

Scottish Water Polo Annual General Meeting 2018

University of Stirling

18th November 2018, 10:00 – 13:00



**Scottish
Swimming**

Water Polo

Agenda

- Welcome and introductions, apologies - Alan Anderson (Chair)
- Approval of minutes from previous AGM and matters arising - Alan Anderson (Chair)

Review 2018

- Development Report - Neal Rayner (Development Manager)
- SWP Regulations - Ross Elder (Technical Officials Lead)
- Domestic Competition - Mike Forster (Domestic Co-ordinator)
- Scottish Cup – Gael Drummond (Events Manager)
- National Teams Report 2018 & Preview 2019 - Jen Hardy (National Teams Manager)
- Finance Report - Andy Gray (Finance Co-Ordinator)
- Communications & Marketing - Dave Scott (Marketing & Communication)
- GBR Update - Alan Anderson (Chair)
- Technical Officials Report - no report
- Scottish Swimming Update - Alan Anderson (Chair)
- SWP Summary Report 2018

Election of Office Bearers and Management Committee Members

- Scottish Water Polo in 2018-19 - Chair

Alan

1. Welcome and introductions – Chair
2. Apologies - Chair
3. Approval of minutes from previous AGM and matters arising

3. Development Report - Neal



Girls Development U16 & U14 Camp
Nov 10-11, 2018

Clubs & Hubs

What's been accomplished 2018

- **Developing Hubs**
 - Partners agreed to Aberdeen plan
 - Forums started in West & East
 - Started Glasgow Academy
 - Girls to Women's Pathway in Glasgow
- **Clubs Development**
 - Development Comps: U15 boys – 8 Clubs, U15 girls – 6, U13 mixed – 9
 - Growth & Dev of Universities Clubs
 - Newish Clubs: Aberdeen, St Andrews
 - Tasters / Schools linked with 10 clubs
 - Volunteers: TMs, Club TO, Coaches, WPOs

Coming in 2019

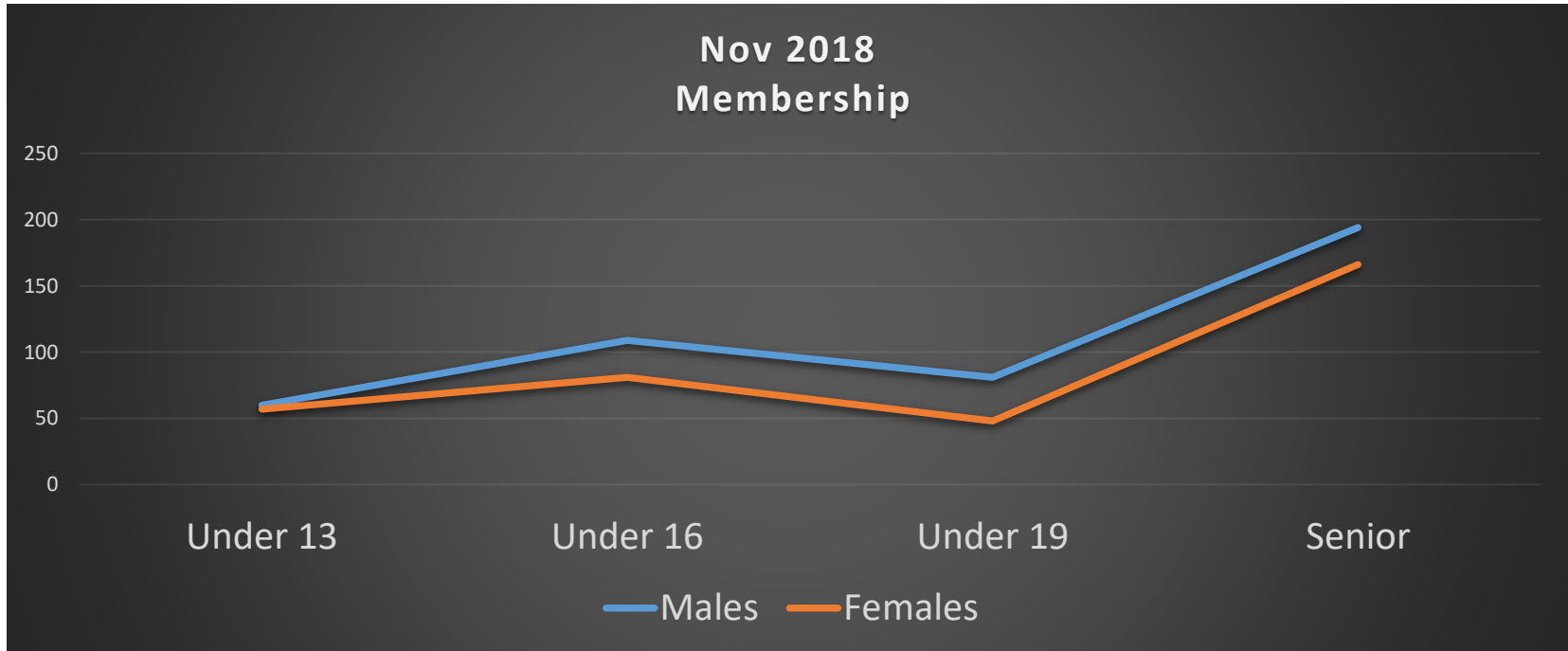
- **Two CDC positions: Aberdeen & Edinburgh to support growth**
- **Planning Sessions for more clubs – need to achieve headline targets**
 - PoloMark & PoloMark+
 - Grow Membership of U13, 16, 19s so clubs can compete
 - Coach and Volunteer Development at Clubs
- **Develop (Hub/District)**
 - Quality competitions = Quality officiating
 - Working together on improving Pathways & maximizing pool time



