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PRESIDENT

Ian Howes
Folkestone Swimming Club

Affiliated to Swim England and to Kent County A.S.A.
<http://www.eastinvicta.co.uk/>

East Invicta Amateur Swimming Association

November 27th, 2024

CONSTITUTION, RULES AND CONDITIONS

(Revised Nov 2024)

The word 'Club' in the following Rules shall be held to include all bodies affiliated to the Association. Words imparting the masculine gender shall include the feminine. Words of the plural number shall include the singular and words of the singular shall include the plural.

1) NAME

The Association shall be called the East Invicta Amateur Swimming Association and shall cover that part of Kent east of a line from Dungeness Point through Ashford to Faversham finishing at Herne Bay.

2) COMPOSITION

The Association shall consist of:

- a) Clubs of both sexes based within the area promoting swimming, diving, water polo, lifesaving, synchronised swimming and masters swimming in all disciplines of the sport.
- b) Associated Members
- c) Hon. Life Members
- d) Life Members

The competing members of any club shall be eligible as defined by Swim England Laws and each club shall have a published rule to that effect.

The Association shall adopt Swim England Child Protection Procedures, and all affiliated clubs shall comply with Swim England Child Protection Procedures requirement and have a published rule to that effect.

3) MEMBERSHIP

Any club affiliated to Swim England South East Region whose headquarters are in the East Invicta Area shall be eligible to join the Association on being proposed and seconded by two clubs already affiliated to the Association.

4) OBJECTS

The objects of the Association shall be those of Swim England and in particular:

- a) Promote the teaching and practice of swimming, diving, water polo, lifesaving, artistic swimming, masters' swimming in all disciplines of the sport, and to encourage public opinion in favour of providing proper accommodation and facilities for swimming activities to take place.
- b) Promote and hold championships and competitions within the association area under Swim England Laws and Technical Rules.
- c) Promote the coaching and practice of performance swimming.
- d) Promote uniformity of rules for the control and regulation of swimming, diving, water polo, lifesaving, artistic swimming and the management of all competitions thereunder.
- e) Enforce observance of the laws of Swim England

5) SUBSCRIPTIONS

The annual subscription for affiliated clubs and associated members shall become due on the 1st of August of the preceding year and must be paid by the following Annual General Meeting. No club or member shall participate in the activities of the Association nor be entitled to any of the privileges of the Association until the subscription for the current year is paid. A notice of renewal shall be sent to each Club following the due date.

- a) Club subscriptions shall be determined by the Executive Committee at the May meeting each year. Details of affiliation shall be notified to Championship Hon. Secretaries by 1st October each year.
- b) Persons elected by the Association Council as associate members shall pay an annual subscription of £4.00 and £2.00 for juniors.
- c) The position of Vice-President is conferred by the Association Council upon invitation to, and acceptance by, the individual.
- d) A subscription of not less than £20.00 entitles the donor to Life Membership.

6) AFFILIATIONS

The Association shall be affiliated to the Swim England South East Region and to any other competent body at the discretion of the Executive Committee.

7) ASSOCIATION COUNCIL

- a) The Association Council shall consist of the Association President, Past Presidents, Hon. Life Members, The President Elect, The Officers listed in Rule 10, and up to three duly elected delegates from each affiliated club. Each Association Council member shall be entitled to one vote only at all General Meetings of the Association no matter how many Clubs he may represent.
- b) A meeting of the Association Council shall be held annually, during the month of November each year. **Nine** persons to form a quorum.
- c) The President, Past Presidents, Hon. Life Members, the President Elect, Officers and Club Secretaries shall be given in writing, fourteen clear days notice of the Annual Council meeting, together with the agenda, copies of the Annual Reports, Statement of Accounts, Notices of Motions, and a list of nominations for Officers and members of the Executive Committee for the coming year.
- d) The business of the Annual General Meeting shall be:
 - i) To consider and, if approved, adopt the Annual Report and Statement of Accounts.
 - ii) To consider and, if approved, adopt proposals for the alteration, addition to or deletion from the Rules of the Association.
 - iii) To appoint the President, any additional Vice Presidents, Hon. Life Members, Officers and Executive Committee Members for the coming year.
 - iv) To appoint an independent Examiner of the Accounts who shall not be a member of the Executive Committee or a member of the family of a member of the Executive Committee.
 - v) To consider any motions of which due notice has been given.
- e) The President for the subsequent year shall, if approved, be nominated by the Executive on the advice of a meeting of Past Presidents, which shall be held before 1st March each year. The President will serve for a minimum of two continuous years.
- f) Nominations for Officers and elected members of the Executive Committee shall be made in writing or e-mail to the General Hon Sec.

Nominations shall be in the hands of the General Hon. Secretary three weeks before the AGM. Existing members of the Executive Committee who wish to continue in the role to which they have been acting during the previous year are not required to complete nomination forms.

- g) The election of the Officers and Members of the Executive Committee shall be by ballot conducted in accordance with the appropriate Rules of Swim England South East Region.

In the event of equality of votes between two or more candidates, the Chairman shall have one or more casting votes.

A ballot paper bearing votes for more or less than the number of candidates to be voted for shall be invalid and excluded from the ballot.

Any member of the Council who is unable to attend the meeting shall have the right to vote by post. His ballot paper, in an inner sealed envelope, together with a certificate of authority to attend the meeting and a notice of inability to attend, shall reach the General Hon. Secretary at least two days before the date of the meeting. Postal votes shall be opened by the General Hon. Secretary at the time voting is taking place for the positions concerned.

- h) A special meeting of the Council shall be called:
- i) by resolution of the Executive Committee
 - ii) on receipt by the General Hon. Secretary of a written requisition signed by not less than four delegates representing four different affiliated clubs.
 - iii) The quorum is to be 15 as identified in 7b.

The resolution or requisition shall state the business for which the meeting is to be called and no other business may be transacted at that meeting.

The meeting shall be held within six weeks of the receipt of the date of the resolution or receipt of the requisition. The President, Past Presidents, Vice Presidents, Hon. Life Members, the President Elect, the Officers and Clubs shall be given fourteen clear days notice, in writing, of the date, time and venue, together with an agenda.

8) NOTICES OF MOTION

- a) Notices of motion for changes to, additions to or deletions from the Rules of the Association and of other motions to be considered at the Annual Council Meeting shall be made, in writing, to reach the General Hon. Secretary three weeks before the ACM.
- b) A notice of motion may be made by and in the names of members of the Council, who shall propose and second it; or in the name of the Executive Committee or any of the Standing Committees by the Hon. Secretary of the proposing Committee, in which case it shall be proposed and seconded by members of the Committee.
- c) Voting on Notices of Motion shall be by show of authorised order papers. A proposal to change, add to or delete from the rules of the Association shall require a two thirds majority of those present and voting.

