



DIVING IRELAND

**Annual Report and Financial Statements for
the financial year ended 31 December 2023**

Contents

To be updated at the end



About Diving Ireland

Comhairle Fo Thuinn (Irish Underwater Council) and trading as Diving Ireland is the National Governing Body (NGB) for underwater sport in Ireland . Diving Ireland is a company limited by guarantee. The directors of the company are elected to constitutionally fixed terms by delegates appointed by the affiliated clubs at the annual AGM.

Diving Ireland is an affiliate member of C.M.A.S. This is an international umbrella organisation for recreational diving training organisations. There are almost 100 countries within the C.M.A.S family and these country's diving organisations are represented at the CMAS Technical Committee. Competitive underwater sports are governed by the C.M.A.S Sports Committee and national and international events in these sports are expanding rapidly. C.M.A.S. also operates a Scientific Commission that promotes awareness of, and involvement in underwater scientific pursuits, marine conservation, and environmental awareness. All these areas are core operational areas for Diving Ireland.

At a European level, Diving Ireland is a member of the European Underwater Federation (EUF). The EUF is a forum where recreational scuba diving training organisations can meet, exchange ideas, and speak with a common voice on important issues such as diver safety. The EUF comprises a broad range of European training organisations and it is estimated that this represents approximately 3 million divers, 60,000 instructors, 5000 clubs and 250,000 diving schools in Europe.

Diving Ireland is a proud member of the Federation of Irish Sport . Our head office is located at

78a Patrick Street
Dun Laoghaire
Co Dublin
A96HY45

This report was approved by the Directors of CFT at a meeting on March 25th 2024.

Cover Photo courtesy of John Bennett - Free Diving with Blues off Kinsale Head

Section 1: Presidents Statement

2023 was a very difficult year for Diving Ireland. Shortly after the AGM in March we lost our colleague, friend and immediate past President Ray Yeates (RIP). The many tributes paid to Ray demonstrated his immense contribution to all our lives and the gap that his untimely passing left. His determination to finish his term as President and chair the 2023 AGM exemplifies his commitment to the diving community and Diving Ireland. 'Ar dheis Dé go raibh a h'anam dílis.

A key priority for the Executive Committee in 2023 was the development of a new 3-year Strategy Statement which would set a platform for development in the post pandemic era. This process was expected to be led by the new CEO appointed in October 2022 however, his resignation in September 2023 meant we had to rethink everything and rely again on the input of volunteers to keep the organisation operational. I would like to pay tribute to our members across the country who stepped forward to ensure that we continued to operate effectively with reduced paid staffing resources. This is an ongoing challenge as it will be the second half of 2024 before we have a new staff member in place. On a more positive note, we are in a relatively strong position financially due largely to prudent financial management, a more diversified funding base, and negotiating a good and cost effective insurance package. I want to pay particular tribute to our Treasurer, Secretary and NDO for their work in this area. We are fortunate to have a committed and skilled volunteer base and we need to look at a more sustainable way to blend this with paid support. This has been a focus for the Executive Committee and the 2024 Operational Plan has a more project focused approach with direct responsibility for each deliverable allocated to a different member/s of the Executive Committee.





The title of the Strategy Statement 2024-2026 “Building Resilience and a Platform for Growth” reflects our current phase of development. Our two strategic themes “Increase Participation and Progression” and “Enhance Organisational Sustainability and Resilience” highlight the areas where we need to focus our attention over the coming years if we are to develop underwater sports across the Island of Ireland. An increased interest in outdoor sports is one of the legacies of the pandemic and many water-based adventure sports are benefiting from this. Underwater sports need to be part of this story. If we can grasp the opportunities presented by our expanded portfolio of sports, increased investment, enhanced training frameworks and new facilities, Diving Ireland can enhance its status in the NGB community. To achieve this we need to continue to improve our operational processes and governance practices at all levels and build strong connections in the Sports community. These are priorities for the new Operational Manager that we are now recruiting.

When I took on the role of President again at the 2023 AGM I stated that it was for one year. I am sticking to that commitment. I have been active at the Executive Committee level since 2016 as Vice President, President and leading on the implementation of innovative grant schemes secured during the pandemic. I believe that the implementation of the new Strategy Statement requires continuity of leadership. I will of course remain available to provide any support I can to the incoming Executive and will remain involved with the team that are delivering the outstanding activity programme under the 2023 Dormant Accounts project. I would like to thank everyone across the organisation and in the wider sports community for their support and advice. Go n-éirí an bóthar libh go leir

Ciaran Kissane,
Hon President

Section 2: Diving Ireland Strategy Statement 2024-2026 Building Resilience and Growth

Our Vision

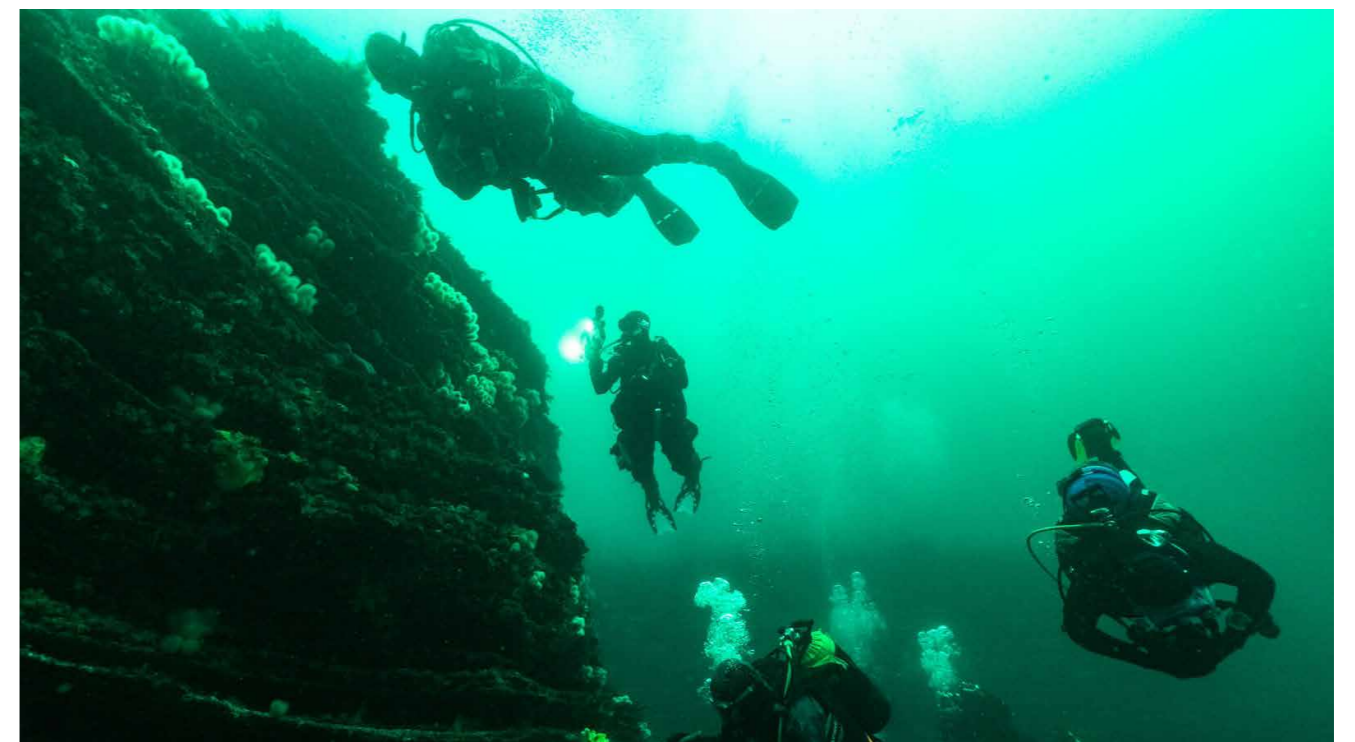
To inspire a passion in underwater sports and our environment

Our Mission

- To grow active participation in Irish Underwater Council activities
- To support and empower our community of clubs
- To promote, protect and preserve the marine environment

Our Values

- Community
- Safety
- Environment
- Quality



Strategic Theme 1 – Increase Participation and Progression

Objective	Action	KPI -2026
To deliver quality coaching that promotes participation and progression	Identify and implement changes to the current instructor pathway which will ensure alignment with Sport Ireland instructor framework, reduce barriers to progression and pilot alternatives to summative assessment	60% of recommendations are implemented.
	Develop and implement a CPD framework for instructors	20% of Active Instructors have participated in CPD
	Publish a Training standards manual for UWH and other underwater sports covered by CMAS that reflects best practice	All underwater sports are included in a training and Standards manual
	To benchmark all our courses against CMAS and ISO standards	At least 50% of courses are aligned with CMAS and ISO standards
	Agree, implement and review the annual coaching plan agreed with Sport Ireland	At least 80% of the coaching plan is delivered each year
		At least 80% of the coaching plan is delivered each year
	Promote our coaching/qualification framework for underwater Search and Recovery and enhance co-ordination with other relevant state agencies,	Diving Ireland is recognised by other relevant agencies as a valued partner.
Promoting diversity and inclusion in Diving Ireland.	Promote participation by young people in underwater sports in conjunction with clubs, Sport Ireland and other relevant organisation e.g. Scouting Ireland	Online Vetting Process is in place and at least 30% of clubs have a registered Children’s Officer and completed the required safeguarding training

Objective	Action	KPI -2026
	Develop and implement an annual programme of activities that will support increased participation by vulnerable adults, older people and those with disabilities	Diving Ireland increases its presence year on year at the Inclusion games and at least 50% of clubs have members that are vulnerable adults, older people or those with disabilities.
	To develop and implement a Women In Sport strategy for all underwater sports	The Women in Sport Strategy is in place and at least 1 activity is implemented each year.
To increase participation in, and the profile of all underwater sports.	To enable and support participation by our members representation by our members at a High Performance level	Diving Ireland is represented in at least 2 recognised HP events between 2024-2026
	To increase membership numbers by at least 15% on 2023 levels	Membership has increased by at least 15% from 2023 levels
	To promote underwater sports as part of national Sports policy initiatives including the Sport Ireland Outdoor Sports Policy and the Blue ways snorkel trails	At least 9 Snorkelling courses have been run between 2024-2026
	To promote the development and participation in non HP competitions within Underwater Hockey and other underwater sports	One new UWH and one Freediving competition have been held
	To promote marine environmental education in conjunction with clubs and other relevant organisations (Sea search, underwater archaeology society)	3 Environmental impact programmes have been run

