



## **HAILSHAM SWIMMING CLUB**

### **CLUB TRAINING RESTRUCTURE AND IMPLEMENTATION OF SWIM SCHOOL PROPOSALS**

### **CONSULTATION DOCUMENTATION**

**NOVEMBER 2019**

**Consultation Period:**

**Friday 1 November – Friday 22 November 2019 12.00pm midday**



## 1. Introduction

- 1.1 The Club has gone through a recent transition period in terms of its coaching team and availability of training time for its competitive swimming groups. The Club continues to be very successful, but it has ambitions to grow and develop to ensure young talented swimmers can progress through the club and train at the highest standards. Working alongside Bedes School as our centre for training, there is now opportunity to take over responsibility for swim school provision, creating an opportunity to provide teaching classes in line with the teaching stages 1-8 of British Swimming.
- 1.2 This opportunity allows the Club to relook at its overall structure and provision of adequate training times for all groups, considering the amount of pool time that is available and the most suitable time for groups to train. The club will need to be mindful of its maximum capacity, whilst looking at revised criteria to ensure the overall teaching and coaching programme is an effective programme to support the future development of all swimmers in the club at both a competitive and recreational level.
- 1.3 The Club look to continue its successful partnership arrangements with Bedes School which have allowed the Club to utilise valuable pool and land training time during the week and provide a central training hub for the Club. Whilst there are opportunities for additional training events and sessions externally, for instance long course training at the K2 Crawley and other training events, the Club see benefit in Bedes School remaining the central base and utilising the available pool time more effectively.
- 1.4 In order to facilitate growth some changes are required to the coaching and teaching schedule to ensure the Club can continue to provide an effective training programme for all swimmers: from those who are highly competitive and succeeding at the highest level; to those who wish to continue their enjoyment of the sport through a fitness programme; to those who are starting out at a young age and wish to become a more competent swimmer. Although we are a competitive swimming club, we want to ensure there is a place for all of our Members in order to enjoy and get the most out of the sport.
- 1.5 The proposals in this document have been prepared by the Club Committee in consultation with the Head Coach and coaching/teaching staff and have been endorsed to undergo Member-wide consultation. The Club is looking to implement changes commencing Monday 13 January 2020, as Bedes School pool will be closing for a prolonged period over the Christmas break in order to renovate and repair the pool and poolside facility. The last session at the pool is planned to be Friday 13 December. The Club will be providing alternative training arrangements for this 4-week period, with a limited amount of sessions over the specific Christmas period.
- 1.6 It is important as Members of the Club (swimmers and parents alike) that you are engaged and involved in the transition of the club and as such we welcome your comments and feedback on the draft proposals outlined in this document. This consultation is aimed at the specific issues relating to group and squad restructuring, but if you have any other issues you wish to raise then please do so using the normal channels of communication with the Head Coach ([headcoach@hailshamswimmingclub.org](mailto:headcoach@hailshamswimmingclub.org)) or if necessary the Welfare Officer ([welfare@hailshamswimmingclub.org](mailto:welfare@hailshamswimmingclub.org)).
- 1.7 After each section there is a set of specific consultation questions that we would like your direct feedback on, a section for feedback on anything that we may have missed, and an opportunity for you to provide any other general feedback on the club.

1.8 The 3-week formal consultation period runs from **Friday 1 November to Friday 22 November 2019 12.00pm midday**. The Club is currently planning on holding 2 meetings to assist with the consultation and to explain the Club's vision moving forward. The first meeting will be held on **Saturday 16 November** at Bedes School after the Club Championships to introduce coaching arrangements and explain the Restructure proposals and the second on the week commencing **Monday 25 November 2019 (tentative)** at Bedes School to communicate the findings of the consultation to all its Members, before the final proposals are forwarded to the Club Committee for consideration. Details about these events will be communicated to all Members of the Club. The Club Committee will then look to endorse the new training programme for implementation on Monday 13 January 2020. We encourage as many swimmers and parents as possible to come to these consultation meetings.