9) ALTERATION TO RULES

- a) The “Rules of the Association” may only be changed, added to or deleted at an Annual General Meeting of the Council or at a Special Meeting of the Council called for the purpose, except that, where these Rules are affected by changes in the Laws of Swim England, it shall be the duty of the Executive Committee to make them conform to these changes at the earliest possible opportunity.
- b) The Conditions for all Association Championships and Competitions, which are included as Bye Laws to this Constitution, may be altered by the Executive Committee by a simple majority of those present and voting, following receipt by the Executive of a proposal from the relevant technical committee.

- c) The Honorary General Secretary shall maintain an up-to-date copy of all the Championship Conditions and the Technical Secretaries shall maintain an up-to-date copy of the Championship Conditions relevant to their discipline. The Conditions shall be made available upon request by a Club or by a member of a club affiliated to EIASA. Included in the Handbook and published on the Association website.
- d) The Rules and Conditions shall be published on the website. Any amendments agreed at the AGM will be up dated on to the version published there as soon as practicable after the Annual Council Meeting.

10) OFFICERS

The following Officers shall be elected annually from and by the Council of the Association at the Annual General Meeting:-

- a) President,
- b) Honorary Treasurer and Trustee.
- c) Honorary General Secretary.
- d) Swimming Championships Hon. Secretary.
- e) Swimming Officials Hon. Secretary.
- f) Diving Hon. Secretary.
- g) Water Polo Hon. Secretary
- h) Life Saving Hon. Secretary
- i) Artistic Swimming Hon. Secretary.
- j) Masters Swimming Hon. Secretary
- k) Trophies Hon. Secretary.
- l) East Invicta eXcel Swim Squad Manager

It is understood all officials will serve for a minimum of 2 years. In the event that any of the disciplines are dormant then an officer will not be elected.

11) EXECUTIVE COMMITTEE

- a) The management of the Association shall be vested in an Executive Committee consisting of the President, Past Presidents, the Officers as set out in Rule 10 and one delegate of each member club. The President, when present shall take the chair, or nominate a chairman, at meetings of the Committee. In his absence, the meeting shall appoint a Chairman. Five members shall form a quorum.
- b) The Executive Committee shall meet at least six times per year and the General Secretary shall give members at least 7 days notice in writing of the date of the meeting. The dates for the following year's Executive Committee meetings will be set at the meeting immediately following the AGM
- c) The committee shall, at its meeting immediately following the Annual General Meeting each year, appoint the Standing Committees as defined in Rule 12.
- d) The Executive Committee shall keep minutes of its proceedings and shall furnish to the Swim England South East Region such information as it may from time to time require.
- e) The Executive Committee shall exercise control over the funds of the Association. It shall prepare a Report and Statement of Accounts of each year's activities and submit them to the Annual General Meeting of the Council.
- f) The Committee shall have the power to make alterations/amendments to all the Championship Conditions upon receipt of a properly minuted proposal from the relevant Technical Committee provided that the alteration/amendment complies with Swim England Law.

- g) The Committee shall enforce the observance of the Laws and Rules of the Swim England South East Region and of the Association.
- h) The Committee shall have the power to fill any vacancies that may occur among the Officers and Committee.
- i) The Committee shall oversee the proceedings of the Standing Committees, issuing such directions as it thinks fit and shall approve, reject or amend their proposals.
- j) The Committee may appoint, and subsequently discharge, any sub-committee or working party.
- k) The Committee shall take appropriate action against any Club or individual found guilty of any infringement of the Rules of the Association in accordance with the Guidelines laid down by Swim England
- l) The Committee shall decide any matter not provided for in the Laws of Swim England, the rules of the Swim England South East Region or the Rules of the Association, subject to confirmation at the next Council Meeting.

12) DISCIPLINE

The Committee may require an individual member or club to resign if, in its opinion, the interests of the Association have been compromised by the member/club. Such action shall only be taken if the member/club has been notified, by registered post, stating the reasons for the action being taken. In the event of such a member/club failing to reply or declining to resign within the stated period, a special meeting of the committee shall be called. At least two weeks notice shall be given to the member, and the individual concerned of this meeting.

At that meeting, they will have the opportunity of defending their actions. Should two thirds of the members present vote in favour of the member's expulsion, they shall cease to be a member of the Association. Such action shall always be taken in accordance with the guidelines for clubs with internal disputes and subject to the overriding Swim England Appeal Law.

13) STANDING COMMITTEES

Ex-Officio Members

The President, the General Hon. Secretary and the Hon. Treasurer shall be Ex officio members of all Standing Committees.

- a) **General Purposes Committee**
The President, Treasurer and General Secretary, The General Secretary is the secretary of the Committee. Any other member may be co-opted if required for the business of the meeting.
- b) **Diving Committee**
The Diving Secretary and will chair the meeting and two co-opted members,
- c) **Life Saving Committee**
The Life Saving Secretary who will chair the meeting and two co-opted members
- d) **Swimming Committee**
The Swimming Officials Hon. Secretary, the Asst. Swimming Championships Hon. Secretary, East Invicta Excel Swim Squad Manager, the Masters Swimming Hon. Secretary, and one member elected from the Executive Committee
- e) **Artistic Swimming Committee**
The Artistic Swimming Secretary and will chair the meeting and two co-opted members
- f) **Water Polo Committee**
The Water Polo Secretary who will chair the meeting and two co-opted members

14) POWERS AND DUTIES OF THE STANDING COMMITTEES

a) **General Purposes Committee**

- i) Deal with matters that cannot wait until the next scheduled Executive Meeting.
- ii) To consider matters relative to the finance, policy, organisation and administration of the Association.
- iii) Deal with any matters of discipline against the Rules of the Association on behalf of the Executive Committee, following the procedure laid down in Rule 12 and report to the Executive Committee its recommendations.
- iv) Recommend to the Executive Committee appropriate action against any club or individual found guilty of infringement of the Rules of the Association.
- v) Deal with any non-technical matters referred to it by the Executive Committee.

b) **Diving Committee**

- (i) Advise the Executive Committee on all matters relating to diving and submit recommendations for diving facilities and equipment.
- (ii) Make all arrangements for the holding of Championships, other Competitions and representative matches.
- (iii) Appoint all officials for the East Invicta Diving Championships, competitions and any representative matches held under the auspices of the Association.
- (iv) Advise on the selection of competitors to represent the Association and nominate candidates for the award of Association Colours.
- (v) Conduct training courses for performers and coaches to arrange educational programmes and conferences.
- (vi) Deal with any other matter concerning their branch of the sport that may be referred to them by the Executive Committee.