Membership & Clubs

- **Total members 950 (+58):** 773 (+40) Swimmers, 174 (+27) Non-Swimmers, 3 (-9) UKCC trainees
- **Clubs: 17** – added St Andrews University, re-launched Aberdeen ASC, lost Oban
- **Club League Competitiveness:** Men's League: 8 (+1), Women's League: 5 (-1), Boys U19: 6 (NC), Girls U19: 5 (New), U16/17 Mixed: 7 (Finished) -> Boys U15 Dev: 8 (new), Girls U15 Dev 6 (new), U13 Mixed Dev: 9 (new)
- **Data Analysis** – membership reports including reports showing distinctions of coaches & officials qualifications being developed. Ability to explore lapsed memberships in future

Age Groups: Male & Female Players



Player Pathway

What's been accomplished 2018

- Competition Development
 - U19 Girls & Boys as proper separate leagues
 - U15 Separated by gender – key for development of players
 - U13 Dev Age Group started – better age for everyone
- Re - aligned Scotland Squads
 - Scotland National - Senior, U21, U18
 - Development "Saltires" – U16 & U14
- Development Camps "*More Please*"
 - Boys and girls Separate camps
 - More performance & lifestyle learning

Coming in 2019

- **Boys and Girls U16 leagues – please vote for this
- Under 13s – more development tournaments – more development clubs
- Grow Development Camps programme & link to National Squads
- Planning focus on Clubs Junior coaches creating great training environment

Coaching & Officials Dev

What's been accomplished 2018

Coaching

- Two Level 1s (Keith A delivered) and one Level 2 – most of our junior clubs now have a Level 2 coach (some still progressing in course)
- Resource Development:
 - Skills & Drills cards
 - Pitch Diagram
- Inclusion of Mindset CPD into Dev Camps

Officiating

- Officials Upskilling programmes in East & West
- New Club TO course at 7 Clubs

Coming in 2019

- HIVE online learning modules & maximizing 10/20/70 learning model
- Coaching
 - Level 2: June & August (built around camps) – spread out
 - Specific Coaching CPDs at Dev Camps
 - Polo Poolside Helpers course (pre UKCC) to be launched
- Officiating
 - Grade C Ref (spring), Grade D (North)
 - Club Table Officials course – every club to have qualified TOs
 - With NEW TOC – more delegating**



Call to Action

1. Fill key posts effectively with forward thinking action
 - Domestic Convenor
 - Technical Officials Coordinator
2. Embrace Competition Pathway for a few years to build consistency
 - Separate Boys & Girls Leagues & Champs - Under 16 and 19
 - Under 13s mixed development comps
3. Work with WPDO, Scottish Swimming & Polo Committee
 - make your Clubs great & be accredited too
 - Participate & Contribute in your region and nationally
 - Tell our fantastic Scottish Polo story!