## 2. Proposed Swimming Squads/Groups and the Development Pathway

- 2.1 When looking at the group structure of the club, it is important to firstly recognise the overall size of the club, the direction in which the club is heading with its competitive performance and the stepping stones in order for swimmers to get to that standard. There needs to be a place for everyone and a development pathway which can steer them to meeting their personal aims and objectives, whether it to be a high level performance, or to improve their overall fitness.
- 2.2 The Club currently operates with 4 distinct strands of ability from a junior level to a highly competitive level, summarised as follows:  
**Stroke** – Entry level to the Club, working on technique and overall efficiency. Developing key swimming skills required for competitive swimming;  
**Stamina** – Endurance building and developing efficient technique to support longer distance swimming. Fine tuning skills for competitive swimming;  
**Development & Youth/Masters** – Developing the athlete to a competitive swimmer, fine tuning technique and increase distance and strength work;  
**Performance** – Training at the highest level for the top competitive swimmer. Developing specialist skills and all round efficiency in all strokes over a varied training programme.
- 2.3 The Club recognise that the current structure is generally fit for purpose, but criteria for those groups requires a formal review. Along with the mix of abilities there is also sometimes a difference in the ultimate aims and objectives of swimmers, whether they are advancing to a highly competitive level, or just want to improve their fitness and skills without the pressure of competitive swimming. We therefore consider it is relevant to maintain two development pathways for swimmers in the club to support individual needs. These are described below in Figure 1 and are mapped out in much more detail in Figure 3 as follows. There is an additional Early stages pathway which encompasses a swimmer's development through the newly proposed 'Learn to Swim' teaching groups of the Club, before they then fully experience and consider competitive swimming training and performance.

**Figure 1 – Development Pathways**

<p><b>1. Competitive Pathway</b></p> <p>Supports a swimmer’s development from a novice level to competitive swimming performance at the highest level with training requirements that match the individual’s needs and specialism.</p>	<p><b>2. Fitness Pathway</b></p> <p>Supports a swimmer’s development from a novice level to improved performance in overall ability, continued enjoyment of the sport and ensures continued swimming for fitness, balanced with other commitments.</p>
<p><b>Early Stages Pathway</b></p> <p>The Early stages of the development of a swimmer from ‘Learn to Swim’ through to a novice swimmer, improving technique and endurance through the Teaching Groups of Stroke and Stamina groups.</p>	

- 2.4 Through the Club restructure these elements can be better defined and are therefore clearer for the swimmers and their parents. Through restructuring and the implementation of a Swim School for Learn to Swim, the club is looking to increase its current membership level and provide a direct transition from learn to swim, to train, to complete at the highest level.
- 2.5 The Proposed Squads/Groups and structures are outlined in detail in Figure 2, together with an explanation of the competition and training aims of the groups and how they link to the development pathways. The following paragraphs provide a general explanation to the structural changes that have been made, or the reasons for maintaining groups as they are.
- 2.6 The Club consider that it is still relevant to have an entry level assessment for swimmers to determine in which group they should be training. This is also applicable to the swim school element, to ensure swimmers are placed in the correct teaching class. The assessment base level criteria for Stroke will remain the same and swimmers will be assessed based on this as a benchmark. At Performance squad level, prospective new swimmers to the club (only), will be advised to have a trial (for a week long period maximum) in those groups. This will normally be based on prior information the Club has regarding the swimmer’s ability and their current training arrangements and competitive swimming ambitions.

**Swim School ‘Learn to Swim’**

- 2.7 The Club will formally establish a swim school which will incorporate Stages 1-8 of the teaching levels as promoted by British Swimming. It will be necessary to formally appoint a Swim School Manager who will oversee the management of the swim school as a discreet section of the club. The Club has sought to increase its overall level of teaching and coaching staff generally in order to help provide teachers to assist in running the Swim School. There will be future opportunity to grow and develop the Swim School element of the club within the available timeframes, It is likely that the number of classes will start off lower and grow over time as the swim school gains prominence and publicity.

### **Stroke and Stamina Groups**

- 2.8 It is considered that the first three training groups are beneficial for the Club and provide an appropriate transition from swimming teaching through to training towards a performance level. Training times for these groups have been reviewed so that they can train at an early time in the evening, more appropriate for the age of swimmers in those groups. The amount of training time has been reviewed which impacts on the stamina group specifically. This will be addressed by providing opportunities for stamina group swimmers to attend invite only sessions with the Performance Bronze squad at the appropriate time to aid the transition to the competitive training groups.