c) **Life Saving Committee**

- i) Advise the Executive Committee on all matters relating to life saving and submit recommendations for life saving facilities and equipment.
- ii) Make all arrangements for the holding of Championships, other Competitions and representative matches.
- iii) Appoint all officials for the East Invicta Life Saving Championships, competitions and any representative matches held under the auspices of the Association.
- iv) Advise on the selection of competitors to represent the Association and nominate candidates for the award of Association Colours.
- v) Conduct training courses for performers and coaches and to arrange educational programmes and conferences.
- vi) Deal with any other matter concerning their branch of the sport that may be referred to them by the Executive Committee.

d) **Swimming Committee**

- i) Advise the Executive Committee on all matters relating to swimming and submit recommendations for swimming facilities and equipment.
- ii) Make all arrangements for the holding of Swimming Championships, other Competitions and representative matches. Make arrangements for the holding of Masters Swimming Competitions/Championships where necessary.
- iii) Appoint all officials for the East Invicta Swimming and Masters Swimming Championships, competitions and any representative matches held under the auspices of the Association.
- v) To make recommendations to the Executive Committee concerning the financing of the activities of the East Invicta eXcel Swim Squad
- vi) Deal with any other matter concerning their branch of the sport that may be referred to them by the Executive Committee.

e) **Artistic Swimming Committee**

- i) Advise the Executive Committee on all matters relating to Artistic swimming and submit recommendations for Artistic swimming facilities and equipment.

- ii) Make all arrangements for the holding of Championships, other Competitions and representative matches.
- iii) Appoint all officials for the East Invicta Artistic Swimming championships, competitions and any representative matches held under the auspices of the Association.
- iv) Advise on the selection of competitors to represent the Association and nominate candidates for the award of Association Colours.
- v) Conduct training courses for performers and coaches and to arrange educational programmes and conferences.
- vi) Deal with any other matter concerning their branch of the sport that may be referred to them by the Executive Committee.

f) Water Polo Committee

- i) Advise the Executive Committee on all matters relating to Water Polo and submit recommendations for Water Polo facilities and equipment.
- ii) Make all arrangements for the holding of Championships, other Competitions and representative matches.
- iii) Appoint all officials for the East Invicta Water Polo Championships, competitions and any representative matches held under the auspices of the Association.
- iv) Advise on the selection of competitors to represent the Association and nominate candidates for the award of Association Colours.
- v) Conduct training courses for performers and coaches and to arrange educational programmes and conferences.
- vi) Deal with any other matter concerning their branch of the sport that may be referred to them by the Executive Committee.

15) ATTENDANCE AT EXECUTIVE MEETINGS

- a) The Executive may declare that an officer or an elected member of the Executive who has been absent from three consecutive Executive Meetings (without grounds considered sufficient by the Executive Committee) has vacated his office or seat provided that the person concerned has been notified that such a proposal is to be put before the Executive. The Executive may then exercise its authority under Rule 11 (h) to fill the vacancy.
- b) Where an officer is also the President or a Past President or a Hon. Life Member, the exercise of this rule will not affect his/her rights to attend Executive Meetings as bestowed by Rule 11 (a).

16) FUNDS OF THE ASSOCIATION

- a) The financial year of the Association shall end on the 31st July of each year, up to which date all accounts and other reports shall be made.
- b) All funds and property of the Association shall be applied to the furtherance of the objects of the Association. In the event of dissolution of the Association, the funds remaining shall be devoted to objects similar to those of the Association.

17) EXAMINER OF ACCOUNTS

An independent examiner, who shall not be a member of the Executive Committee or a member of the family of an Executive Committee member, shall be appointed annually by the Association Council at the Annual General Meeting.

18) INTERPRETATION OF RULES

In the event of any question arising as to the correct interpretation of these Rules, or any other question not herein provided for, such question shall be referred to the Executive for decision.

BYE LAWS CONCERNING EAST INVICTA CHAMPIONSHIPS AND COMPETITIONS

GENERAL CONDITIONS

- 1) a) All Championships/Competitions shall be known as East Invicta Championships/Competitions and shall be conducted annually, under SWIM ENGLAND Laws, under arrangements approved by the Executive Committee.
- b) ALL competitors shall comply with SWIM ENGLAND Laws concerning Eligibility and the Right to Participate.
- c) The Female category is for birth sex females in accordance with Swim England's Transgender and Non-Binary Competition Policy. By Entering the Female category, a swimmer confirms that their birth sex is female.
- d) The management of all Championships/Competitions shall be vested in the appropriate discipline committee who shall have the power to decide any matter not covered by the rules, subject to approval by the Executive Committee.
- e) Without written permission from the EIASA Executive Committee, entries to EIASA events will be restricted to members of affiliated Clubs having at least one active member.

2) QUALIFICATION

- a) Each person entering the Championships/Competitions shall have been a member of a Club affiliated to the Association at the entry closing date of the relevant championship or competition. Any swimmer who has competed for one club in the Championships will be ineligible to swim for another club in the Championships during the same year.
- b) Age limits will be laid down in each discipline conditions.
- c) Each person who is a member of more than one club affiliated to E.I.A.S.A. at the time of entry is eligible to swim under the name of whichever club he or she chooses. If they have entered to swim as an individual, they may only swim for this club in the team races.
- d) Entries will only be accepted from clubs who have paid their affiliation fees in accordance with the rules and conditions paragraph 5. New clubs must have been a member of the Association for three months prior to the entry closing date of the relevant championship or competition.

3) ENTRY QUALIFICATION STANDARDS

Where these are set by E.I.A.S.A. they shall be reviewed each year and be notified to the Clubs three months prior to the entry closing date of the relevant Championship or Competition.

4) ENTRIES

Entries shall be made in accordance with rules set out for each discipline.

5) ENTRY FEES

These shall be approved by the Executive Committee to take effect for the following year.

7) SAFETY

All championships and competitions held under the auspices of the E.I.A.S.A. must comply with SWIM ENGLAND Safety Laws.

8) AWARDS

- a) Where there is a trophy for a Championship the winner shall hold it for one year subject to signing the official receipt and indemnity until required to return it to the Trophies Hon. Secretary. When the winner is under 18 years of age a responsible official of the club concerned shall act as guarantor. It is the responsibility of the club to return trophies won by their swimmers to the Trophies Hon. Secretary when requested. Trophies should be in a clean and respectable condition.
- b) Each discipline may award through the Executive Committee a “Performer of the Year” award to be presented on a date to be decided by the Executive Committee.

