

WPDO report – AGM November 2018

Scottish Water Polo had a great year with much accomplished and quite a few challenges. For a number of years, membership has grown about 100 members a year creating a fantastic and necessary base upon which to launch the next phase of development. The quick growth has put a huge strain on competitions, coaching, pool time and officials; most of which has struggled to keep pace. We've had fantastic support of enthusiastic and talented volunteers – many totally new to the sport whom we must give our support and accolades. We must also encourage a few more to take key leadership roles on the committee and give them plenty of support.

The focus in the near future will be improving performance via well-coached and organised clubs, proper performance development pathways and appropriate exciting competitions. Clubs, Regional Districts and the Scottish Saltires Development Camps will work together to develop player's and coach's understanding of what it means and takes to be a high-performing athlete. Additionally, as the sport is competition driven, we are lucky to now have a more robust and gender specific competition.

We can expect exciting times as new clubs challenge long-established clubs for Championships and the rising tide of competition will benefit Scottish Polo. The hidden benefits of young players learning important lessons about performance, health and teamwork will come easily as they make lifelong friends and memories. – Neal Rayner, 8 November 2018

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

In 2019

- Planning Sessions for each competitive club considering: governance, staffing, recruitment squads GAP analysis numbers and trainings, officials analysis & planning to fill gaps
- Coaching Development Emphasis on creating Performance Development Environments
- Recruiting new players: Taster Sessions / schools programmes to continue considering needs

Education Development

- Delivered 1 Level 2 course, 2 Level 1 courses, 1 new tutor qualified
- Created Skills and drills cards – launch late Nov 18
- Had Mindset CPD in August Camps for players and coaches

In 2019

- HIVE Launch TBC 2019 – online learning platform with mini videos – How people learn is changing and we will attempt to be near the front of this change
- Polo Poolside Helpers course being created (below Level 1) Launch March 2019
- Inclusion of Coaching CPDs into Camps in 2019

Officials Development

- Fourteen referees passed Grade D – Oct 2014
- Two Upskilling's done (Attendees: East – 6, West – 5, Midlands – 1)
- 7 Club table courses have been run, 2 new tutors developed and new resources made to deliver this course. About 75 people from Edinburgh Uni, Warrender, Portobello, KKASC, Western, Stirling Uni and Glasgow Uni passed this.
- An Audit has been done of registered referees per club

In 2019

- Must have Tech Officials coordinator to improve reffing at events
- More upskilling of existing referees through delegating and Grade C course
- Recommend each district oversee the development of their referees and clubs work
- Junior Clubs and Unis that haven't need to register for Club Table Course
- Launch of HIVE learning platform TBC in 2019
 - Refereeing videos – key for development of consistency of refereeing in Scotland and developing all referees post course –discussion groups
 - Club Table Course – can put much of classroom Table Course online, focussing tutors on practical and answering questions
 - Refereeing Course Grade D & C to be explored for partial online delivery

Development Camps

Camps & Under 16/ Under 14 development – Sharon has put Neal in charge to run these as of mid-October* This is a change from previously and now part of Neal's remit is the delivery & support of the pathway for U16 & U14 & Academies worked into this.

Key delivery for Development Camps is to create a performance development environment and mindset via skills development, fitness development, mental, tactical and lifestyle development.

- Nov 10 & 11th Girls camp – 41 players registered, Trials for U14s, out of pool sessions on Better Movers Thinkers, Handball & basic tactics
- Aug 17 & 18 Girls Camp & Aug 4/5 Boys – 38 and 25 respectively did camp, Extra sessions on Mindset & Rules. Alberto Bertolotti guest coached boys camp with Level 2 course observing

2019 Camps

- January Boys camp – likely one day camps – still sourcing coaches
- June Camps – TBC with Level 2
- August Camps – TBC