### **Performance Squads**

- 2.9 In order to clearly define the groups that make up the 'competitive' development pathway it has been proposed to define the former development group under the 'performance' title in that this would provide three tiers of performance training and competition level from Performance Bronze through to Silver and Gold. The two existing Performance squads would be renamed Silver and Gold to align with the existing transitions. Because of the need to formalise training arrangements for the top competitive squads within the Club, and the need to match training aims with the abilities within the groups, a comprehensive criteria review has been undertaken for these three groups. Total training hours are proposed to increase for all performance squads with the reinstatement of Wednesday evening sessions for Performance Gold, the opportunity for 1 morning training session for Performance Silver squad and the availability of Saturday morning training for Performance Bronze. The opportunity for invite only gym focussed sessions will be based on attendance and commitment levels for Performance Gold and Silver squad swimmers.

### **Masters and Youth Swimmers**

- 2.10 The Club remains supportive of Masters, adults and older swimmers staying on in the club, and is therefore seeking to maintain the Masters and Youth squad. It is proposed that this group is directly overseen by the Squad Leader for Development and Youth Squads. Training times for these groups remain unchanged, with the proposal that Masters members can join the Club at a reduced training rate if they are only able to attend 1 session a week.

### **Squad Leaders**

- 2.11 It is the intention that there will be formal Squad Leaders for each or combinations of the Squads/Groups with additional teaching staff being available to teach sessions during the week. In order to facilitate an increase in pool time and group numbers the Club are anticipating employing additional teaching staff. Squad leaders will be responsible for the effective planning of the training programme in liaison with the Head Coach and for monitoring performance and the swimmer's development pathway.

### **Formal Appointment of New Positions**

- 2.12 Due to the restructure of the club, the formal positions that will remain or will require appointment in advance of the January implementation of the new structure are as follows:

**Head Coach** – Appointment already made

**Performance Coach** – Morning training and assistance with all Performance sessions. Responsibility for planning sessions and working with the Head Coach in the development of Performance swimming (it is likely that this appointment will need to be made in advance of the restructure to cover morning sessions). There is possibility that there will be a requirement for 2 Performance Coaches moving forward.

**Youth & Masters Squad Leader** – to oversee the development of swimmers and provide opportunities for recreational, fitness and Masters swimming to grow within the Club

**Stroke and Stamina Squad Leader** - Formerly the Hornets Squad coach, this role will manage the planning and training of the initial competitive training groups

**Swim School Manager** – to Manage the day to day running of the Swim School classes, managing group numbers and sizes and leading and overseeing teachers within the Swim School

- 2.12 A number of other teachers will support the running of the teaching and coaching groups, and where possible teachers and coaches will be responsible for specific groups to ensure consistency for swimmers.
- 2.13 It is likely that recruitment for the Swim School Manager will begin first, advertised internally initially, with other vacant positions filled through internal recruitment then if necessary external recruitment.