9) INSURANCE

All participants shall be members of a club affiliated to Swim England to ensure they are covered by the Swim England blanket insurance policy.

10) VENUES

Venues shall be recommended by the respective Officer and submitted for approval to the Executive Committee each year.

11) OFFICIALS

Standing committees shall be responsible for the appointment of such relevant officials as may be needed to run their Championships and/or Competitions efficiently within SWIM ENGLAND Laws and Technical Rules. For the Swimming and Masters Swimming Championships/Competitions the appointment of all such officials will be the responsibility of the Swimming Officials Hon. Secretary.

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SECTION A: Annual Championships

COMPETITION RULES AND MEET INFORMATION

1. General Information

- a) The meet will be held under SWIM ENGLAND Laws and Technical Rules and is licensed by Swim England for entry into County Championships
- b) The pool is 25 metres long with 8 lanes, anti-wave lane ropes and electronic timing with continuous digital scoreboard display. Results will be available via the East Invicta website at the end of the meet.
- c) The following age group events will be promoted for both Open/Male and Female:

9/10yrs, 11/12yrs, 13/14yrs, 15yrs +

INDIVIDUAL EVENTS:

50m	Butterfly – Breaststroke – Backstroke & Freestyle.	(Finals)
100m	Butterfly – Breaststroke – Backstroke & Freestyle.	(HDW)
200m	Butterfly – Breaststroke – Backstroke & Freestyle	(HDW)
400m	Freestyle / Individual Medley (not 9yrs)	(HDW)
100m	Individual Medley 200m Individual Medley	(HDW)
800m	Freestyle (not 9/10yrs)	(HDW)
1500m	Freestyle (not 9/10yrs)	(HDW)

TEAM EVENTS:

9/10yrs, 11/12yrs, 13/14yrs, Junior	4 x 50m Freestyle & Medley Relays.
Open Age Group	4 x 100m mixed Freestyle and Medley relays <i>(2 x male/open swimmers and 2 Female swimmers who may swim in any order)</i>

- d) All events will be HDW except for 50m events which will have finals. HDW, and the heats of the 50m events, will be swum as combined age groups and seeded slowest to fastest irrespective of age. The last three heats will be spearheaded.
- e) Age of swimmer will be as at the final day of competition. A “Junior” shall be under 17 as at the final day of competition.
- f) Entry is open to members of clubs that are affiliated to the East Invicta Swimming Association as set out in Section B of the Association constitution and Bye Laws. Swimmers from other clubs may not enter.
- g) The female category is for birth sex females in accordance with Swim England’s Transgender and Non-Binary Competition policy. By entering the Female category, a swimmer confirms their birth sex is female.
- h) For team events Clubs must supply a list for each team entered, this can be sent electronically. For those swimmers who are not entered as individual competitors this must include dates of birth and Swim England Registration. Swimmers cannot be listed or compete for more than one team in any one event.
- i) Clubs may enter two relay teams per event. A third team may be entered but will not be eligible for points.
- j) "Over the top" starts will be used in the heats at the discretion of the referee.
- k) Coaches must withdraw any swimmers not present or who no longer wish to take part at the relevant desk **no later than the beginning of warm up for each session** and for events in that session only.
- l) Swimmers may enter if they have achieved times faster than those published – these are short course times, converted LC times will be accepted. Entry times must have been achieved in the year in which the Championships take place and must be verifiable on the National Rankings database.
- m) Entry times will not be amended if swimmers achieve faster times after entries have been submitted.
- n) Entry Fee: £5.50 per event for individual events. £9.00 for relays.

- o) **Clubs must enter electronically using the Sportssystem data file provided, and this should be sent by e-mail to the Competition Secretary.** Entries via text file, Hytek, Swim Club Manager etc. will not be accepted.

A summary of all entries should be sent by e-mail with the entry file.

Clubs should not make any payment until requested to do so. Clubs will be invoiced and requested to pay by BACS to:

NatWest Folkestone branch Sort code: 52-41-42
Ac No: 15715167

- p) **Electronic entries must be received by the closing advised on the notice of competition.** Coach declaration and summary of entries should be sent by e-mail by this date also.
- q) The promoter may have to restrict entries in order to ensure the competition runs within the timetable guidelines set out by Swim England. In this event the slowest swimmers will be rejected. As far as practicable this will be in even proportions across all age groups.
- r) A list of accepted entries will be posted on the Association website as soon as practicable after the closing date for the Championships.
- s) Coaches' passes will not be issued. Clubs are expected to provide sufficient poolside staff to manage their swimmers on poolside and comply with Swim England Team Manager, Coach and Chaperone Policy, (SE1048 -16/05/23) which can be found by following this link:

<https://www.swimming.org/swimengland/swim-england-releases-supervision-ratios-policy/>

Coaches and TMs must wear club branded kit, so they are clearly identifiable. **A declaration of coach and helper names is required to be submitted with the entries.**

- t) Time trials will not be accepted other than for the 800m and 1500m events. For these two events, **swimmers with times on rankings should enter normally** and will not be eligible to do a time trial. Once entries have been processed in the event that empty lanes are available, clubs will be advised that time trials can be accepted. A time for seeding purposes which must be ratified by the Club Coach must be provided. If required there will be a ballot to determine the swimmers who can compete in the available lanes.

2. Awards

- a) Awards will be made to the fastest 6 in each age group (as defined in 1(a)), for HDW events and to all 8 finalists for events that have finals. Swimmers who are disqualified will not receive an award.
- b) Awards will be made to the top 3 relay teams in each event.
- c) There will be no presentations for HDW events. Awards to the top 6 swimmers in HDW events will be available for collection from the table as soon as the announcement of the result has been made.
- d) Awards for events in which finals have been swum will be presented at the end of each session.
- e) Swimmer of the Year
- (a) There will be an award for the top three swimmers overall in each age group namely: 9yrs, 10yrs, 11yrs, 12yrs, 13yrs, 14yrs & 15yrs and over. This will be determined by Bagpoints, or their age group-corrected equivalent on the following basis:
- (i) Best 50m
(ii) Best 100m
(iii) Best 200m Form stroke (back, breast, fly)
(iv) Best freestyle from 200m, 400m, 800m or 1500m.
(v) Best Individual Medley from 100m, 200m or 400m.
(9 & 10 year swimmers will not take part in some of these events so will count only those for which they are permitted to enter)
- f) Top Club
Points are awarded to clubs for an Open/Male trophy and a Female trophy as follows:

