

OCN

HANSARD

Volume two

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MINUTES OF THE ANNUAL GENERAL MEETING OF THE BRITISH OCTO-PUSH ASSOCIATION HELD ON 25 APRIL 1999 AT THE QUEENS HOTEL, CRYSTAL PALACE, LONDON

Apologies for absence

1. Apologies were received from Marion Sheffield and Keith Hadland. The list of clubs represented and eligible to vote is attached (Annex 1).

Approval of the minutes of the last Annual General Meeting of the BOA

2. The minutes of the last BOA Annual General Meeting were approved.

Officers' reports

3. The following reports were made:

Vice-Chairman (Marion Sheffield)

4. See attached report (Annex 2).

Treasurer (Keith Hadland)

5. See attached report (Annexes 3-5).

National referee (Neil Dixon)

6. Neil Dixon reported that seven referees' courses had been run this year. A further two courses were already organised for next year. All courses were self-financing. In response to questions about how to get on a course, Neil explained that courses were normally set up in response to requests by individual clubs, the individual club was responsible for who it invited. Occasionally "regional" courses were run. Neil agreed to look at ways to publicise courses next year. During discussion it became clear that the fees/payments for these courses did not go through the BOA accounts. Neil agreed to ensure that all future fees/payments went through the treasurer and would contact the Treasurer to set up a sensible way of doing this. Colin Dellor pointed out that the Sports Council funded Referees' courses and was worth investigating as a further source of income.

Competitions' Manager (Antoine Mourad)

7. Antoine reported that he had run a number of tournaments this year – all of which had been successful and profit making. The BOA now had a supply of timers, whistles, pucks etc for use at tournaments. He announced that he had already booked the Crystal Palace pool for next years' tournaments. The dates are:

20 November - Nautilus
08 January - Inter-regional
4-5 March - Round-robin
01 April - Finals

8. Antoine announced that he was standing down and thanked those that had helped and supported him, in particular – Cliff Underwood, Tony Drakard and Alun Mitchell.

Director of Coaching (Clare Ash)

9. See attached report (Annex 6). The report prompted Colin Dellor (Pembroke) to point out that the amount of work involved in setting up a coaching scheme was too much for one person and thought that the new Committee should seriously consider dividing up the work.

Publications Manager/Records Officer/CMAS Representative (Cliff Underwood)

10. Cliff reported that there were 102 clubs playing (including non-BOA member clubs). Cliff confirmed that he intended to retire at this AGM. He apologised for not being able to put out more BOA newsletters this year than he would have liked and offered to give his replacement whatever support they needed.

Mens' elite co-manager (Dave Simpson)

11. Dave reported that the squad was in training for the European Championships. Despite the efforts of Antoine Mourad to get players to try out he still had a very small pool of players to choose from. For whatever reason, too many players just dropped out and didn't give it a proper go. For example, after doing all the training, the Southport players didn't turn up for this morning's final squad selection session. It was very disappointing. There was a lack of talented players for him to draw from. He felt that the BOA needed to look at funding for squad training sessions.

International General Manager (Antoine Mourad)

12. Antoine reported that he had tried "everything" to get players to try out for all the squads. He was fed up with all the "whingers" that complained about the old system and didn't turn up when we changed the system this year. He wondered if it would be best to take "Under 21" squads to international competitions and "start again". He also thought that there needed to be more "committed" rather than "social" hockey clubs. In discussion, Alison Wheeler pointed out that there could be practical difficulties with getting younger players involved such as getting them to Crystal Palace from all over the country.

Development Officer (Martin Reed)

13. Martin explained that it had been difficult for him to more than setting up the web-site given that he was currently working in Germany. He reported that the BOA web-site was "live" and had unlimited space giving us unlimited potential to provide services to our members. Martin was keen for feedback on the site so that he could see if improvements were needed. During discussion it was agreed that information on junior hockey be put on the site and that all items to go on the web-site should go to Martin via the BOA Secretary.

Junior/Youth Co-ordinator (Kevin Hyman)

14. Kevin reported that two competitions had been organised – an U13's competition on 15 May at Crystal Palace and U15, U16, & U21 competitions on 12 June at Crystal Palace. Apart from the U21 competition, the responses from teams had been good. During discussion, it became clear that the timing of events (i.e. near exam-time) was a problem that affected whether teams could compete in events. Communication also seemed to be a problem that needed to be addressed. Kevin thought that more Committee meetings might help.

Welsh Area Representative (Colin Dellor)

15. See attached report (Annex 7).

Secretary (Grant Mosedale)

16. Grant made no BOA report but gave a brief report on BUSA (Annex 8).

Chair (Bernie Tarling)

17. Bernie announced that he was standing down at this AGM. He explained that he had been pushed into the job and after four years felt that he had taken the BOA as far as he could. It now needed someone else to build on what had been done. He recognised that the sport had not developed as fast as he and others would have liked, but the BOA once again had a sound financial base, competitions were well organised and teams wanted to play in them. He thought that for the next stage of the growth of our sport, the BOA needed to secure funding for international competitions, and put in place coaching/junior coaching schemes. Finally, Bernie thanked all those that had helped him during his tenure.

Election of the new Committee

18. The following people were proposed and elected:

Chairman: Keith Dunkinson & Tim Arnold

Elected: Keith Dunkinson

Vice-Chair: Anne Spencer

Treasurer: Keith Hadland

Secretary: Grant Mosedale

National Referee: Neil Dixon

Junior/Youth Co-ordinator: Kevin Hyman

Development Officer: Colin Dellor

Web-site Master: Martin Reed

Director of Coaching: Lindsay Poyner & Clare Ash Elected: Lindsay Poyner

Competitions Manager: Vacant

CMAS Representative: Cliff Underwood

Publications Manager: Helen Field

At this point a break was taken and most representatives went home. There was still a quorum and the meeting continued. The new Chairman (Keith Dunkinson) took over the meeting.

Constitutional amendments

19. Six proposals were received (Annex 9). All were discussed and all but two were referred to the new Committee for deliberation. The two proposals that were voted on were:

Proposal for secret ballots when voting at the AGM

Proposal for players of "A" and "B" teams of a club to be interchangeable

Both proposals were approved.

Proposals to amend the Octopush playing rules

20. There were four suggestions. They were that:

A - Players be “cup-tied”. The idea is that if you play in one round of a competition you cannot play for a different team in the next round. This was approved.

B - “Goal difference” is used in BOA competitions when a number of teams ended up on the same number of points. It was agreed that this would be discussed at the next Committee meeting.

C - “Throw-ins” be used when the puck goes out of play to restart the game. Neil Dixon agreed to think about the proposal.

D – Introduction of CMAS “Sheparding” rule.

21. In response to a question about why we can’t use CMAS rules, Neil Dixon explained that generally CMAS rules don’t cater for club/league matches; allow diving in; 90% of UK pools don’t meet CMAS rules. Neil was asked to put a proposal to the next AGM showing the differences between BOA and CMAS rules and also which CMAS rules could safely be taken up.

A.O.B.

Incidents at the BOA National Finals weekend

22. Neil Dixon explained that there had been two incidents that had been reported to him and which he was very concerned about. One was an incident at the Finals itself, where Brian Murray (Northampton) was seen by a number of members to push the Chief Referee (Cliff Underwood) into the pool (chair & all) whilst a game was in progress, narrowly missing the water referee. The second, concerned certain members of the Southport team letting off fire-extinguishers both at the BOA finals dinner at the Queens Hotel – hitting a guest - and also subsequently at the Crystal Palace sports centre hotel where they were staying.

23. Neil Dixon explained that the incident with Cliff Underwood was in his view very dangerous and at best a very poor joke. The incident was discussed and it was agreed that Neil Dixon, the National Referee, would deal with the matter (if necessary, by convening a disciplinary sub-committee hearing).

24. The incident involving Southport was more difficult. Many members had heard of the incidents and voiced their disapproval. Members were particularly concerned that it could reflect very badly on our sport and that it might adversely affect our relations with Crystal Palace sports centre. There was then a discussion on what the BOA should do about the incident. Eventually it was decided that Keith Dunkinson (BOA Chairman) would investigate the incidents further and take any necessary action.

Personality of the year

25. Bernie Tarling was voted personality of the year.

Most improved team of the year

26. There were three nominations: Totnes, Pembroke Ladies & Slough. Slough was voted most improved team.

Area representatives

27. Members pointed out that area representatives were underused and need to be used more. Clare Ash pointed out that area representatives needed the support of the Committee. Alun Mitchell asked whether area representatives could be invited to Committee meetings. The Chairman said that the use of area representatives was uppermost in his mind and agreed to reflect on what had been said.

Pucks report

28. Tim Arnold asked whether the Pucks report that he produced would be implemented. The Chairman said that the Committee would revisit the issue.

Date of first Committee meeting

29. The date of the first Committee meeting was set for 12 June at the National youth Championships, Crystal Palace. Neil Dixon and Martin Reed gave notice that they couldn't attend. Clare Ash was asked to attend to provide a hand over to Lindsay Poyner of coaching material etc.

Grant Mosedale
BOA Secretary
28 May 1999

Annex 1

The following clubs sent representatives eligible to vote:

Batley	Neil Dixon
Brighton	Alison Wheeler
Chesham & Watford	Martin Reed
Dunstable	Tony Drakard
Farnham & Guildford	Clare Ash
Glasgow	Anne Spencer
Islington	Grant Mosedale
Northampton	Keith Dunkinson
Pembroke	Colin Dellor
Reading	Antoine Mourad
Sheffield	Chris Careless
Slough	Tim Arnold
Spectrum Angels	Clare Ash
Tykes "A"	Chris Careless
Tykes "B"	Chris Careless
Wahine Warriors	Zoe Chester
West Wickham	Steve Baldwin

Annex 2

OFFICER REPORT FROM VICE CHAIR MARION WHEELER FOR THE 1999 AGM

This year I have concentrated on two main areas of work, the Constitution and press coverage.

1 The Constitution

The current Constitution is rather limited. For instance

- The BOA objectives as outlined should emphasise the BOA's commitment to new clubs, junior teams and schools as well as confirming the Association's commitment to the selection, coaching, promotion and support of the national teams. Also the commitment to help those applying for grants is missing.
- There are more posts listed for election at the AGM every year than there are job descriptions so it is hard for people to know what they are volunteering for.
- the dissolution process needs to be formalised etc.

