EXECUTIVE SUMMARY

The Swimming Review outcomes are based on the analysis of National, Regional and Local strategies, assessment of local provision, future demand for facilities, service user requirements and the contribution that swimming makes to meeting a range of local area agreement and corporate targets – aimed at improving the health and wellbeing and economic benefits to the borough of Southend.

The review has been undertaken on the premise that Garons Swimming and Diving facilities have been constructed and the Belfairs and Shoebury pools are retained in the borough.

Outcomes

- The importance of being able to swim if you live in a seaside town for health, safety and enjoyment is fully recognised as an essential life skill.
- The borough exceeds the required level of water space and will have a more than adequate provision of swimming pool water space even with a 10% increase in population growth.
- The hierarchy of pool provision, with a competition pool and world class diving facilities, two community pools at the East and West of town, together with school and private provision in general terms will meet the communities needs.
- Access to swimming pools following the closure of warriors and provision at Garons Park does not have an excessive overall impact on travel distances. Following concerns raised it is suggested that a subsidised bus service operates from the town centre to the Garons Pool and Leisure complex.
- Longer term consideration is given to providing dual use swimming provision when building future schools particularly in areas of deprivation to provide familiar friendly facilities for use beyond school hours.
• Swimming out-reach work is undertaken with communities and groups not accessing or participating in swimming.

• The importance of swimming facilities provided by schools are recognised and encouragement is given to expand the use of these pools. To work with the Schools Sports Partnership to develop swimming and diving access and training.

• Investment is made to improve the quality of Belfairs and Shoebury pool facilities to encourage participation, expenditure is focused on improving front of house, changing facilities and sustaining the infrastructure.

• The important role of accredited Swimming Clubs is recognised in providing swimming and diving, training, development and competition. A stronger viable club for Southend could be achieved if both Southend Swimming Club and Borough Swimming squads amalgamated.

• Both positive and negative issues have been raised regarding the service provided by Creating Leisure the Charitable Trust contracted to operate the authorities five ‘Quest’ accredited Leisure centres.

   It is recommended that an in depth review of the Leisure Centre Service is undertaken through ‘A passion for excellence’ a Cultural Business Improvement tool to provide a continuous programme of service improvement and assist with the preparation of future procurement of the service in 2012.

• The Council adopts a ‘Vision for Swimming’. **Our aim is that everyone has the opportunity to participate in swimming and diving at whatever level they choose throughout their lives.**

• A Review Action Plan is set out within the report which details delivery.
Background

Swimming is one of the Country’s most popular activities, with health and fitness benefits.

In Southend the value of providing swimming facilities is well established, in terms of leisure, competitive swimming and diving in addition to the importance of water safety, teaching and swimming in a seaside town.

Following a review of ‘Culture Infrastructure’ and the development of a ‘Recreation Strategy’, a requirement to invest in a replacement of Warrior Swim Centre was evident.

The authority subsequently resolved to provide a replacement pool and diving facilities at Southend Leisure & Tennis Centre and adopt a multisport approach of provision.

The authority intends to open the new pools diving provision in the summer of 2010 and close Warrior Swim Centre.

A level of public concern has been raised regarding town centre swimming provision and subsequently Cabinet requested a review of swimming was undertaken across the Borough based on the assumption that the proposed swimming pool and diving provision is constructed and the facilities at Belfairs and Shoebury sites are retained.
Terms of Reference

The agreed terms of reference and required outcome of the ‘Review of Swimming Pool Provision’ are set out below:

The review is undertaken on the premise that the proposed swimming and diving pools are sited at Southend Leisure and Tennis Centre.

The assumption is made that the pool provision at Belfairs and Shoebury sites are retained in the East and West of the Borough.

- A review of swimming demand information is undertaken to forecast future provision requirements.

- The necessary investment is identified to provide a high standard of facility provision.

- A review of pool time allocated for swimming lessons, swimming clubs, activities, special casual session (women only, over 50’s etc) and casual use.

- A review of the accessibility of provision and charges for casual swimming, club use, private hire and concessions.

- Comparisons with similar or family authorities swimming is undertaken.

- Review of the Amateur Swimming Association Strategic plan and implications for Southend.

- Equalities and diversity access assessment of facilities and services.

- Review of community use agreements at existing Council operated sites and consideration of further access at School sites.
- Consideration of the Olympic legacy package offering free swimming for the over 60’s, increased participation in swimming particularly for the under 16’s and the capital fund. (Details to be confirmed during July by Central Government.)

Outcome of Review

To achieve improved service provision and top quartile performance.

Clear Policy objectives with the operating company/trust.

Clear dual use community arrangements with existing and new sites.

Longer term vision for swimming.

Stronger links to the Sustainable Community Plan, Corporate Plan, Cultural Strategy and inform the Sport & Leisure Strategy, which is being refreshed currently.

Methodology

The planning of future needs for swimming require the consideration of the various types of swimmers needs, location and standard of facilities, population growth and corporate objectives of the Council and Strategic Partnership ‘Southend Together’.

The review has evaluated the following needs and demands:-


2. Travel time and mode and catchment areas, including the use of Sport England’s Active Places database.
3. Review of local sports participation.

4. Strategic requirements; a number of strategies are in place in the region, including sportessex, Olympic Legacy and National Guidance provided by the Amateur Swimming Association.

5. Consultation with Stakeholders, Party Leaders, Swimming and Diving Clubs has taken place. Correspondence with and the receipt of a Swimming Petition.

6. Current provision is considered at both Belfairs and Shoebury School sites, and the proposed detailed facilities at Southend Leisure & Tennis Centre.

All the factors have been taken into account during the reviews to enable an overview to be constructed for the future Swimming Policy and facility requirements within Southend.

The analysis of the information provides the basis of the recommendations, however these may be constrained by the practicalities of available funding.

The Borough of Southend-On-Sea

Southend has a population of approximately 160,000 living in 71,000 households and compared nationally has a higher population of residents over the age of 65. There is a growing ethnic minority community and steadily growing number of students.

The vision for Southend is explained in the ‘Southend Together Sustainable Community Strategy.’

Southend Together – Local Strategic Partnership sets the vision that by 2017 ‘Southend is a proud and dynamic city’.
Southend is making its mark as an international visitor destination catering for the widest range of interests including:

‘The city’s sporting heritage has been enhanced by state of the art swimming and diving facilities at Garons Park, the Essex Cricket Centre of excellence and the new premier league stadium for Southend United.’