**Questions:**

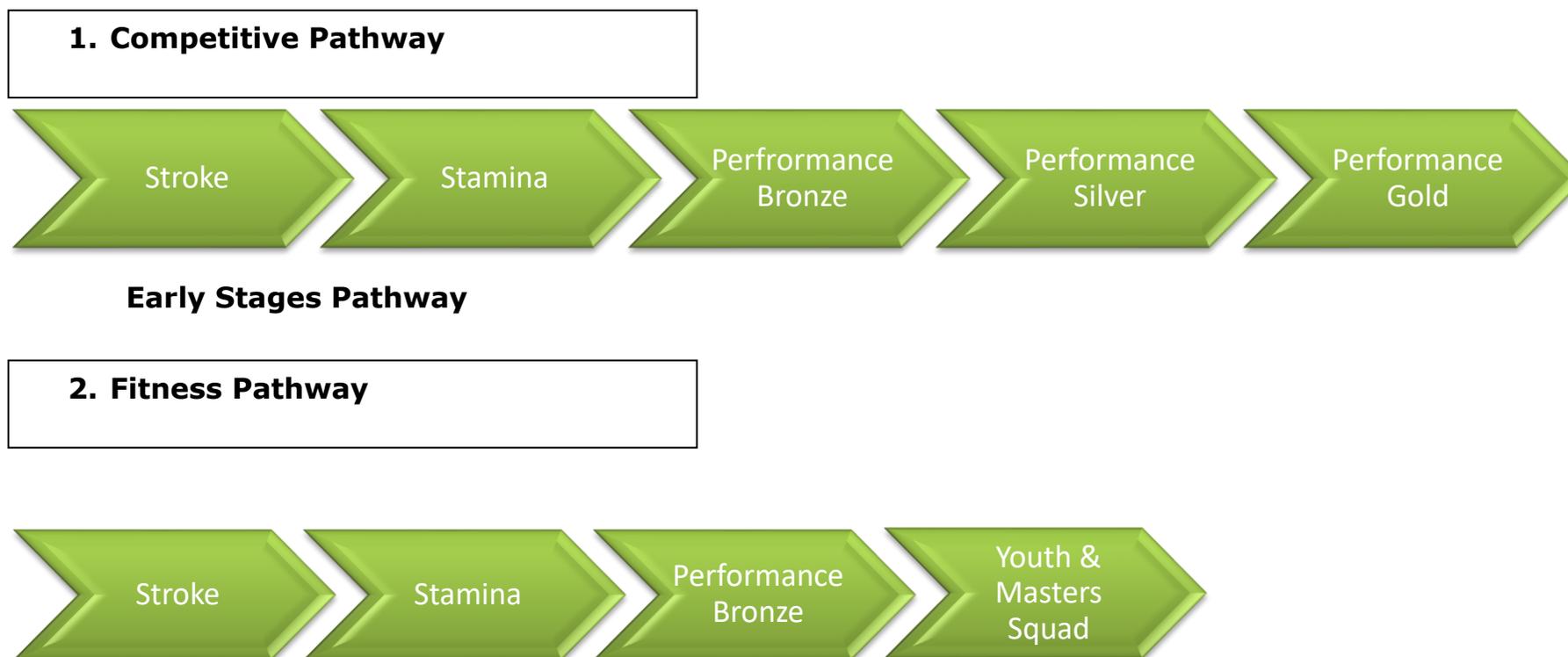
1. Do you feel that the Club have catered for every swimmer's individual needs with regards to the Group structures? (please explain why)
2. Do you feel that the creation of development pathways provides clear steps of progression through the groups for individual swimmers? (please explain why)
3. Do you have any comments to make on the general structure or names of the proposed squads/groups?
4. Do you agree that the development of a Swim School within the Club is positive for a direct transition of swimmers into competitive swimming?
5. Do you agree that Bedes School is a good facility to have as the Club's training base, compared to the availability and cost of other facilities?

**Figure 2 - Proposed Swimming Squads and Groups**

<b>Squad/ Group</b>	<b>Competition Aims</b>	<b>Training Aims/Overall Objectives</b>	<b>Criteria (Detailed criteria provided separately)</b>	<b>Lead Coach/ Teacher</b>	<b>Land/ Gym (max.)</b>	<b>Swim Hours (max.)</b>	<b>Approx. Group sizes (max.)</b>
<b>Performance Gold</b>	Swimmers will ultimately be aiming for Regional and National Qualification in specialist events. They will have qualifying times for multiple events at the County Champs and/or be training at a high level.	<b>Competitive Pathway</b> – Highly disciplined training, to compete at the highest level. Swimmers will be training at least 5 sessions, including one morning session a week. Fully integrated strength and conditioning sessions and specific sets tailored towards their specialism.	Must meet all of the Performance Gold Criteria and Performance Silver Criteria. Exemplary behaviour and attitude.	Head Coach/ Performance Coach	1-2	15	20
<b>Performance Silver</b>	Focus on County Championships, and key Level 1, 2 and 3 competitions throughout the year. Represent the club when selected.	<b>Competitive Pathway</b> – Highly disciplined and effective all round training in all strokes and distances, working on fine tuning technique and specialism. Training to compete and improve performance.	Must meet Performance Silver Criteria. Exemplary behaviour and attitude.	Head Coach/ Performance Coach	1-2	11	20
<b>Performance Bronze</b>	Swimmers will be focused on gaining qualifying times for the County Champs. Main focus will County and Level 1, 2 and 3 Open Meets.	<b>Competitive Pathway</b> – Highly disciplined and effective training, aiming to improve overall speed and endurance whilst fine tuning technique. Training to Compete and improve performance.	Must meet Performance Bronze Criteria. Incorporate land based training elements into swim programme when suitable.	Head Coach/ Performance Coach	0	6.5	20
<b>Youth &amp; Masters Squad</b>	Swimmers will mainly be training for fitness, but will be encouraged to enter local competitions and should enter Club Champs. This helps support older swimmers with their academic studies and other commitments.	<b>Fitness Pathway</b> - Effective all round training in all strokes and distances, working on fine tuning technique and individual specialism where required. Training to improve fitness.	Youth & Masters Criteria. Incorporate land based training elements into swim programme when suitable.	Development & Youth Squad Leader	0	4.5	16
<b>Stamina</b>	Galas, Club Championships and Level 3 Open meets	<b>Early Stages Pathway</b> - Develop endurance and stamina, whilst fine tuning skills such as dives and turns. Developing skills to meet Development Criteria.	Stamina criteria	Stroke & Stamina Squad Leader	0	3	16
<b>Stroke 2 (Higher ability)</b>	Galas, some Club Championship events	<b>Early Stages Pathway</b> - Focusing on key aspects of technique of each, introducing endurance and key skills. Developing skills to meet Stamina Criteria.	Stroke criteria – Higher ability	Stroke & Stamina Squad Leader	0	3	16
<b>Stroke 1</b>	Galas, some Club Championship events	<b>Early Stages Pathway</b> - Focusing on key aspects of technique of each, introducing endurance and key skills	Must meet Squad Entry Criteria (Stroke Criteria)	Stroke & Stamina Squad Leader	0	3	16