A new draft Constitution was first put forward to the Committee for comments and approval last November. I included draft job descriptions for committee officer posts, and the outline of the new structure for national squads including responsibilities, selection procedures and qualifications for the roles. I based these job descriptions on what actually gets done and what the role should also encompass. I strongly advocate that these job descriptions are kept as an addendum to the Constitution as all those elements which made up the running of the BOA should be contained in one document so that they are less likely to be misplaced.

The Constitution is still in draft form and I will make it available on disk to the next incumbent to this position or whichever officer takes on the responsibility to get it finished and approved at the next AGM.

2 Press Coverage

This has been rather limited this year which probably reflects the successes of last year i.e. we are not a big enough sport to command regular attention and so the broadsheets will only find us interesting once in a while.

However, successes have included features in Time Out this week (London listings magazine), an interview on Channel 5 News, BBC 3 Counties Radio, The Sunday Times Style Magazine via London Ladies, The (Surrey) Herald, the new Free Diver magazine and on a new Channel 4 children's programme called Energize, which should be shown in mid-May

via Clare Straiton.

I am not standing for re-election to this post although I am happy to continue working to gain press coverage if required.

Annex 3

Treasurer/Membership Secretary's Report for the BOA AGM 25/4/99

Apologies for my absence, but I have been suffering from a viral illness for the past few weeks and am therefore taking as much rest as possible at the moment.

Accounts for the years 1997/98 and 1998/99 have been prepared and are attached. The 97/98 accounts were delayed last year due to the circumstances of the previous Treasurer, but were prepared from his excellent records.

To summarise the accounts, 97/98 saw an overall loss of £3400, whereas 98/99 saw a profit of £2,251. Part of the reason for this imbalance is that the events in the BOA's main national competition take place very close to the end of the BOA's financial year (1st March to 28th Feb). As a result, the income and expenditure for this competition is normally spread over 2 years' accounts so it is difficult to determine whether the competition is financially balanced. For this reason it would appear sensible to suggest that the BOA's financial year should be realigned to run from 1st August to 31st July. If re-elected I shall endeavour to investigate the implications of this proposal and make a full report and possible proposal for constitutional change at the next annual general meeting.

The BOA's cash position remains healthy throughout - the cash balance at 28th Feb 98 was £2,421 pounds credit, increasing to £4,672 at 28th Feb 99.

There is a requirement that the BOA's accounts should be independently audited. The auditor that we used to use has now retired, and so we are seeking a replacement to audit the last 2 years of accounts. If any of the membership know of a suitable auditor (who does not make undue charges) then the Treasurer would be keen to hear from them.

For the year 98/99, there are 47 registered BOA clubs, and these clubs give a total of 66 registered teams (including women's teams, juniors etc.). The introduction of personal accident insurance has meant that teams now provide an indication of the number of players they have, and a rough extrapolation shows just over 1 000 octopush players within the BOA at present.

One disappointing fact is that there are probably hundreds of unregistered teams who are either choosing not to join the BOA for some reason or who are unaware of our existence. If re-elected it is my intention to at least identify teams which are known to be active and approach them to find out why they are not BOA members.

Approximately two-thirds of the membership chose to be covered by the BOA's personal accident cover, with over 90% opting for the BOA's 3rd party liability insurance. One common

question from the membership was to do with dental cover in the personal accident insurance. Unfortunately the current insurers will not provide dental cover until they have had several years worth of experience to assess the risk. At present, the best insurance for a member's teeth is suitable protection - either an internal or external mouthguard. The USA association already mandates these for its competitions and it seems sensible that the rest of the world should follow suit at some point.

As a final word on the subject of insurance, our current broker has not given particularly good service over recent months and so, if re-elected, I shall investigate the market place to find an alternative. This gives us the chance to re-negotiate our insurance cover and so if any member has strong feelings about what should or shouldn't be included then they should contact the Membership Secretary.

Turning to the BOA's activities over the past year, one achievement has been the definition of an agreed set of expenses which may be claimed from the Treasurer:

*All expenses will be reimbursed at cost on production of receipts.
All efforts should be made to minimise expenses, eg. sharing cars, 2nd class post - violations may result in claims being refused.*

FOR NON PLAYING REFEREES AT OFFICIAL BOA TOURNAMENTS

*Petrol expenses for private car travel to and from tournament
If agreed as necessary by BOA Competitions Manager, overnight accommodation **at cost**,
Cost of evening meal, subject to authorisation of receipt by BOA Treasurer*

FOR COMMITTEE MEMBERS REGIONAL REPS COACHES OR OTHER MEMBERS WHEN AGREED BY TREASURER

*2nd class postage
Photocopying/printing costs
Telephone calls (when supported by itemised phone bill)
Petrol expenses for private car travel to/from committee meetings subject to maximum of £25
Stationery costs*

Expense forms are available from the Treasurer on request

Analysis of the 97/98 and 98/99 accounts shows that the BOA continues to successfully offer a series of local and national competitions to the membership. These competitions attract a large number of teams and cover their own costs. However, these competitions are becoming victims of their own success - with a large number of teams wishing to play it becomes increasingly difficult to work out a format and timetable that gives everyone a reasonable number of competitive games.

One means to alleviate this would be to allow teams to 'pre-register' for BOA competitions when they renew their membership, giving a longer lead time for the Competitions Manager to plan a successful tournament. The exact mechanism for this should be decided by the new committee, but as well as identifying those teams that wish to play it would be informative if teams who chose not to play gave their reasons. The BOA should be able to offer competitions for every level of its membership, from raw beginners to national champions, and it is only through this sort of exercise that we'll be able to achieve this.

Analysis of the accounts also shows that the BOA does not do much more than organising these competitions. The only other significant items on the accounts are international competitions, Octopush news and the provision of goals, pucks etc.

There is no real expenditure directed towards developing or publicising our sport, there appear to have been no referees courses run, and we do not have a coaching scheme in place, Given that we invented the game in this country, we don't appear to have taken things as far as other playing nations. I would love to see the 1 000 registered members increase to 2000, 5000 or 10,000 over the coming years - this would surely increase the standard of the game and the variety of competitions offered. However, the only way to achieve this is for the BOA to make a determined effort in this direction - it's apparent that the current activities are being well run and are under control, so isn't it time to diversify?

Keith Hadland
BOA Treasurer/Membership Secretary 23/4/99

Annex 4

British Octopush Association Consolidated Accounts 1/3/97-28/2/98

	CREDIT	DEBIT
Membership Fees	3935.00	0.00
Insurance	0.00	1162.16
Ref s Expenses	0.00	343.82
Local Leagues/Comps	0.00	304.24
National Competitions	3619.00	5153.15
International Competitions	547.01	3077.74
Junior Competitions	1378.50	1418.31
Interest	55.90	0.00
Administration Expenses (Postage etc)	0.00	230.78
Octopush News	0.00	362.46
Equipment	649.07	1535.73
TOTAL	10184.48	13588.39

BANK ACCOUNT

Opening Balance	5824.94
Total Credit	10184.48
Total Debit	(13588.39)
Closing Balance	2421.03

The BOA made a net LOSS of £3,403.91 for the period 1/3/97 to 28/2/98

This is in part due to the funding of World and European championships teams, at a cost of £2530.73, and also due to £786.66 spent on Australian pucks which has yet to be recouped.

Annex 5

British Octopush Association Consolidated Accounts 1/3/98-28/2/99

	CREDIT	DEBIT
Membership Fees	5,231.50	50.00
Insurance	75.00	1,764.30
Ref s Expenses		187.98
Local Leagues/Comps		
National Competitions	5,645.00	5,939.05
International Competitions	904.40	1,455.50
Junior Competitions	1,983.00	1,309.36
Interest	63.75	
Administration Expenses (Postage etc)		551.05
Octopush News		298.28
Equipment	1,693.80	1,389.59
Miscellaneous	100.00	500.00
TOTAL	15,696.45	13,445.11
BANK ACCOUNT		
Opening Balance	2,421.03	
Total Credit	15,696.45	
Total Debit	13,445.11	
Closing Balance	4,672.37	
	(Current Account 1,434.31, Savings Account 3238.06)	

The BOA made a net PROFIT of £2,251.34 for the period 1/3/98 to 28/2/99

Annex 6

BOA Director of Coaching - Report to BOA AGM 25/4/99

This year I have focused on research into establishing two related structures - one for BOA training and the second for BOA coaching. The one should not be confused with the other. By training I refer to a series of levels through which any player can progress and improve. By coaching I refer to a series of levels by which those interested to coach can widen their skills and effectiveness. I believe that both these areas are essential for the growth and expansion of our minority sport in every respect.

I have a simple set of levels that now need to be assessed by others, and then have the appropriate material added in at the various levels. The task is somewhat lengthy in that I felt it important to establish levels across the whole range - from beginner juniors, all the way up to top international level. Once laid down the structure can obviously be refined and gradually developed to suit the new and existing players and coaches countrywide.

Training Levels

Junior 1 (beginner) e.g. Shrimp badge	* Also to be condensed
Junior 2	* for equivalent adult
Junior 3	* level
Intermediate 1	
Intermediate 2	
Intermediate 3	
Advanced 1	
Advanced 2	
Advanced 3	

Training levels will introduce players to a wide range of areas :- skills and exercises, safety, tactics, fitness exercises, team play, game analysis, sportsmanship, rules and team psychology. The levels will be tested by approved examiners both in the water and by written examination. On the subject of those approved to examine, this is where I need to begin, and to secure funding for initial courses and course material we must ensure that standards are consistent. We will need to start with a number of qualified individuals countrywide, to allow the achievement of players to be recognised easily and so that they can move ahead unhindered.

Coaching levels

Poolside assistant	* to be accompanied
Coaching assistant	* by NFC courses
Coach grade 1 (beginner)	* run nation-wide
Coach grade 2 (club level)	*
Coach grade 3 (international)	*

Similar to the need for qualified training examiners we will also need those qualified to examine coaching levels. We already have many players coaching but I will be looking to the National Coaching Foundation's support to help establish the above. N. B. The reason for the first two simple stages of assistant is to encourage more individuals in to support the running of pool sessions, and then tournaments. With a qualification people have much more confidence to assist.