The Culture & Leisure section of the strategy sets out that the replacement of the Warrior Swim Centre is ‘what’s important to you.’ The current and planned actions outline ‘the development of a world class diving facility and 25 metre, 8 lane pool at Garons Park/Southend Leisure & Tennis Centre to replace the existing Warrior Swim Centre.

**Southend-On-Sea Borough Council Corporate Strategy**

The vision is ‘Creating a Better Southend’ and our aims are:-

Safe, Clean, Healthy, Prosperous, Excellent.

Each of the five aims are underpinned by eight corporate objectives and their cross-cutting themes.

**Corporate Priorities**

The corporate priorities and cross cutting themes that are strongly in alignment with Southend’s Swimming Review are:-

- Enhance the prosperity and cultural well-being of Southend.
- Improve community engagement, participation and satisfaction to develop stronger communities.

**Cross Cutting Themes**

- Reducing the inequalities of people living in Southend. Inequalities in relation to access to local swimming facilities are considered in the review, and recommendations are set out.
• Becoming a higher performing organisation.
  The swimming review provides recommendations that support future service improvement and proposes performance reviews.
• Minimise the impact on the natural environment.
  The swimming review considers the operation of service and changes to reduce environmental impact.

The Cultural Strategy ‘Culture for A Better Southend’
Aims include promoting Community well-being through increased participation in sport and culture.
  • Using sport and culture as a means to promote life long learning, social inclusion, regeneration and community development.
  • Making Southend a desirable place to live, work and play by making it attractive, active and alive with sport and culture.

The Strategic Action Plan includes ‘our culture future – developing future initiatives to improve the Boroughs culture offering’ to develop a new swimming pool and world class diving facility in the Borough.

The Leisure & Recreation Strategy provides the vision and action plan. This strategy is due to be refreshed in 2009/10 following the completion of the Swimming Review.

National Performance Indicators & the Local Area Agreement
Following the 2007 Government comprehensive spending review the ‘Best value indicators’ gave way to 198 “National Indicators”. Local Government started reporting against there indicators from April 2008.

Southend Together Partnership (LSP) have negotiated a range of stretch targets with Government which have a reward grant attached, achieved when targets are met or exceeded. The provision of facilities for swimming impact on a number of the 198 performance indicators and LSP stretch targets including:
• NI1 Overall/general satisfaction with local area.
• NI6 Participation in regular volunteering.
• NI8 *Adult participation in sport and active recreation.
• NI55 Obesity in primary school age children in reception.
• NI56 *Obesity in primary school age children in year 6.
• NI57 Children and young people’s participation in high quality PE and Sport.
• NI110 Young people’s participation in positive activities.
• NI137 Healthy life expectancy at age 65.

* LSP-stretch targets

**Participation**

The last active people survey took place between October 2007 and October 2008 and interviewed 191,000 adults (aged 16 and over) by telephone. The previous survey was undertaken October 2005 and October 2006 and interviewed 363,724 adults (aged 16 and over) by telephone.

The active people survey provides a baseline of participation in sport and recreation, nationally, regionally and locally.

The Sport England Active People Survey 2007/8 results state that 3.24 million adults (age 16 and over) participate in swimming at least once a week. There has been a significant decrease (from 8.0% to 7.8%) of 29,500 swimming participants between 2005/6 and 2007/8. Male participation has decreased from 5.7% to 5.5% which represents a decrease of 19,000 male participants. There has been no statistically significant change in female participation. Participation among those from higher socio-economic groups has decreased between 2005/6 and 2007/8 from 8.8% to 8.4% a decrease of 3,500 participants.
5.57 million adults have participated in swimming at least once in the last four weeks. This represents 13.4% of the adult population and participation has significantly decreased from 13.8% (a decrease of 64,000) when compared with 2005/6 survey. The participation for Southend is 15% within the Sportsessex area which average 14%.

Those adults that take part in organised swimming and organised sport, 186,000 adults or members of clubs is 3.3% of those that have participated in swimming in the last four weeks, 206,000 have received tuition in the last 12 months and 79,000 adults take part in competitions a year.

**Swimming Participation By Region**

<table>
<thead>
<tr>
<th>Region</th>
<th>2005/6</th>
<th>2007/8</th>
</tr>
</thead>
<tbody>
<tr>
<td>North West</td>
<td>8.2</td>
<td>8.2</td>
</tr>
<tr>
<td>Yorkshire</td>
<td>7.9</td>
<td>8.2</td>
</tr>
<tr>
<td>South West</td>
<td>8.5</td>
<td>8.2</td>
</tr>
<tr>
<td>South East</td>
<td>8.5</td>
<td>8.1</td>
</tr>
<tr>
<td>East</td>
<td>8.2</td>
<td>8.0</td>
</tr>
<tr>
<td>East Midlands</td>
<td>8.1</td>
<td>7.7</td>
</tr>
<tr>
<td>North East</td>
<td>7.5</td>
<td>7.4</td>
</tr>
<tr>
<td>West Midlands</td>
<td>7.6</td>
<td>7.3</td>
</tr>
<tr>
<td>London</td>
<td>7.6</td>
<td>7.3</td>
</tr>
</tbody>
</table>

The actual swimming pool attendance within Southend’s local authority pools for the past 3 years are set out in **Appendix 1/a**
National Swimming Policy

'A Vision for Swimming'

A vision for swimming has been produced by ‘British Swimming’ which sets out the recognised benefits that sport brings to the nations well being and health, and quality of life.

Swimming is considered to be the country’s most popular sporting activity with an excess of over 11 million people (National Survey of Culture, Leisure and Sport, DCMS), regularly swimming in England, with at least 19.65 million people over the age of 6 swimming at least once a year.

The vision for swimming was revisited 5 years ago with the key focus of the Government bringing ‘Success on the world Stage Olympic and Paralympic games to ensure more of the population became active.

The vision is based on the fundamental priority to ensuring swimming is accessible to all, regardless of age, gender, creed, ethnic origin, sexual orientation, economic position, disability and level of ability.

Swimming Mission

Swimming is for life. To ensure everyone has the opportunity to enjoy swimming or water based fitness activities for health and fun throughout their lifetime. To ensure everyone achieves their different goals throughout their lifetime.

To ensure we achieve gold medal success in the world stage.