1st place - 6 points 2nd place - 5 points 3rd place – 4 points

3. Supplementary Para Conditions

- a) These championships shall be run with multi classification para swimming inclusive events.
- b) The minimum age for entry will be 11 years as of 31 December 2024.
- c) All para swimmers must have an authorised IPC Swimming, British Swimming, INAS-FID or British Blind Sport classification, which is held on the British Swimming or IPC Swimming classification database at the time of entry.
- d) There will be no qualifying standard for para swimming competitors, but times entered must be achieved in the year of competition and recorded on Swim England Rankings – submitted times should be short course. Para swimmers may enter any event but awards will only be made for the categories below.
- e) Para swimmers will be entered manually by the East Invicta Entry Secretary. Their details should be entered on the separate sheet and enclosed with the entry summary.
- f) The following events will be offered:

Event	Eligible Classifications
50m Freestyle	S1 – S14
100m Freestyle	S1 – S14
200m Freestyle	S1 – S14
400m Freestyle	S6 – S14
50m Backstroke	S1 - S5
100m Backstroke	S1,S2, S6 - S14
50m Breaststroke	SB1- SB3
100m Breaststroke	SB4 - SB9, SB11 - SB14
50m Butterfly	S1 - S7
100m Butterfly	S8 - S14
200m Individual Medley	SM5 - SM14

- g) A Para Swimming competitor who qualifies for a final may swim in that final. There will be no finals for Para Swimmers swimming in multi classification events. There will be no separate heats for Para swimmers, entrants being seeded by time to compete with able bodied swimmers. All Para events will be heat declared, with final positions based on the relevant BD points.

4. Photography

Swim England do not require persons wishing to film during the event to register their names, however anyone wishing to carry out video, zoom or close-range photography is required to do so in accordance with the guidelines which can be found in Wavepower. These conditions also apply to swimmers on poolside. It is a condition of entry to this competition that all competitors consent to photography, performed in accordance with these guidelines.

5. Mobile Phones

Their use at the event is as outlined in Wave Power. This has further restricted all mobile phone use and specifically prohibits the use of mobile phones in the changing area. This means:

- No Taking photos or videos
- No texting
- No making or receiving phone calls.
- No browsing the internet
- No browsing or posting on social media.

Mobile phones or other video or photographic capturing devices may be used subject to these restrictions on poolside, the balcony or elsewhere in the building.

6. Results

These will be posted on the wall in the corridor between the main reception area and the balcony. They will also be available on the web site as soon as practicable after the event. There may be live results running during the gala via a link on the East Invicta website.

7. Data Protection

Your privacy is important to us. The reason we need your data is to be able to administer your competition entry. We will publish your Personal Information as part of the results of the competition and will pass such information to the governing body or any affiliated organisation for the purpose of licenses or for publishing results either for the event alone or combined with or compared to other events. Results may include (but not be limited to) name, any club affiliation, race times, and age category. All data files and paper entries containing your personal information in relation to the gala held by East Invicta will be deleted or securely shredded within 30 days of the last day of the gala. Results from this gala will be posted on the EI website and sent to Swim England for posting in the National rankings.

By submitting their entry swimmers and their parents accept these conditions in full. Clubs will be advised by e-mail as soon as practicable after the closing date the names of accepted swimmers. A full list of accepted entries will also be posted on the East Invicta Website. If refunds are required these will be made available via the club from which the entry was received.

The promoter's details need to appear here to comply with Swim England regulations.

Section B: DEVELOPMENT GALA

- a) Conditions will be the same as those applicable for the Annual Championships except that the swimmers will not be eligible to compete if their times are faster than the limit times published.
- b) The pool shall be chosen by the Championships Hon. Secretary.
- c) Each competing Club shall provide a Judge and Timekeeper. The remaining officials shall be appointed by the Swimming Officials Hon. Secretary.
- d) The Programme for both open/male and females shall be:
 - 50 Backstroke, Breaststroke, Butterfly, Freestyle
 - 100 Backstroke, Breaststroke, Butterfly, Freestyle
 - 200 Backstroke, Breaststroke, Butterfly, Freestyle, Medley

The following age groups will be offered. 9, 10/11, 12/13, 14/15, 16-18

All events will be HDW.

SECTION C: MASTERS' SWIMMING COMPETITION /CHAMPIONSHIPS

COMPETITION RULES AND MEET INFORMATION

1. General Information

- a) The meet will be held under SWIM ENGLAND Laws and Technical Rules. Age Groups: -

YM – 18-24

A – 25/29

B – 30/34

C – 35/39

D – 40/44

E – 45/49

F – 50/54

G – 55/59

H – 60/64

J – 65/69

K – 70/74

L – 75/79

M – 80/84

N – 85/89

O – 90+ yrs

- b) Events for all age groups are:

i) Individual Events – Open/Men and Ladies

50m Butterfly

50m Backstroke

50m Breaststroke

50m Freestyle

100m Freestyle

100m Individual Medley

ii) Team Events – Mixed sex – (except XX group)

120 years 4 x 50m Freestyle and Medley Relay

160 years 4 x 50m Freestyle and Medley Relay

200 years 4 x 50m Freestyle and Medley Relay

240 years 4 x 50m Freestyle and Medley Relay

(2 x male/open swimmers and 2 Female swimmers who may swim in any order)

- c) Entry is open to members of clubs that are affiliated to the East Invicta Swimming Association as set out in Section B of the Association constitution and Bye Laws. **Swimmers from other clubs may not enter.**
- d) The female category is for birth sex females in accordance with Swim England's Transgender and Non-Binary Competition policy. By entering the Female category, a swimmer confirms their birth sex is female.
- e) Competitors in the YM category may not take part in relays.
- f) Competitors in Group A must be 25 years or over on the date of the Championships otherwise ages are taken as at 31st December in the year of the Championships.
- g) For team events, Clubs must supply a list of swimmers for each team entered, this can be sent electronically. For those swimmers who are not entered as individual competitors this must include dates of birth and Swim England Registration. Swimmers cannot be listed or compete for more than one team in any one event.
- h) Clubs may enter two relay teams per event.
- i) The pool is 25 metres long with 8 lanes, anti-wave lane ropes and electronic timing with continuous digital scoreboard display. Results will be available via the East Invicta website at the end of the meet.
- j) "Over the top" starts will be used at the discretion of the referee.
- k) Coaches must withdraw any swimmers not present or who no longer wish to take part at the relevant desk **no later than the beginning of warm up for each session** and for events in that session only.
- l) All events will be HDW and swum as combined age groups and seeded slowest to fastest irrespective of age. The last heat will be spearheaded.
- m) Coaches' passes will not be issued. Clubs are expected to provide sufficient poolside staff to manage their swimmers on poolside. They must wear club branded kit, so they are clearly identifiable.
- n) Entry times will not be amended if swimmers achieve faster times after entries have been submitted.