Points Raised During My Research.

- video is valuable. Video of coaching point and skills next aim.
- Local and county Sports Development Officers should be used and involved regionally.
- National Coaching Foundation and their generic courses, offered countrywide.
- As far as the Sports Council is concerned every governing body is responsible for the development of its sport (for those affiliated and the public at large), including a range of opportunities for young people. A priority is the development of effective performance and excellence strategies.
- Safety is an issue we tend to overlook. Coaches should be proficient and up to date life-savers.
- **N.B.** - Coaches in the future should have individual insurance cover. If The National Association of Sports Coaches (NASC) approve of our courses and material they are an ideal source.
- We are one of many minority sports that exist in this country, and many thrive with the governing bodies good planning and careful execution.
- Communication across regions would do well to use networks and facilities already in place in. (local and county Sports Dev Units and Officers)
- Build on coaching that has evolved already, and use and develop those already involved.
- Various alternatives for monitoring / grading.
- the simple beginnings of an enormous task !!!

Practical action to date

- ran a 3 day training course for juniors in **Orkney**.
- planned and ran a junior course of 8 weekly sessions - at Guildford. Adult players assisted. Printed material being generated
- introduced Octopush to St. Paul's boy's school, London. Running a series of session for them
- sent questionnaires out to all member clubs, and redistributed at various competitions, to get feedback on current coaching skill base. Replies mostly from junior club. Varied and useful information

Next Tasks

- flesh out levels of training and coaching structures (already underway) contributions also being sought

- seek practical feedback from session organisers as to the suitability of levels to their particular sessions.
- Build NCF course specifically for those coaching Octopush (already underway)
- prepare the supporting material
- handbooks for players
- handbooks for coaches - with all the teaching notes relevant to level
- qualifying certificates and badges - publicity material

My Aims

- To provide a simple structure of both training and coaching to allow the sport to develop more evenly across the country, and to allow it to be easily taken up by those not already playing.

Clare(Straiton) Ash

+ include Referee courses in structure development esp. poolside assistant/referees assistant.

+ printed coaching material for poolside and underwater use.

Annex 7

Summary of Year 1998/9 activity in Wales Region.

Teams playing:-

Llwchwr, Llanelli, Newport(new club), Pembroke, Swansea and Cardiff universities (joint team this year), Bangor University, Carmarthen (occasional).

Welsh Championship was held in early December at Pyle. This was organised by Ieuan Morris who may have submitted results to BOA. Llwchwr retained their title once again.

We have run a small league this year with just four entrants, Llanelli, Llwchwr, Pembroke, Swansea/Cardiff Uni. The games have been useful and good fun. We expect more entries next season. This is a Non-BOA league as we need to encourage as many teams as possible.

September 1998 saw the first ever Women's Tournament in Wales. This was organised by Penny Simon at Pembroke. This years repeat will be on September 15th and Penny already has sponsors queuing to offer her the choicest perfumes etc. (She has been tipped for Pembroke mens team captain next year!)

Juniors.

Pembroke Club have under thirteens and under sixteens teams playing, but no other juniors active in Wales.

Within the Principality both the Sports Council Wales and Sportlot have monies available for the development of sports which are seen as attractive to young people.

In order to qualify for these monies a sport must have a governing body in Wales, and that organisation must be able to show a complete infrastructure geared to promote development of the potential of the participants. Coach training, Coaching schemes, Junior awards, Referee training, Encouraging helpers, treasurers, secretaries etc. as well as a league structure with the necessary management backup.

With a structure in place we can approach these bodies for funding, and we can then use the funds to obtain kit with which we can offer schools and other swimming clubs an opportunity to try the game over an extended period.

I have suggested to the Welsh Association of Sub Aqua Clubs (who are recognised by the Sports Council Wales as the Governing Body in Wales for underwater sports) that an association with the BOA could assist with the development of Octopush in Wales. The WASAC Chairperson has advised me that WASAC will do all they can to assist developments.

I believe this to be a crucial issue as our only alternative route for funding may be to form a

separate governing body for Wales. This would not be a favoured option as it would inevitably lead to unnecessary duplication of effort etc.

Finally, as I said the other year " The area reps get no support or info and they don't in consequence do as much as they might" The BOA could try making friends with them, send them birthday cards, invitations to parties, or tournaments!!

Colin Deller.

Annex 8

B.O.A.
Grant Mosedale

Dear Grant,

Just a short resume for your meeting on Sunday. B.U.S.A. has progressed over the last year slowly but definitely.

Finswimming has been formed under British Finswimming Association (BFA) and will compete in the 1999 European Championships. They have received good publicity including a short spot on TV (Blue Peter).

There is an interest in Underwater Rugby, which we hope to get started during 1999. Underwater fishing and Hockey competed in world championships during 1998 and both are to compete in European Championships during 1999.

Meetings have been held between B.U.S.A. and S.A.A., the B.S.A.C. and the Sports Council regarding developing B.U.S.A. and the future. No decisions taken or possibilities discussed at B.U.S.A. These will be held in the near future.

B.U.S.A. is now well established in C.M.A.S. We now need to impose British influence.

Regret the brief note on this occasion.

Give my regards to all at your meeting.

Ron Jacobs.
Chairman B.U.S.A.

Annex 9

BOA Resolutions

CONSTITUTIONAL MATTERS

1. VOTING: introduction of secret *ballots*.

This AGM agrees that voting at all BOA AGMs be changed from a show of hands to a secret ballot, with immediate effect

Proposed by: Slough

Seconded by: Northampton,

2. REGISTRATION: *proposed change to rule 8.3.8*

This AGMI recognises that every encouragement should be given to clubs to start and, if applicable, register B' teams. Accordingly, the rulebook should clear up the ambiguity about players moving between 'A' & 'B' teams, which *are part of the same club*.

AGM believes there should be a transfer period of two months between a club's 'A' & 'B' teams if both are registered, compared to the present transfer period of 12 months. AGM believes the present registration rules between different clubs are fair, work well, and should not be amended.

Therefore, Rule 8.3.8 should be changed to:

Players transferring to a new club may not return to their old club for a period of 12 months. Players transferring between the registered teams *of the same club* may not return to their previous team for a period of two months. The BOA committee shall have the power to vary this rule in individual cases in the interests of fair play at its sole discretion.

Proposed by: Slough

Seconded by:

NATIONAL TEAM MATTERS

3. *SELECTION: amendment to Point 3.5 of the BOA committee meeting of 5th September 1998.*

This AGM welcomes the committee's increasingly professional response to team management matters, especially with job descriptions. AGM congratulates the committee for taking steps to show that selection matters in particular are made on objective and transparent basis.

Accordingly, AGM agrees to endorse committee minute's resolution point 3.5 of 5/9/98 as official policy, with the following alteration.

DELETE: line reading: "A three person team will select the team for championships - national squads manager, co-manager and an independent selector (either team captain or co-manager from a different squad)."

INSERT, line reading: "A three person team will select the team for championships: national squads manager, co-manager and team coach. If a selector holds more than one of the above posts or has a conflict of interest - for example, trying out for selection themselves - then an independent selector will be used (either a team captain or co-manager from a different squad)."

Proposed by: Slough

Seconded by:

(Explanation: it is important to make sure at least three people are directly involved in choosing teams. The first draft, by concentrating on job titles, may have actually led to less than three people being involved in selection matters, since in practice a person may wear more than one "hat". The suggested alterations get round this difficulty. It also re-affirms the sporting principle that no-one can sit in judgement on themselves; in other words, avoiding possible conflicts of interest. The proposers recognise that the real issue involved in team selection is perceived, not actual, bias in the vast majority of cases. This subtle alteration shows the BOA is committed to justice being seen to be done, not just being done.)

4. *APPOINTMENTS: appointments for positions within the national teams' structure (i.e. national squads' manager, national squads' coaches, etc.)*

This AGM agrees the importance of making national team managers democratically accountable to the team players they serve. Accordingly, the appointment of each place in the national team structure will be made by the BOA committee within 21 days of the completion of a national championship (Europeans/Worlds).

Proposed by: Slough

Seconded by:

5. *TEAMWORK: alterations to the new proposed national teams' structures for the UK.*

This AGM recognises the importance of co-operation within underwater hockey. AGM recognises that other countries have made much of such "synergies" between various national teams (elite men, elite women, men's masters, and women's masters).

AGM recognises the new team structures will help to increase co-operation between teams,

but recognises that more can be done by having elite, masters, and under 21's training and managed together - not as separate units working against each other.

Accordingly, AGM directs the committee to:

- i) Arrange the election of one main co-manager and one main coach for all the men's teams;
- ii) Arrange the election of one main co-manager and one main coach for all the women's teams.

AGM also urges the management of the teams be strengthened, by allowing the above to appoint their own assistants to help achieve their objectives. These appointments shall be subject to the agreement of the BOA committee.

Proposed by: Slough

Seconded by:

6. Motion for the BOA AGM 25/4/99

This AGM welcomes the BOA moves to put national team selection on a more professional basis. This AGM believes Britain should establish selection boards to choose: -

- 1 – national team coaches.
- 2 – selectors of the national teams.

Proposed by: Clare Ash, Farnham & Guildford

Seconded by: Alison Wheeler, Brighton

NOTE OF THE BOA COMMITTEE MEETING HELD ON 12 JUNE AT CRYSTAL PALACE SPORTS CENTRE

Present:

Keith Dunkinson, Anne Spencer, Keith Hadland, Grant Mosedale, Kevin Hyman, Colin Dellor, Lindsay Poyner, Helen Field.

Apologies for absence

1. Apologies were received from Neil Dixon, Cliff Underwood and Martin Reed.

Minutes of the last committee meeting

2. These were agreed. There were some outstanding items that had not been completed and these were passed on to the relevant officer to complete. They were:

Director of Coaching to produce a guide to setting up/running a club and send to all clubs.

Committee to decide on whether to bid to host the 2004 underwater hockey world championships.

Publications Manager to publish list of agreed expenses in Octopush news (listed in Octopush Hansard).