4. SWP Regulations - Ross

 Scottish Swimming
SASA Constitution
Articles of Association
Company Rules



Regulations for the Water Polo
National Discipline Committee



SWP Regulations - Ross

- Notification of rule changes
- Disciplinary Code

5. Domestic Competition

The screenshot shows the website for Scottish Water Polo Leagues. The main header is blue with the Scottish Swimming logo and the slogan "If you can swim, you can play Water Polo". A navigation menu includes Home, Match Groups, News, Photos & Videos, Contacts, Venues, Web Stats, Code Snippets, and Sign In. Below the navigation, there are dropdown menus for "SEASON" (set to 2018) and "MATCH GROUP" (set to Under 16's). The main content area is titled "Under 16's" and has tabs for Division, Matches, Results, Standings, Team Stats, and Player Stats. The "Standings" tab is active, displaying a table with columns for Position (POS), Club, Points (P), Wins (W), Draws (D), Losses (L), Goals For (F), Goals Against (A), Goal Difference (+/-), and Total Points (PTS). The table lists eight clubs, with Dunfermline Water Polo Club at the top. To the right of the table, there are sections for "Never miss an update" (with a bell icon and a "FOLLOW THE WEBSITE NOW" button), "TWITTER NEWS" (with three news items and a "FOLLOW US ON TWITTER" button), and "WEATHER" (showing Edinburgh, UK is Sunny).

POS		P	W	D	L	F	A	+-	PTS
1	Dunfermline Water Polo Club	7	6	1	0	90	23	67	13
2	Stirling Swimming	7	6	1	0	84	30	54	13
3	Portobello ASC	7	3	1	3	64	45	19	7
4	Larkhall WPC U16's	6	3	1	2	52	40	12	7
5	KKASC Water Polo	6	3	0	3	38	50	-12	6
6	Menzieshill Whitehall	7	3	0	4	35	70	-35	6
7	Forth Valley Under 16s	7	1	0	6	13	26	-13	2
8	Warrender Baths Club	7	0	0	7	28	120	-92	0

League Republic

https://scotwpl.leaguerepublic.com/l/fg/1_561091910.html

Domestic Competition SNL 2017/18

1. Domestic Competition Manager & Competition Co-ordinators
2. SNL
 - U16 mixed – waiting for play-off match between Dunfermline and Stirling
 - U19 girls – ongoing, final matches in December
 - U19 boys – won by Dunfermline
 - Women (2017/18) won by Edinburgh University
 - Men (2017/18) won by Dunfermline



Domestic Competition – Discussion points

1. Technical Officials – coordinator required to assist with referee allocation
2. Confirm a calendar sufficiently in advance to avoid re-scheduling
3. Confirm age groups for 2019 junior leagues to get invites out Nov.
4. Coordinators for each league:
 - set up league schedule in league republic web site
 - make sure matches are played as scheduled
 - record results in league republic web site
 - Ensure rules are adhere to
 - Make arrangements for medals, pennants, trophy presentation
5. Need coordinators for Men, U19 girls, U16 boys, U16 girls



Domestic Competition Scottish Cup 2018

Successful Scottish Cup finals, held in Tollcross for the first time

Competition	Winners
Under 16 Mixed	Stirling SC
Under 18 Boys	Warrender BC
Under 19 Women	Dunfermline WPC
Under 21 Men	Dunfermline WPC
Women	Edinburgh University
Men	Portobello ASC

Domestic Competition Scottish Cup 2019

- The Scottish Cup finals will take place on Sunday 9 June 2019 at Tollcross International Swimming Centre, Glasgow
- There will also be a semi-finals event to be held at central venue
- Quarter Final matches will be played home \ away, suitable times to play to be identified in advance