Squad/ Group	Competition Aims	Training Aims/Overall Objectives	Criteria (Detailed criteria provided separately)	Lead Coach/ Teacher	Land/ Gym (max.)	Swim Hours (max.)	Approx. Group sizes (max.)
Swim School British Swimming Stages 1-8	Not applicable	<b>Early Stages Pathway</b> - Working to try and improve technique and stamina to meet the Squad Entry criteria for Stroke.	Allocation to groups is decided by the Swim School Manger	Swim School Manager	0	0.5	6-8

Figure 3 – Development Pathways matched to Coaching & Teaching Groups/Squads



#### **4. Squad and Group Criteria**

- 4.1 To ensure consistency and transparency across the Club (in relation to group standards) the Group criteria has been reviewed by the Head Coach and Coaching Staff, along with the creation of additional criteria for renamed groups. The purpose of the group criteria is to ensure progression in standards and ability of swimming through the development pathways. Whilst it is important that parents and swimmers understand the criteria for each group it will be the responsibility of the squad leaders take full ownership of continual review and assessment of swimmers within their groups, indicating to parents when swimmers have met relevant criteria and are ready to move groups. Ongoing communication between Squad Leaders and parents is required in order to make this a success.
- 4.2 The movement of swimmers through the group structures in line with the Development pathways will be on the decision of the Squad Leaders in partnership with the Head Coach. Swimmers will not necessarily be able to move groups as soon as they have met all of the criteria as it will need to be appropriately timed and parents/swimmers notified by the middle of the month (moves will not take place until the 1<sup>st</sup> day of the following month) and is subject to there being enough space in the group/squad they are moving into. Therefore there may be instances in which a move of group is delayed. However, the principle is that swimmers overall will be moving groups at the same rate therefore this will allow for space to be created.
- 4.3 In order for fairness and transparency the Teaching and Coaching Team will need to be consistent when using the squad criteria and determining the rate of progression of a swimmer. There may be some instances where flexibility will need to be given, but this will be solely at the discretion of the Head Coach and will be in the best interests of the swimmer involved, the squads and the Club as a whole.
- 4.4 The Proposed Squad and Group criteria are provided in detail in Appendix 1 to this document. The criteria is likely to be fine tuned before formal implementation in January 2020.

#### **Questions:**

- 6. Do you agree with the principle of the Squad criteria and the progression it allows for swimmers? (and explain why)**
- 7. Do you agree that there sometimes needs to be flexibility in relation to the criteria for particular swimmers? (and explain why)**
- 8. Do you agree with the Club's defined development pathways and that we should support both competitive and recreational/fitness swimmers?**