Objective	Action	KPI -2026
		Funding is secured to appoint a chair of Seearch and the Seearch activities have been run successfully
	To provide appropriate support for the development of relevant infrastructure for Underwater sports	Plan for the National Watersports Centre and one regional centre have progressed significantly over the 2024-2026 period
Ensure effective communications with internal and external Stakeholders	Develop, implement and review an annual communications plan	Targets for regular communications are achieved and membership satisfaction has increased based on survey in 2026
	To promote Diving Ireland and affiliated clubs events through the development and publications of a calendar of events that is updated quarterly	Rolling calendar of events includes at least 80% of Diving Ireland and relevant club events
	To strengthen links between clubs and with NGB	Dive rallies and meetings/workshops are held
	Archive library to be preserved	Curator is appointed and archive is developed between 2024-2026



Strategy Theme 2 – Enhance Organisational Sustainability and Resilience

Objective	Action	KPI -2026
Improve office operating procedures and membership services	To enhance the quality of service delivered to Clubs and members by Diving Ireland	Service delivery targets are met in over 80% of cases.
	Develop and implement a process improvement and education plan in relation to the operation of Just Go	Just Go is viewed by over 50% of members surveyed as improved over the 2024-2026 period
	Continue to deliver membership services in line with annual targets	Services delivery targets are met in over 80% of cases
Promote excellence in governance and financial oversight at an NGB and Club level	To ensure effective club governance through the affiliation process	Over 50% of clubs are checked are compliant and a plan of action is agreed with those who are not.
	Ensure robust financial and risk management and reporting procedures for Diving Ireland	Over 50% of the review recommendations are implemented. Management accounts and audited accounts are presented in line with target timelines with no issues arising
	Engage with Sport Ireland and other relevant agencies to ensure best practice in governance as NGB in accordance with the Governance Code	Statement of Compliance in 2026 reflects improved performance by Diving Ireland
	Submit Core grant documentation and reports to Sport Ireland	All core grant documentation is submitted on time and in the required format and increased core funding of 20% is achieved by 2026

Objective	Action	KPI -2026
	Diversify Diving Ireland funding to support delivery of the Strategic Plan	Funding profile is diversified with at least 3 regular grant sources by 2026
	To meet all governance requirements in relation to the successful operation of the AGM including the production of the Annual Report, Annual Accounts and Strategy Statement	AGM is concluded every year.
	Implement the current Strategy, review it and develop a new one in 2026	Strategy Statement is delivered and a new one is developed in line with the requirements in the Governance Code
	Devise and implement viable staffing/resourcing plan to support the delivery of the Strategy	2 FTE's in place and strategic outsourcing part of annual resourcing plan and budget
	Create new commissions for the organisation as provided for in Memo and Arts	New commissions are operating effectively based on review.



Section 3: Achievements & Performance in 2023

Review of Activities in 2023

The 2023 Operational Plan was ambitious and was developed with the expectation that there would be a CEO in place throughout 2023 and possibly a Development Officer for part of the year. The fact that most of the targets were achieved despite the staff challenges is a testimony to the commitment of our volunteers and those who served on the Executive Committee throughout the year. The complete Operational Plan with a status update is included below in tabular form below. The structure follows the 5 themes in the previous Statement Strategy

Progress has been made in quarter one of 2024 on a number of actions that are listed as delayed including the Women in Sport Strategy and the review of CalQRisk software. These were carried into the new Statement of Strategy and the 2024 Operational Plan. The progress made in relation to developing sports other than scuba diving in 2023 is worth highlighting. Challenges with insurance were overcome and dedicated funding has been sought from Sport Ireland to support further growth and development in 2024.

Enhanced infrastructure will be critical to supporting further development of all our sports, and 2023 saw renewed momentum in relation to the National Watersports Campus. A dedicated section on this project which is a multi-stakeholder partnership is included after the Operational Plan below. In 2023 Diving Ireland also provided support to a consortium in Kilkee planning to establish a regional centre of Excellence there. Each NGB can support one such application in Sports Capital Funding Rounds and the Executive Committee would welcome additional proposals in this regard.

It is not sustainable to rely on our volunteers to deliver the Operational Plan and the Executive is confident that the appointment of a new Operations Manager in Quarter 2 2024 will provide the drive and support needed to ensure the 2024 plan is delivered.



2023 Diving Ireland Operational Plan Report

■ In progress, on time/target, within budget ■ Not started, behind schedule/target, over budget
■ Requires intervention, not achieved, no longer a goal ■ Fully completed/achieved on time, within budget

Goals	Targets	Year End Status	Year-End Comments
Strategic Theme 1 Increase Participation and Retention			
Develop and implement an organisational strategy to attract, recruit and retain members in order to grow overall membership by 10% by 2024.	Develop, implement and review Club Support funding programme that will assist clubs to recruit new members with a particular focus on women in order to build a more resilient membership base post COVID.		Final project has not been identified. Submission was made and a successful amount was allocated by Sport Ireland. Project will extend into 2024.
Strengthen links with the sports sector nationally and locally through 5 national and/or club-based initiatives each year.	Collaborate with Irish Sailing and Dun Laoghaire County Council regarding the development of a National Watersports Campus of the Carlisle Pier area in Dun Laoghaire, Continue the process with Irish Sailing in integrating the diver Coxn Powerboat training course		Secondary stage of meetings has occurred with other NGBS. A list of requirements is being prepared at the moment and will be completed by the end of the year. The project is looking to move to design stage early 2024.
	Run 3 Dive Rally Events in various regions e.g. Cahirciveen, Co. Kerry, Hook Head, Co. Wexford, Kilalla Co. Mayo in quarter 2 and 3.		All 3 Dive rallies occurred throughout the country. These were promoted by Diving Ireland and we wish to build on their success in promoting again next year.
	Increase underwater hockey membership by 10% through the promotion and support of the underwater hockey league and underwater hockey coach training		An increase in membership has occurred, A new competition was created in quarter 4 of this year. We were short of our 10% increase outlined in the target.

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Implement at least 5 national and/or club-based activities annually aimed at making the membership profile more reflective of Irish society.	Continue to promote the CMAS Initiative to have activities such as Free Diving and Fin Swimming included as Olympic Sport including promotion of these activities to affiliated clubs.		Promotion occurred of freediving and UWHat UW sports forums at AGM. There were also articles in Subsea reflecting Freediving achievements. Also the annual dalkey fin Swim was promoted, this took part in March 2023.
	Develop and Promote underwater activities in conjunction with Sport Ireland and the European Week of Sport through Trya-Dive and similar programmes		Try a dives took place in conjunction with Fingal LSP as well as other LSP's during WIS and European week of Sport.
	Increase Female Participation through mentorship, enhancements in courses and training		Programmes were run in Power boat courses as well as other courses during the year. These were new individuals to these programmes so showed an increase. Tool kit still to be developed and will look to be a programme to continue in 2024
	Promote Clean Coasts program for dive clubs & get 20% of clubs to become Clean Coasts groups		While a number of clubs participate informally, there is a need to develop a system to measure this activity
	Collaborate with Irish Sailing to participate in the 2023 Watersports Inclusion & Diversity Games by including Snorkelling as an additional activity		Diving Ireland took part in this project and it was completed this year.

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Goals	Targets	Year End Status	Year-End Comments
	Promotional campaign to encourage already qualified divers to join National Club		Still an ongoing project, members who were members of non affiliated clubs were listed here to enable them to continue to get member benefits.
	Develop Disability Inclusion Plan		Current plan needs to be updated in line with new constitution. Communications plan needs to be identified on how to make clubs aware and a project plan needs to be established to ensure clubs are engaging and promoting inclusion. Further to this a project was undertaken voluntarily by a member as part of their M3 project on diving and inclusion with individuals with disabilities.
	Develop Women in Sport Plan		Commenced at the end of 2023 and will be delivered in Q1 2024 as part of new strategy
	Develop Links with Local Sports Partnerships - With the priority to developing joint staffing and sporting opportunities		Links have been developed with a number of LSP's including Fingal, Dublin City, Wicklow, DIRCOCO. Funding for 2023 was an issue so it didn't not materialise



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Goals	Targets	Year End Status	Year-End Comments
Strategic Theme 2 Review and Enhance Training Courses and Delivery			
Review and revise training courses to ensure that they reflect established best practice in terms of content and delivery.			This is an ongoing process so should always remain green, We are currently looking at a roll-out of feedback forms for courses and a system to utilise the outcomes is developed.
Develop and implement (CPD) strategy for instructors that will ensure that at least 80% of our active instructor base are approved as Advanced Instructors under the Sport Ireland coaching framework.	Organise at least three training courses to upskill active instructors		Mon 3 workshop held over one weekend in 2023, Mon 1 / Assistant instructor course held and attended by many of the existing instructors,
Review the existing portfolio of courses and qualifications to determine if any changes are required to support the objective of increasing membership and remove any unnecessary obstacles to member progression.	Technical Commission to develop, implement and report to the AGM on an annual work plan of course reviews		Ongoing review (as above), 1* course was changed to include 4 dives instead of the 5 listed previously. 2* to be reviewed to include a potential in-club assessment for some elements, Setting up an instructor development working group with one of the aspects to consider how summative assessment may or may not be the best assessment approach.