Key dates

- Entries will open on Sunday 25 November for a period of 4 weeks, closing on Sunday 23 December
- The draw will be made on Sunday 6 January.
- The deadline for all quarter final matches to be played is Sunday 7 April
- The deadline for all semi-final matches to be played is Sunday 26 May

Questions or offers of help

- Any questions or offers to support the planning and delivery of the Cup, please contact Gael Drummond on scottishwaterpoloevents@gmail.com

Domestic Competition Age Groups

Situation

- In recent years built to have separate boys \ girls events.
- Growing team and player base
- There have been tactical changes to the competition age groups

Proposal

- For 2019 – 2021, that for SNL stick to an age group & gender format in order to create consistency so that clubs can build to these

Considerations

- Season – Calendar Year or WP Season \ Academic year
- League Management
- SS Financial year to change April - March

Domestic Competition Age Groups

2017-18 events	SC	SNL Season		2019	SC	SNL Season
Under 16 Mixed	Y	Jan - Dec	→	Under 16 Girls	Y	Jan - Dec
Under 18 Boys	Y	Jan – Dec	✗	Under 16 Boys	Y	Jan - Dec
Under 19 Women	Y	Jan – Dec	→	Under 19 Women	Y	tbd
Under 19 Men		Jan – Dec	→	Under 19 Men	Y	tbd
Under 21 Men	Y	n\ a	✗	Under 21/22 Men & Women	Y (*)	n\ a
Men & Women	Y	Sept – Mar 31 st	→	Men & Women	Y	Sept–Mar 31 st

SC – Scottish Cup

* Under 21/22 Men & Women would be to provide competition with the Universities, may need to be played separate to provided Scottish Cup schedule

6. National Teams & Select Squads



Scottish
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Water Polo

National Teams & Select Squads

Girls Report –

- The programme for the girls has developed over the last year with significant progress at U14 & U16 level
- Growing number of athletes making a meaningful challenge to be part of the squads
- Establishing a co-hort of coaches and team managers
- Supported by the competition provided in development tournaments and by girl only competitions
- Unable to enter a team in the U18 EU Nations



National Teams & Select Squads

Girls Report –

- December 2017
 - IR U14 – in 7th out of 8 teams
- Jan 2018
 - IR U18 – 3rd in division 2
- August 2018
 - IR U16 – 8th out of 12 teams

<https://www.swimming.org/waterpolo/tag/inter-regional-championships/#>
- U16 & U18 Teams at Irish regional event in November 2018

National Teams & Select Squads

Boys Report –

- Significant turmoil in boys squad with resignation of head coach just prior to EU Nations
- Considerable attention by SWPC to retain \ recovery situation
- Establishing a more resilient set-up with a co-hort of coaches and team managers, and less dependence on one person
- Guest coach from Italy for August camp
- Still work to be done to settle in and establish a programme



National Teams & Select Squads

Boys Report –

- December 2017
 - IR U14 – in 7th – 8th playoff
- February 2018
 - IR U18 – Bottom half of division 2
- July 2018
 - IR U16 – bottom group A, so relegated to Group B
- <https://www.swimming.org/waterpolo/tag/inter-regional-championships/#>
- U16 & U18 Teams at Irish regional event in November 2018
- EU Nations finished 12th out of 12 (1 win, 1 draw)



Select Squads

Inter Regions

<https://www.swimming.org/waterpolo/dates-confirmed-2019-inter-regional-championships/>

14s championships are due to take place over two weekends at Walsall Gala Baths hosted by the West Midlands Region. The girls' event will be held on 1-2 December, with the boys' championships taking place on 8-9 December.

[Entries for the U18 championships need to be returned by Friday 6 December, 2018,](#) and are scheduled to take place at the end of January and the beginning of February.