- o) In the event that the promoter may have to restrict entries in order to ensure the competition runs within SWIM ENGLAND timetable guidelines, the slowest swimmers will be rejected. As far as practicable this will be in even proportions across all age groups.
- p) Entry Fee: £5 per event for individual events. £8 for relays.
- q) **Clubs must enter electronically using the data file provided and this should be sent by e-mail to: (lynngates@live.co.uk)** A summary of all entries is required to be sent by e-mail. Payment should be made by BACS to:

NatWest Folkestone branch	Sort code:	52-41-42
	Ac No:	15715167

 Please do not send hard copies of the entries. These should be retained by the club.
- r) Electronic entries must be received by the closing date advertised. Entry Fees and the summary of entries should be sent by e-mail by this date also.
- s) A list of accepted entries will be posted on the Association website as soon as practicable after the closing date.

2) Results & Awards

These will be posted on the wall at the rear of the balcony and on the glass wall at the shallow end of the pool. There may be live results running during the gala via a link on the East Invicta website. They will also be available on the web site as soon as practicable after the event.

- a) There will be a 'Best Club' award decided on a points system as follows:

1st – 3 points

2nd – 2 points

3rd – 1 point

A trophy will be presented at the end of the gala to the Club gaining the most points for the Championships.

- b) For each event, awards will be made to the top 3 swimmers in each age group.
- c) The East Invicta Masters Swimmers of the Year trophies for male/open & female competitors will be presented at the end of the competition. This will be determined by reference to the "Age Adjusted Times" and the associated points achieved at the Championships for all individual events swum.

3) Data Protection

Your privacy is important to us. The reason we need your data is to be able to administer your competition entry. We will publish your Personal Information as part of the results of the competition and will pass such information to the governing body or any affiliated organisation for the purpose of licenses or for publishing results either for the event alone or combined with or compared to other events. Results may include (but not be limited to) name, any club affiliation, race times, and age category. All data files and paper entries containing your personal information in relation to the gala held by East Invicta will be deleted or securely shredded within 30 days of the last day of the gala. Results from this gala will be posted on the EI website.

By submitting their entry, swimmers accept these conditions in full. Clubs will be advised by e-mail as soon as practicable after the closing date of accepted swimmers. A full list of accepted entries will also be posted on the East Invicta Website. In the event that refunds are required these will be made via the club from which the entry was received.

Promoter's contact details should appear at the end

SECTION E: WATER POLO COMPETITIONS AND CHAMPIONSHIPS
Information available from the Secretary of the Association

SECTION F: DIVING CHAMPIONSHIPS
Information available from the Secretary of the Association

SECTION G: LIFE SAVING CHAMPIONSHIPS
Information available from the Secretary of the Association

SECTION H: ARTISTIC SWIMMING CHAMPIONSHIPS
Information available from the Secretary of the Association

East Invicta eXcel Swimming Club

CONSTITUTION

(Revised November, 2024)

1 CLUB NAME

- 1.1 The Club shall be called ‘East Invicta eXcel Swimming Club’

2 ASSOCIATE CLUBS

- 2.1 The Associate Clubs are comprised of all clubs who are affiliated to the East Invicta Swimming Association.

3 AFFILIATION

- 3.1 East Invicta eXcel shall at all times be affiliated to Swim England South East Region, and to such other bodies as the General Meeting shall decide. The affairs of East Invicta eXcel shall be conducted under SWIM ENGLAND Laws and Technical Rules.

4 OBJECTIVES

- 4.1 The teaching, development and practice of swimming for its members. In the furtherance of these objects:
- 4.1.1 The Club is committed to treat everyone equally within the context of their activity. This shall be, for example, regardless of sex, ethnic origin, religion, disability or political persuasion, on any grounds.
 - 4.1.2 The Club shall implement Swim England Equal Opportunities policy.
- 4.2 To support the development of high-quality competitive swimming.
- 4.3 To ensure that regular and frequent training opportunities are easily accessible to all swimmers of the appropriate standard.
- 4.4 To provide the opportunity for swimmers to achieve their potential at all levels.
- 4.5 To raise funds to further the aims and objectives of East Invicta eXcel.

5 AIMS

- 5.1 To create a performance competitive swimming squad within East Kent that can compete at national level
- 5.2 To provide appropriate training facilities.

- 5.3 To promote an atmosphere of co-operation and mutual respect with all Associate Clubs.
- 5.4 To develop the coaching of swimming and within East Invicta eXcel by establishing an education and support network to facilitate the development of the coaching of swimming.
- 5.5 To establish and facilitate a defined development pathway available to all swimmers who are members of participating clubs.

6 MEMBERSHIP

- 6.1 For all swimmer members membership of the squad shall be by selection using the current selection criteria as determined by Coaches' Panel and set out in the Bylaws.
- 6.2 Membership is restricted to members of clubs affiliated to the East Invicta Swimming Association which have declared their intention to compete as East Invicta eXcel in accordance with clauses 8 and 14.2 of this constitution.
- 6.3 A full member will be aged age 16 years and over. This will include swimmer members as defined in clause 6.1 of this constitution, members of the Executive Committee, the Coaches Panel, and any other person co-opted by the Club as defined in section 9 of this constitution.
- 6.4 A junior member will be aged age 15 years and under
- 6.5 All full members have an equal right to vote at the Annual General Meeting or Special General Meeting.
- 6.6 The competing members of East Invicta eXcel shall be eligible competitors as defined by Swim England Laws.
- 6.7 Continued membership of East Invicta eXcel will depend upon the swimmer retaining membership of an Associate Club.
- 6.8 East Invicta eXcel shall adopt Swim England Child Safeguarding Procedures and Swim England Code of Ethics. All members of East Invicta eXcel shall comply with Swim England Child Safeguarding procedures and Swim England Code of Ethics.

