**HAILSHAM SWIMMING CLUB**

**FEEDBACK FROM CONSULTATION EVENT/WORKSHOP**

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| **How the Club Operates and Communicates**  |
| **Things we do well** | **Things we could improve** |
| Parent consultation/engagement annuallyMore information coming which is great!Social events are goodAlways good support from coaches and team managers at galasTraining continues during holidaysOndeck is excellentTeam feed ondeck – good forms of communicationRegular emails etcUnderstanding of other outside commitments of swimmersGala information well publicisedNotification/minutes of meeting on website | Too many platforms for communicationNot everyone is on Facebook, could improve other social media Are educational needs considered?Educate on LTADCommunication of groups, plans, goals, targets and meetsBetter Induction process into the clubPhotos on Ondeck Procedure – clear safeguardingFlexibility on swimming on different nightsReview social media communication (things get missed)Publicise social events moreNo idea who owns responsibility for my child’s developmentConsistent or long term absence not followed upCelebrate individual achievementsConfusion about arrival times for galas, conflicting information about start timesTo communicate more about individual goalsCelebrate all swimmers not just high flyersContinue to improve help from new membersRemove fear of club events etc1 to 1 communication – progress/abilityShould my child enter a gala? More details on galas appropriate for certain levelsParents workshop – nutrition/growth etc |
| I like how we swim for an hour one session, and an hour and a half another dayAlways good racesFamily club atmosphereTalking to swimmers moreEncouraging coachesTelling us when swimming is cancelledGood amount of meetingsGetting everyone involvedGood commitmentFriendly and caringUsing appropriate terminology  | Keep parents updated on how the club is doing, keep information moving Committee needs to be more accepting; I like it if we can train for Marlins over the 4 weeks off – so be it.Sort out groups based on Club requirementsMore verbal communicationGiving everyone feedbackOther ways than facebookCompetition organisationLate communication about pool closureDo what they say they are going to do – land training More social eventsTell us about upcoming events |

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| **How the Club Teaches and Coaches Swimming**  |
| **Things we do well** | **Things we could improve** |
| Supportive of swimmersEnthusiasm for each swimmerClear instructions and easy to understandGood moraleStrong on technique (Masters and youth)Discipline in and out the pool is a good balanceVery positive and aspirational having older swimmers as coachesSessions are varied and well plannedPool time is about rightEnthusiastic and committed coaches, great to have different coaches to vary itMaking it fun for the swimmersGood amount of time in the poolCoach/swimmer relationship – noticeable improvementStructure, progression and development is goodDevelop swimmers at the right paceCompetition support and feedback during galas  | Bring back individual training programmeTarget for swimmers, what they need to do to improve. Meet with coaches to discuss targets and goals More positive feedback on individual swimmersNo rehab training after injuryStaff not chatting – is it about swimmers? Perception of parentsMore correction/direct coachingPsychological impact of not moving groupMotivate swimmers to achieve next levelEnsure technique is instilled into lots of training repetitionBuild team spiritNo structured warm downNo swimmer meetings or workshopsKeeping individuals grounded at meets and poolMore consistency on coaching and techniqueImproved speed of interventionMore workshops on specific areas such as diving and turnsMore 1 on 1 to be offeredNo regular or consistent feedback from coaches to parentsDiscuss with all swimmers why they are not moving upHelp swimmers with diet and healthy choicesAlternating sessions between stamina and techniqueToo much focus on frontcrawl sprinting in performanceLack focus on underwater phaseSpeed of starts and turnsGrowth mindset language used with younger childrenKnow how to get the best out of people mentallyRemember children’s ages Is too much training a possibility when they are young – don’t want any injuries. |
| Warm up before trainingI like how we do relaysCoaches look out for everyoneCoaches are happyCoaches work us hardCoaches give out improvementsCoaches make you work hard, but are also very positiveTurning up 15mins early for land trainingI like the technique sessionsAdpatabilityGood coachesGood training setsCoaches getting us to do land warm upEncouragingHydration and nutrition tipsThe way sets are explained is goodWork on streamline | Improve communication between coachesShorter training sessionsDo not sprint on the warm up or swim downActual gym sessions in the gymDeal with swimmers who cannot behaveTraining on Wednesday for performance national swimmersMake sets fun especially for younger groups instead of doing the same things over and over againMore start and turn practiceCoaches to get to know the swimmers, talk to them and make them involvedDevelopment squad should be coached by the Head Coach but are notLess pressure from the coachesDo more focus on distances above 50/100sMore land training, focused gym session especially for top groupsTalk to us about work we can do out of the poolMore technique sessionsLess kick setsMore drill workNo favouritesMore lanes – no room in groupMore relays for older groupsLess race pace trainingProvide additional coaching staff to supportMore distance workMake sets less repetitiveBetter understanding of lactic acid and importance of training throughPromote stretching and appropriate warm down  |

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| **Expectations for Behaviour and Attitude of Swimmers**  |
| **Good** | **Bad** |
| Healthy not nasty competitionThe way kids care about each otherPunctual Correct KitClear guidelines Competition team workListening skillsChildren allowed to question of unsureGood level of commitmentPoliteness and respectPositive reinforcement, positive role models | Bad team spirit, on phones no engagementFoul language in changing roomsPoor listeningDisrespectfulYounger swimmers can feel intimidated by older swimmers in Performance squadEstablished swimmers can be very unfriendly to new childrenPoor conduct at competitions to be reviewed |
| Cheer each other onTeam workRespect each otherRespect your coachFriendly atmosphereAlways listen to coachesComplete the set to the best of your abilityBe honest about your abilityLane etiquetteGet out if you feel unwellPositive attitudeWilling to learnDon’t cheatAppropriate swimwear  | Don’t mess around in the waterActual inforce punishment for being rude and not behavingGive out 3 warnings and then stop swimmer swimmingLet someone past if they are faster than youBullyingListen to each otherTake the warm up slow and don’t race itTalking when the coaches are speakingSwimmers to go of the correct go of timesBad languageChanging the set to your choiceMoaning about the setMental and physical abuse |