2023 Diving Ireland Operational Plan Report

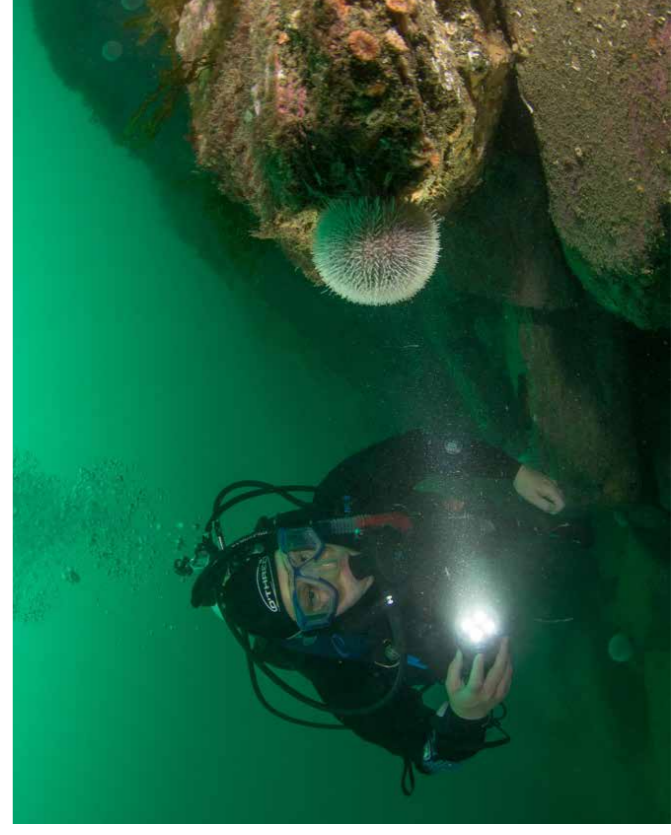
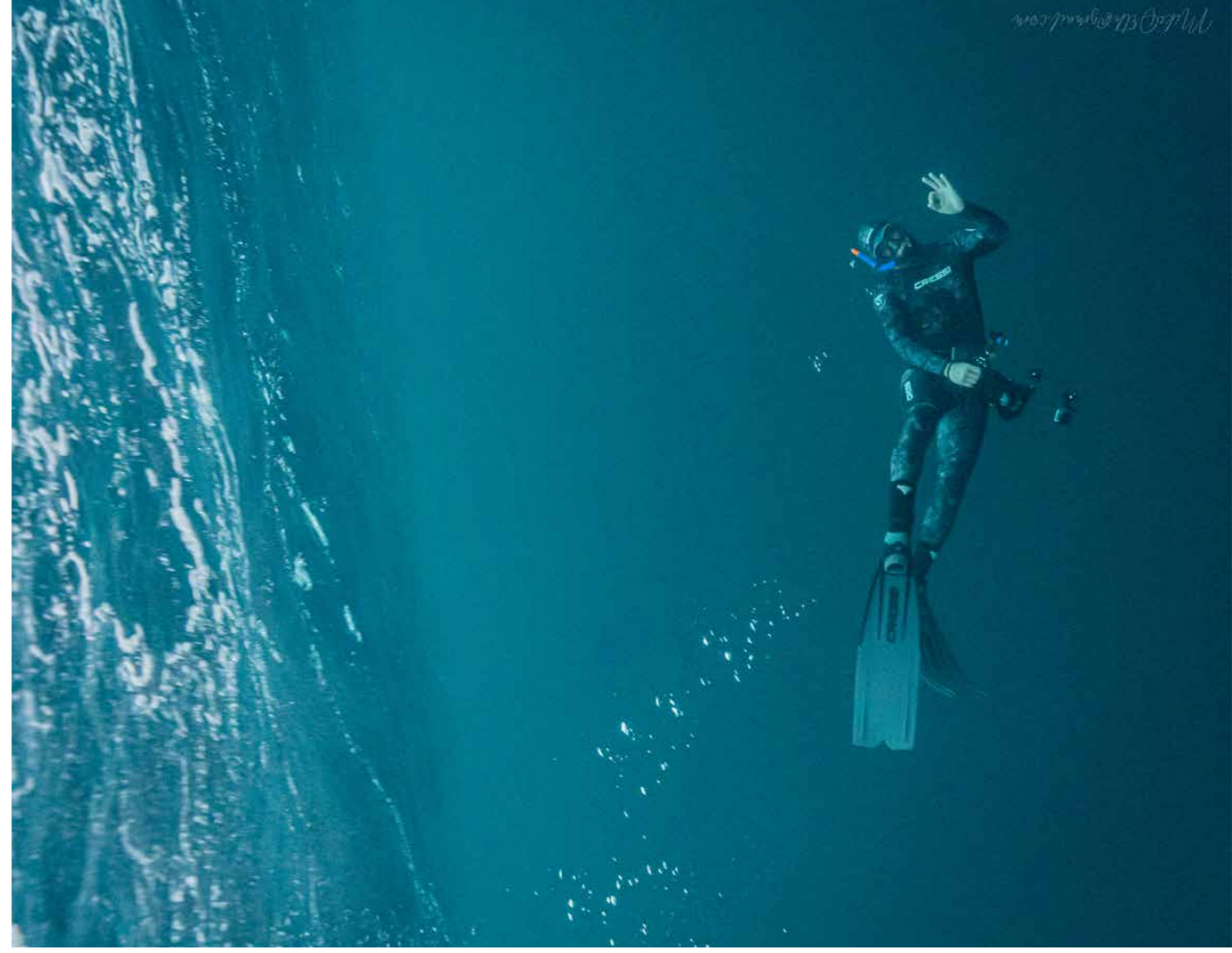
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Goals	Targets	Year End Status	Year-End Comments
	Deliver 1 National Dive Examiner course for 10 divers in 2023		In addition to the 7 individuals outlined in the mid term report, a further 5 have undertaken the Mon 2 process. Certs still to be received
	Deliver 2 regional CMAS 3* Leading Diver courses in 2023		Both courses were delivered in 2023
	Deliver 1 national Dive Instructor Course Mon 3* in 2023		Course was delivered in 2023
	Work alongside Coastguard and Garda Missing Persons Bureau to enhance provision of Search and Recovery units operating under Diving Ireland		Currently on review and will need further information

2023 Diving Ireland Operational Plan Report

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Goals	Targets	Year End Status	Year-End Comments
	Run a succession of DFR courses enabling us to upskill and train PHECC Community First Responder Instructors. Train and certify 5 new PHECC Community First Responder Instructors	■	15 DFR courses were delivered 5 individuals completed and renewed their community first responder instructor qualification.
	Have trained & certified 5 Snorkel Instructors	■	3 snorkel instructors have completed the instructor course.
	Promote and Deliver 2 Seasearch accredited Observer courses	■	1 course was run as there wasn't more interest.
	Promote and Deliver Seasearch accredited Surveyor course	■	These were completed but weren't run on JustGo.
	Promote and Deliver 2 Seasearch specialist courses	■	One course completed in June 2023
	Promote Clean Coasts program for dive clubs at the National Dive Conference and at the regional dive rallies & get 20% of clubs to become Clean Coasts groups	■	The clean coasts program was promoted during 2023 but we do not have a system to measure the activity



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Goals	Targets	Year End Status	Year-End Comments
Strategic Theme 3 Enhance Communications and Promotion of our Clubs and Activities			
Improve communications with clubs by using different platforms to share information – (E-zine, Subsea, dive rallies, social media, letters, roadshows) in order to increase membership satisfaction with communications without increasing costs	Review communications strategy and develop action plan for inclusion in new organisational strategy ,including direct use of the JustGo communication and chat functions to target specific sections of the membership.		Continued project. Website has been updated and a new communication guideline document is being developed. Social media presence has increased as has the use of email and contact via our membership system JustGo.
	Continue to communicate news updates to members via Ezine, and Subsea magazine which is published at least twice per year for the membership		Ezines were sent out. Number of print issues of Subsea was achieved.
	Publish 1 Ezine per month or when relevant topics / news need to be communicated to the membership		Will be on track to be completed, won't be able to alter progress until the year is out as more communications to be sent.
	CEO to develop and implement plan for regional Roadshows		Put on hold as CEO resigned and no replacement in place

2023 Diving Ireland Operational Plan Report

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Goals	Targets	Year End Status	Year-End Comments
Enhance mechanisms for clubs to share their information directly with each other with a view to enhancing co-operation between clubs.	Run the Diving Ireland Annual Dive Conference using a Club to host the event. As well as the Diving Ireland AGM, the event will be used to drive communications with the membership on areas such as the Operational Plan, Governance and the Marine Environment		The event was completed. Event organised in conjunction with Viking sub aqua club. The weekend consisted of vendors, speakers as well as conducting the AGM. Office updates were given in a talk on the Saturday which covered the operational plan, as well as Governance and funding opportunities. Communication was also identified as a key update.
Promote the protection of the marine environment and prioritise actions in areas where we have the required resources to be effective.	Investigate / review how best to use new tools such as Whats App tool at a regional level between clubs in a particular region to share information around diving times and locations and spare seats on boats that other club members may take advantage of. Provide promotional assets to clubs to increase the visibility of their activities		Project was put on hold due to prioritisation of other demands for board members. EG strategy development and work plan of departing CEO
	Continue to review and monitor the planned dredging and dumping activities in Dublin Bay working with the EPA.		Brand identity guideline document being finalised to include Diving Ireland logos and How to use guide still being developed.
			We continue to monitor and be involved in this target as part of our commitment to the environment.

2023 Diving Ireland Operational Plan Report

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Goals	Targets	Year End Status	Year-End Comments
Strategic Theme 4 Membership Benefits and Services			
Increase membership satisfaction with the Just Go system by providing focused support and enhancements.	Host a Just Go Training Session or Help Desk at Dive Ireland Conference. Request feedback on areas of Just Go that are causing pain with a view to making enhancements where feasible		Feedback is continuous and we are always reviewing our operation of the membership system. This is a continued project
	Implement plans to upgrade Just Go system		Although the digital membership cards are being utilised from the system, there are further updates on Just Go are that needed to progress this action. There were updates to the communication system used in JustGo with improvements to the mail system and making it more attractive with better formatted templates. Other upgrades to JustGo not likely to go ahead as lack of volunteers to help.
	Process 1800 individual memberships		1967 memberships processed
	Process 600 diving and snorkelling qualification certificates		740 certificates issued in 2023



2023 Diving Ireland Operational Plan Report

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Goals	Targets	Year End Status	Year-End Comments
Continue to review and invest in IT resources that will enhance membership services.	Develop and implement phase 2 plan for new Diving Ireland website for members and the public with enhancements to areas such as Diving Ireland Online Shop (merchandise), medicals and events		Website has been updated, still some changes to be made but progress has been made. Project will continue into 2024
	CalQrisk software implementation. When new constitution approved references on CalQrisk will be reindexed. CalQrisk software to be used as master manual reference go to area.		Was removed from CEO workplan as part of them stepping down.
	Further automate membership services moving away from paper based requests e.g. Certificate Request Forms by post versus uploading online.		Process not likely to progress much as lack of volunteers at this time, might revisit in 2024.
Continue to improve the delivery and range of high-quality membership services.	Run a Medical training course for GPs. This course is to familiarise General Practitioners in Ireland with the unique areas of medical requirements relevant to scuba diving and underwater sports.		Medical Commission is in the process of being set up. part of this commission's remit will be to look at this and will take on any changes etc.