The U16s Boys' Division One and Two matches have been scheduled for 29-30 June. Blackpool's Palatine Leisure Centre will stage the Division One matches, hosted by the North West Region, while the West Midlands Region will host the Division Two games at Walsall Gala Baths. The U16 Girls' championships will be held on the weekend of 6-7 July at the same venues. [Entries for both competitions should be returned by Friday 31 May.](#)

National Team

EU Nations

Junior Women (Born 2002 & younger)
22nd March – 24th March 2019 Brno, Czech Republic
12 Nations

Junior Men (Born 2002 & younger)
17th April – 21st April 2019 Brno, Czech Republic
16 Nations

Senior Women
24th May – 26th May 2019 Brno, Czech Republic
12 Nations

Senior Men
19th June – 23rd June 2019 Brno, Czech Republic
16 Nations

National Teams

U21 Men & Women

- There was no U21 tournament in 2018, so no squads

National Teams Women's Report –

TM – Debbie McRobbie

HC – Neal Rayner

AC – Theo Bambouros

1. Squad consists of 18 players, we will be holding an open selection weekend in January 2019 for new players.

2. We competed in EU Nations in May 2018 we placed 11/12. CWPC was unfortunately cancelled.

3. Training:

We have been holding training weekends approximately every 6 weeks until September. As many of our squad play in BWPL we have suspended training until January 2019

4. 2019 will see us training towards EU Nations in Brno, May 2nd. We will be training every month and will look to possibly have a training camp abroad.

5. Long term we hope that England may hold the Commonwealth Championships in 2022 and that we will compete.

6. Gael Drummond stood down from her role as Captain, new Captain Nicola Tate was appointed.

National Teams

Men's Report –

TM – Ian Melville

HC – Ramon Valvona

AC – Davie Baxter

2018

- Team in rebuild as a number of senior players have retired
- Cancellation of Commonwealth tournament was a big loss
- Players competing in BWPL and a 4 session training weekend will take place in December

2019

- Intermediate term plan to EU Nations in June 2019
- Longer term plan up to 2022 for CWPC in England (TBC)
- Match vs England Men on February 10th at Ponds Forge
- Training weekends locally and in Malaga once the BWPL second phase matches are completed

7. Finance Report



**Scottish
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Water Polo

Finance Report – Andy Gray

- New finance manager, Andy Gray (Stirling), took over the role in February
- Net expenditure for the year within £15,000 annual budget from Scottish Swimming
- Imminent change of financial year end from October to March
 - Short transitional financial period November 2018 to March 2019
 - Next full financial year to March 2020
 - Same pro-rata level of contribution from Scottish Swimming (= £6,250)
- No change proposed to league and cup entry fees for 2019
 - Cup = £100 per team
 - League = £35 per player
 - We will request fees March/ April 2019



Finance Report – Andy Gray

- Financial Summary
 - Total Income £59,051
 - Total expenditure (£73,801)
 - Net deficit (£14,750)
- Major items of expenditure:
 - £6,400 National Squad contributions
 - £2,800 Inter-regional entry fees
 - £1,500 Boys squad income shortfall
 - £1,150 Summer camp support (Tony Stranger and Alberto Bertolotti)
 - £ 800 Officials kit



Pool Usage

8. Marketing and Communications Report



Scottish
Swimming

Water Polo

MarComms – Dave Scott

- It is the aim of Scottish Water Polo Marcomms to be the collective channel for everything Water Polo related in Scotland.

Objective	Outcome
Promoting and representing Scottish Water Polo within the Scottish Swimming environment	<ol style="list-style-type: none"> Working with Scottish Swimming to explore website options for Scottish Water Polo to develop/create a primary point of contact with the information they want on first encounter, which is easy to use and which has the right and relative calls to action that will lead people into engagement with the sport. From period Nov17 to Nov 18 achieved 27% increase in channel followers from 543 to 687.
Mobilise advocacy, demonstrating Scottish Water Polo as a key cluster	Work in progress but see following comment.
Scottish Water Polo will be recognised as key contributors to the health, wealth and overall well-being of Scotland	In principle agreement with the Minster for Public Health, Sport and Wellbeing, Joe FitzPatrick MSP to meeting at Parliament to discuss the development of Waterpolo in Scotland.
Interconnected channels of communication that are representative of levels of our sport	Work in progress.