Officers reports

3. As this was the first meeting of the new Committee, Officers were asked by the Chairman to say what they wanted to achieve this year. These would be reviewed at the last Committee meeting before the AGM. Officers comments were:

Chairman (Keith Dunkinson)

4. The Chairman explained that he wanted to develop the role of the regional representatives. In his view they were a much-underused resource of the BOA. Clubs ought to be going to their regional representatives when they wanted something. He recognised that this would need more support than they currently got from the BOA Committee and advocated having a Regional rep's co-ordinator. Anne Spencer volunteered to take up this role. He had already confirmed regional representatives for nearly every area but was still short of a Southern regional rep. Volunteers for the job would be most welcome.

Chairman to send advert for Southern area rep to be put in Octopush News.

Director of Coaching (Lindsay Poyner)

5. The Director of Coaching explained that her primary aim was to do things for the junior section. In particular she wanted to see the junior logbook / training scheme finally launched. She also intended to work on producing “how to get started” booklets to help people in setting up and running junior clubs. It was pointed out that a lot of the information she needed was available on the “web”. The National Coaching Federation would also be a good source of information.

Secretary (Grant Mosedale)

6. The Secretary said nothing about what he intended to achieve during the year.

Junior/Youth Co-ordinator (Kevin Hyman)

7. The Junior/Youth Co-ordinator explained that he wanted to have better integration of the junior/youth game with the adult game. He wanted to see the junior logbooks; training scheme etc introduced this year. He wanted to improve publicity both within the BOA and outside for junior Octopush. More advertising of junior stuff in Octopush news would help. He also hoped to run more local junior tournaments. He intended to work closely with the Competitions Manager & Junior National Squads Manager to achieve this. He also questioned the cost for junior teams of BOA membership. He pointed out that £60 to join the BOA plus £60 per tournament fee was a lot of money to a junior club. There were junior teams that were not BOA members because they saw no benefit to membership.

Committee to discuss fees for junior membership.

Development Officer (Colin Dellar)

8. The Development Officer explained that the BOA needed to have a ten-year plan. This would enable the BOA to set objectives – such as more membership etc and then set out what the BOA needed to do each year to achieve this. He produced two documents (Annex A & B) that explain in more detail what he meant. He intended to come back to this idea at the next meeting in more detail. As Colin is also the Welsh area rep, he gave a report on the current activities in Wales (Annex C). He cautioned that the major problem holding back Welsh underwater hockey as he saw it was funding. He knew of a number of funding avenues but these were unavailable to underwater hockey in Wales as the criteria used by the Sports Council and other grant funding bodies was that a sport has to have its headquarters in Wales. He understood that Scotland had set up their own underwater hockey association to get round this problem and urged the BOA Committee to urgently look at the problem. If necessary, allowing Wales to set up its own governing body to allow them access to grant funding.

Committee to discuss funding problems.

Committee to discuss ten year plan.

Treasurer (Keith Hadland)

9. The Treasurer explained that there were a lot of funds that the BOA took in/paid out that never went through the books. This made the BOA out to be a far smaller organisation financially than is the case. To remedy this he intended to work closely with the Competitions Manager and National Squads to ensure that all monies are properly accounted for. He also pointed out that there was no list of BOA assets and where they were. He intended to put together a BOA asset register so that everyone knew what was available to use (this would also help the Competitions Manager). He asked that all Committee members prepare a draft-spending plan (so that he could budget accordingly). Given that the current BOA insurer had not given a particularly good service this year he intended to find a better one – this was currently under investigation. He intended to send out the renewal notices in July and also intended to write to non-BOA clubs explaining the benefits of membership. He was currently investigating the pros and cons of moving the start of the financial year to 1 July from 1 April. The reason for this is that a lot of BOA activities take place around March/April time which involve getting in and paying out a lot of money and the accounts do not give a clear picture of the true financial state of the BOA. He was also looking for a new Auditor, as the current Auditor could no longer continue. He asked that a letter be sent to the current Auditor thanking him for his services. and asked if anyone knew of an Auditor who may be willing to do the BOA accounts cheaply.

Treasurer to send advert for an Auditor to be published in Octopush News.

Secretary to write to current Auditor thanking him for the work he has done for the BOA.

Publications Manager (Helen field)

10. The Publications Manager explained that she intended to publish the first issue after the European Championships. She would try to put the magazine on E-mail. All articles would be gratefully received. It was pointed out that “Dive” magazine had asked for an article on the European Championships and the Publications Manager agreed to provide this.

Publications Manager to send article to Dive magazine on the European Championships.

Vice-Chair (Anne Spencer)

11. The Vice-Chair had no specific plans and offered to help out generally.

AOB

12. The following matters arose:

The Development Officer had answered 23 questions on underwater hockey and had five outstanding – one of which was a request from an Irish club to join the BOA. The Committee was asked to make a decision on this quickly so that he could respond to the Irish club.

It was noticed that the web-site needed updating. Officers were urged to ensure that their bits were up to date. Officers were asked to think about what information they could have put on the web-site. Anything for the web-site should go to Martin Reed via the Secretary.

It was pointed out that we should send articles to “freediver” magazine as well.

It was reported that the disciplinary actions against Brain Murray (Northampton) and Southport Octopush club were ongoing. The Committee would be kept informed.

Officers asked for BOA stationary. It was explained that Cliff has the letterheads and is willing to make up stationary on request.

One Officer questioned whether we should have a fixed P.O. Box address so that letters were always sent to the same place. The cost would be about £150. It was agreed to discuss this at the next meeting.

The Treasurer asked whether the BOA should still fund Antoine Mourad to buy Australian pucks, as he was no longer Competitions Manager. The Chairman decided that this issue would be discussed and a decision taken at the next meeting.

Committee to decide on Irish club request to join the BOA.

Web-site updates/stuff to be sent via Secretary to Martin Reed.

Officers to approach Cliff Underwood if they wanted BOA letter headed stationary.

Committee to decide on P.O. Box.

Committee to decide on continuing to fund Antoine Mourad.

The “You agreed to...” list

Director of Coaching to produce a guide to setting up/running a club and send to all clubs.

Committee to decide on whether to bid to host the 2004 underwater hockey world championships.

Publications Manager to publish list of agreed expenses in Octopush news (listed in Octopush Hansard).

Chairman to send advert for Southern area rep to be put in Octopush News.

Committee to discuss fees for junior membership.

Committee to discuss funding problems.

Committee to discuss ten year plan.

Treasurer to send advert for an Auditor to be published in Octopush News.

Secretary to write to current Auditor thanking him for the work he has done for the BOA.

Publications Manager to send article to Dive magazine on the European Championships.

Committee to decide on Irish club request to join the BOA.

Web-site updates/stuff to be sent via Secretary to Martin Reed.

Officers to approach Cliff Underwood if they wanted BOA letter headed stationary.

Committee to decide on P.O. Box.

Committee to decide on continuing to fund Antoine Mourad.

Annex A

BOA Committee Meeting

12th June 1999.

Keith,

I have copied the basic skeleton for a ten year plan which was submitted to the BOA in 1997. Marion Wheeler provided some useful input to this plan but no other responses were received.

This still seems to me to be a rational way forward for the reasons set out below.

The BOA have obviously achieved a lot in the years since their formation and the present development of the sport in the UK reflects this.

I believe that the continued coherent development of the Sport, and its eventual recognition as a legitimate competitive activity suitable for 'Major Development' will only be achieved by:-

1 . Creating a long term development plan into which will be built all those elements already existing within the infrastructure of Cricket, Tennis, Football, Rugby; Hockey, Swimming etc etc.

2. It is envisaged that the plan would be separated into three parts. A. Where we are now.

How many clubs are there? how many junior teams?, how many Leagues? What systems do we have for teaching children? Teaching adults'? teaching coaches? Do we have an awards scheme? How the national sides are selected, coached? How do we address Health and Safety? What about protecting our young players against potential abuse?

In short we need to describe our current infrastructure in its entirety.

B. Where we want to be in Ten years time.

Here we describe our projected position in relation to all of the topics listed at A plus any

others which will need to be developed in the intervening years.

C. How we get from A to B.

This is the work section in which we divide the differences between A and B into easily manageable(achievable) bite-sized chunks and give a sensible chronological sequence to the plan. It has to be emphasised that the "chunks" absolutely must be easily achievable within their allocated time.

3 Before we can focus accurately on this plan we need to agree in principle, what it is that we actually want, that is 'Our aims and objectives'.

It would seem rational to enshrine these, as most organisations do, in our Constitution.

It is my view that we must start here by ensuring that our Constitution is in accord with our ambitions. If we want to increase participation by our members then we must put in place the tools with which this can be achieved. I believe that the BOA needs to determine what it requires of its officers and committee, and to include this either within the constitution. or some other permanent document.

Finally you will need to know that while I admire the skills of the national sides I believe that the BOA's effort should be to develop the junior game and the club game and to provide the infrastructure which these require.

Colin Deller 7 June 1999.

Annex B

Octopush Ten Year Plan. Initial thoughts.
SECTION A

Marion suggests here a SWOT analysis.
Where we are now.

No of Clubs* present level = 50 Clubs
No of Leagues* present level = 9 Leagues

Where we want to be in ten Years time.

150 Clubs
20 Leagues

The structure of leagues is considered by Marion to be as important as the actual number. We should perhaps detail approximately Mens, Womens, Youth, Junior, as well as regional and National Leagues. This could be organised into a fairly coherent plan. It needs someone with actual experience of setting up leagues and running them for the plan to be credible and useable.

Regional Teams =0.

England(area sides perhaps)
Scotland, Wales, N Ireland

National Teams

UK Men
Ireland
UK Women

UK Men. UK Women, plus England, Scotland, N
Wales, Mens and Women

Coaching schemes=0

An integrated scheme for refs and players catering for beginners coaching, up to advanced skills etc Additionally a recognition of the need to achieve the re-

quired standards for international refereeing

Youth Training=0
for Snorkelling

There is no generally available scheme perhaps.
for developing young players beyond initial snorkelling skills.

A scheme possibly in conjunction with BSAC

leading to basic octo skills. Regionally based

Referees Training , scheme in existence.

Further development of this excellent facility.

Administration.
executive.

Part time paid secretarial administration serving an

Presently run on a shoestring by volunteers.

set up with determined job descriptions and with sensible expenses for legitimate costs, paid on actuals only . An office equipped with PC, printer, modem, photocopier etc

Development

Currently delegated to a BOA official with administered through one assistant.
own sub-committee and agenda,

To be organised by a BOA Official and area reps, to have its

responsible to the exec and reporting quarterly. This is seen as a very important function. It has been suggested that a separate post be created dealing with advice and help to new clubs and groups. This would be non-specialist advice.