The ‘Vision for Swimming’ sets out objectives for learning to swim, lifelong participation, adding life to years and years to life.
Swimmer development – achieving individual potential, swimming excellence and swimming to win, work force development – people make the difference.

Facilities – providing access for all, together with a set of values, including Governance, Environmental input, equality, safe guarding children and vulnerable adults, ethnics and anti-doping.

**Amateur Swimming Association Facilities Strategies**

Working in partnership with Sport England, the ASA is shortly to publish: ‘To encourage sensible investment in the development of a strategic network of accessible, cost efficient, well designed and managed pools to cater for demand across the development continuum of swimming, various disciplines by seeking the provision of pools’ which are:-

**Available:**

wherever possible, pools particularly those in the education sector, should be programmed to be widely available to the community throughout the year, and not restricted through exclusive membership or pricing.

**Accessible:**

swimming facilities should be sited in locations convenient for users and be easily accessible to all the community.

**Well designed:**

pools should be designed and constructed to a high standard of structural capability and finish, with plant and equipment which meets appropriate manufacturing and operating standards and the special needs of those with disabilities.
**Flexible:**
pools should be designed to allow effective programming which caters for a wide range of user groups and wherever possible across all swimming disciplines.

**Sustainable:**
pools should be responsive to environmental issues in terms of their use of energy and non-sustainable resources, the control of pollution and physical location.

**Cost efficient:**
the design of pools should allow the facility to be managed efficiently with sustainable operating costs.

**Swimming Strategy Development**

**Hierarchy of Provision**
The Southend Swimming Review has considered the national strategic provision:-

**Neighbourhood/Small Community Pools**
20 metre pools, modest in scale, suitable for communities with no swimming club, ideally located near primary schools. Not possible to use them for competitions, and life saving skills etc.
The main pool at Shoebury Leisure Centre is 20 metres, but has the benefit of a teaching pool, however the value of the facility is limited.
District Facilities

- 25 metre, 6 lane pool with teaching pool. This is suitable for full size club competitions.
- 25 metre, 5 lane pool.
- 25 metre, 5 lane pool with teaching pool.
  The main pool has deep water. (This size pool is provided at Belfairs)
- 25 metre, 4 lane pool with/without teaching facilities.
  This is the basic competition pool for club swimming.

Regional and Sub-regional Facilities

25 metre, 8 lane pool – major regional competition facility, with spectator facilities. The new pool at Southend Leisure and Tennis Centre will meet this standard.

Regional/National Facilities

Olympic size 50 metre competition pool

This is to be provided as part of the Basildon Sports Village Development.

Leisure/Fun Pools

Leisure pools are not a substitute or replacement for conventional provision, but can provide additional water space if demand for education and competition swimming are met by other provisions.

These type of pools can be provided as part of a wider leisure offer, however, they are expensive to manage and operate due to high staff numbers to meet health and safety requirements and the cost of utilities.
The provision of this type of facility can provide an additional tourism attraction, but is considered best provided by the private sector.

**Public Outdoor Pools**

Lidos have increased in popularity recently, but due to British weather have a short season. Consideration for the provision of these style facilities have been considered as part of the 'City Beach Facility' however due to constraints it may not be possible to include a lido in the final scheme.

**Diving Facilities**

Limited national provision of diving facilities exist.

Facilities consist of 1 metre and 3 metre spring boards, 5 metre, 7.5 metre and 10 metre platforms. Currently within the eastern region no 10 metre platform facilities are provided, seven sites provide 5 metre platform diving, two of which are in Essex (including Warrior Swim Centre). The nearest 10 metre platform for diving is Crystal Palace, which is currently closed for refurbishment. *(Appendix 2/b sets out eastern region provision and British 10m platform locations).*

To provide facilities from beginner lessons to Olympic and international, diving centres will be required to provide a range of boards and platforms up to 10 metres as well as dry land facilities for training.

The specification of an international diving facility includes the provision of 10, 7.5 and 5 metre platforms, 3 and 1 metre spring boards and dry side training facilities. Southend’s facilities at Garons will provide regional and national provision to an international standard for diving.
Criteria for Swimming Provision

The public provision of facilities has developed over a number of years with a consensus established around provision, access and use. This review has set out below a criteria for swimming provision within Southend, intended to set a good foundation for the use of existing facilities and future development:

- Pools to be accessible to the whole community.
- Available throughout the year for the community and not restricted by exclusive memberships.
- Well designed and fit for purpose.
- Sustainable operation minimising the effort on the environment.
- Cost effective and providing value for money.
- Meet equalities and diversity requirements.
• Programming for a wide range of user groups across all swimming disciplines.
• Teaching and development of skills from learning to performance.

Quality
To encourage participation and develop both swimming and diving, it is important that good standard facilities are provided. Customers feel welcome and valued, changing facilities are clean, well maintained and meet the use of various users.

Equipment is of a good standard and the availability of facilities, class and opportunities are well communicated and opportunity is provided for customer feedback.
Southend’s Swimming Provision

Shoeburyness Leisure Centre
This dual use centre was built in the early 1970’s and shares its usage with Shoeburyness High School. The school has use of the centre from 7:30am-4:30pm, Monday to Friday, term time. During this timeframe, the school is entitled to 8 hours of pool use, 10 hours of gym use and 55 hours of main hall use. The following facilities are provided:

1 x four badminton court sports hall
1 x swimming pool, 20 x 8 metres, depth goes to 3.1 metres
1 x teaching pool, 12 x 8 metres, 1 metre in depth
1 x Fitness suite
1 x Multi purpose room
Toilets and changing rooms (separate for male and female)

Belfairs Swim Centre
This dual use centre was built in the late 1970’s and shares it usage with Belfairs High School. The school has use of the swimming facilities from 9:00am-4:00pm, Monday to Friday, term time. Outside of these times, the swimming programme offers a range of community use sessions. The following facilities are provided:

1 x swimming pool, 25m x 8m, 0.9m to 2.13m in depth
1 x teaching pool, 10m x 8m, 0.75m to 0.9m in depth
Toilets and changing rooms (separate for male and female)
New Garons Pool

The new 25 metre, 8 lane Swimming Pool with World-Class Diving facilities and fun pool will be built at Southend Leisure and Tennis Centre (SLTC) by summer 2010. It will replace Warriors Swim Centre that is an ageing 30+ year old facility which is at the end of its life. The location of the new pool at SLTC will supplement the existing dry side provision and enhance the offer for SLTC as a 2012 Pre-Games Training Camp.

