**Club Framework Notes – West District Delegates Meeting**

**Pathways**

* Development of National Programme to increase reach (at an earlier age stage)
* Better coordination of competitions & reintroduce graded tables
* More opportunities to engage and connect (intra club, inter club, club to Scottish Swimming/ club to learn to swim providers)
* Athlete recognition – move from Red to Amber (feel there is good recognition for athletes. However, need to recognise more the achievements of athletes who are not performing at the highest level. Recognise more out of water achievements e.g. education/leadership etc.)
* Require pathway for specific volunteer roles e.g. team manager, event manager, meet management – need succession planning

**Culture**

* Swimming – where is this for the disciplines
* More Club/District engagement required for smaller clubs – RED
* Clubs to communicate more with each other
* Volunteers too busy to do anything in District
* Sharing best practice with management committees
* Improve clubs usage of social media
* A culture of including and valuing athletes who are not on the performance pathway

**Quality Workforce**

* Video – online practical for STO (Judge 1 & 2) then training on deck (similar DVLA process)
* Need to reduce the length of time to complete Judge 2 (provide more opportunities to be mentored)
* Licensing – more promotion required of benefits of teaching/coaching licenses (potentially bring back allocation of points to ensure coaches are mentoring, attending development opportunities etc.)
* CPDs – bronze, silver & gold – relating to levels of coaching

**Programme Management**

* Data management system/Club admin system support required
* Need to reduce turnover of volunteers – develop a process/pathway to show ‘journey’ of volunteers within committee roles.
* Look at constitution around length of time in roles – perhaps look to change if it means roles can be in place for longer
* Can clubs be upskilled to deliver volunteer management
* Minimum standards for committees required
* Use existing volunteer experience, skills, ‘real life’ challenges

**Facilities**

* District Access agreements

**Partnerships**

* Networking for meet
* HyTek support - collective