Public Relations currently carried out by need more Marion Wheeler provide the added

No substantial changes envisaged. BOA will promotion and will therefore have to resources needed to achieve this. i.e. money.

Until U/W Hockey is accepted and watched by Large audiences we shall have little success With sponsorship (Marion's advice)

Grants. At present sporadic and uncoordinated. executive.

This will be a prime function of the executive.

The assessment of needs, justification of needs, The presentation of the BOA s requirements to the various grant dispensing bodies. The feedback to those organisations via PR etc to show how valued the grants are, what is done with the money, demos of value for money etc. are all seen as vital parts of the cycle.

Marion has advised that fundraising by

the BOA and member clubs would be a better short term Prospect as grant funding is a long term thing.

WHAT DO WE NEED TO ACHIEVE THESE TARGETS?

SECTION B

- 1) More income
- 2) More admin.
- 3) More frequent meetings.
- 4) Regular reappraisal of targets.
- 5) Officers and committee members who are committed and who have the skills and resources to achieve these targets.
- 6) Aims and Objectives must be clear and achievable.
- 7) The BOA must recruit to its executive 'key' people, and to do this they must be prepared to pay some expenses.
- 8) Alternative methods of communication, teleconferencing etc may be worth exploring as communications are seen as vital to progress in any venture.

ROUGH FLOW DIAGRAM FOR ACHIEVING OBJECTIVES

- 1) Consolidate relations with BSAC
- 2) Establish route for grant assistance. Initially for BOA structure.
- 3) With grant assistance.- Expanded Admin & Exec.
- 4) Tighter admin control of BOA direction(this relates to PR, credibility, more grants etc)
- 5) Thrash out aims and objectives into single achievable items.
- 6) viz coaching Courses,
Referees Courses,
Improved Membership Services,
SUCH AS :- Providing membership cards to member clubs
Providing a copy of the constitution to member clubs
Providing advice to member clubs on equipment, pool organisation,
Guidance on snorkelling skills, stick skills, fitness routines.
Carrying out surveys of pools used, their condition, pool Management attitudes, looking at pool friendly gullies, squids, getting info from overseas and making it available to member clubs.
ENCOURAGING OTHERS WITH FRIENDLY HELP.
PERSUADING THE BOA AT LARGE TO STOP WHINGEING
AND SMILE!
BEING POSITIVE ALWAYS!
Improved Area Rep Activities etc,
Start-up assistance.
Increased Membership
Increased Leagues
More Grant income to BOA

This in turn could lead to better fielding of the national sides, grants to regional teams etc. The profile of Octopush does depend on our National teams, and these in turn depend on fi-

nancial (presently paid by the member clubs) assistance.

GENERAL DISCUSSION

SECTION C

I believe the guiding principle should be:-

more members=more credence for the sport=more youngsters catering the sport=more grant income=better membership services=more members etc etc.

For the ten-year plan to be useful it must be achievable, to meet this objective its aims must be credible.

Are the aims etc I have listed credible to you? Are my routes sensible, can you discuss this with a view to getting me some feedback so that I can amend/rewrite the plan at this early stage to get it aligned with a broad consensus.

Colin Deller. 3 MerionVillage, Pembroke SA71 SHT. Tel 01646 661357 home

Email:- colinamerrion.demon.co.uk

Octopush Development in Wales. 11-6-99

Wales Area Rep Report for Committee Meeting on 12th June 1999

Senior Octopush.

We have three BOA clubs in Wales.(Llwchwr, Llanelli, Pembroke,) and three non-BOA clubs (Pyle, Swansea/Cardiff Universities, Bangor University).

In addition there is a new club struggling to survive in the Newport area and a diving club with a few enthusiasts at Carmarthen.

Last year we ran a league for the first time with just four teams.

Junior Octopush.

One club only in Wales. (Pembroke)

In order to sustain that which we have and to develop further we need to attract supporters and grant funding.

I perceive two barriers to onward development. These are:-

ONE

Within Wales Sports Council Grants to significantly develop junior sports are available only through the Regional Governing Bodies.

Since Octopush does not have a governing body in Wales we do not qualify for any assistance at this level.

In order to overcome this particular hurdle octopush may either:-

A

Set up a "Wales Governing Body" which will then need to put in place the necessary infrastructures to complete its qualification.(Coaching schemes, selection and development procedures for gifted performers, feedback procedures, child abuse controls etc)

Or B

Authorise an existing Governing Body to "Govern on its behalf in Wales", and then to detail the necessary infrastructures to the "licensed authority".

The latter option would seem simpler and cheaper and would have the advantage of preserving a single governing body for the sport.

WASAC. The Welsh Association of Sub Aqua Clubs (a non BSAC body operating completely independently of all of the diving associations) have indicated to me that they would be quite willing to act in this role to help develop what they see as an important underwater sports activity.

Scotland have now their own governing body in order to overcome just this sort of problem. Will the BOA please consider this problem and provide a timely response.

TWO

The BOA has no coaching scheme for coaches or players junior or senior and it has no award schemes in place for encouraging the very young.

For many years now the Pembrokeshire District Sports Council have offered free coach training to local clubs, the qualification for acceptance being the existence of a scheme and its approval by the Sport's Governing Body. I am confident that my local District Sports Council are not alone in offering this kind of provision.

Until our Governing Body develops and adopts the necessary schemes we shall be unable to fulfil the potential which we can all see for our sport.

In Wales, and in Pembrokeshire in particular we have every prospect of achieving rapid development of Octopush. This cannot begin however until we have schemes adopted and operational. Colin Deller.

NOTE OF A BOA COMMITTEE MEETING HELD ON 25 JULY 1999 AT WEEDON SCOUT HALL, WEEDON, NORTHAMPTON

Present: Keith Dunkinson, Grant Mosedale, Helen Field, Neil Dixon, Martin Reed, Tim Arnold, Alun Mitchell, Dave Simpson, Dean Beha, Mary Nunn.

Apologies for absence

1. Apologies were received from Keith Hadlin, Kevin Hyman, Colin Dellor, Anne Spencer, Lindsay Poyner, Cliff Underwood, Antoine Mourad, Zoe Chester, and Jane Fahy.

Minutes of the last Committee meeting

2. These were agreed. There were a number of matters arising from that meeting. These were:
 - A Southern area representative was still required. Helen Field was asked to put an advert in Octopush news about the vacancy.
 - **There was a lot of “coaching” & “how to do...” information on the web. Martin Reed was asked to e-mail this information to Lindsay Poyner.**
 - **A new Auditor had now been found. The Secretary was asked to send a letter of thanks to the previous Auditor.**
 - An article on the European Championships is appearing in the next issue of Dive magazine.
 - An article on the European Championships needs to be sent to Freediver magazine.
 - The Chairman had decided that the request to join the BOA by the Irish club (Dublin) was approved. The Chairman would be visiting them in September.
 - The National Referee had decided to lapse the outstanding disciplinary case against Brian Murray given his present circumstances.

- Apparently the BOA has registered Charity status. If that is true then our charity number should appear on ALL BOA official letters. The Chairman agreed to check the situation with Phil Burton.

Officers reports

3. The following reports were made:

4. **Treasurer** (Keith Hadlin) – written report attached (Annex A).
5. **Secretary** (Grant Mosedale) – no report was given. The Secretary made a plea for every one to send him copies of any official correspondence including E-mails so that the BOA had a written record of everything done in its name.
6. **National Referee** (Neil Dixon) – The National Referee stated that he was very unhappy with the standard of refereeing at the European Championships. It was agreed that a letter be sent to the Underwater Hockey Commission outlining suggestions for improving refereeing standards such as paying for independent referees. The Secretary agreed to draft a letter for the National Referee’s approval. It was pointed out that this correspondence should be sent to CMAS via Cliff Underwood, the BOA’s representative to CMAS.
7. **Publications manager** (Helen Field) – The Publications Manager reported that she now had enough material for an Octopush News. She intended to see Cliff Underwood this week about Octopush News. She also intended to try to put Octopush news on the web site.
8. **Web master (Martin Reed) – The web-master stated that his objectives were to improve the web-site. He had set up individual e-mail boxes for some Committee officers and was in the process of setting up the rest.**
9. **Chairman** (Keith Dunkinson) – The Chairman had a number of issues to report on. There had been a 6 ½ hour BUSA meeting that Keith had attended. There were a number of issues covered of interest to the BOA. These were:
 - Ron Jacobs (BUSA Chairman) had secured approval from the Underwater Hockey Commission for Scotland to enter the European Championships. However, this contravened the CMAS constitution (one entrant per country) and a letter had subsequently been sent from CMAS to the BOA Secretary outlining the conditions in which Scotland could participate (i.e. if no GB team was present). At the European Championships a meeting was held between Antoine Mourad and CMAS representatives (see attached note from Martin Reed – Annex B) during which Antoine had secured agreement from CMAS to allow Scotland to participate in the European Championships. This highlighted a common problem when dealing with CMAS (different answers depending on which bit you ask). The Chairman intended to sort out this issue once and for all. In order to ensure that the BOA speaks with one voice to CMAS at any level, the Chairman decreed that all correspondence from anyone to CMAS MUST go via himself or the Secretary.
 - The relationship between the various parts of CMAS was very confusing and Ron Jacobs and Cliff Underwood have been asked to draw up a “family tree” showing the relation-

ships between the various parts of CMAS.

- The Welsh were trying to set up their own association. This was so that they could get access to grant funding. The Welsh have no wish at present to leave the BOA. Scotland also intend to set up their own association to gain access to grant funding. However, Scotland seemed to want to develop independently of the BOA. They also want to compete separately in at least the European Championships. Keith agreed to keep the Committee informed of developments.

Competitions Manager

10. At the AGM, the position of Competitions Manager was left vacant. Tim Arnold had now offered to take up the post. A vote was taken and Tim Arnold was unanimously voted in as BOA Competitions Manager.