The new pool will encourage participation/community use and offer the quality of provision that residents of Southend should expect from a leisure facility in the 21st century.

The development of this facility will enable the Culture Division, through sport and physical activity, to positively contribute to the Council’s aims of a healthier, safer and more prosperous Southend, which will ultimately help the Council meet its vision of ‘Creating a Better Southend’.

Leisure Centre Operation Contractor

Creating Leisure Ltd manages the five local authority leisure centres in Southend, on behalf of Southend on Sea Borough Council. The leisure centres include, Belfairs Swim Centre, Shoeburyness Leisure Centre, Warriors Swim Centre, Chase Sports and Fitness Centre and Southend Leisure and Tennis Centre.

Creating Leisure was launched in July 2003 as a community based, non-profit making organisation to provide quality leisure provision and is required to re-invest any trading surplus back into the centres that it serves. The company specialises in the development and operation of local authority leisure facilities.
**Quest**

Quest is the UK Quality Scheme for sport and leisure.

Quest is a tool for continuous improvement, designed primarily for the management of leisure facilities and leisure development. Quest defines industry standards and good practice and encourages their ongoing development delivery within a customer focused management framework.

The five Southend leisure centres have achieved Quest status since 2003 and continue to maintain this accreditation.

**Existing Swimming Programme**

Each of the leisure centres that host swimming facilities provide a varied swimming pool timetable to cater for optimum use (*Appendix 3/c*). Belfairs Swim Centre, Warriors Swim Centre and Shoeburyness Leisure Centre are the centres that provide swimming. The pools are open early in the morning and run until late in the evening during weekdays, with a slightly reduced programme at weekends. The following session types are provided, at a competitive cost:

- Swimming club usage
- Public swimming
- Swim well lessons
- Over 50s swimming
- Schools usage
- Adults only
- Ladies only
- Men only
- Private pool hire, for occasions such as pool parties
- Disability Club
- Diving
Learn to Swim Programme

This programme operates at Belfairs Swim Centre, Warriors Swim Centre and Shoeburyness Leisure Centre. The aim of this programme is to inspire everyone to swim and take advantage of one of the best sports to improve overall fitness levels.

Success is the key word of the scheme, which is achieved through the high standard of teaching and reflects the commitment to quality and safety. The groups are structured to allow users to develop at their own rate and a pupil’s progress is constantly monitored and motivated by goal setting. Achievements are celebrated through the award of certificates and badges at the end of each course.

For safety reasons alone swimming is seen as an essential life skill, but it also provides young people and adults with a great deal of enjoyment and opens up opportunities to take part in a range of associated activities.

Southend Swimming Clubs

Southend on Sea Swimming Club and the Borough of Southend Swimming Club operate in the town. Meetings with Southend on Sea Borough Council, Creating Leisure and the two clubs are held twice a year.

Southend on Sea Swimming Club was established in 1894 and holds the Swim 21 accreditation. The club’s focus is committed to providing members with the best opportunities to reach their individual potential in a professional environment.

Southend Diving is part of Southend on Sea Swimming Club. The diving section has had a very successful twenty five year history.

Borough of Southend swimming club are working towards the swim accreditation. The club’s focus is on the teaching and development of swimmers.
Swim 21

Swim 21 is the ASA's Club Development Model, a planning tool, based on the principles of Long Term Athlete Development, enabling clubs to help athletes, teachers, coaches and administrators to achieve their full potential. It focuses particularly on the needs of athletes - striving to provide them with the best possible support and environment.

Swim 21 Accreditation is a 'Quality mark'. It recognises nationally and regionally the clubs that are committed to providing safe, effective and quality services for the benefit of their members. Clubs work steadily towards the attainment of a series of outcomes all of which are seen as essential if the right level of support is to be provided at each stage of an athlete's development.

Swim 21 Accreditation is available to ASA clubs of all aquatic disciplines that are positioned at one or more of the four levels of:

- Teaching
- Skill Development
- Competitive Development
- Performance

The ASA has a commitment to achieving its equity targets throughout the sport. Swim 21 is no different and the Association is keen to support clubs in the shared objective of widening the participation base and hence the performance of the sport as a whole.
Olympic and Pre Games Training Camp Legacy for Southend

The Olympic Legacy for Southend-on-Sea will allow local opportunities to be maximised, from the 2012 Games. Opportunities involve infrastructure, culture and sport. Work of the Officer Olympic Scoping Group is overseen and agreed by an elected members’ panel. Further to this, in 2008, the elected members of the group agreed for the recruitment of a Temporary Olympic Legacy Co-ordinator.

The Olympic Legacy for Southend will contribute directly to the following Council priorities:

- Improve public satisfaction, participation and engagement.
- Improve economic wellbeing
- Embed a high performing culture across the authority.

In 2007 facilities across the country were able to bid to LOCOG (London Organising Committee for the Olympic Games) to become a Pre Games Training Camp.

Southend Leisure and Tennis Centre has been given the status of being a Pre Games Training Camp for Olympic and also Paralympic sports, which include:

<table>
<thead>
<tr>
<th>Olympic</th>
<th>Paralympic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Badminton</td>
<td>Sitting volleyball</td>
</tr>
<tr>
<td>Basketball</td>
<td>Wheelchair fencing</td>
</tr>
<tr>
<td>Athletics</td>
<td>Wheelchair tennis</td>
</tr>
<tr>
<td>Diving</td>
<td><strong>Boccia – the aim is to throw leather balls as close to the jack as possible.</strong> An individual sport, but also played in teams of 2 or 3.</td>
</tr>
<tr>
<td></td>
<td><strong>Goalball – 3 aside team game, aimed at visually impaired players.</strong> The ball contains an internal bell and is played on an indoor court, the same size as a volleyball court. Players skim the ball across the surface using their hands.</td>
</tr>
</tbody>
</table>
In the lead to the 2012 games, athletes from around the world will be training and preparing for the competition. Some will do this in their own country, but others will look to use a pre games training camp in the UK.

Across Essex there are 21 venues with this status and 6 with the Paralympic status.

Southend Leisure and Tennis Centre as well as the Basildon Sporting Village are part of the Thames Gateway South Essex Partnership. We will be working together with Basildon to ensure that the facilities are promoted.