9. GBR Update



Scottish
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Water Polo

GBR Update - Alan

Swim England NAG Championships in Manchester, April 2018

- Caledonia were crowned boys' U17 and U19 national age group champions at the in Manchester.
- Caledonia's U17 boys' side won the Plate competition at Manchester Aquatics Centre.

British Championship

- 2018, only Portobello Men entered, did not reach finals

GBR Update - Alan

- Great Britain seal top 10 finish at Women's European U19 Championships
- Lauren Dundee scored as Great Britain ran out comfortable 13-5 winners
- No boys in the U19 team for the European qualification tournament in Manchester in May

GBR Update - Alan

- British Programmes
 - Led by England Water Polo, and dependent upon them
- British Swimming
 - Met with new CEO, Jack Buckner
 - Very little support to develop the sport
 - England Water Polo have openly expressed their disappointment
- UK Sport
 - UK Sport funding application to Aspiration Fund
- 2019
 - U17 Boys & Girls teams in Euro Champs
 - World Student Games in Napoli 3-14 July 2019

10. Technical Officials Report



**Scottish
Swimming**

Water Polo

11. SS Update – Alan \ Neal

Extra Support being given to Water Polo

- Club Development Coordinator Positions in Aberdeen & Edinburgh (Starting January), positions will work with clubs to grow water polo clubs

Education

- The Level 2 and camps – which ran effectively. With an improved suggested plan for this year.
- The utilisation of Jenn Davis (CPD) and Keith Anderson (UKCC and CPD) to support the delivery of courses and training is a step forward.

11. SWP Summary Report



**Scottish
Swimming**

Water Polo

Election of Office Bearers and Management Committee Members - Chair

- Chair
- One representative from each club
- Event Co-ordinator (Domestic Competitions Co-ordinator)
- Technical Officials Co-ordinator
- Finance Co-ordinator
- Co-oped Members
 - Vice-chair
 - Committee Secretary
 - Events
 - National Teams Manager
 - Governance & Secretariat



Election of Office Bearers and Management Committee Members - Chair

Position	Current Volunteer	2019 Situation
SWP Committee		
Chair	Alan Anderson	Offered for re-election
Vice Chair & Technical Officials Lead	Ross Elder	Offered for re-election
Governance & Secretariat	Vivin Suchitra	Offered for re-election
Finance Co-ordinator	Andy Gray	Offered for re-election
Events Co-ordinator (SNL)	Mike Forster	Standing down – new volunteer required
Scottish Cup Co-ordinator	Gael Drummond	Offered for re-election
National Teams Manager	Jen Hardy	Standing down – new volunteer required
Marketing & Communications	Dave Scott	Offered for re-election
Technical Officials Co-ordinator	Vacant	Volunteer Required

Volunteers for SNL Competition Co-ordinators

SNL Competition Co-ordinators		
Position	Current Volunteer	2019 Situation
U16 Girls (U15 in 2018)	Lesley Luke	
U16 Boys (U15 in 2018)		
U19 Girls	vacant	
U19 Boys	Mike Forster	Mike Forster
Women (season 2018 – 19)	Vic Witko	
Men (season 2018 – 19)	vacant	