Academies

- Academy review conducted Summer 2018 – Key findings
 - Success in providing extra training and some skill development,
 - Challenges – top coach support to teach skills well, administrator support
 - Uses a good pool session that could be used for other aims
- West Academy started Autumn 2018 and will run again and bigger in 2019
- East Academy currently stopped as clubs decided to focus on other things
- Aberdeen Academy time given to re-launched Aberdeen ASC club – Academy programme for Aberdeen to be considered after club successfully re-launched

Competitions

Competitions are the key to our sport. *“Build it and they will come”* – from Field of Dreams

Through competing at all levels players, coaches, managers and officials all improve and discover the desire to improve more. It's essential to grow our sport we provide consistent and quality competitions. Juniors wishing to reach elite status should be playing 40 official matches annually – a goal for us

Under 15s Boys and Girls Dev Leagues – building for 2019 Under 16 Scottish Leagues

- Checklist went out to clubs for being Tournament manager of each day
- Some referees sourced from last grade D course for many dates
- Neal delegating some & providing extra support to make these run well

For rest of 2018 & 2019

- Working clubs to grow their U16 squads to a minimum of 10 each gender for those wishing to enter in 2019, making sure each staffed well
- More Club Table Courses for clubs to develop officials/parents for these age groups
- Location moved of boys tournament Dec 14th so that U13 finals & boys tournament in same location
- For 2019 – recommend games are 4 x 5 minute check time (3 matches in 2.5 hours)

Under 13s Development mixed tournaments (new age group)

- Successfully launched: Oct 28 – 9 clubs entered: fantastic feedback! Size 3 balls
- Dec 14- finals date with medals
- This younger age group is more suitable to inexperienced volunteers, swim clubs, substandard polo pools – hence easier to run & recruit from – and it's fun!
- In 2019 – more emphasis on regional development tournaments including swim clubs to let swimmers experience polo

Scottish Leagues

For 2019 – 2021, I recommend that for Scottish leagues we stick to an age group & gender format in order to create consistency so that clubs can build to these

- Men & Women: Sept – March 31st League
- Under 19 boys and girls, Under 16 boys and girls separate genders. *Perhaps we should consider moving all leagues to Sept to March 31st*

Scottish Champs - recommendations

- Split of U16/17 mixed and making U16 boys and U16 girls separately for 2019
- I would consider changing boys U18 to U19 to be in line with girls
- I would consider changing U21 Men's to U22 or U23 and moving it to a separate date before March 31st so that Universities could enter into it – may be worth assessing if Unis would enter if this were the case. Don't feel a need currently for women's champs in this age group.
- Highly encourage there to be Semi-finals dates and for U16s quarterfinals date at a neutral location. SASA marketing to dress these up and we need to secure good officials for these.

Districts

West Forum – West District Forums have been held throughout the past year. For 2019:

- New Convenor - Ivor Campbell nominated
- District Competitions shifting to separate women & boys competing together and to include 3 universities competing separately before end of membership year
- Strathclyde Uni all deep pool has just opened:
 - a. Could provide performance centre to junior pathway
 - b. Available for 6 hour long lets on some weekends
 - c. Ren96, Western/ Kirkintilloch and Strathclyde University using
 - d. New Female only training Wednesdays for Western women and West District girls 16+ - key to girls women's pathway development
- Planning to add West District Officials Lead or committee to improve officiating in West

East – Forum: First held October 25th at RCP: Decisions:

1. Academy put on hold – pool to be used by East Clubs & other requesters
2. Officials – need support in developing referees
3. Coaching – need more support, especially resources for newer coaches
4. Gap of players in Under 19 competitions such that younger players are filling in

North – 2018 meetings were a group of partners: AASC, RGU, AU, ASV, SA

- Re-launched Aberdeen ASC polo for juniors with 2 polo sessions and 1 swim session, 5 coaches, hosted Level 1 course in September
- Starting to develop club ready programmes

2019

- Holding Aberdeen Development tournament for swim clubs Dec 2
- Hoping to enter into leagues with boys u19, U16. Struggling to reach numbers – especially with girls
- Scheduling Grade D with Unis & citywide Club Table course in December and or Jan