**Schools Swimming and National Curriculum**

Swimming is a compulsory part of the National curriculum at Key Stage 2. By the end of Key Stage 2 pupils should be taught:

- To competently swim at least 25 metres unaided.
- To develop confidence in water.
- A variety of means of propulsion using arms, legs or both and how to develop effective and efficient swimming strokes.
- The principles and skills of water safety and survival.

The provision of swimming in Southend Schools is supported by the work of the Schools Sport Partnership and the ASA. Children access swimming pool facilities either directly on school sites or at one of the main pools in Southend.

Schools that have swimming facilities on site have been provided by Parent Teacher Associations, and the maintenance and running costs are not supported by the local authority. (**Appendix 4/d – School Pool Details**),
Southend achieves a high percentage of pupils (70%) being able to swim 25 metres at Key Stage 2. Pupils that can’t are targeted for booster training through the School Sports Partnership, however this is restricted, due to lack of water time, resources and the willingness of some students to take part beyond their year group peers.

The provision of under 16’s Free Swimming will no doubt encourage the greater take up of physical activity, but this facility will not be taken up by non swimmers. It is suggested that free swimming lessons for low income groups are considered when the free swimming programme is reviewed.

Swimming and water safety is an important issue for young people living in Southend, as a life and life saving skill which opens up access to a wide range of recreational and other water based activities. The Government have published ‘Every Child Matters’ and passed the Children Act in 2004 which provides the legislation for developing more effective and accessible services focused around the needs of children, young people and families.

The Government’s aim is for every child, whatever their background or their circumstances, to have the support they need to:

- Be healthy
- Stay safe
- Enjoy and achieve
- Make a positive contribution
- Achieve economic well being

Southend Childrens and Young People’s plan sets out a shared vision and adopts the national ‘Every Child Matters’, framework outcomes. The Southend Plan sets out a series of priorities, a number of which relate to swimming. These include:

- Being healthy, improving outcomes for all, especially in areas of high deprivation.
• Enjoying and Achieving – continue improvements for all children at all Key Stages.

Local Southend Analysis
In addition to the external analysis, further consideration is given to local factors within Southend to quantify the accessibility of provision and requirement.

For additional/improved facilities, quality, and provision of water based activities the following issues have been considered.
• How easy is it to travel to facilities.
• Opening hours.
• Pricing Policy
• Extent of activities required to be offered.
• Outcome of consultation with Stake Holders & Members.
• Service Standards, operation and management of facilities.
• Participation.
• Olympic Legacy.
• Provision requirement.

Accessibility

To maximise use of facilities full consideration requires to be given to the provision of:-

Car Parking

Belfairs Swim Centre and Shoebury Leisure Centre provide free car parks. Warrior Swim Centre is served by public car parks that are charged at town centre rates.

Southend Leisure & Tennis Centre has free car parks.

Sample travel times by car to swimming pools are set out in Appendix 5/e.
Public Transport

Belfairs swim centre is well served by buses. There is a bus stop 5 minutes from the centre which has on average of 6 buses an hour. Leigh Railway Station is within 20 minutes walk of the centre via a lit pavement, there are on average 3 trains per hour.

Shoebury Leisure Centre is also well served by buses. There is a bus stop located directly outside the centre on Delaware Road. The number 1 and 8a serve this stop in a westerly direction and the number 7 serves the Rochford area. There are two railway stations available Thorpe Bay is 5 minutes walk and Shoeburyness Station is within 10 minutes walk via pavements which are well lit.

Southend Leisure and Tennis Centre is served by the numbers 27 and 27a bus which runs from Garon Park via Woodgrange Drive, Town Centre, Westcliff, Plough, Leigh, Benfleet to Canvey. The bus currently runs every 20 minutes Monday-Saturday and is timetabled to take 13 minutes from Travel Centre.

Warrior Swim Centre

Warrior Swim Centre is well served by bus and rail services into the town centre.
(The bus network Appendix 6/f)

Cycle Provision Routes

Belfairs Swim Centre, Shoebury Leisure Centre and Southend Leisure and Tennis Centre, have cycle rack parking provision.
Southend Cycle Town status will be enhanced by the provision of a network of cycle routes, which will link leisure sites.
(The proposed cycle route network Appendix 7/g)
Sign Posting
The location of signage indicating Leisure Centres is important. Steps have been taken to have local highway signage and brown tourist information signs within the town. These are reviewed and when possible improved.

Welcoming Entrances
Shoebury Leisure Centre has a modern open reception area serving the centre which is well lit and welcoming. Belfairs Swim Centre has a traditional entrance and closed pay booth arrangement which would benefit from improvement. However, due to space constraints this may be difficult to achieve without significant investment.

DDA Compliant and accessible to all
The Council's Leisure facilities have been subject to DDA audits and work undertaken to improve accessibility. These have included recently the provision of automatic entrance doors, improved signage. Pool hoists are also provided at facilities.

It is important that people with disabilities feel comfortable using facilities. This can be enhanced by good customer care from staff. This is an area that could be improved by providing equalities awareness training for Leisure operation staff. It is suggested that a programme of training is introduced in partnership with Creating Leisure.

Pricing Policy
The Council has set maximum price levels within the contract arrangements with creating leisure which are increased in line with inflation on an annual basis. This enables the contractor to set prices up to the maximum charge permitted, this provides the operator the opportunity to reflect demand, offer discounts and be competitive. The Council requires that discounts are provided for 'Advantage Card' holders on a range of activities, a 10% discount for all holders, low income and concessions are provided up to 50% of the charge. The charges made are intended to provide affordable access to facilities for all the community.
The Council has approved the adoption of BCMS swimming initiative and free swimming for the over 60’s and under 16’s from 1st April 2009, which has required a substantive addition revenue support from the ?

Appendix 8/h provides details of public swimming pools and swimming charges for 2008/9, for similar authorities and Southend.

Swimming Pool Usage
The pool opening hours, types of use, allocated hours per week for activities are outlined in Appendix 9/i. A pool by pool timetable of sessions is set out in Appendix 3/c.

Establishment of Future Swimming Provision Requirements
To establish the current and future requirements of swimming facilities is not an exact science, however supply and demand can be calculated using Sports England’s Facilities planning tool. This measure is based on Borough-wide requirements which do not necessarily equate to local area/ward needs, to assist other locally determined measures can be adopted to indicate if provision is suitable. To establish the Borough-wide swimming demand and update previous studies undertaken in Southend, consideration is given to forecasted population growth within the town. An independent review has been undertaken by an external advisor. The detailed final report is set out in Appendix 10/j.
The summary of the findings are outlined below.