7 DISCIPLINE

- 7.1 All members participating in training activities or competing as part of the East Invicta eXcel squad will be required to read and sign a copy of the Code of Conduct as set out in the Bylaws.
- 7.2 Discipline of members who have compromised the interest of East Invicta eXcel shall not be undertaken by East Invicta eXcel but shall be referred to the Club(s) of the member(s) concerned.
- 7.3 Member Clubs, coaches of Member Clubs, or parents associated with Member Clubs, who have compromised the Aims (section 4) or Objectives (section 5), or who have contravened the Bylaws of the East Invicta eXcel

club shall face disciplinary action. This disciplinary action shall be decided by the Executive Committee and may include:

- exclusion from training or competitions for a set period.
- fines up to the value of the annual membership fee for the member club (see section 13.2).
- expulsion of swimmers, coaches or indeed the member club.
- or other such actions deemed appropriate by the eXcel committee.

8 **COMPETITIONS**

8.1 All competitions promoted by East Invicta eXcel shall be swum under Swim England Laws and Technical Rules.

8.2 The areas of competition in which the Club will compete are as follows: -

8.2.1 South East Region Individual and Team Championships including Age Group and Youth Championships.

8.2.2 Invitation Team Meets

8.3 The Club shall not compete in the following competitions, neither shall Members of the Club be entered in the name of the Club in these events: -

8.3.1 Kent A.S.A. County Championships.

8.3.2 Kent Junior Swimming League.

8.3.3 Kent A.S.A. Team Swimming Leagues.

8.3.4 The Arena Swimming League.

8.3.5 The club may compete in Open Meets with the agreement of the Coaches' Forum and the participating clubs.

9 **EXECUTIVE COMMITTEE**

9.1 The governance of East Invicta eXcel shall be in the hands of the Executive Committee, which shall comprise:

9.1.1 The East Invicta eXcel Swimming Manager, Hon. President, Hon. Secretary, and Treasurer of the East Invicta Swimming Association

9.1.2 One representative from each of the Associate Clubs who have declared their intention to compete as East Invicta eXcel in accordance with clauses 8 and 14.2 of this constitution. Each Associate Club will elect or appoint their representatives to the Executive Committee in accordance with their own Constitution and/or Rules.

9.1.3 Two representatives from the Coaches' Panel

9.2 The Coaches' Panel shall consist of one Coach from each of the Associate Clubs who have declared their intention to compete as East Invicta eXcel in accordance with clauses 8 and 14.2 of this constitution. Each Associate Club will elect or appoint their representative to the Coaches' Panel in accordance with their own Constitution and/or Rules.

- 9.3 Associate Clubs may send substitutes to any meeting of either the Executive Committee or the Coaches' Panel and the Coaches' Panel may send substitutes to the Executive Committee. The substitute attends with full voting rights as an ordinary member but may not fulfil the responsibilities of an Officer. Additional coaches attending the meetings do not have voting rights.
- 9.4 The Executive Officers of East Invicta eXcel shall be:
Hon. Chairman, Hon. Secretary, the eXcel Swimming Manager and Hon. Treasurer who shall be the President, Secretary, eXcel Swimming Manager and Treasurer of the East Invicta Association, these appointments to be confirmed at the AGM.
Should any of these positions become vacant either following the AGM or because an Officer is unable to continue in their elected capacity for the full term of their election, the Executive Committee shall have the power to appoint any Member of East Invicta eXcel to the vacant position. The appointment shall take place at a Meeting of the Committee and must have the support of at least 50% of the voting Members of the Committee.
- 9.5 The Chairman of the Executive Committee shall remain in office for a minimum period of 2 years. After 2 years he should stand down unless re-elected to serve for a further period.
- 9.6 The Executive Committee shall have the power to invite a representative from Swim England South East Region to act in an advisory capacity.
- 9.7 The Executive Committee shall have the power to co-opt up to three members, for a specific period. All co-opted members will have full voting rights. They shall stand down at the next A.G.M
- 9.8 The Executive Committee shall have the power to appoint such sub-committees and to discharge them as it thinks necessary.
- 9.9 A quorum for an Executive Committee Meeting shall be five, at least one of which is an Executive Officer.
- 9.10 Each Committee member present including the Chairman will have one vote. In the event of equality of voting the Chairman of a General or Executive Committee Meeting shall have an additional casting vote.
- 9.11 Decisions of the Executive Committee will be made by a simple majority of those present and eligible to vote at the meeting
- 9.12 The Executive Committee shall have the power to make, amend and revoke regulations and bylaws in accordance with its Constitution and to settle disputed points not otherwise provided for.
- 9.13 Minutes of all Executive Committee Meetings and General Meetings shall be sent to the person nominated by each Associate Club within 28 days following the meeting.
- 9.14 The Executive Committee will meet as required however it will meet not less than three (3) times per year.

10 ANNUAL GENERAL MEETING

- 10.1 The Annual General Meeting of East Invicta eXcel shall take place in November on a date to be fixed by the Committee. A minimum of 14 days notice shall be given of the date. This notification will be given to the Associated Club's agreed persons as detailed in paragraph 9.11 of this constitution. The notification of this meeting shall be in the form of an agenda which shall state the time, date and place of the meeting, list all the nominations for the Committee and set out any proposals for Constitutional changes and other notices. This shall be accompanied by a copy of the examined accounts. Notification and other relevant papers may be sent by electronic means where relevant and appropriate.
- 10.2 The A.G.M. shall approve the examined accounts, confirm appointment of the Executive Officers, amend the Constitution and deal with any other business that has been notified to the Secretary in time to be included in the agenda.
- 10.3 All correspondence, nominations for the Executive Officers and Committee and notices and reports relating to and to be included in the A.G.M. must be submitted in writing to the Hon. Secretary not later than October 15th.
- 10.4 Any proposed changes to the Constitution must include both the old and new text and be submitted in writing to the Hon. Secretary not later than 15th October. Any such proposal must be proposed and seconded by members of different Associate Clubs.
- 10.5 Any proposals to amend the Constitution must be carried by two thirds of the voting members present at the A.G.M. The quorum for the A.G.M. is 12 individuals made up of members of not less than three (3) Associate Clubs who are entitled to vote either in their own right or on behalf of a member who is under 16.
- 10.6 At this meeting, an independent examiner shall be appointed to examine the books of accounts for the following year.

11 SPECIAL GENERAL MEETING (SGM)

- 11.1 A S.G.M. shall be called within twenty-eight (28) days of receipt of a written request to the Secretary of East Invicta eXcel. The request to call an S.G.M. shall be from not less than twenty-five (25) members of East Invicta eXcel, this number made up of members of not less than three (3) Associate Clubs, or from the Secretaries of any two (2) Associate Clubs. Fourteen (14) days notice of a Special General Meeting shall be given, together with the agenda, to the Associate Club's agreed persons as detailed in 9.10. The Executive Committee may also call an S.G.M.
- 11.2 The business of the S.G.M. shall be confined to the business of the agenda. The quorum for a SGM is 25 individuals made up of members of not less than three (3) Associate Clubs who are entitled to vote and is 16 years of age or older.