European Championships & National Squads Set-up

11. There were two reports on this issue, which were read out. The National Squads Manager (Antoine Mourad) had produced a report on the European Championships and the Secretary had produced a report on the views of players concerning the new National Squads set-up (both attached as Annex C). Before these reports were discussed, the Committee voted and agreed that all present could vote on the National squads' set-up issue. The non-Committee members that could now vote were Alun Mitchell, Mary Nunn, Dean Beha & Dave Simpson.
12. On the European Championships, no-body disagreed with Antoine's report. All agreed that the refereeing (apart from the Dutch and UK referees) was of a generally poor standard. The discussion then moved on to the current National Squads set-up. The present system has a General Manager in overall charge of the UK squads, with a co-manager & coach for each separate squad. The question was whether to continue with this format or amend it, and then to elect people to the various positions.
13. The Secretary had proposed in his report to remove the Co-Managers roles as he felt that they were an un-necessary layer with no real purpose. Mary Nunn pointed out that that for the Women's Masters a co-manager had been vital as they had serious problems with the current General Manager. In her view the General manager should be acceptable to all squads. Neil asked how the current General Manager had become Women's Elite Coach (as he knew of players that would not play for the elite team because Antoine was coach). The Chairman pointed out that no one had been willing to take up this role and so Antoine filled the void. Tim Arnold thought that the General Manager had too much power. There should be a final "Court of Appeal" of Committee members to ensure that the General manager did not abuse his position. Dean Beha thought that the Co-Managers role should be no more than that of a runner/fixer during Championships. Dave Simpson thought that Co-Managers were needed as there was too much work for one person at Championships. It became clear that there was no real consensus as to whether Co-Managers should be retained. A vote was taken on whether to have a 5 (General Manager & 4 coaches), 7 (General Manager, 2 Co-Managers & 4 coaches) or 9 person (General Manager, 4 Co-Managers & 4 coaches) set-up. After two votes, there was a narrow majority in favour of the 7 person format.

14. For the future, some Committee members thought that people should have a chance to nominate candidates for each job. A more professional approach should be adopted for next year (i.e. advertised job descriptions for each post). To this end the Chairman proposed to have a Committee meeting as soon as possible after the world Championships with all team captains & officials (coaches, managers) invited. A notice would go out in Octopush news giving the date and inviting nominations for posts. Job descriptions for posts would be discussed at a later date. All present would be allowed to vote on the issue. A vote was taken and this proposal was carried. There were a number of issues arising from the Secretary's report on what the players wanted that needed to be dealt with. It was agreed to set up an International sub-Committee to deal with these issues. Dean Beha, Grant Mosedale, Alun Mitchell & the National squad coaches were voted onto the sub-Committee.

**Secretary to advertise meeting and nomination request in Octopush News.
Secretary to organise meeting of the International sub-Committee.**

15. The Chairman proposed that players ought to concentrate on playing. Players should not be doing other jobs such as Coaching/managing other teams as this may affect their own team. The Committee agreed that this was a sensible suggestion. Nominations were taken for each position as follows:

General Manager - Antoine Mourad
Men's Manager - Grant Mosedale
Women's Manager - Martin Reed
Men's Elite Coach - Dave Simpson
Women's Elite Coach - Sue Coles, Electra
Men's Masters Coach - Dean Beha
Women's Masters Coach - Neil Dixon

16. Antoine Mourad had indicated in his report that he was only willing to do the General Managers role if he had the complete/unconditional support of the BOA Committee. The Chairman asked for a vote on whether the Committee could give him that support. The Committee voted 6-3 against (The Chairman did not vote). The General Managers role was therefore vacant. Grant Mosedale was proposed. Grant was willing to do the job in Australia but was unsure whether he had the time to do the necessary work in the UK. He agreed to share the job with Keith Dunkinson on a temporary basis until he could make a clear decision. The agreed line-up is:

General Manager – Grant Mosedale/Keith Dunkinson (Temporary basis)
Men's Manager - Grant Mosedale/Keith Dunkinson (Temporary basis)
Women's Manager - Martin Reed
Men's Elite Coach - Dave Simpson
Women's Elite Coach – Sue Coles (Temporary basis)
Men's Masters Coach - Dean Beha
Women's Masters Coach - Neil Dixon

17. There were two nomination for the Women's Elite Coach - Sue Coles and Electra (who lives in Rome). As neither were present, it was agreed to advertise the post in the next Octopush News and to ask Sue Coles if she would take the job on a temporary basis until a Coach could be found (Subsequently Sue Coles turned the post down as she wished to

play for the Women's Masters team). Electra would be asked if she intended returning to the UK, as there would be little point in having a Coach who lived in Rome.

18. All other candidates were confirmed. The Secretary was asked to write to each person confirming his or her nomination. A notice would be sent to Octopush News explaining the National Squads set-up for this year. Alun Mitchell asked whether there would be a squad's fitness co-ordinator to which the Chairman replied that this year's set-up was agreed and the issue would be taken up within the International sub-Committee. Dave Simpson announced that there was to be an inter-regional competition on 5 September which he intended to use to get all those interested in playing in the World Championships for the Men's Elite would be strongly urged to attend. Others were asked to consider doing the same thing.

Secretary to write an advert for Women's Elite Coach for next Octopush News.

Secretary to write to those elected confirming their positions in the National Squads set-up.

Secretary to write notice explaining National Squads set-up for next Octopush news.

Secretary to confirm with Sue Coles & Electra whether they are willing to take up the Women's Elite Coach role.

AOB

19. The next Committee meeting will be held on Sunday 3rd October. Tim Arnold agreed to find a suitable venue. The Chairman wanted the dates of all Committee meetings set for the year. The Secretary was asked to set the dates (roughly one meeting every 8 weeks) and notify Committee members. Sub-Committees could meet whenever they wished.

Secretary to set dates of all Committee meetings for the year and inform Committee members.

20. The new Competition Manager (Tim Arnold) asked for some guidance on his new role. He was told that the Treasurer (Keith Hadlin) & Cliff Underwood both had contact names for clubs. The pucks used in BOA Competitions were up to him as Competitions Manager. The Treasurer had also produced advice on how to work out how much to charge for tournaments.

21. BUSA. The Committee were asked to approve the annual membership fee to BUSA of £350. This was approved. The Chairman had been to a BUSA Committee meeting which lasted for 6 hours (this meeting lasted for just short of 4 hours). The Chairman is preparing a separate note of the items of relevance to the BOA.

Treasurer to pay the BUSA annual membership fee.

Chairman to provide note of BUSA meeting.

Grant Mosedale
BOA Secretary
10/8/99

The “You agreed to do…” list

Helen Field to put an advert in Octopush news about the Southern Area Representative vacancy.

Martin Reed to e-mail “coaching” & “how to do…” information on web to Lindsay Poyner.

Secretary to send a letter of thanks to the previous Auditor.

Chairman to check the registered charity status of the BOA with Phil Burton.

Secretary to write to CMAS concerning refereeing standards at the European Championships.

Secretary to advertise meeting and nomination request in Octopush News.

Secretary to organise meeting of the International sub-Committee.

Secretary to write an advert for Women’s Elite Coach for next Octopush News.

Secretary to write to those elected confirming their positions in the National Squads set-up.

Secretary to write notice explaining National Squads set-up for next Octopush news.

Secretary to confirm with Sue Coles & Electra whether they are willing to take up the Women's Elite Coach role.

Secretary to set dates of all Committee meetings for the year and inform Committee members.

Treasurer to pay the BUSA annual membership fee.

Chairman to provide note of BUSA meeting.

Annex A

Treasurer/Memb Sec Report

Apologies for non attendance - diving in Weymouth.

1. Current bank position is appx 5K in the black, with invoices of appx 1 K expected from Crystal Palace for junior tournament.

2. Accounts for 97/98 and 98/99 have been audited successfully. Request that we arrange a suitable 'thank you' for the auditor. I'll send the consolidated accounts to Martin Reed to get posted on the WWW.

3. Budgets - at present I haven't received anyone's estimated budget for next year. If not provided I will use some combination of the last 2 year's figures as an estimate to base renewal fees on - for the Worlds I also request some estimate of funding required. Suggest that if possible the aim should be to maintain current 'adult' fees but reduce fees for junior categories. Need this data ASAP.

4. Am finalising insurance options for next year - decision to be taken after Keith D has attended the BUSA meeting as we were discussing collaborative insurance with them. Membership letters will go out as soon as insurance is decided and budgets received. Letters will also include some sort of feedback questionnaire so we can find out what clubs (members and non) think of the BOA.

5. All insurance quotes have been based on a 'per member' basis rather than 'per club' - this is a departure from the BOA's normal way of operating and KH is trying to address this. However, there is clearly a need for a more positive way of identifying BOA membership and we'll need to set up some sort of system. KH is willing to set up some sort of MS-Access database system which can be carried forward to future post-holders.

6. BOA Postal address - a P0 Box address costs 52 pounds a year, owner expected to collect mail from the Post Office. Redirection of mail from a P0 Box to a single address costs another 52 pounds. Thought to be more expensive than the current cost of redirecting mail, but would increase the 'professional' image of the BOA.

7. CMAS money - there were reports that CMAS gave some funding to the BSAC when it was CMAS rep. As BUSA is now CMAS rep we should investigate what money exists and what it is used for.

8. International teams - As discussed at the last meeting, it is clear that a large amount of money is passed through separate accounts for international teams. This money is currently not visible to the BOA as a whole, and if it were it would considerably enhance the apparent size of the organisation. The BOA does not want to take control of money away from the respective teams, but would appreciate more detailed financial information so that this can be included in our annual accounts - therefore request each person responsible for such an account to contact the Treasurer.

With regard to agenda items:

2. Have not seen minutes of last meeting - apologise if I haven't completed any of my actions.

3. Above

4. Only comment is as per the 'international teams' accounts above. There will be a considerable expenditure by each player to get to these comps and we must ensure that this money is visible.

5. Comments on draft BOA Code of Conduct.

Para 1 - why focus just on child abuse? what about sexual, racial, religious, physical etc. abuse of adults?

Para 4c - the BSAC tried this and fell foul of the membership - also, police checks for such instructors are difficult - we have enough trouble getting people involved in the junior game at the moment and this would be yet another deterrent.

Para 9 - this basic rule is not repeated in the 'ethics for coaching'

Suggest secretary contacts Sarah Liscoe of Totton & Romsey (sliscoe@aol.com) as she had several comments on the previous draft code of conduct.