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Goals	Targets	Year End Status	Year-End Comments
Strategic Theme 5 Improve and Promote Excellence in Governance			
Ensure that Diving Ireland is compliant with all aspects of the Governance Code for Sport by the end of 2020.	Continue to monitor compliance through regular reviews, training for the incoming Executive and implementation of any required actions		Completed - New constitution signed off and registered with regulator.
Provide guidance and support for clubs to achieve compliance with the Governance Code for Sport by the end of 2021.	Monitor the submission by clubs of required re-affiliation documentation in 2023. Review a sample to check compliance with the governance code to clubs. Support clubs in achieving compliance through workshops at the Diving Ireland conference		<p>All clubs require to upload appropriate documentation to complete registration process. Currently 95% of clubs have completed this and follow ups have been sent to the 5%. We aim to have 100% compliance of the re-affiliation documents.</p> <p>Discussion and update was held on this at the Dive Show via the Office updates. Clubs were asked to contact the office for assistance and the office have dealt with individual requests over the phone to help clubs through this process.</p>

2023 Diving Ireland Operational Plan Report

Goals
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Goals	Targets	Year End Status	Year-End Comments
	Review Diving Ireland Strategy Statement 2020-2023 - Striding Forward - and prepare a new plan to cover 2024-2026.		New strategy developed and finalised in November 2023
	Ensure that all members working with children or vulnerable adults are Garda Vetted		Ongoing monitoring of this process however, new template signed off and accepted by Sport Ireland.
	Process vetting applications as requested by Diving Ireland Clubs		Ongoing process as new members and club setups change. Communication being prepared to notify clubs of requirements as well as an information sheet to send to clubs as a guide. Process with GNVB still being reviewed
Implement the recommendations in the 2-into-3 report produced for Diving Ireland in 2019.	Review the delivery in the context of the Strategy review		complete was delivered at the end of 2022

Concept Document
January 2023

National Watersports Campus

DÚN LAOGHAIRE

Arising out of the successful Large Scale Sports Infrastructure Grant award from the Department of Transport, Tourism and Sport in 2019, Dún Laoghaire Rathdown County Council, together with Irish Sailing and Diving Ireland and the local watersports community, has been working on plans to increase watersports participation in the harbour and county through the provision of improved facilities.

Following consultation with stakeholders, this working document outlines the National Watersports Campus concept for Dún Laoghaire.

NATIONAL WATERSPORTS CAMPUS

DÚN LAOGHAIRE

THE EXISTING SCENARIO

Dún Laoghaire Harbour already has much of the infrastructure and activities required for the development of a National Watersports Campus. This project proposes integrating the existing facilities and targeting additional infrastructural investment to improve and develop additional facilities, thereby creating a National Watersports Campus.

The extent of the Campus encompasses the harbour area from Seapoint to Sandycove.

Good transport networks provide access to Campus facilities via the coastal mobility cycle route, DART, bus or road for vehicles and trailers.

The role of the campus is to support new and existing stakeholders and activity providers and help to develop watersports for the benefit of the entire community.

The experience from the National Sports Campus (NSC) in Abbotstown shows that establishing a single venue for multiple sports brings economies of scale and benefits in terms of profile, participation and performance. However, as a land-based facility, the NSC cannot provide the facilities suited to water-based sports (other than swimming).

The vision is for Dún Laoghaire Harbour to become a National Watersports Campus, providing a wide range of different watersports facilities in a manner similar to the NSC.

NATIONAL WATERSPORT CAMPUS AIMS

- Increase participation across a wide range of watersports with universal access for age, ability and gender.
- Become the home for watersports national governing bodies, the centre for marine leisure in Ireland and a world class event venue.
- Provide a permanent centre for high performance athletes to improve performance standards and widen the talent pool.
- Improve the health and well-being of the community through engagement in healthy sporting activities and their understanding of the marine environment and safety.

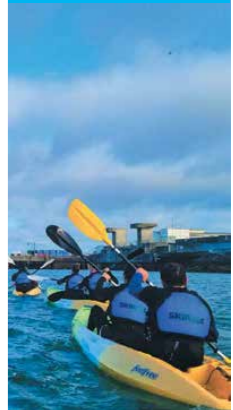
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PUBLIC ACCESS & PARTICIPATION

One of the primary goals of this concept is to increase participation in sport. A broad range of watersports is available within or adjacent to Dún Laoghaire Harbour. These sports include:

- Sailing
- Diving
- Paddleboarding
- Kayaking
- Canoeing
- Motorboating
- Rowing
- Swimming
- Fishing
- Windsurfing
- Kite surfing



ACCESSIBILITY

The Campus aims to provide and promote activities and training that are fully inclusive and available to all. The sheltered waters within Dún Laoghaire Harbour provide a safe environment for beginners.



EDUCATION

Education is an important aspect of the National Watersports Campus proposal, with many opportunities for schools, universities and community groups to become involved.

There are opportunities for further education in maritime training and leadership skills.



3

Existing areas /facilities in black type, proposals **in yellow**

Watersports promotion and events centre Carlisle Pier (Area A on aerial photo)

1. Events space/transit area for cruise ship passengers (part of marshalling yard area)
2. Ferry Terminal
3. No 4 berth
4. Cruise ship pontoons
5. Watersport clubs at 2 locations
6. RNLI base
7. Boathouse and slip (RNLI inshore base)
8. **Multi-purpose building and slip**
9. **Flexible events space**
10. **Watersport activities (public slip and boathouse)**



Irish Sailing Performance HQ Coastguard Station (Area B)

11. Irish Lights
12. Boat Sales and Service
13. Temporary Performance HQ
14. High Performance Dinghy Park
15. Historic boathouse and slip
16. **New Performance HQ and accommodation (Coastguard building)**
17. **Water access (historic boathouse/slip)**



4

Public Access - slips, pontoons and shore facilities Coal Harbour (Area C)

18. Schools (sailing and powerboating)
19. Sea Scouts
20. Watersports clubs (boating, diving and rowing)
21. Activity Providers - paddleboards, kayaking, rowing, diving.
22. Public Boatyard
23. **Future design image of watersports area (inset)**
24. **Future skate park**
25. **Future extended public slipway**



5

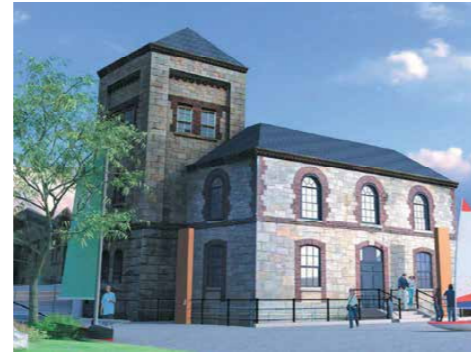
PERFORMANCE HEADQUARTERS

A High Performance Centre to support talented young watersports athletes competing internationally is an important element in this development plan.

Irish Sailing would relocate its High Performance centre to a new permanent location, providing for:

- Athletes supported by Sport Ireland high performance programmes.
- Olympic and Paralympic aspirants
- Irish development squads of young talent
- Career development for aspiring Irish sailing coaches

Investment will result in the regeneration of historic buildings in the harbour.



EVENTS

Dún Laoghaire has established a reputation as a world class venue for hosting World and European sailing championships. They bring economic benefit to the Town and are instrumental in raising the international profile of Dún Laoghaire and the performance standards of Irish athletes.

The flexible events area with slipway access and multi-purpose building will facilitate the regular hosting of marine-related events as well as shows, exhibitions, and conferences.

It represents a facility for the benefit of all watersports organisations, Dún Laoghaire Rathdown County Council, local clubs and organisations, and community groups.



NGB & EVENTS BUILDING

Irish Sailing and Diving Ireland will relocate to the new multipurpose building as the centre for watersports education, promotion and events.

The flexible building will accommodate national governing bodies, and a promotion centre, along with educational and event facilities.

The facility will accommodate the HQ for Irish Sailing and Diving Ireland and provide flexible facilities for Canoeing, Rowing, Triathlon and other watersports national governing bodies.



CAMPUS MARKETING

The marine leisure marketing plan will raise public awareness and promote a range of activities and organisations within the campus.

A website and corresponding social media channels will promote the campus and its facilities and drive traffic to respective club and activity provider websites.

There will also be a physical Marketing and Promotional presence to direct visitors to activity providers.

It is anticipated that the campus will dovetail its marketing with Council initiatives (such as the DLR Sports Partnership) to raise public awareness of watersports.

This targeted public investment meets the need for public access, leverages existing facilities and creates a clear identity and a modern 'online' platform for new and existing participants to access watersport activities/facilities



Section 4: Financial Review

Financial Review for Year Ended 31 December 2023

A surplus of €13,711 was generated in 2023 (2022: surplus €6,846), driven mainly by growth of membership subscriptions.

Income:

Total income showed an overall decline of €179,021 year on year but this was as a result of the prior year including once off related grants such as Covid 19 grant of €150,000, Sports Equipment Grant for DFR equipment €19,122.

Despite the decline Membership income is up by 14% | €25,115 in 2023 to €188,450 (2022: €163,335), with the upside generated mainly via diving subscriptions. Extra funding of €9,000 received at year end from Sport Ireland in relation to the Core Grant, bringing the total Core Grant funding to €125,000.

Course Delivery income earned €59,484 (2022: €62,896), the decline of €3,412 arising out of the Leading Diver course.

Expenditure:

Year on year increase of 12% on overheads representing a value of €37,405. No one-off unusual expenditure incurred in 2023.

Main increase driven by payroll related costs for CEO in situ for the full year of 2023.

Insurance generated 10% saving which represented €12,420 uplift due to competitive quotes received in the market-place.

Savings of 1,000 euros achieved on utilities as a result of the apportionment of the Increase on banking Stripe charges driven by transactional volume increase on memberships growth.

Higher course expenses due to investments made in Underwater Hockey and Free Diving mainly promotional related €7,920.

Promoted by



Supported by



Campus Advisory Group (CAG)



With the grateful participation of many other clubs, providers and marine organisations

NATIONAL WATERSPORTS CAMPUS

DÚN LAOGHAIRE

The Campus project is:

- Promoted by Dún Laoghaire Rathdown County Council, Irish Sailing and Diving Ireland.
- Supported by watersports national governing bodies.
- Supported by the existing watersports clubs, activity providers and marine organisations in Dún Laoghaire

Contact email:
nwc@dlrcoco.ie



Balance Sheet:

Fixed assets net book value of €236,902 in 2023 (2022: €253,578), minimal capital expenditure, movement predominantly related to depreciation.