“Introduction
This report offers independent findings in relation to the swimming facilities at Warrior Pool and the development of swimming facilities at Garon Park. The analysis, opinions and conclusions expressed in the report are those of the author alone, and have been reached without external influence or direction. The report has been compiled using demographic Census and facility related information provided by the Borough Council, and information from Sport England using the Active Places database.

The report does not include residents' preferences, the condition of facilities, transport systems, or the impact of provision outside of the Borough.

Summary
Swimming is one activity which can cater for the health and wellbeing of local residents and the provision of swimming needs to be seen in the broader context of active lifestyles and recreational opportunities.

The closure of the Warrior pool and the development of swimming facilities at Garon Park will have a negative impact on travel distances to swimming facilities for residents in town centre wards, particularly Kursaal, Milton and parts of Victoria, Thorpe and Chalkwell. However, the change in facility location does not have an excessive overall impact on travel distances; using the Sport England travel distances methodology, the largest increase in travel distance is an average 1800 metres, a little over one mile.

The opening of swimming facilities at Garon Park will have positive impact on travel distances for residents in St. Lukes, Southchurch, St. Lawrence and parts of Victoria wards. Residents in these wards will have their travel distances to the nearest swimming facility reduced. The majority of residents
in other wards will experience little or no change in access to facilities through changes in facility location.

The expansion of facilities at Garon Park will increase the choice of sport and leisure activities available to residents, and will improve the Council’s capacity to increase participation in healthy lifestyles through physical activity and contribute to addressing obesity and other health and social outcomes.

An overview – using the Sport England model – shows that the wards adjacent to and likely to benefit from the expansion of facilities at Garon Park, have sport segments which predominately reflect an older, less active, and arguably less motivated population, less likely to take part in intensive recreational activities. Participation levels in these wards tend to be in the low category, which provides a challenge and an opportunity for the Council to promote sport and active lifestyles to local residents. Programming will have to be appropriate to the predominant segment type, and also attractive to increase levels of participation.

The wards adjacent to the Warrior site have sports segments that predominately reflect more active, sporting, motivated and mobile residents, people who are already quite active and involved. Participation levels – apart from Kursaal ward – tend to be in the low/middle category, which reinforces the point that, although participation is not high, there is at least a mass of people who already do some sport or active recreation on a regular basis. In either case, the development of appropriate programmes and promotional initiatives would best be done in consultation with local residents, whether currently active or not.

The swimming “offer” to local people could cater for the needs of predominant sport segments at Garon Park but particular attention would need to be given to users needs and the implications for programming. In particular, while the diving and teaching facilities might be attractive to some users, they will not be attractive to all, and highly unlikely to be attractive to the predominant C11
and C13 segments, although care has to be exercised not to be prejudicial about users preferences.

Existing provision cannot be taken as an indicator of future provision or priorities; as a guide to future provision, more detailed and focused needs analysis, including adequate engagement with local communities, to identify which market segments can be catered for in particular ways.

There is little doubt that removing charges for swimming has had a marked effect on attendances. In all cases where free swimming has been offered either on a full year or school holiday basis, there has been substantial and in some cases dramatic increases in participation.

There have also been complementary increases in dry side activities by either swimmers taking part in other activities, or by their companions. The implication is that there will be increased demand on wet and dry facilities when free swimming initiatives for under 16’s and over 60’s come into play in April 2009.

The Sport England Facilities Planning Model shows that the existing provision of swimming pool water exceeds the benchmark set for the borough’s population and will do if the population increases by 10%. The population of the borough is expected to rise by 10,000 by 2017 to 170,000, a rise of approximately 7%.

The model produces an “ideal” picture of swimming provision, but the Council need not be the sole agency to meet the demand and given the changing expectations by Government of the role of local authorities, from sole provider mode to commissioner and community leader. This places a responsibility on authorities to take a lead in partnership working, and in maximising and securing external resources; it moves away from the concept that the local authority will be the sole provider of public services.
Expansion of facilities at Garon Park provides a real opportunity to meet the needs of black and ethnic minority communities in the borough, in particular in the wards adjacent to Garon Park; it also provides an opportunity to cater for the needs of low income groups in the borough. The closure of the Warrior site presents some challenges to the Council to meet the needs of black and ethnic communities that live in adjacent wards, e.g. Milton ward, and provide access to services and increase participation.”

Service Standards, Operation and Management of Facilities
The Creating Leisure contract with the Council requires the management of three sites with swimming pools and two dry side leisure centres. This is a ‘deficient guarantee’ contract, with the council paying a subsidy and the operator retaining the income from fees and trading. The contract is monitored by the Leisure Officer employed with Cultural Services to ensure that standards across all centres are maintained to a satisfactory standard.

The monitoring regime includes:-

**Monthly Monitoring**
These are unannounced visits completed at least once a month. Monitoring takes place during the day, evenings and weekends. Examples of the checks include inspection of check sheets for emergency lighting, temperature and water quality checks, condition of toilets, cleaning and staffing. Rectification notices will be issued if required to maintain elements of the services.

**Quarterly/Six Monthly and Yearly Monitoring**
As above and in addition, for example, checking staff CRB’s, borough-wide bookings, health and safety records, microbiological test results and insurance checks.
**Client/Contractor Meetings**

These meetings involve representations from the authority, Creating Leisure management and Board representatives. Health and safety meetings and dual use meetings are also held.

**Customer Service**

A customer feedback/suggestion card system is in place. Each leisure centre hosts ‘Manager Question Time’ sessions on a monthly basis. These are hosted by the manager and invite customers to discuss any service issues regarding the centre.

Customer Forums are run on an annual basis by Creating Leisure, they enable customers to provide feedback on service provision and facilities. These forums also provide the opportunity to highlight service initiatives and future plans. Action plans are formulated as a result of these meetings, sent to attendees, clubs and groups and also displayed in receptions.

The annual customer satisfaction survey carried out by Creating Leisure provides information that enables improvement to develop new strategies and initiatives.

**Environment Management**

Creating Leisure is environmentally accredited through the ISO 14001 award. The Environmental Management System has four core aims.