## 5. Training Timetable

- 5.1 The Club has taken this opportunity to completely review the training times of all groups within the Club. A key mission was to change the previous restrictions regarding training times for Stroke and Stamina groups who are most likely to be the youngest competitive swimmers within the Club. As there are no longer restrictions on training times for Performance squads it has necessary to move training times around to achieve a better balance across all groups.
- 5.2 Proposed revisions result in Performance groups alternating training times in the evening between a 5-7pm and 6-8pm slot, which is still much earlier than other Clubs across the County. Performance will swim earlier evening sessions when they have morning training the next day. This allows the Stroke and Stamina Groups to swim between 5-6pm on a Tuesday and Thursday evening, along with a 9.30-10.30 session on a Saturday. Performance squads will be able to utilise a Saturday morning gym session after swim training from 9.30-10.30am on an invite-only basis. It is planned that this will be trialled in advance of the formal restructure.
- 5.3 Training times for the Youth & Masters squads remain at the later time of 7-8.30pm. Whilst this is not beneficial to all swimmers, it is the current situation and these groups have still been able to flourish. It is current proposed that Swim School training groups will take place on a Wednesday and Friday 4-5.30pm and 10.30am-12pm on a Saturday.
- 5.4 The Club have tried to organise the training programme so that there are minimal impacts to training hours and ensure that they match the training needs of the swimmers within each group. It is anticipated that Performance Bronze, Stamina, and the Youth and Masters squads will be able to utilise land training as part of their standard swimming training sessions.
- 5.5 The full proposed training timetable is provided in Appendix 2 to this document.

### **Questions:**

**9. Do you agree that the training programme strikes an appropriate balance for the training hours and development needs of the swimmers? (please explain your reasons)**

**10. Do you agree with the amount of training time that is allocated to each of the teaching and coaching groups within the Club? (please explain your reasons)**

## 6. Have we missed anything and General Feedback?

- 6.1 If you feel that the Club have missed an important consideration as part of the Restructuring proposals then please do let us know by providing direct feedback. There is also an opportunity for you to provide any other feedback that you may wish to be considered by the Head Coach and the Committee when moving forward with new proposals. If you have any other issues (outside of the restructure arrangements) you wish to raise then please do so using the normal channels of communication with the Head Coach, or if necessary the Welfare Officer.
- 6.2 It is the intention of the club to review swimming training fees based on coaching and teaching hours only, and will not seek to increase the standard rate for fees. Please be aware that the Club will be undertaking a fee review for the new groups once the restructure programme has been agreed and formalised and information relating to this will be communicated as soon as is practical to do so.

### Questions:

**11. Is there anything specific that the Club has not considered as part of the Restructure proposals that you feel is important?**

**12. Are there any other general comments you wish to make on the restructure proposals?**

## 7. How to Respond

- 7.1 The Club wish to encourage as many Members to respond to the consultation as possible, but appreciate that some comments may wish to remain confidential. It is however important that we know for fairness that Members have only responded once to the consultation. We therefore require and can only accept consultation responses that include the name and email address of the respondent, and that one response is submitted per swimmer and one for any other family members (parents). If there are any confidential matters you wish to discuss then please do so separately with the Head Coach.
- 7.2 We would like as many electronic responses submitted as possible by email. Respondents should fill in the electronic consultation response form and return this to the Club's Membership Secretary at the following email address before **12.00pm midday on Friday 22 November 2019.**

Responses to: [Membership@hailshamswimmingclub.org](mailto:Membership@hailshamswimmingclub.org)

- 7.3 Written paper responses may be posted into the consultation response box which will be available during the training sessions throughout the consultation period.