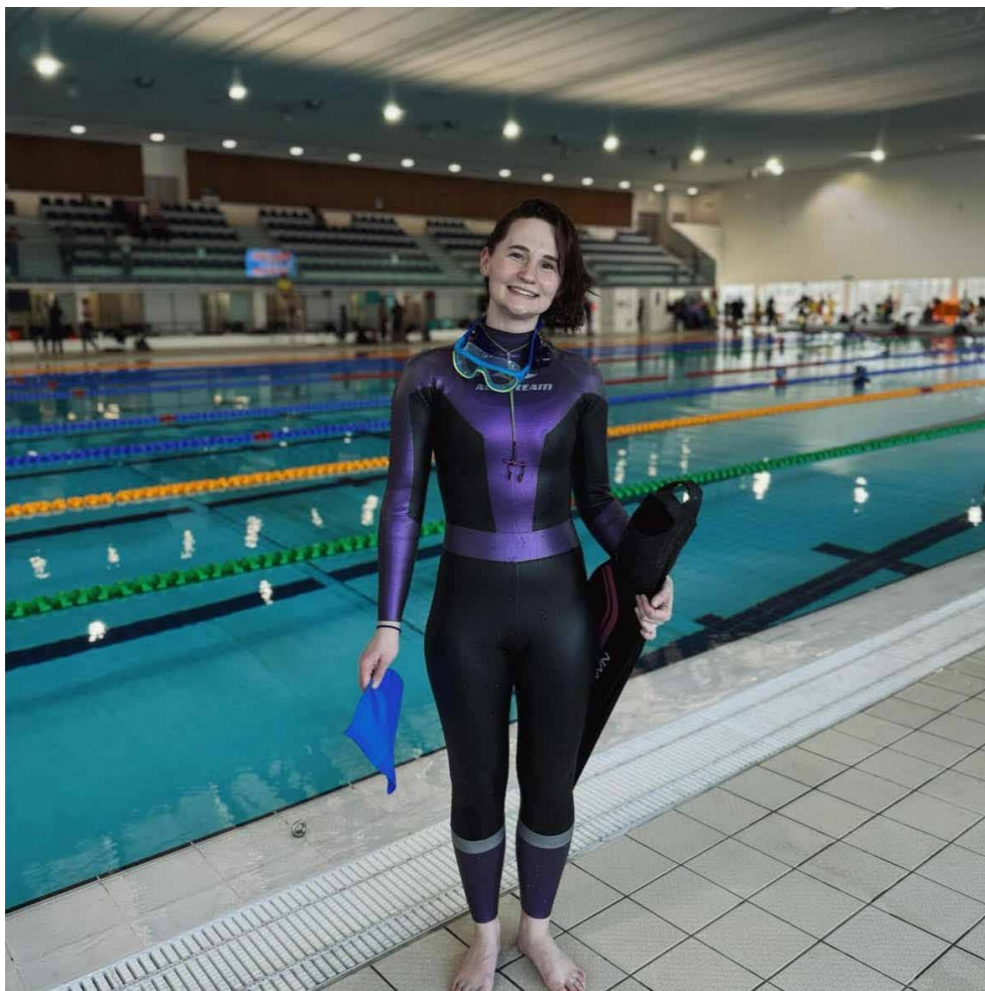
Cash holding of €486,550 with its financial institutions up €39,047 on prior year (2022: €447,503) driven by higher membership receipts.

Taxation relates to PAYE liability of €28,402 per agreement of annual payments with Revenue.

Accruals in place for €101,405 the majority which is attributed to deferred revenue on subscriptions paid in 2023 related to 2024 membership for €72,125.

CFT members funds of €472,996 (2022: €459,285).

The Executive committee is satisfied the organization has the ability to meet its financial obligations as they fall due. It is appropriate to prepare the financial statements on a going concern basis with positive reserves and cash balances in place and continued growth of 6% expected on membership.



Section 5: Structure, Governance & Management

Members

Fundamental to the success of Diving Ireland are our volunteers. Our members have shaped and defined who we are. They are our corner stone and without them we could not exist. From ground level to the highest Executive Committee position volunteers provide an essential service. All training, club and regional administration is undertaken by volunteers. This contribution and the volunteers within our organisation must be maintained, supported and recognised appropriately if Diving Ireland's core strengths are to be maintained.

Company Directors

Our board is made up of 11 volunteers who give their time freely to develop and grow underwater sport in Ireland through Diving Ireland. The Board met eleven times per last year (nine were online) and at these meetings progress against our goals are measured and discussed, future strategy and operational plans were made and from time to time presentations are made by both internal and external stakeholders. Each position on the board has a two year term with six members rotating in even years and six in uneven years. Members of the Executive are Directors of the Company and have legal responsibilities under Company Law.

The Board is dedicated to the growth and development of the Executive council but they need your help and support. Each year the board actively seeks new members to come on board and help us grow. If you are interested in taking a position on the board please email president@diving.ie.

Under our constitution the following six positions on the Executive are due for rotation this year. These positions are:

- Vice President (Membership)
- Treasurer
- National Childrens Officer
- Youth Development Officer
- Communications Officer
- Ordinary Director (with responsibility for UW Sports)

In addition, three additional positions are or will be vacated and need to be replace:

- President
- National Diving Officer
- Independent Director

And an election to the position of Secretary is required after our existing secretary was co-opted after last years AGM.

DIVING IRELAND BOARD MEMBERS FOR THE PERIOD OF THIS REPORT

Board Member	Please insert gender *	Specific role	Duration on Board	Skills/Qualifications
Ciaran Kissane	M	President	1st year	Doctor of Education, Mediator and Director of IFCO
Peter McNally	M	Secretary	1st year	Retired, Engineer, Sales & Commercial Manager
Paddy Lambe	M	National Diving Officer	3rd year	Health, Safety and Environmental Manager & University Lecturer
Aoibheann Bird	F	Vice President Membership	2nd Year	Science Communicator, University Lecturer & Business Owner
Phillip Walker	M	National Snorkelling Officer	1st Year	Retired, M2* Sport Ireland Instructor Developer for caving and snorkelling. 50 years experience.
Conor Meyler	M	Vice President Communications	3rd Year	Engineer
Paul (Pavel) Stratan	M	National Underwater Sports Development Officer	1st Year	IT Specialist, M1 * 8 years diving experience and 7 years UW hockey experience.
Jean Kelleher	F	Editor Subsea	4th year	Retired,

Board Member	Please insert gender *	Specific role	Duration on Board	Skills/Qualifications
Maja Stankovski	F	Vice President Marine Protection	2nd Year	IT Services Manager of DevOps in Commercial Corporation
Andrea Rundle	F	Treasurer	2nd Year	Accountant
Amado Hidalgo	M	National Children's Officer	2nd year	Engineer

Technical Commission & Regional Diving Officers

The Technical Commission (TC) is made up of the chairpersons of the Diving Commission, the Snorkelling Commission, the Underwater Hockey Commission, the Freediving Commission, the National Children's Officer and the National Search and Recovery Coordinator

Their remit is to monitor and set out all of our diving, free diving, snorkelling and underwater hockey standards. They meet at least four times a year and work extremely hard to ensure our programs are up to current best practice and that the safety of divers is kept paramount through review of our diving rules and regulations.

Our diving clubs are divided into 8 different regions and each region is managed by a Regional Diving Officer. Their role is to coordinate all courses and tests for their region as well as assisting clubs throughout the year who may need a little extra support.

Medical Officer

Dr Richard O'Regan is the Diving Ireland Medical Officer and is an honorary member of Diving Ireland. Richard is an active diver as well as a Medical Doctor and his experience is invaluable to the organisation. Richard is a volunteer and a board member of the UKDMC.

Diving Commission Members

Chairperson: NDO, Paddy Lambe

Secretary: Dom Traynor

Members: Anne Boyle, Don McCarthy, Ken Jackson, Mark Stanley, Gearoid McCarthy

Snorkelling Commission Members

Chairperson: Phillip Walker

Secretary: Fidelma Carroll

Members: Maureen Mackie, Enda McDonagh, Brendan Donnellan

Underwater Hockey Commission Members

Chairperson: Paul Stratan

Secretary: Dillon rooney

Coach: Dave Ahern

Competitions: Cianan McMullen

Referees: Chris Cashman

Freediving Commission Members

Chairperson: Paul Stratan

Secretary: Gavin Flinter

Coach: David Mendez

Judges: Mike Regan

Safety: Don McCarthy

Instructors

Each year members put themselves forward for the Moniteur * and Assistant Instructor courses. We are extremely lucky to have a large group of dedicated instructors who give up their time to guide others along the way. Currently we have 336 Instructors registered with the Diving Ireland, each one of these is responsible for guiding and showing new members the wonders that underwater sports has to offer. Club Officers

Club Officers

We have 54 (as of 12 March 24) affiliated clubs located across the island of Ireland and each of these has its own committee which guide, oversee and organize club activities and training. Club committees are the lifeblood of our organization and we are privileged to have such dedicated members. Clubs are required to have 10 members registered and to submit a range of governance documentation to maintain affiliation.

Staff

We have a small but very dedicated staff who work hard to ensure that the day to day operations of Diving Ireland are carried out in an efficient and professional manner. We are also involved in policy making and strategic planning to ensure that Diving Ireland follows national and international best practice. Most importantly though, we are committed to ensuring that our members receive the support necessary to feed their enthusiasm as well as promoting the sport to potential new members.

Other Volunteers

Diving Ireland also depends on a number of other volunteer groups including our Executive, RDO's, Search and Recovery Co-ordinator's both regionally and a Nationally, Jury Presidents and Course Directors, Instructors, Members of the various commissions and all others who help with grant applications, projects, interacting with other bodies both government and non-government. All of your work, support and assistance is very much appreciated.



Section 6: Other Directors' Reports

National Diving Officer's annual report 2023.

Existing Regional Diving Officers (as of 1st February 2023):

The current regional diving officers (RDOs) are:

- Breda Dore. (South East)
- Ray Ryan. (Dublin South)
- Roger Cantwell. (Dublin North) – acting due to vacancy
- Lorcan Kinirons (Southwest) – acting due to vacancy
- Ruairi Kenny (South)
- Edward Lynch. (North)
- Bernie McCarrick (Midlands)
- Liam Strachan (West)

Outgoing RDOs during 2023/2024

- Elaine Walsh (South East)
- Ken Jackson (West)

Positions not filled for 2024

- Dublin North
- Southwest

I wish to thank all of the RDOs, including the outgoing RDOs for their dedication and support to their regions and for their support to National Events. They are key to the organisation and all of the commissions rely on them to support clubs on the ground.

I would also like to thank the Jury Presidents, Jury members, Course Directors and Course Instructors being involved in events during the past year.

Diving Commission Members confirmed at the Diving Forum 2023:

- Anne Boyle
- Don Mc Carthy
- Ken Jackson
- Mark Stanley
- Gearoid Mc Carthy
- Dom Traynor

Search & Recovery Coordinator:

- John Flanagan

TC Governance and structure

In line with the new restructuring of the Technical Commission, the Executive re-developed the structure of the commissions during the year. The Technical Commission now consists of the following roles in the organisation:

National Diving Officer (President),

National Snorkelling Officer,

National Children's Officer,

National Underwater Sports Officer,

National Search and Recovery Coordinator,

Each of the above TC members is separately a president of a sub-commission and is responsible for the governance and management of their respective sub-commission. The National Diving Officer is President of the Technical Commission and the Diving Commission. The Technical Commission is responsible for the implementation of recommendations which arise from each of the commissions and ensuring consistency of approach.

