**HAILSHAM SWIMMING CLUB DECEMBER 2019**

**CLUB TRAINING RESTRUCTURE AND IMPLEMENTATION OF LEARN TO SWIM PROGRAMME FEEDBACK AND ACTION PLAN**

The following table provides a summary of the consultation responses against the specific questions. Where similar responses were given, these have just been grouped under one response. Feedback has been provided in a supporting column along with relevant action points that have been identified.

| **Consultation Question/Issue** | **Responses** | **Feedback** | **Action** |
| --- | --- | --- | --- |
| **Catering for every swimmers individual needs** | The group structures cater for beginners through to top performance swimmers, illustrating progression and choice of pathways | Agreed | No change required |
| New group structures: competitive/non-competitive will help focus training needs | Agreed | No change required |
| Bronze/Silver/Gold helps focus young competitive swimmers | Agreed, this was the intention to focus the Performance label on the competitive training squads within the club | No change required |
| Capturing swimmers from the swim school is important, so the transition to the club’s training groups is bridged | Agreed, this forms a more direct transition to the training and coaching squads at the Club | No change required |
| I’m not sure that the proposals indicate how the changes will cater for the individual needs of a swimmer. It does however clearly define the pathways and group criteria | Clarity on the needs of the individual swimmer will be drawn out of the coaches ‘Swimmer Profile’ sheets which are now being implemented. Individual focus can also be drawn out of the criteria | Head Coach to ensure individual needs are drawn out of athlete profile. Head Coaching staff to review criteria to draw out individual needs |
| Grouping the masters and youth squad together has presented problems for existing masters members, some of the existing masters cannot meet the revised criteria. They should not be discouraged and separate criteria should be provided | This point is recognised and can be resolved by having separate criteria for the two squads, allowing for a greater difference in ability within the Masters squad. | Head coaching staff to review criteria, separating and reviewing Masters squad criteria. |
| It is really important that the gap between Performance Bronze and Silver is managed effectively, there are limits to increasing training hours and it is a big jump therefore swimmers could be held back. | Training time for Performance Bronze has been enhanced to allow training for 2 hours on a Saturday morning, integrated into the other Performance Groups. This will allow the opportunity for improved technique focused, composite performance training and bridging the gap between the groups. | Further opportunities for taster sessions could be explored by Coaching staff to ensure appropriate transition. |
| **Creation of Development pathways as clear steps of progression** | There is a clear pathway, but flexibility is necessary to allow movement between pathways as well as both directions along each pathway | Agreed, it is the intention to allow movement between the pathways based on individual circumstances | No change required |
| The pathways with clear criteria are excellent for swimmers. They need to know what to achieve and have goals | Agreed | No change required |
| Swimmers will be able to concentrate on their individual needs, this needs to be communicated to the swimmers and their parents | The coaching staff will implement a more structured communication and feedback mechanism with regards to how swimmers are performing against criteria | Head coaching staff to explore process of improving communication to swimmers and parents with regards to criteria |
| Technique work should always be a clear priority on either development pathway | Agreed, technical ability and strong technique can be overarching requirements in criteria for all groups | Head coaching staff to provide overarching criteria in relation to swimming technique for all groups |
| Fitness pathway allows swimmers the opportunity to swim without the pressure of competing | Agreed, in order to encourage swimmers to continue training and enjoying the sport | No change required |
| There needs to be the ability to provide opportunities for stepping stones between the groups as well | Agreed, the coaching staff can provide opportunities for taster sessions in groups and set targets for swimmers to achieve certain requirements to enable them to improve to the level expected | Head coaching staff to provide opportunities for potential taster sessions and/or mechanism to improve |
| **Comments on general structure or names of proposed squads** | Age is a determining factor within the Performance squads in terms of progression. Could have a young swimmer in top squad but is the training schedule appropriate? | Agreed, the criteria is an expectation of ability, but this will be managed against a swimmers age and physical and emotional development | No change required |
| A more appropriate way to name the squads may be ‘Performance 1’, ‘Performance Youth’, Performance ‘Senior’ | There are pros and cons of different naming strategies for performance groups, with the main positive impact being bringing the three competitive training group under the same performance heading. The naming of the groups are generally supported so no need to further change them | No change required |
| The names in line of medals of achievement are appropriate for performance groups | Agreed | No change required |
| Gold, Silver, bronze naming could demoralise those in a lower group potentially | There are pros and cons of different naming strategies for performance groups, with the main positive impact being bringing the three competitive training group under the same performance heading. The naming of the groups are generally supported so no need to further change them | No change required |
| There does not seem to be strong enough criteria to differentiate between Stroke 1 and 2. Whilst swimmers are progressing well they do not know what they need to achieve to move to Stroke 2 and this is not communicated to parents | The Head Coach staff will review Stroke criteria to make a stronger distinction and progression requirements between Stroke and 2. | Head Coaching staff to add in additional criteria requirements for Stroke 2 group |