## Appendix 1 – Group/Squad Criteria

HAILSHAM SWIMMING CLUB - REVISED GROUP CRITERIA		Jan-20	
<b>PERFORMANCE SQUAD</b>			
<p>The Performance Squad is the top competitive squad within the Swimming Club, and all swimmers within it are aiming to compete at the highest level. The ethos of all swimmers is to train to the best of their ability, challenge themselves, and respect the coaching team and each other. The squad will work as a team and individually to achieve personal and club goals. Whilst older swimmers may be impacted on level of commitment, it is expected that swimmers are training regularly in line with criteria, complemented with land training sessions.</p>			
<b>CRITERIA FOR PERFORMANCE SWIMMERS</b>			
P1	Swimmers are punctual to sessions, do land based warm up and start all sessions on time with minimal breaks between the session (as agreed by Coach)		
P2	Swimmers have good attitude to training, are motivated and complete specified sets as directed by the coaching team. Examples include: achieving training targets, maintain focus throughout set without disruption to others or extra stopping/breaks.		
P3	Swimmers always show exemplary behaviour, giving maximum effort in the swimming and land training sessions. SMART goals will be set for each swimmer by the Coaching Team.		
P4	Long, Medium and short term goals are set and reviewed by the Lead coach for the group. Swimmers should be available to complete regular test sets for fitness, stamina and swimming efficiency.		
P5	Swimmers have great ability to concentrate on skills, and train effectively focusing on the key aims and goals of the set		
P6	Swimmers enter all events at the Club Championships, and recognise it as an important aspect of their overall training (subject to medical issues)		
P7	Swimmers aim to enter multiple events at the County Championships and aspire to swim at regional level and higher		
P8	Swimmers will represent the Club when selected at Sussex, Arena League and other galas when selected by the Head Coach		
P9	Swimmers will regularly (at least once a month) compete at open meets: Aim for a selection of Level 1-3 meets with focus on key Level 1 meets throughout the year and within the National Championships qualification window.		
P10	All swimmers in Performance Gold are expected to swim at least 1 of the 2 morning sessions (older swimmers, flexibility is given for academic commitments)		
P11	Consideration will be given to times achieved for different strokes, IM, distances and test sets in the movement of swimmers through the Performance groups		
P12	Attendance levels will be recorded for each swimmer and will be monitored. If attendance levels drop below specific amounts then the coach will discuss this with the swimmer and parent/guardian		
P13	Test sets and an assessment of ability for Performance swimming will include for example : descending 200m freestyle swims, heart rate sets, kick sets, efficiency and speed of underwater butterfly kick from dive through to breakout, body position and streamlining, technical efficiency in all strokes.		
<b>PERFORMANCE GOLD</b>			
<b>All Performance Silver Squad criteria must be met plus the following:</b>		<b>Criteria Met</b>	<b>Target*</b>
PG1	County Championship Qualification in multiple events (Jan/Feb Champs)		
PG2	Swimmers aspire to gain Regional Base times, with the aim to meet Regional automatic qualification time		
PG3	Swimmers should be at least 12 years of age in the calendar year. In exceptional circumstances a talented younger swimmer may be selected.		
PG4	Ability to train at a high level, competence at aerobic threshold sets and strong ability at all strokes, with discrete specialisms		
PG5	Must attend at least 1 morning sessions a week and attend Saturday morning training (when not competing)		
PG6	Squad swimmers must be training a minimum of 5 sessions out of a maximum of 8 sessions a week (except for Dual Members)		