The current membership of the Diving Commission and responsibilities are set out in the table below. Queries in relation to the Diving Commission and the Technical Commission can be sent to ndo@diving.ie.

Role	Description
National Diving Officer Paddy Lambe	The National Diving Officer is president of the Commission. The position of NDO is to oversee the safety and training standards of diving and certification within Diving Ireland.
Diving Commission Secretary Dom Traynor	Responsible for the coordination of meeting minutes, agendas and documentation.
Incident Officer Ken Jackson	The Incidents Officer is responsible for recording incidents as reported by members of Diving Ireland. The incident officer is also responsible for amalgamating the information from these reports to look for trends or areas where regulations or training may need to be introduced to ensure safety. The officer is also responsible for feeding back details of reported incidents to the membership and actively promoting safety issues including the publishing of an annual incident report to members.
Equivalence Officer Don Mc Carthy	The equivalence officer provides support to the NDO on equivalence applications and acts as a secondary reviewer (where required) for equivalence applications which may fall outside the current standard.
Course & Jury Planning Officer Gearoid McCarthy	The role of the Course and Jury Planning Officer is to oversee the annual course and assessment schedule for Diving Ireland. This officer will liaise with the Regional Diving Officers and Head Office to publish a quarterly list of Diving Ireland courses to assist members in planning activities. The officer is also responsible for putting together Jury assessments for Diving Ireland. The CJPO will also liaise with the instructor base to develop course activity.
National Exam Coordinator Anne Boyle	The role of the National Exam Coordinator is assigning the generation of National exams with a group of M3/4s and proofreading them for use.
Other TC members	All positions on the Technical Commission were filled this year, the commission is made up of Moniteur 3/4's or others who hold skills required by the TC from time to time. They work on specific projects or issues that arise over the year.

Diving Commission Objectives

Review incidents, diving related issues arising, training, certification, and safety standards to ensure they meet international best practice.

Conduct periodic reviews of Diving Ireland training courses to ensure they are fit for purpose.

Review Diving Ireland assessment strategies to ensure fit for purpose, best international practice.

Promote safety in diving.

Align with and work within the structures of the strategic and operational plans.

Regional Diving Officer Forum

Regional Diving Officers now hold their own forum co-ordinated by the VP for Membership. This forum provides a voice for the regions and clubs to feed in relevant observations and issues which are disseminated to the relevant executive member.

2023/2024 Diving Commission

The Diving Commission convened for 4 meetings over the 2023 / 2024 period using a mixture of online and in-person approaches. The DC liaised with the Executive of Diving Ireland via NDO participation at the executive meetings and the DC meeting minutes.

2023/2024 Highlights

In the Technical Commission, the key focus was:

- Updates to Training and Standards including:
 - Success Policy Update.
 - Buddys and Depth Chart Updates.
 - Update to medical assessment rules.
 - Addition of Snorkel Instructor and Freediving Instructor to DFR instructor prerequisites.
 - Change to the Diver** Assessment.
 - Removal of the requirement to conduct a dive on a Nitrox Course.
- Development of a revised Equivalence Policy for Diving Grades,

Engagement

The Vice President for Membership Development arranged a series of workshops with RDOs, commissions and the executive in January 2024 where the following items were discussed:

- Continual Professional Development for Leadership roles in the organisation and clubs,
- Leadership Development
- Consistency of approach between sports,
- Women in Sport Strategy

In February 2023 a conference of the Diving Jury Presidents and Course Directors took place in Killary. This conference supported the development of elements of Diving Ireland's Operational plan for the next three years. I would like to thank all of those who participated in this conference.

3 Year Operational Plan Focus for the Diving Commission

Many of the courses received a renewed development over the past number of years and the focus is planned to shift from course redevelopment to review and alignment with the standards that govern the organisation including CMAS and ISO standards. The work of the Diving Commission will focus on a detailed review of Training and Standards and a gap analysis of the requirements against ISO and CMAS standards. This work has already begun and should continue throughout the course of the next Diving Commission Period.

The other increasing focus which forms part of the Diving Commission and Technical Commission focus is the review of leadership grades with greater focus on ensuring leadership level grades such as the Moniteur 3* grade are fit for purpose and represent the roles and responsibilities required of people at these grades. This should also work towards moving to a consistent approach of providing leadership pathways which are common across sports making the journey to become a leader in underwater sports as flexible as possible for people on the journey but without the erosion of technical standards in the process.

I look forward to working with the TC and DC over 2024 to support the achievement of both of these Operational Plan focus areas.

Certificates issued

2023 saw an decrease of approximately 10% in certifications when compared to 2022. This appears to be due to the ongoing impact from COVID-19 where there were significant

increases in certifications in both 2021 and 2022 post the 2020 period where the government had restricted activity. The number of certifications in 2023 is very similar to those in 2019 so this might indicate that the impact from COVID may be levelling off somewhat.

	2019	2020	2021	2022	2023
Advanced Diver **	8	7	2	11	5
Advanced Nitrox Diver C.M.A.S.	13	5	8	11	6
Advanced Nitrox Instructor CMAS	1	1	6	1	
Assistant Instructor / Club Instructor (pre2020)	6	3	9	3	10
Diver 2** (C.M.A.S. **)	62	43	44	57	53
Diver 1* (C.M.A.S. **)	138	55	91	173	158
Conservation Biology Course	0	0	90	0	0
Diver Coxswain Instructor	8	1	10	5	11
Diver Coxswain	37	18	22	35	33
Diver First Responder	96	67	98	135	117
Diver First Responder Instructor	22	0	6	15	13
DRY SUIT DIVER	14	1	2	17	7
Extended Range Nitrox Diver (C.M.A.S)	7	5	0	1	3
Extended Range Instructor (C.M.A.S)	0	0	1	0	2
Full Face Mask Experience Diver	0	9	5	2	12
Full Face Mask Experience Instructor	0	0	4	1	1
Gas Blender - Nitrox (C.M.A.S)	34	11	23	4	25
Gas Blender Instructor	4	2	1	1	3
Instructor 1 (C.M.A.S. Moniteur *)	8	13	16	15	30

	2019	2020	2021	2022	2023
Instructor 2(C.M.A.S. Moniteur **)	13	4	5	8	8
Leading Diver Module 1	24	18	2	37	8
Leading Diver Module 2	20	10	12	34	17
Leading Diver Module 3	16	0	23	26	15
Leading Diver(C.M.A.S.***)	18	2	24	32	13
National Diver(C.M.A.S ****)	6	2	7	6	3
Leading Instructor(C.M.A.S. Moniteur ***)	6	0	0	3	3
National Instructor Moniteur ****	3	0	0	2	5
Nitrox Diver(C.M.A.S.)	40	57	21	54	67
Nitrox Instructor(C.M.A.S.)	8	1	2	7	5
Rescue Diver	32	24	31	31	5
Search & Recovery Diver	21	12	25	19	36
Search & Recovery Instructor	1	2	5	4	1
Search & Recovery Team Member	4	3		9	4
Trimix blender	3	1	4	1	
Underwater Photography	1	0	33	1	3
Underwater Photography Instructor	0	0	5	0	0
VHF Radio Operator	7	3	2	4	7
Total	681	380	639	765	689
Change on previous year	-	-301	259	126	-76
% Change on previous year	-	-44%	68%	20%	-10%

Incidents.

The Incidents Officer will brief the DO/TO conference on the incident events and trends over 2023. The total number of incidents reported to Diving Ireland was 18.

2023 Diving Officer, Training Officer and Instructors meeting.

Will be held on Saturday 6th April at 1030hrs.

Agenda items include,

- Incidents.
- Technical Commission Work 2023/2024.

I am happy to take topics for discussion so please feel free to send suggestions for agenda items to ndo@diving.ie. These should be relevant to the role of the NDO and/or the Technical Commission, however I will forward on other topics to relevant officers of the organisation.

Please be aware that administrative items and medical items have their own forum so issues for discussion should be forwarded to secretary@diving.ie in relation to those.

Conclusion

I would like to thank everyone in the organisation and within clubs who are playing their part to ensure that we can continue to enjoy the sport of diving and the other underwater activities that we all love doing.

I think it is fitting to acknowledge all of the volunteers who make our organisation what it is. To those who rise early in the morning to tow boats, those who stay late filling cylinders, those maintaining equipment and clubhouses, those who (very importantly) make or bring the tea, the club members who carry gear or just help out in general, the very patient family members waiting for loved ones to come home when the post-dive craic is just too good to leave, to the instructors and examiners, the club committees, dive officers, S&R volunteers, Jury Presidents, RDOs, regional and national volunteers, the technical commission, executive council, the staff of Diving Ireland and everyone else who puts their stamp on what we do, it is the collective support that makes the organisation what it is and I am proud to be just a small part of that collective effort. I have made the difficult decision to step-down from the role of National Diving Officer as from the date of the AGM. It has been a pleasure to serve the organisation in the role over the past three years. I will continue to support the TC and the incoming NDO into the 2024/2025 period. I want to wish the incoming NDO all the best in the role.

Best Regards

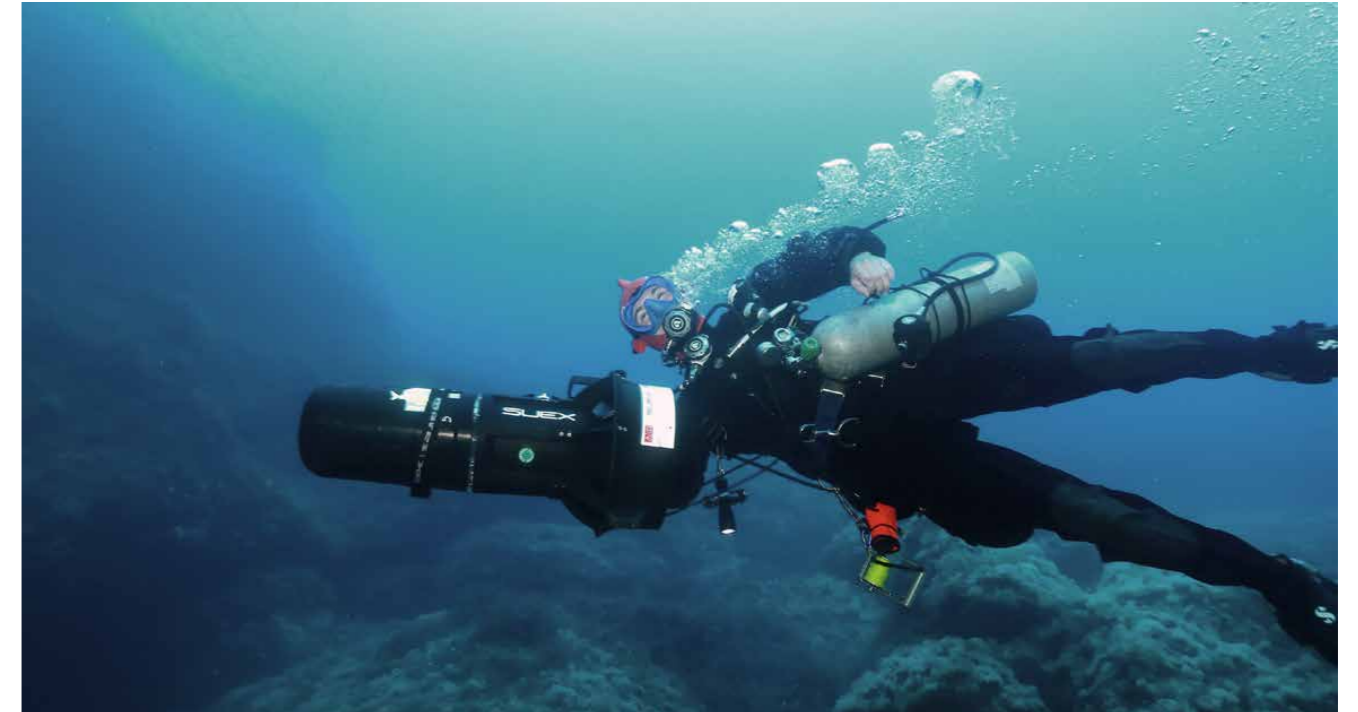
Paddy Lambe
National Diving Officer
Diving Ireland.