12 USE AND DISPOSAL OF ASSETS

- 12.1 East Invicta eXcel's funds and property shall not be distributed among members, save as legitimate out of pocket expenses incurred in running East Invicta eXcel, but shall be applied towards the furtherance of the objectives of East Invicta eXcel or for charitable purposes.
- 12.2 In the event of East Invicta eXcel being dissolved or ceasing to exist, the balance of any surplus payments made to East Invicta eXcel from the Associate Clubs shall be returned in direct proportion to the initial payment having been made. The balance of any grants that East Invicta eXcel may have received shall be returned to the donor. Payments from the East Invicta Association will be treated as if they were grants.
- 12.3 In the event of East Invicta eXcel being dissolved or ceasing to exist and there being a final deficit it shall be born equally by all Clubs who were Associate Clubs at the time that the deficit was incurred.

13 FINANCE

- 13.1 East Invicta eXcel's financial year shall be from 1st August to 31st July inclusive
- 13.2 Associate Clubs will on joining East Invicta eXcel if the committee has determined that a fee is payable, pay a deposit equal to 25% of the annual fees or such other fee as may be determined at the AGM or initial Formation General Meeting. This money will be held in an interest-bearing account held in the name of East Invicta eXcel. Any interest generated by this deposit will be used to the benefit of the swimmers in East Invicta eXcel. This payment is in addition to fee payments.
- 13.3 Any Bank or Building Society accounts must be held in the name of East Invicta eXcel and all accounts shall require two signatories for all withdrawals. There will be four approved signatories namely the East Invicta eXcel team Manager, the President, Hon. Treasurer and Hon Secretary of the East Invicta Association.
- 13.4 The Annual Membership Fee for Associate Clubs, as set by the Executive and agreed at the AGM, will be payable as and when agreed by the Executive.

14 NOTICE

- 14.1 The commitment period will be October 1st to August 15th.
- 14.2 Associate Clubs will undertake the commitment required from them as detailed in this Constitution and commit to a minimum of twelve (12) months. Notice of non-participation must be given to the Executive Committee in writing 30 days prior to the commencement of the commitment period. Associate Clubs giving the required notice shall receive a full refund of any deposit paid excluding any interest which may have been earned during the period the money has been held on deposit.
- 14.3 Clubs may be members of the East Invicta Association whilst choosing not to participate in the activities of East Invicta eXcel.

15 **BY-LAWS**

- 15.1 The Committee shall have power to make, repeal and amend such by-laws as they may from time to time consider necessary for the well being of the Club which by-laws, repeals and amendments shall have effect until set aside by the Committee or at a General Meeting.

The original Constitution was ratified in November 2013 by the following swimming Clubs:

Ashford Town Swimming Club
City Of Canterbury Swimming Club
Dover LifeGuard Club
Faversham Swimming Club
Folkestone Swimming Club
Herne Bay Swimming Club
Hythe Aqua Swimming Club

East Invicta eXcel Swimming Club

By-laws

1. East Invicta eXcel Performance Squad Selection Criteria.

Membership of the East Invicta eXcel performance squad is based on the following criteria

- a) Achievement of SER QTs as published by the SE ASA.
These times must be visible on the SWIM ENGLAND ranking lists and be achieved:
 - within 4 months of start of the championships or achieved at the preceding Kent County Championships,
 - before the 'closing date' stipulated by the SE ASA.
- b) It has been practice in the last few years that the SER ASA has allowed swimmers who are 'near to automatic qualifying times' to compete at the championships. In years where this occurs, the coaching committee (see point 7) may relax the qualifying time by a set percentage to allow membership of the East Invicta eXcel Performance Squad.
- c) Selection as a member of a relay squad to represent East Invicta ASA. Relay squad membership will involve the fastest four swimmers for each relay as evident on the SWIM ENGLAND ranking list. The coaches committee will select relay teams which it considers competitive (normally defined as capable of finishing in the top eight in the SER Championships).
 - i. In the case where a swimmer does not wish to swim in the relay (as they are competing in an individual event for example) the 5th fastest swimmer will be selected. This process will continue with the 6th and 7th fastest etc.
 - ii. In the case where the coaches committee (see point 7) decide to enter multiple relay teams in an event it will be composed of swimmers who can together compose a relay team that can achieve a top 8 position in the SER championships.
 - iii. It is possible that swimmers who are selected for relay teams, would not make individual times allowing for qualification for the SER Championships. In this case, these swimmers will be considered a full member of the eXcel Performance Squad.

2. Competing at National and SER championships.

Swimmers shall enter as East Invicta eXcel.

3. Competing as East Invicta eXcel

In the SER and national swimming championships, and other events which are in accordance with the East Invicta Constitution, all swimmers and coaches will be dressed in East Invicta eXcel club kit (see point 7).

4. East Invicta eXcel Club Kit and Programme Credits

The minimum requirement for Club kit will be the approved East Invicta eXcel t-shirt and swim-cap. The t-shirt will have the East Invicta logo on the t-shirt and the swimmers' home club written in similar sized font. Where possible, event programmes will have swimmers nominated as East Invicta eXcel/Home club. Should this not be possible (normally due to computer system limitations) credit will be given elsewhere in the programme to the member clubs of East Invicta eXcel.

5. The East Invicta eXcel Development Squad

The purpose of the East Invicta eXcel Development Squad is to ensure that swimmers currently not on the performance squad are given the opportunity to develop and achieve the selection criteria for performance squad membership. Membership of the East Invicta eXcel Development Squad is based on the achievement of the Kent Country qualification times.

6. Movement of swimmers between members clubs

The East Invicta eXcel initiative does not promote movement of swimmers between member clubs. However, it recognises that this is a personal matter for swimmers and their parents and as such it will continue. In these cases, the movement will be handled in the following manner:

- a. The receiving coach will ask the moving swimmer to inform the previous coach of their potential move.
- b. The receiving coach will inform the swimmer that they will be contacting the previous coach to let them know of the situation. Clearly the receiving coach would then contact the previous coach - this to be done face to face or by telephone. If that is not possible then, as a last resort, contact should be made by e-mail.
- c. The previous coach will not discriminate against the swimmer should the trial at the new club not work out. Likewise, any negative comments from other swimmers will be strongly discouraged.
- d. These guidelines will be followed whether or not a swimmer is moving from a club that has chosen not to participate within East Invicta eXcel.