To develop an awareness and understanding with employees, clients and the wider community of the many interactions between the company’s operations and the environment, and so to cultivate a respect for the environment.

To maintain a healthy working environment for all customers, employees and the community.

To prevent the incidence of pollution whenever possible.
To achieve continual improvements in environmental performance.

The system is audited internally by our Environmental Manager and externally by registered auditors.

Leisure centres are externally accessed as part of the ‘Quest’ a quality scheme for sport and leisure which follows a customer focussed framework.

**Service Improvement**

Through regular monitoring it is evident that aspects of the service provided by Creating Leisure need to improve. It has been recognised that continued capital investment is necessary to maintain and improve the operating of facilities. Under the terms of the contract all works under £10,000 are the responsibility of the contractor, with major investment responsibilities undertaken by the Council.

Improvements are needed to charging and front of house facilities at both Shoebury and Belfairs pool. Investment to achieve improvement has been included in the capital programme.

It is clear that financial pressures, particularly increases in staffing costs and energy have adverse effects on levels of performance and service improvement.

The quality of service delivery is very dependent on the ability of centre Managers to effectively run the facilities, and service issues have occurred that have resulted in customer complaints at sites. Creating Leisure have actively managed these issues, have replaced managers and recently appointed a new General Manager.

Further service improvement is being pursued including the introduction of revised business plan, with targets aligned to Council and customer priorities. It is recommended that an in-depth review of the leisure centre services
through the IDeA accredited culture improvement tool is undertaken to produce a service improvement plan. The contract for leisure management is due for tender during 2012. The outcome of the service review will enable a revised specification to be drafted for the new contract.

The majority of cultural services have high level of customer satisfaction levels, most in the top quartile nationally. Clearly leisure centre satisfaction requires it to improve from average to top quartile, and actions set in the review are intended to assist with meeting this target.

Feedback from consultation with Stakeholders and Members

The notes of the meetings are set out in the Appendix 11/k. A wide range of views were expressed, during the discussions, examples of the views are set out below.

Questions were asked:

1. **Can you explain the general view/ambition for swimming across Southend?**
   - Swimming is recognised as the most popular choice of physical activity.
   - Swimming is like freedom for disabled people.
   - I applaud the Councils replacement of the pool and improving facilities for the community.
   - All children to be healthy. They have access to healthy activities of which swimming is a part.
   - We take a strategic view. We work with Sport England’s Planning Model.
   - I think it is a shame that a pool was not built at Garons originally.
   - I think there’s a lot of facilities on offer in quite a small area.
   - In my view I would like to see the town going back to one club (swimming).
   - I feel people would like a facility near to town, nearer than Garons.
   - It should be accessible provision for everybody, at all levels.
• I wonder if Garons is too far away.
• Taking account of the size and population of this town, it needs one main state of art swimming pool, which is what we are going to get at Garons.
• I think there should be a town centre pool with the regeneration of the town centre, the University and the College, 100% - yes.
• I think clubs should get back together and this is a good time to approach this.
• Offer a facility similar to which is already in the Town Centre. I would hate to see it go.
• The provision of swimming should be accessible and provided in the Town Centre.

2. **What are your priorities for participation?**
• Stats say 1 in 4 children are obese. 90% will be overweight by 2020.
• We should encourage all disabled people of all age groups to be active.
• With the growing population in this area from ethnic minorities we would need to consult them about their needs.
• Clearly you have an older generation to look after and a younger one.
• The Under 16’s.
• Target the under 6’s to learn to swim, we need to target children a lot younger.
• I think there is a requirement for single sex swimming which some faiths do require.
• You should actively promote disability access.
• All groups. Children who want to learn to swim through to older people who want to keep fit.
• Garons has the benefit of offering all sports facilities under one roof to all sectors of the community.
• There should more mother/partner, baby classes.
• Young professionals, who have been good swimmers in the past, need encouragement to come back and keep up swimming.
• Free swimming for the under 16’s and over 60’s is right.
- Money should be made available for gifted and talented swimmers.

From consideration of the Stakeholder meetings it is recognised that hard to reach groups are more likely to engage with swimming in surroundings they are used to and feel comfortable in these. These are often existing school sites which they attend on a regular basis. The extended school programme should consider the benefits of the use of the existing school pool facilities. In addition when planning new school provisions, consideration should be given to needs of providing dual use community swimming facilities.

3. **Which criteria would you consider most important in providing swimming: Access, Fees, Location, Cost/budget, teaching, recreational swimming, elite sport/clubs?**

- Access to the service.
- Fees for restricted income people
- Price
- Location.
- It needs to be welcoming.
- Accessibility. I think the position at Garons is excellent.
- Parking and other facilities are already there.
- Tuition should be available.
- Cost and distance will always be the reason for not doing something.
- Accessibility. Costs, we should give nothing for free.
- For casual swimming location must be a prime consideration.
- Costs and fees need to be low.
- It has to be a pleasant experience to encourage those who are not regular swimmers to go.
- I think you need an all round package.
4. **What would you consider a reasonable travel time to a pool?**

A range of views on travel time to swimming pools were expressed, with club swimmers and divers willing to travel a considerable distance and time to access suitable facilities.

Casual users in general, would prefer shorter travel times.

A general view is that 15-20 minutes is a reasonable travel time, by car or public transport.

5. **How would you rate the importance/priority for swimming in relation to other services the Council provides?**

   *low, medium or high*?

   - Fairly high for all community sports.
   - High. It’s a good cheap way of keeping fit.
   - Low.
   - High. It’s important for health.
   - Low-Medium. Money needs to be spent on other things, like maintenance.
   - Low for swimming but medium for sport.
   - Low-Medium.
   - Swimming is a life skill, so it’s very important, especially being a seaside town – High.
   - Low in comparison to other services, refuse collection etc.
   - High priority in schools as it can be a life saving skill, but in the big scheme of social housing etc, probably medium.
   - Quite high. It promotes healthy life, keeping kids active.
   - People value it highly if you look at the petitions and I think it’s high.