Vice President Membership Report

Through my role as Vice President and as part of my work implementing our Strategic Plan – Striding Forward 2020-2023, I am acutely aware of the changes, growth and innovation required by our organisation. I have worked on different aspects of the Operational Plan 2023 to bring us closer to these goals and continued the process of consultation with our membership to develop our next Strategic Plan - Building Resilience and a Platform for Growth 2024 - 2026. This process ran through 2023 ensuring all sports and voices in our membership were part of the development, with a clear vision of where we want to get to.

Creating initiatives and programmes to assist in addressing some of the imbalances with regards to our membership profile was a key goal of Diving Ireland in 2023. We utilised various grant opportunities to run such programmes, including Sport Ireland Women in Sport and also the Streaming Grant, Dormant Accounts and Age and Opportunity Active funding. These programmes ran successfully during the year through massive effort on the part of volunteers from all over the country. Our volunteers gave back to the organisation that once helped them grow from a trainee, all the way to the dizzying depths of higher grades. Through a robust evaluation of the programmes we saw participants with greater confidence in their own abilities, while others valued the gaining of the qualification itself, training with others similar to themselves and building trust in others.

We continue to strive towards a membership profile that is more reflective of society. As part of this in 2023 we also took part in the Watersports Inclusion Games providing snorkelling opportunities for people of all abilities/disabilities from the physical, sensory, intellectual & learning spectrums and those experiencing barriers accessing mainstream watersports. We also plan to roll out training by Active Disability Ireland including guidance from CMAS Commission for Divers with Disabilities.



We are currently developing a Women in Sport Strategy and attempting to understand our current training pathway with respect to barriers for all members in line with the Strategy and Operational Plan of Sport Ireland. To support this initiative, we partnered with a Sports Strategy Consultant to help us engage with the membership and provide us with an independent analysis of the experiences of our members with respect to inclusion, visibility, active participation and key roles. As a part of the project, a survey was developed for all members to engage with us on their experiences with respect to their current or past journey through Diving Ireland's progression pathways in training and also of other experiences people have had during their time as Diving Ireland members. While part of the project was to support the development of a Women in Sport Strategy, the information also provided useful insight to the newly formed Leadership Development Group in Diving Ireland with a view to streamlining leadership development across all sports and providing proactive pathways to become leaders in the organisation. On foot of this, I co-organised with the NDO, a Development Weekend which brought together the different Commissions, Regional Dive Officers, Instructors and Coaches in the organisation to plan our approach to continuous professional development across the sports and leadership development.

In addition throughout the year I supported the work of the Executive Committee by attending meetings and contributing to the debate on issues. Through active participation and a considered involvement of all members, I am proud of what we have accomplished in 2023 and look forward to growing our organisation and our membership in 2024.

Aoibhéann Bird, Vice President Organisation and Membership Development

Aoibhéann Bird,
Vice President Organisation and Membership Development

National Snorkelling Officer

Snorkel Training Programme

The suite of snorkelling courses is close to completion. The Snorkel Commission has redesigned the suite to ensure they are aligned to the CMAS snorkelling framework. This will ensure that each candidate will be awarded a CMAS, snorkel award which will give recognition to the achievement of each grade.

The update should be finalised early in 2024 and brought to the Technical Commission for approval. Once completed, pilot courses will be run to ensure each course is 'fit for purpose'.

Snorkel Instructor Courses

A Snorkel Instructor / Instructor Developer assessment course was completed in Kilkee in February 2023 resulting in 2 new snorkel instructors and 1 new Snorkel Instructor Developer. Thanks go out to the instructors from the Burren SAC, Cork SAC, Kilkee SAC and Atlantic Dive Club who assisted with the course.

Recently there has been interest, from several Diving Ireland members, in relation to the Snorkel Instructor qualification. So far it is planned to run 2 such courses in 2024, one based in the Dublin area and one in Cork. Details will be advertised and updated when specific arrangements have been made.

Snorkel Skills and Try Snorkel Events

During 2023 several Try snorkelling events were held in the Southwest area with a good turnout, we had funding from Local Sports Partnerships in relation to Women in Sport and persons with Disability programmes. The events proved to be a success and resulted in 5 women completing the Snorkel Skills course. More events are planned for 2024.

Blueways

I attended the inaugural Blueways development meeting in Athlone. We hope to use information and network contacts from the meeting to develop new national snorkel trails.

National Watersports Inclusion Games

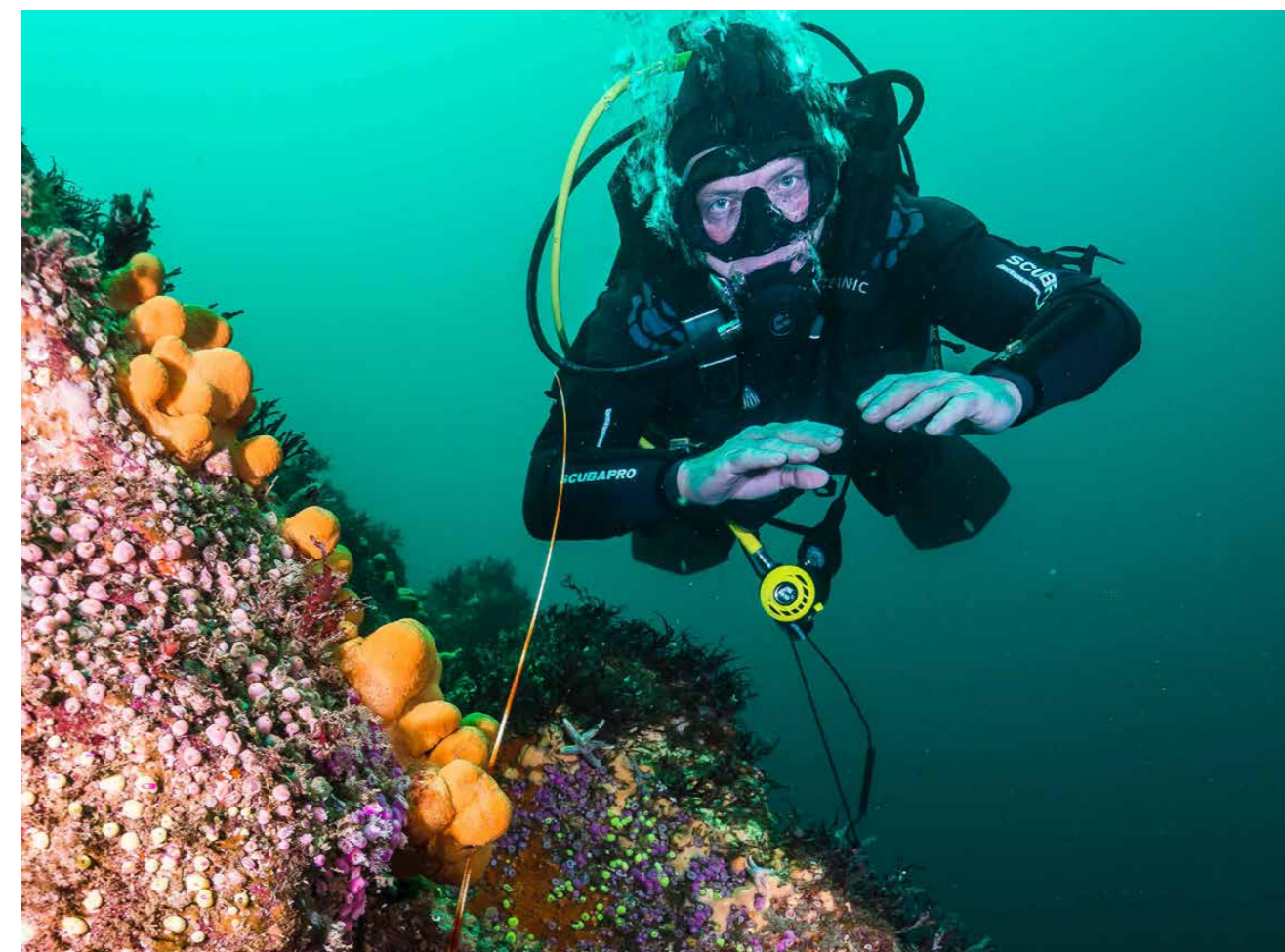
Thanks go out to Fidelma Carroll for organising a Diving Ireland snorkel team to participate in the games last summer. We had participants from all backgrounds who thoroughly enjoyed the experience of snorkelling. We will be putting a team together for this year's games.

Conclusion

It was a good year for Diving Ireland Snorkelling, and I add my thanks to my predecessors, Maureen Brogan and Fidelma Carroll for all their hard work and assistance helping me in my new role.

I would also like to take this opportunity to thank my fellow Executive Members and instructors (both Diving and Snorkelling Instructors) for their assistance in raising the profile of snorkelling within clubs around the country.

Phillip Walker – January 2024



Underwater Sports Development Officer report:

During my time as the Underwater Sports Development Officer, my primary focus was on the growth and development of Freediving and Underwater Hockey. My objective was to enhance the existing structures in place and engage with key members of the community to increase participation and encourage the growth of these sports. I am aided in my efforts by two commissions that assist me in driving this work forward.