Non Committee Volunteer Positions – For Information \ confirmation

Position	Current Volunteer	2019 Situation
Pools Co-ordinator	Michelle Lawrence	Michelle Lawrence
CPO \ Safeguarding	Lesley Luke	Lesley Luke
SWP Squads		
U14 Girls Development Squad – Coach	Giles Gilhooly	Giles Gilhooly
U14 Girls Development Squad – Team Manager	Julia Kerr	Julia Kerr
U16 Girls Development Squad – Coach	Caitlin McRobbie, Nicola Tate	Caitlin McRobbie, Nicola Tate
U16 Girls Development Squad – Team Manager	Allison Smith	Beatrix Elsberger
U18 Girls Scotland Squad – Coach	Rod Hardy	
U18 Girls Scotland Squad – Team Manager	Elizabeth Bukta *	Allison Smith
U21 Women’s Scotland Squad – Coach	As required	As required
U21 Women’s Scotland Squad – Team Manager	As required	As required
Women Scotland Squad – Coach	Neal Rayner, Theo Bampouras	Neal Rayner, Theo Bampouras
Women Scotland Squad– Team Manager	Debbie McRobbie	Debbie McRobbie
U14 Boys Development Squad – Coach	Stevie Burgoyne*	
U14 Boys Development Squad – Team Manager	Jason Kenney*	
U16 Boys Development Squad – Coach	Jean-Luc Zahra*	
U16 Boys Development Squad – Team Manager	Richard Finlayson	Richard Finlayson
U18 Boys Scotland Squad – Coach	Ali Campbell *	
U18 Boys Scotland Squad – Team Manager	Helen Tobin* & Fraser Harris*	
U21 Men’s Scotland Squad – Coach	As required	As required
U21 Men’s Scotland Squad – Team Manager	As required	As required
Men Scotland Squad – Coach	Ramon Valvona	Ramon Valvona
Men Scotland Squad– Team Manager	Ian Melville	Ian Melville

* temp position for next event - to be discussed if they wish to continue in the role after competitions in 2018



Club Contacts

	Club	Primary Contact	Secondary Contact
	Forth Valley WPC	Douglas Gardner	
	Glasgow Uni	Megan Harkins	Reuben Bowman; Heather Keith
	Kirkintilloch & Kilsyth ASC	Alan Scobie	Allison Smith
West	Larkhall WPC	Hartley MacGibbon	Rhona Kerr (pres)
	Ren96	Steven Burgoyne	Craig Hutchison
	Stirling Swimming	David Dalziel	Fraser Harris
	Strathclyde Uni SWPC	Gerard O'Hagen	
	U of Stirling WPC	Alexander Johnstone	Emma Hamilton
	Western	Tom Gebbie & Ken F	
Midlands	Menzieshill	Andrea Baker	
North	Aberdeen ASC	Alison Low	Craig Brown
	Aberdeen Uni SWPC	Callum Malcolm	
	Dunfermline WPC	Richie Metcalfe	
East	Edinburgh Uni		Lisanne Go
	Portobello ASC	Ed Grundy	
	U of St Andrews SWPC	Alison Rintoul	Ian Maccallum
	Trojan ASC	Paul Davies	
	Warrender Baths Club	Nate Sutcliffe	



Operation of Scottish Water Polo in 2019



**Scottish
Swimming**

Water Polo

Thank you for attending your AGM



**Scottish
Swimming**

Water Polo

Marketing and Communications

Vision for Scottish Waterpolo - 2021

To grow both the involvement and national standing of Scottish Waterpolo, our domestic teams and our players within the GBR teams and squads.

To promote our mens, womens and development squad along with our domestic clubs, highlighting the health benefits of waterpolo as an aquatic sport and creating opportunity for our players, officials and administrators on an international platform.

Strategic Objectives	Tactics
Provide practical marcomms support to promoting and representing Scottish Waterpolo within the Scottish Swimming environment, throughout the Scottish waterpolo landscape and on an international platform.	Create a Scottish Waterpolo brand which communicates the key attributes of Scottish Swimming whilst creating a single, uniform presentation.
Mobilise advocacy, demonstrating Scottish Waterpolo as a key cluster within Scottish Swimming for investment and growth within Scotland and on an international platform.	Use the available channels to engage with and stimulate local club involvement and contribution towards creating a single Scottish voice and representation.
Scottish Waterpolo and by association Scottish Swimming will be recognised as key contributors to the health, wealth and overall well being of Scotland.	Source, develop and promote models of best practice, educational resources, PR and insight/practical guides related to the sport, health and national wellbeing.
We will have united the Scottish Waterpolo community under a single banner with interconnected channels of communication that are representative of all levels of our sport.	Facilitate increased levels of investment from Scottish Swimming, sponsorship and financial support from both private and public sources to substantiate a wider club base and engagement with Scottish Waterpolo.