Annex B

Minutes of the meeting held on 24th June 1999 at Olympic Pool, Kranj

Present:

Miso Euhalev (Slovenia, Federation Chairman)

Igor Detela (Slovenia, Commission Chairman)

Miro Peternelj (Slovenia, Chairman)

Ales Vièar (Slovenia)

??? Italian lady from CMAS — *can someone please help me with her name?*

M. Galal Ghoneim (Egypt)

M. Adel Farahat (Egypt)

Lionel Dumeaux (France)

Cliff Underwood (Great Britain)

Neil Dixon (Great Britain)

Martin Reed (Great Britain, minute-taker)

Antoine Mourad (Great Britain)

Gábor NyüI (Hungary)

Moreno Sanguin (Italy)

Giorgio Trotter (Italy)

Kees Bakx (Netherlands)

Rob Schipper (Netherlands)
Dick Trap (Netherlands)
Laurent Alquier (Spain)
Bo ana Ostojiae (Yugoslavia)

Miro Peternelj thanked everyone for attending, and stated the subjects that would be discussed during the meeting:

CMAS

This tournament (1999 European Underwater Hockey Championships)

Dick Trap then added a further subject

The location of the next European Championships

Topic 1: CMAS

Dick expressed disappointment that other countries wanted to take part in the tournament, but through organisational reasons were prevented from doing so.

Miro explained that Belgium had their own special reasons for not being able to attend. Antoine Mourad explained that the CMAS ruling on eligibility of countries to compete in CMAS competitions stated that only one team could represent one national body. In other sports England, Scotland and Wales can compete as separate nations, but because all countries of the United Kingdom are represented by a single member body, under CMAS rules they cannot.

Cliff Underwood stated that Scotland and Italy had on a previous occasion had the opportunity to join CMAS, but had at the time chosen not to do so.

Antoine stated that if CMAS could give a guarantee that I//CAN'T REMEMBER THIS BIT//I he would personally speak to the President of CMAS to ask him I/STILL CAN'T REMEMBER THIS BIT/I

Cliff stated that such a decision could only be made in the presence of a full body of CMAS representatives.

Neil Dixon stated that an opinion should be made to CMAS in the form of an informal show of hands to be made there and then.

Cliff asked if we were talking specifically about Scotland and Wales, or potentially about other nations where multiple nations are currently governed by a single CMAS representative. He stated that it was important to be absolutely specific when dealing with CMAS, and that we should consider the needs of any other multi-nations before broaching the subject with CMAS.

Dick said that this subject should be raised during the CMAS committee meeting at the World Championships in Tasmania in 2000. This was seconded by Cliff, who added that a study on this very subject was put into place at the CMAS Committee Meeting at the 1998 World Championships in San Jose, and was currently under way. However, this should not stop the assembled nations from making a >>*strong recommendation's* to CMAS.

Miro then gave the floor to Bo ana Ostoji~, as a representative of a nation that consists of multiple sub-nations. Bo ana stated that anything that could enable more teams to compete in

the World Championships or in Zone Championships could only help to advance the whole sport, and that she was fully in favour of ~sub-nations~ — as viewed by CMAS - being able to compete in CMAS competitions as independent nations in their own right.

Miro stated that he had been happy for Scotland to attend the 1999 European Championships as a guest team — even though in the end they did not take part - and went on to thank Rob Schipper for taking the time to come to P.H. Kranj's home tournament in February 1999 and pass on his knowledge to the Slovenian referees, thereby helping to raise the level of the sport in Slovenia. Miro stated that guest teams and individuals with knowledge and experience of the sport should be welcomed wherever they are willing and able to develop the sport.

Antoine proposed the formation of working parties to develop the sport with a fifteen (15) year scope. A paper would be developed and formally presented to CMAS.

Cliff stated that if such a study is already under way, this effort should not be duplicated. Cliff then went on to read out a draft message to CMAS in which member nations formally proposed to CMAS that eligibility for entry to CMAS events should be expanded to allow multiple teams to be entered from national governing bodies where the governing body covers multiple nations.

Rob Schipper then asked for the topic to be closed and the next topic to be opened.

It was noted by the minute-taker that the informal show of hands proposed by Neil Dixon had not physically taken place, but that there seemed to be unanimous agreement from those around the table that it was good for the sport for rules restricting eligibility to be modified, in order that more teams could be allowed to compete in CMAS competitions.

Topic 2: European Championships, 2001

Miro then introduced as the next topic the location of the 2001 European Championships, and asked for nominations.

Bo ana proposed Yugoslavia.

Martin Reed proposed Italy as an alternative, based on his experience of a tournament featuring teams from five nations that had been held by the Bologna club in September 1998.

Giorgio Trotter and Moreno Sanguin stated that Italy would not be happy to host a tournament of this scale.

The proposed time of year was then discussed. All agreed that June was not a good time, as many teams had players who were students, and therefore had examinations at this time of year.

Antoine proposed the weekend of Easter.

Many representatives named times of the year that were not acceptable, but Easter was deemed by all participants to be acceptable.

Intermediate Topic: part CMAS, part European Championships 1999 Miro stated that he had wanted to involve television in the 1999 European Championships in order to publicise the sport. He recognised that CMAS reserved all rights to television coverage, and to this end he sent a fax to CMAS in Rome on this subject, but received no reply.

Rob stated that this lack of response was unacceptable behaviour from a professional world governing body.

Dick stated that from a publicity point of view it was a pity that this tournament had not been

covered by Eurosport, or similar.

Rob stated: "It's good for the sport, in future just do it, don't ask".

Gábor Nyül then asked why we needed to be part of CMAS.

Cliff stated that if Underwater Hockey were to withdraw from CMAS, those withdrawing nations would be blacklisted by CMAS in all other underwater sports governed by CMAS.

Many representatives then expressed the opinion that the only solution was to reform CMAS — specifically the areas of CMAS that were not performing the functions required by its members — rather than to break away from it and form an alternative association. Cliff stated that one aspect that was already coming out of the San Jose working party was that the organisation aspect of CMAS tournaments would be devolved from the direct responsibility of the central CMAS committee and given to the individual tournament organisers.

Topic 3: European Championships 1999

Igor Detela stated that as well as reforming CMAS each member nation needed to discipline its own national committees to submit timely entries for Zone Championships.

Miro stated that some nations had asked if there would be a refund of part of the tournament entry fee, but that unfortunately this would not be possible. When organisation work on the 1999 European Championships began, sixteen nations announced that they would be taking part. On this basis, sponsors were procured.

However, by the time of the official deadline, only three nations had submitted entries. This therefore led to the withdrawal of the sponsors, and therefore money lost to the Championships funds.

Miro also expressed dissatisfaction that France had withheld the submission of their entries for the European Championships until after the end of the conflict in Yugoslavia. He asked if the roles had been reversed whether or not France — if they had been hosts — would have accepted entries from Slovenia five days before the start of the Championships.

He also said that as a Slovenian he was offended that France had not thought to look on a map and see that Slovenia was geographically nowhere near Yugoslavia, and therefore nothing whatsoever to do with Yugoslavia or the political situation in that region.

He stated further that even by that point in the Championships — Thursday evening, with the Finals taking place less than two days later - the entry fees from France had still not been received, and that if all monies had still not been received from France before the end of the tournament, all French results in the tournament would be null and void.

Lionel Dumeaux then said that France is very involved in the development of underwater hockey. France wanted to send teams to the European Championships because it was good for the sport.

Miro said the entries from France had been accepted, despite their lateness, because it was good for the sport for France to be able to participate.

Lionel said that he and the other French representatives could communicate with their bank tomorrow and for a confirming fax to be sent from the bank directly to the pool. He also seconded the nomination of Yugoslavia as the host of the 2001 European Championships.

Galal Ghoneim stated that if a nation were to develop, it must be helped by those nations who already have experience and expertise in the sport. Bo ana stated that Underwater Hockey is an amateur sport, and that it is expensive for individuals to finance their own travel to tournaments. The Egyptian rep said that discounts on travel, accommodation and

General Manager
Coaches
Players

The General Manager would be the link with the BOA Committee as he would be in overall charge of the national squads. Apart from disciplinary matters, he would have no involvement in training sessions whatsoever. The coaches would be free to coach as they see fit and would have total control over their team (save when a player commits a disciplinary offence). Any training guidance, such as “going for gold” would be put together jointly by the coaches and left to the General Manager to distribute.

There are a number of areas highlighted by the questionnaires that the General Manager and coaches need to consider urgently – the chief one being funding. There are also a number of things that would be very useful for teams to have access to - particularly at Championships, chiefly – Doctor, Physiotherapist, masseur, etc for which either funding is required or persuasion of friends. Without something (cash) to tempt people we are unlikely to get these things. The same applies to access to sports science etc (I have a cousin who lectures at Loughborough University on sports psychology who I will attempt to get for a session or two). With only eight months effectively before we send teams to Tasmania, we need to move urgently on as many areas as possible. For the longer term, I recommend that a BOA sub-committee be set up to try to achieve all the things that the General manager/coaches are unable to implement. Unfortunately there is one last issue that needs to be aired and that is the ever-worsening situation between Antoine Mourad and elements of the Women’s Master’s team.

Antoine Mourad versus elements of the Women’s Master’s team

There is a long running history to this dispute. Rumours abound from the European Championships about Antoine’s alleged conduct and seem to have reached a point where certain people are ready to believe anything about Antoine. Antoine attitude to these people and his lack of man-management skills do not make it easy to calm the situation down – indeed they normally inflame them. Only one thing is certain it has to stop – NOW. There is little point in attempting to unify the GB squads with this petty war going on. It is too late in the day to try to mediate between the two sides (there is too much bad blood) but we now ought to say enough is enough, both sides must back down. Every day everybody has to work with people they do not like, however it does not stop them working together. I see no reason why both sides cannot do this. They should both be told to grow up. If this is unacceptable to either or both “factions” then hard decisions need to be taken for the overall good of the sport.