6. **Can you consider the ‘Vision for Swimming’?**

A general view that a Vision Statement circulated was good but could be shorter and more to the point.
Town Centre Swimming Pool

During the swimming review full consideration has been given to the concerns raised regarding the closure of Warrior Swim Centre and the relocation of facilities at Southend Leisure & Tennis Centre. The Council has received two petitions; one of approximately 1,000 signatures and a more recent 600 signatures, together with comments outlined in the press either requesting that Warrior Swim Centre remain open or a new town centre pool is provided. The key stakeholder meetings have considered the ambitions for future swimming provision, which have indicated various views on the importance of maintaining a town centre pool. These issues have been particularly tested with SEEC and the University as potential public sector partners in providing facilities. The meeting with Councillors from the Independent, Liberal Democrat and Labour group expressed views on the provision of town centre pool provision, more details are set out in the appendix 12/l.

The review has endeavoured to take into consideration the views expressed by a number of people that a town centre pool is essential, but set these alongside the independent review of the demand study, the current provision elsewhere in the town and added value of providing multi-sport facilities at Southend Leisure & Tennis Centre.

The provision of swimming facilities is a non-statutory discretionary service and the Council needs to balance the needs of providing the service against a considerable number of demands for facilities and services. The case for a town centre providing additional swimming pool facilities cannot be demonstrated by the outcome of the review.

The provision of additional community swimming space in the town centre could be considered, should the opportunity arise through new development planning agreements or facilities provided by and in conjunction with other
public sector organisations. However, funding priorities should be given to develop other cultural infrastructure projects proposed for the town centre.

The University has no plans to build a pool in Southend, SEEC have indicated that they have pressure to provide a sports hall not a swimming pool. In addition they provide facilities away from the town centre for students to use.

**Vision for Swimming**

During discussions with stakeholders consideration was given to the ASA’s vision for swimming. General support was given to Southend adopting a ‘vision for swimming’ based on the ASA statement. Southend’s vision is intended to be aspirational and succinct.

**Southend’s Vision for Swimming.**

Our aim is that everyone has the opportunity to participate in swimming* at whatever level they choose throughout their life.

* The word swimming is used as a generic term for water activities including diving.
# OUTCOME OF THE REVIEW

## ACTION PLAN

<table>
<thead>
<tr>
<th></th>
<th>Action Plan</th>
<th>Timeframe</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Adopt a vision for Swimming.</td>
<td>Short Term</td>
</tr>
<tr>
<td>2</td>
<td>Approve Criteria for swimming provision.</td>
<td>Short Term</td>
</tr>
<tr>
<td>3</td>
<td>Undertake an in depth review of Leisure Centre Services through the accredited Culture Improvement tool.</td>
<td>Medium Term</td>
</tr>
<tr>
<td>4</td>
<td>Review leisure contract for re-tender by 2012.</td>
<td>Long Term</td>
</tr>
<tr>
<td>5</td>
<td>Maintain and improve score for ‘Quest’ accreditation at Belfairs, Shoeburyness and Warriors Pool.</td>
<td>Short Term</td>
</tr>
<tr>
<td>6</td>
<td>Investment in Belfairs/Shoebury Pool front of house facilities.</td>
<td>Short/Medium Term</td>
</tr>
<tr>
<td>7</td>
<td>Schools that own their own pools are encouraged to permit greater use by the wider community.</td>
<td>Medium/Long Term</td>
</tr>
<tr>
<td>8</td>
<td>Devise and Promote programmes of aquatic activity which creates opportunities and reflects the needs and demands of the ethnic minority community.</td>
<td>Ongoing</td>
</tr>
<tr>
<td>9</td>
<td>Discussions to be held with appropriate partners to develop further opportunities to access swimming activities for disabled people.</td>
<td>Short Term</td>
</tr>
<tr>
<td>10</td>
<td>Southend Swimming Club and borough of Southend Swimming Squad to be encouraged to merge to provide one Swim 21 accredited Swimming Club.</td>
<td>Short-Term prior to summer 2010</td>
</tr>
<tr>
<td>11</td>
<td>Promotion of under 16's free swimming lessons, for non-swimmers on low income as</td>
<td>Short/Medium Term</td>
</tr>
</tbody>
</table>
part of the ‘free Swimming’ initiative.

<table>
<thead>
<tr>
<th></th>
<th>12</th>
<th>Continue to offer a comprehensive and balanced programme to all those wishing to use the Council swimming facilities.</th>
<th>Ongoing</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>13</td>
<td>Charges for swimming are maintained at levels that will continue to allow/encourage participation.</td>
<td>Ongoing</td>
</tr>
<tr>
<td></td>
<td>14</td>
<td>Encourage partnerships with schools, Creating Leisure and the swimming clubs to form development links between swimming lessons and club swimming.</td>
<td>Short/Medium Term</td>
</tr>
<tr>
<td></td>
<td>15</td>
<td>Produce publicity material on the structure and role of swimming clubs.</td>
<td>Medium Term</td>
</tr>
<tr>
<td></td>
<td>16</td>
<td>Encourage swimming clubs to achieve and maintain swim 21 accreditation.</td>
<td>Medium Term</td>
</tr>
<tr>
<td></td>
<td>17</td>
<td>Provide life saving/life guarding training, through Creating Leisure and swimming clubs.</td>
<td>Medium Term</td>
</tr>
<tr>
<td></td>
<td>18</td>
<td>Provide a programme of training/development courses to ensure an adequate supply of teachers and coaches.</td>
<td>Medium Term</td>
</tr>
<tr>
<td></td>
<td>19</td>
<td>Establish a Disability Equality training programme for Leisure staff, swimming teachers and coaches.</td>
<td>Short Term</td>
</tr>
<tr>
<td></td>
<td>20</td>
<td>Consider providing dual use swimming provision as part of building future schools particularly in areas of deprivation.</td>
<td>Medium/Long Term</td>
</tr>
<tr>
<td></td>
<td>21</td>
<td>The outcome of the swimming review informs the refreshed leisure and recreation strategy 2009-2013</td>
<td>Short Term</td>
</tr>
<tr>
<td></td>
<td>22</td>
<td>Officers continue to develop links between Children &amp; Learning, Schools Sport Partnership and the Primary Care Trust.</td>
<td>Short Term</td>
</tr>
<tr>
<td></td>
<td>The Council recognises the health benefits associated with physical activity and encourages/promotes participation of swimming.</td>
<td>Ongoing</td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>-----------------------------------------------------------------------------------------------------</td>
<td>--------</td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>Following closure of Warriors pool, provide additional subsidised bus service from the town centre to the new Garons Pool.</td>
<td>2010 Onwards</td>
<td></td>
</tr>
</tbody>
</table>