<b>PERFORMANCE SILVER SQUAD</b>			
<b>All Performance Silver Squad criteria is sought to be met:</b>		<b>Criteria Met</b>	<b>Target*</b>
PS1	County Champ Qualification (Jan/Feb Champs)		
PS2	Train a minimum of 4 sessions out of a maximum of 7 sessions a week, including the ability to swim 1 morning session a week (must stick to either a Tuesday or Friday). Swimmers must be at least 12 years of age in the calendar year to train morning sessions.		
PS3	Ability to swim 200m freestyle in competition faster than 2.40		
PS4	Timed 20 minute swim target (T20) - 1200m		
PS5	Ability to swim 4x200m freestyle descending (last 200m PB + 10 secs)		
PS6	Ability to swim at least 200m butterfly proficiently		
PS7	Quality technique on all strokes and turns essential		
PS8	Ability to swim 16X25m rolling IM order off 30 seconds		
PS9	Enters Club Championships - aim for all events (unless medical issues)		
PS10	Represents the Club at Sussex League and other galas - essential when selected		
PS11	Swimmers are expected to commit to training and perform at the highest level.		
<b>PERFORMANCE BRONZE</b>			
<b>All Performance Bronze Squad criteria is sought to be met:</b>		<b>Criteria Met</b>	<b>Target*</b>
PB1	Swimmer is aiming to gain County Champ qualification times (Jan/Feb Champs)		
PB2	Ability to swim 100m in all strokes and IM with good technique and no stopping		
PB3	Ability to swim 200m freestyle in competition faster than 3.00		
PB4	Proficient at all strokes and turns		
PB5	Regularly enters the Club Championships and all level of open meets in multiple events		
PB6	Represent the club at galas when selected		
PB7	Timed 20 minute swim target (T20) - 900-1100m		
PB8	Understanding of swimming terminology e.g. 200m = 8 lengths, and order of strokes for IM's		
PB9	Ability to swim 200m IM with correct turns at race pace		
PB10	Ability to swim 400m freestyle with no stopping		
PB11	Ability to swim 16x25m rolling IM order off of 35 seconds		
<b>YOUTH SQUAD &amp; MASTERS</b>			
<b>All Youth Squad and Masters criteria is sought to be met:</b>		<b>Criteria Met</b>	<b>Target*</b>
YM1	Swimmers will typically be of secondary school age who cannot commit to daily training expected at performance level.		
YM2	Train between 1- 3 evening sessions a week to improve fitness/endurance and work on swimming technique		
YM3	Ability to swim 200m freestyle in competition faster than 3.00		
YM4	Timed 20 minute swim target (T20) - 1000-1100m		
YM5	Ability to swim 4x200m freestyle descending (last 200m PB + 10 secs)		
YM6	Ability to swim at least 100m of all stroke and IM proficiently		
YM7	Good technique on all strokes and turns essential		
YM8	Ability to swim 16X25m rolling IM order off 30 seconds		
YM9	Aims to enter Club Championships - aim for specialist events		
<b>STAMINA</b>			
		<b>Criteria Met</b>	<b>Target</b>
ST1	Ability to dive from the side of the pool into the water (ASA Award)		
ST2	Ability to perform all turns, not necessarily efficiently		
ST3	Correct technique on breaststroke legs		
ST4	Butterfly arms and legs together		
ST5	Good understanding of technique on all strokes		
ST6	Expectation to participate in Club Championships and Hornet Galas		
ST7	Ability to swim 200m freestyle (1 minute rest), 200m backstroke (1 minute rest), and 200m Ind. Medley		
ST8	Ability to swim 50m freestyle faster than 45 seconds		
<b>STROKE 1 &amp; 2 (Entry level Swim Assessment for Squads)</b>			
<b>Group split into 2 based on ability and speed (2 is higher ability)</b>		<b>Criteria Met</b>	<b>Target</b>
SK1	100m freestyle (arms recovering out of water)		
SK2	100m backstroke (maintain position on the back)		
SK3	100m breaststroke (general correct action required)		
SK4	25m butterfly (attempt required)		
SK5	Ability to swim each part without stopping for longer than 5 secs each length and no longer than 20 secs between each part. Must finish assessment within 15 minutes.		
SK6	Aim to compete at Hornets Galas		

## Appendix 2 – Proposed Training Timetable

	AM	AM	PM	PM	PM
MONDAY				PERFORMANCE GOLD 17.00-19.00	PERFORMANCE BRONZE 19.00-20.30
				PERFORMANCE SILVER 17.00-19.00	YOUTH SQUAD 19.00-20.30
					MASTERS SQUAD 19.00-20.30
TUESDAY	PERFORMANCE GOLD & SILVER* 5.30-7.30			STROKE 1 17.00-18.00	PERFORMANCE GOLD 18.00-20.00
				STROKE 2 17.00-18.00	PERFORMANCE SILVER 18.00-20.00
				STAMINA 17.00-18.00	
WEDNESDAY			SWIM SCHOOL 4.00-5.30PM	PERFORMANCE GOLD 17.00-19.00 Land 30mins	PERFORMANCE BRONZE 19.00-20.30
				PERFORMANCE SILVER 17.00-19.00 Land 30mins	YOUTH SQUAD 19.00-20.30
					MASTERS SQUAD 19.00-20.30
THURSDAY	PERFORMANCE GOLD & SILVER* 5.30-7.30			STROKE 1 17.00-18.00	PERFORMANCE GOLD 18.00-20.00
				STROKE 2 17.00-18.00	PERFORMANCE SILVER 18.00-20.00
				STAMINA 17.00-18.00	

FRIDAY			SWIM SCHOOL 4.00-5.30PM	PERFORMANCE GOLD 17.00- 19.00 Land 30mins	PERFORMANCE BRONZE 19.00- 20.30
				PERFORMANCE SILVER 17.00- 19.00 Land 30mins	YOUTH SQUAD 19.00-20.30
					MASTERS SQUAD 19.00-20.30
SATURDAY		PERFORMANCE GOLD 7.30-9.30	STROKE 1 9.30-10.30	SWIM SCHOOL 10.30-12.00PM	
		PERFORMANCE SENIOR 7.30-9.30	STROKE 2 9.30-10.30		
		PERFORMANCE BRONZE 7.30-9.30	STAMINA 9.30-10.30		
		Technique and Skills Based Session	PERFORMANCE GYM GROUPS 9.30-10.30 (Invite Only)		