018 and is now focusing on engaging with members and club committees to better understand the reasons why young people leave the sport. The Committee has also identified a range of retention opportunities which will be further considered as part of a Swim Ireland Retention Strategy which will begin rolling out later in the year.
- The Board received an update from the Complaints and Disciplinary Officer including a 2022 review. It was noted that there was a significant increase in new cases in 2022 (15) relative to 2021 (3). This is reflective of a full return to club activity post COVID-19 restrictions. It was also noted that the statistics are somewhat distorted as 7 of the 15 cases are interlinked complaints. It was noted that



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the Complaints and Disciplinary Committee, who are all volunteers, had shouldered a considerable workload this year and they were commended for their commitment.

- The Board received an update on the actions that have been implemented on a range of strategic matters that had been discussed by the Board at a Strategic Away Day in November 2022.
- In line with good governance practice the Board undertook an annual evaluation survey in February. The results were presented to the Board and showed that Directors were very satisfied with how the Board was operating in generally.
- The Board discussed the performance of the CEO in the context of the 2022 End of Year Review and was very happy her performance and considers her an asset to the organisation. The Board also agreed the main 2023 priorities for the CEO.
- The Board reviewed the January 2023 Finance Report and Management Accounts which were presented by the Treasurer Joan Hynes. Joan noted that the accounts were in a positive position for the beginning of the year. She advised the Board that the 2022 Audit File and Financial Statements have been prepared and have been sent to the Auditors. The Audited Financial Statements will be presented to the Board for approval at the next meeting.

The next meeting of the Board will take place virtually on Tuesday 28 March 2023