The Freediving Commission is made up of:

1. Freediving Secretary - Gavan Flinter
2. Freediving Coach - David Mendez
3. Freediving Judge - Mike Regan
4. Freediving Safety - Don McCarthy

The Underwater Hockey Commission is made up of:

1. UWH Secretary - Dillon Rooney
2. UWH Coach - Dave Ahern
3. UWH Competitions - Ciaran McMullan
4. UWH Ref - Chris Cashman

In this report, I would like to highlight some of the work done by myself and the commission. Please note that this is not an exhaustive list and only includes the top achievements.

Freediving

Since taking up my role in freediving, I have worked on various topics such as insurance, the establishment of a new dedicated freediving club, and the progression of the Freediving 1 & 2 courses. Early on, the issue of insurance for freedivers was raised. After a lot of back and forth with our current insurance brokers, we were able to secure a more dedicated policy that now covers Freediving activities. Key stakeholders from the Diving Ireland board spent many hours on calls and meetings to get this policy in place.

I collaborated with Enda Molloy, the chair of the Irish Freediving Club, to establish the first official Freediving club dedicated to the sport in Ireland. The club aims to focus solely on Freediving and promote its development in the country, while still staying connected with the larger community. Our intention is not to create a divide, but rather to provide a platform for those passionate about the sport to come together and enhance their skills.

Finally, we've received extensive support from Don McCarthy M3 and David Mendez Freediving Instructor, both of whom are members of Cork SAC. They worked together to develop the initial Freediving 1 & 2 courses and created a Training and Standards manual for Freediving, along with Equivalency recognition documents. We've already conducted two pilot courses and received excellent feedback on the courses, indicating a significant demand. These documents are still a work in progress, and we hope to make them publicly available as soon as possible.

I understand that there is a lot of eagerness to expand the sport, so if any freedivers are interested in getting involved and helping in any way they can, please contact me.

Underwater Hockey

Upon assuming my position, I backed a proposal put forth by some senior players of Underwater Hockey (UWH) to organise a National UWH Training Camp. During the event, we determined the responsibilities of the first official UWH commission in Diving Ireland. With their assistance, I devised a strategy to enhance the accessibility of the sport to new players and boost participation.

I'd be happy to help you with that. Please find the revised text below:

The commission has successfully engaged in several initiatives that I would like to highlight. Firstly, they collaborated with a local LSP in Dublin to organise a kid's camp which received fantastic feedback. It was heartening to see the young players embrace the sport with enthusiasm and an open mind. Parents were equally impressed and requested more such camps to be organised in the future.

The growth of the sport is dependent on having the right structures in place. This year, we conducted the first official UWH Coach course. The Sport Ireland recognized UWH Coach Developers (Dave Ahern & Ciaran McMullan) led the course over two weekends and produced eight new coaches. With this initiative, we hope to see the sport flourish further.

Another significant success was the national tournament held in the National Aquatic Centre before Christmas, which attracted a large number of participants, including the newly created Shannon Sharks team. The tournament was well-run and received a positive response, with many participants expressing their desire for more such events.

In April, the Dublin team organised a beginner's camp aimed at introducing the sport to new players who had never played before. The camp was a success, and several talented individuals attended. We aim to host more such camps and ensure a steady growth of new players in underwater hockey.

The commission is also working hard to establish a ladies-only night for training and hopefully, a national team to represent the country abroad in the many international tournaments held.

VP of Scientific and Marine Protection in 2023

I am pleased to present a comprehensive report on the programs conducted as part of our ongoing initiatives in marine protection and environmental conservation. The Seasearch program has been a crucial component of our commitment to understanding and safeguarding marine ecosystems. This report outlines the key aspects, achievements, and future recommendations related to these courses.

1. Overview of Collaboration:

- Seasearch is a citizen science project aimed at actively involving volunteers in the survey and monitoring of marine habitats.
- Our organisation has been actively collaborating with Seasearch and promoting courses to empower individuals with the knowledge and skills required to contribute effectively to marine conservation efforts.
- There is ongoing work with other organisations like Clean Coasts to promote the Irish Marine environment and the need for active protection.
- The courses covered a wide range of topics, including marine biodiversity, survey techniques, data collection, and the importance of sustainable practices.
- Practical sessions were designed to enhance participants' fieldwork capabilities, ensuring they can accurately identify and record marine species. The courses have attracted participants from diverse backgrounds, fostering a community of passionate individuals committed to marine protection.

2. Achievements:

- Successful completion of the Seasearch courses has equipped participants with the skills to conduct underwater surveys as part of Diving Ireland and conduct marine assessments.
- The data collected by participants will contribute valuable information to ongoing marine research projects and conservation efforts.

3. Impact on Marine Protection:

- The Seasearch courses have played a pivotal role in increasing public awareness of marine conservation issues however there is always more work that needs to be done and more public awareness needs to happen as part of Diving Ireland future initiatives.
- Empowering individuals with the knowledge and tools to actively contribute to marine protection has led to a positive impact on local marine ecosystems.

4. Challenges and Recommendations:

- As always the challenges are volunteer time and funding to promote more such initiatives in future.
- Consideration of potential enhancements to future courses, such as additional resources, technology integration, or partnerships with other organizations.

5. Future Initiatives:

- There is a need for more public awareness, expansions, or collaborations to further strengthen our commitment to marine protection.
- Diving Ireland needs to look into the collaboration and association with Seasearch UK branch and take over the initiatives from the current Seasearch coordinator as it has the tools and abilities to expand the work.
- There is a need to do more Marine protection courses ideally organised by Diving Ireland.

5. Financial Overview:

- All these courses are financed using a self funding model to cover the costs.

6. Conclusion:

- The Seasearch courses have been instrumental in advancing our marine protection and environmental goals.
- Continued support and investment in such initiatives will contribute significantly to the long-term health and sustainability of our oceans.
- We appreciate ongoing support and commitment to marine protection from members and environmental conservation.

Maja Stankovski,
VP of Scientific and Environmental Protection

Vice President for Communications

I took on the role as Vice President for Communications in October 2023. With goals to Ensure effective communications with internal and external stakeholders and to promote Diving Ireland and affiliated club's through the development and publications of the various forms of media available to us as an organisation.

Now more than ever is a very exciting time for Diving Ireland as we are the National Governing Body for Scuba Diving, Snorkelling, Freediving and Underwater Hockey.

We promote these sports through Facebook, Instagram, LinkedIn, email (Ezines) and our website. As we have a wide range of activities plus having an organisation that is run mainly by volunteers we do have the challenge of very slowly updating our website but work is ongoing.

As we know Diving Ireland is run by the membership and the content we see on all our Diving Ireland channels come from members sharing their photos and videos. These in particular help show the general public what amazing sports Diving Ireland offers.

I ask all members to engage with our photo competition that we have started to run with every Subsea Magazine issue. This way we can build a bank of content to share photos on all our channels. My main goal is to make sure all sports are equally shared but I need the membership to engage with our content and to send in content to be shared.

Finally, we want to really put Diving Ireland on the map. Long term I would hope that the general public think of us when they think of recreational underwater sports in Ireland. To help with this all affiliated Diving Ireland clubs will receive promotional material in the form of Diving Ireland flags for their clubhouse, boat or anywhere else they see fit.

This would hopefully have the general public google us and then take a step in the right direction.

Please do reach out to me directly if you have any suggestions, content or anything you see relevant for my role to help me develop going forward.

Conor Meyler
Vice President for Communications

Children's Officer Report 2023.

Diving Ireland's Safeguarding guiding principles are underpinned by national policy and legislation in *Children First: National Guidance for the Protection and Welfare of Children 2017*, and the requirements under *The Children First Act 2015*. This guidance is also informed by Tusla's *Child Safeguarding: A Guide for Policy, Procedure and Practice*, the United Nations Convention on the *Rights of the Child*, *The Child Care Act 1991*, *The Protections for Persons Reporting Child Abuse Act 1998* and the *National Vetting Bureau (Children and Vulnerable Persons) Acts 2012-2016*.

The National Children's Officer is a member of the Executive Council in Diving Ireland, and is the main point of contact in the area of Safeguarding. The NCO is here to assist individual clubs in any matters related to children or vulnerable adults in the sport and in their completion of relevant requirements. Safeguarding training for clubs is available from Sport Ireland via three main workshops: *Safeguarding 1 (Basic Awareness)*, *Safeguarding 2 (Club Children's Officer)* and *Safeguarding 3 (Designated Liaison Person)*. Training is generally delivered by Local Sports Partnerships across the country. New legislation and protocols are disseminated to all clubs on a regular basis via the Diving Ireland Ezine.

In 2023, the National Children's Officer (NCO) role was held by Amado Hidalgo. As part of my role, I met with representatives from Sport Ireland's Safeguarding and Ethics executive and Northern Ireland NSPCC Child Protection in Sport Unit, as well as with NCOs from several other sports' national governing bodies. Best practice gleaned from these meetings as well as feedback from members, clubs' CO's and the Executive informed the development of the DI 3-year *Strategy Theme 1 - Increase Participation and Progression*, and in particular the objective of *Promoting diversity and inclusion in Diving Ireland with the key action to Promote participation by young people in underwater sports in conjunction with clubs, Sport Ireland and other relevant organisations*.





ALL APPENDICES TO BE ADDED

APPENDIX 1 – Statement of Financial Accounts (SOFA)

APPENDIX 2 – Statement of Financial Position (Balance Sheet)

APPENDIX 3 – Statement of Cash Flows

APPENDIX 4 – Accounting Policies (included within the notes to the financial statements)

APPENDIX 5 – Auditors report.

In 2024, my goals as stated in the Strategy, are to:

- Develop an online process for Garda vetting applications and promote awareness and understanding amongst clubs.
- Increase the number of clubs that have a registered Children's Officer and completed the required training by 20%.

As of 20th March 2024, there are 54 affiliated clubs plus the 3 National Clubs with a total of 1,592 active members (i.e. their membership was up to date at the time the JustGo report was run). Of those, there were 19 clubs listing a total of 79 minors (under 18 years old) in their ranks. Just under 5% of the members are minors, which continues to be of concern due to the ageing profile of the diving community. Gender diversity in our youngest members is excellent, with an almost 50-50 split (40 females and 38 males). In terms of membership type, there are 23 Junior Divers and 55 Junior Snorkelers. Most of the junior members are concentrated in just 2 clubs, which account for over 55% of the juniors. The rest of the clubs have 5 or fewer minors in their ranks. In fact, there are 8 clubs listing just one minor.

No matters of concern have been reported to me at this time.

I proffer this report for your information.

Amado Hidalgo
National Children's Officer





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