Grant Mosedale

European Championships report by Antoine Mourad

Grant,

Hereafter my report regarding the Euro and new set up, which should be presented at the next committee meeting. I will be away and can not attend to present myself:

KIT:

Zoe did a MAGNIFICENT job and I can not commend and thank her enough without her input I do not believe anything would have been achieved. She made sure all were consulted and always got a general agreement. The only party that did not do that was CLARE ASH, who despite various request from me, went ahead and printed the T-shirts and gave them in Slovenia without getting approval from Zoe nor myself on the design and no approval from Jane nor myself on cost. She has till today not submitted to myself a proper invoice.

Flights and accommodation:

I had originally booked all flights for all players and also accommodation and bus transfer. The women Masters cancelled their flights and some of them flew out directly and made their own way, which increased the cost of transport by bus per head. The accommodation was reasonable considering the price. A slight hiccup happened due to the Masters Women increasing their number by one 2 days before departure.

General behaviour:

I personally believe this was the best team spirit trip I have had. All teams supported each other during important games. All players are to be congratulated on finally beginning to realize we all play for G.B. The 2 Elite teams always went out to dinner as team although separately. 3 masters women to my knowledge always went out alone to dinner.

The GAMES:

All team performed well .1 believe the Men Elite behaviour during the play was not very good. They had more people on the side then the whole of all other teams put together. Something should be done about their level of fouling and discipline, I believe that should start by proper refereeing during games at Home.

The sad part is we had to split the women and had 2 average teams instead of a good one that could have won Gold (The Elite Women were the only team to score 2 against the Dutch girls :2/2 at half time: and were only down 1/0 against the French girls at half time. So bit more fitness and training and a medal is definitely in their sight at the coming world).

Tournament Org.

The Slovenian have had a bad time organising the tournament due to the War. They really tried their best. Our Women Masters were not allowed to play after the first Knock out seeding. I did get in front of Mary Nunn their approval to reverse the decision, only to be told the next day that it had to change again.

Rumors and more Rumors:

There has been a story circulating around about the Wednesday night (Neil Birthday party). I had organised the party for Neil and asked the Old man to get the cake Unfortunately I was suffering from a severe Sinus problems (which lasted more than a week) and decided not to

attend, as the pool was cold and I had to coach the girls for another 3 days. So I went to sleep. I got up at around 8 p.m and decided to go and have a sandwich. On my way out the ITALIAN Elite men were cooking some pasta. They kindly invited me to have some with their team (BIBI LEONE can be contacted to verify this). During dinner the Italians were all fed up as they had not scored any goals during the world and the Euro, so I explained to them that there was more than one formation they could play and gave them the advice of trying the 1/3/2.They were not aware that there was different formation in Octopush. Having finished Dinner and the talk with the Italians .1 went down to phone my family. My wife was still at the Gym display so I hanged around downstairs waiting for her to return. There were the Yugoslav Men and women and ROB Schipper who were explaining to them how they should play The Dutch corner). A few Masters Women and One Elite Women players happened to return at that time and saw me downstairs. In their normal behaviour, they had to invent rumors and stories. (The Elite girl was omitted from the next game by the Captain and VC for being late). So to all those No I did not coach the Yugoslav and did not go out with them, The Italian men were with me.

I let people continue with their stories and inventions as it makes me feel even more SUPERIOR when those people with such low IQ level falls into silly gossip and still try everything to undermine me. When I know that what I have put behind the teams in term of time and commitment is second to none.

Forward:

The only way forward in my view is to have more people going for the sides and to have the Elite Coaches the first choice of players. If a player is not willing to play as requested then they should not be allowed to go for any team.

The Committee has to be fully behind the Coaches /managers and not try to compromise It is better we sent 2 strong teams (Elite) instead of 4 average one (Elite and Masters)

Kind regards

Antoine Mourad

BOA CODE OF CONDUCT - ABUSE

Why do we need this ?

1. Membership of the British Octopush Association (BOA) has grown in recent years and now includes significant numbers of young people of both sexes (under 16 years of Age). As the Governing body for underwater hockey we have a duty to ensure the safety and well being of young children and juveniles whilst they participate in underwater hockey. We also need to be able to assure parents and guardians that all reasonable precautions are being taken to ensure their children's safety.

2. All clubs are responsible for the children in their care and must that all reasonable precautions are taken to safeguard the children in their care in every way - ranging from water safety to abuse. Until now, the BOA has not had a policy or given clubs and individuals advice and guidelines on what to do when allegations of abuse occur and how to avoid the possibility of allegations arising. This "code of conduct" attempts to do just that. Child abuse is a highly emotive subject, which encompasses extremely complex issues. One thing is for certain, however...**Child abuse cannot be ignored.**

What do we mean by abuse ?

3. A very simple definition of abuse is**Harm to children by neglect, violence, sexual or emotional abuse.** This is a very wide-ranging definition giving four very different types of abuse. All four types can conceivably occur in the context of underwater hockey sessions. Below are possible examples of the things that could be construed as abuse at a club underwater hockey session and (It is by no means an exhaustive list).

Neglect: Failure to ensure that adequate safety measures are in place, therefore failing to protect a child from exposure or danger

For example: not having enough lifeguards

Not keeping adequate control of sessions

Allowing dangerous behaviour (ie jumping in pool etc)

Allowing children to play without safety equipment (hat/glove)

Violence: causing physical injury

For example: assault/hitting a child

Setting inappropriate practices that could cause physical injury

Getting children to lift heavy equipment (goals)

Bullying (by other children or a teacher/coach)

Sexual or Emotional abuse.

For example: threatening behaviour

Touching/fondling children

Using a child to satisfy an adults sexual desires (ie sex)

What is the BOA policy towards abuse ?

4. As the governing body in the United Kingdom for Underwater Hockey, the BOA takes its responsibilities to ensure the safety and well being of children who participate in BOA underwater hockey activities very seriously. It is the policy of the BOA that all forms of abuse towards children are unacceptable. Accordingly it has decided that:

a - all clubs should take all reasonable precautions to ensure the safety of children in their care.

b - all clubs must do all they can to ensure that anyone involved in either teaching or coaching or supervising activities involving children (under 16) are competent to do so.

c - Anyone involved or wishing to be involved with the supervision or teaching of underwater hockey to children must undergo a police background check to ensure that they do not have any previous convictions for criminal acts of a sexual or violent nature against or involving. Anyone found with such a criminal record must not be allowed to participate in club activities involving children. Anyone refusing to accept this check also cannot be allowed to be involved with children under a clubs care.

d - The BOA Chairman must be informed of any incidents or allegations that occur during BOA club activities.

e - Any allegations of child abuse that occur during BOA club activities members must be reported to the police for proper investigation. During this time, the (adult) subject of the allegations should be suspended from involvement in a clubs child activities. Not least to protect the person subject to investigation from possible further allegations.

5. We should all be very clear that we are only responsible for ensuring that harm does not occur during our club activities. If you suspect abuse is occurring outside of your club to one of your members then it is for you to decide whether to voice your concerns to the appropriate authorities. **It is not a matter for the BOA.** Under the 1989 Children's Act, Social Services have a duty to investigate if they have reason to suspect that a child is suffering or likely to suffer significant harm.

What to do if you suspect child abuse ?

6. It is important to remember that you are not an expert in the recognition of child abuse. That said you should not ignore your concerns. The first step should always be to have a quiet conversation with the individual(s) concerned to attempt to ascertain exactly what, if anything, has happened. If you are not satisfied by the response then you should voice your concerns to your club chairman or a senior member of your club committee. Your club committee will then have to decide whether to investigate further or turn the matter straight over to the appropriate authorities (police/social services). In any case the BOA Chairman must be kept informed.

7. It is vital that incidents of this kind are handled sensitively and confidentially by all concerned. Unfortunately, Allegations of abuse may not always be based on genuine concerns but can be motivated by jealousy, mistrust, or dislike of a person. Allegations of child abuse

can destroy people's reputations and lives - even if completely unfounded (remember "mud sticks"). To avoid this, Clubs need to consider very carefully what information about an alleged incident is given out to its members. Remember that making public allegations, particularly if unproven (or later found to be false) may lead to individuals or clubs being sued for slander, and a large amount of negative publicity for your club.

What precautions can a club or individual take ?

8. There are a number of things that a club can do. One of the simplest things is to set out rules that have to be obeyed by everyone (children, teachers, coaches, and supervisors) during a club pool session. It is important that everyone is made aware of these rules and sticks to them. There are also a number of sensible guidelines that teachers, coaches and supervisors can follow that will help ensure that unsavoury incidents of any kind do not occur. At the end of the day, GOOD PRACTICE will go a long way to enable genuine teachers/coaches to continue to practice without the inhibitions of wrongful allegations.

An example of session rules is set out below:

- Children should not leave the session without permission from the parent/guardian
- Children should inform the session leader if they are leaving the poolside during a session
- Children should wear the specified protective equipment (hat/glove) when playing
- Children should not walk or run with fins on
- Children should report any incidents to the session leader and to their parent/guardian
- Children should wash any borrowed masks and snorkels before putting them on (and return them after use)
- Children should abide by the club pool rules and know and accept the penalties for infringing these rules

Good practice guidance for teachers and coaches

9. The number one basic teaching rule for all should be that teachers and coaches **always keep their hands visible and NEVER touch anyone of the opposite sex when either are wearing swimwear**. A Code of Ethics for teachers and coaches based on the one issued by the Amateur Swimming Association (ASA) is equally suited to underwater hockey and should be used as a framework by anyone involved with coaching (this is attached). Other useful guidelines are:

- Ensure that the pool rules are enforced consistently and fairly
- Always remain calm, particularly when faced with "difficult" children
- Do not use verbal abuse
- Never raise your hands to children
- Ensure that at least two adults are present for all sessions
- Report any injuries or incidents to the pool management as soon as possible. If an injury or accident does occur call the pool's qualified first aider.

- Treat all children equally - do not have favourites
- Never publicly criticise other adults in front of children
- Do not set practices that could cause physical injury to a child
- Do not become involved in assisting children to change. Where possible parents should take responsibility for their children in changing rooms. If this is not possible, teachers/coaches should supervise in pairs.
- Avoid situations where teachers/coaches and individuals are completely unobserved.
- Always remember that certain situations and friendly actions could be misinterpreted, not only by the child but also by outsiders and others motivated by jealousy, dislike, or mistrust and could lead to allegations of sexual misconduct or impropriety.

Grant Mosedale

- BOA Secretary

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