| More distinct groups for Youth Squad and Masters Squad | This point is recognised and can be resolved by having separate criteria for the two squads, allowing for a greater difference in ability within the Masters squad | Head coaching staff to review criteria, separating and reviewing Masters squad criteria. |
| I like that development will be changing to Performance bronze as it demonstrates the type of group they are | Agreed | No change required |
| **Development of a SwimSchool/Learn to Swim Programme** | A positive approach for direct transition into the Club | Agreed | No change required |
| An excellent idea | Agreed | No change required |
| Would it not be preferable for the swim school to finish at 5pm and not 5.30pm | The Club are trying to maximise the pool time available for its Learn to Swim Programme whilst providing like for like provision as is currently providing at Bedes Swim School. Monday swimming sessions will now run 5-7pm for Performance Gold and Silver which is an improvement in pool time. | A Learn to Swim Programme consortium will look to review the timetable and structure of the Learn to Swim lessons |
| This would be beneficial and would allow younger brothers and sisters of swimmers at the club to swim under the same club | Agreed | No change required |
| An adults beginners group or adult swimming lessons should also be considered | This is a fantastic idea and can be explored by the Learn to Swim Programme consortium | A Learn to Swim Programme consortium will look to review the timetable and structure of the Learn to Swim lessons |
| The swim school can help raise the profile of the club | Agreed | No change required |
| **Bedes School as the Club’s main base, compared to cost and availability of other facilities** | Positives include cost and that it provides a good training base for the Club | Agreed | No change required |
| Negatives include lots of last minute closures due to maintenance issues, school events. Contingency would be a good idea. | This club is mindful of this and has therefore sought alternative locations for training provision in 2020, providing contingency for its Friday sessions because of school events and for any short term notified closures. The Club will seek to maximise opportunities for alternative provision, but this may not be possible at all times. | The Club will formalise through its restructure implementation alternative locations for training when the Bedes School is closed. |
| Fantastic for links to the school and for children to train with the club who are at the school | Agreed | No change required |
| Cannot compare costs of alternative facilities, but facilities seem suitable, park excellent and friendly staff | Agreed | No change required |
| The training facility is essential for the club to have stability and to operate effectively | Agreed | No change required |
| The Club is very lucky that its groups do not have to train at different locations and times every night. | Agreed. It may be interesting for parents to research other clubs in East Sussex and recognise that other club’s training groups swim at a variety of locations at different times throughout the week. | No change required |
| It is a pleasure to bring our children to train at the club and this facility | This is wonderful to hear. | No change required |
| **Principle of squad criteria and progression it allows for swimmers** | Would like to see technique as a common strand to all squad objectives. | Agreed, technical ability and strong technique can be overarching requirements in criteria for all groups | Head coaching staff to provide overarching criteria in relation to swimming technique for all groups |
| Age is a major consideration and fast younger swimmers should not be overloaded with their training programme | Agreed, the criteria is an expectation of ability, but this will be managed against a swimmers age and physical and emotional development | No change required |
| Agree with criteria if they are known to all and swimmers who are moving up are genuinely meeting them | Agreed, improvements will be made to publicise criteria and the monitoring of children’s progression. Swimmers/parents to get regular feedback on this matter. | Head coaching staff to look at mechanisms for improving transparency. |
| Communication is required between coach/child and parent in relation to the criteria. Regular feedback required. | Agreed, improvements will be made to publicise criteria and the monitoring of children’s progression. Swimmers/parents to get regular feedback on this matter. | Head coaching staff to look at mechanisms for improving transparency. |
| I do think that sometimes if swimmers are held back or not moved with their friends they can get disillusioned. Coaches need to be aware of the psychological impact of decisions on swimmers – flexibility required where necessary | Coaches and teachers build up a strong relationship and understanding of each swimmer and do not hold back swimmers intentionally as it is also demoralising if swimmers advance too early and are unable to keep up with the training requirements of the group. The issue is related to communication honesty and transparency of the process. | Head coaching staff to look at mechanisms for improving transparency. |
| Agree with criteria to ensure that swimmers are grouped with similar abilities and goals | Agreed | No change required |
| Allowing for land based training in all groups is a good addition to the fitness and progression pathway | Agreed, this is important to provide training opportunities outside of the pool. | No change required |
| **Is flexibility required in relation to criteria for particular swimmers?** | Yes, but it should be the exception through a full written justification being produced to prevent a precedent being set | Agreed, but a written justification would just be applicable to the swimmer and would not be common knowledge to all so it still would not prevent other parents and swimmers wondering why flexibility has been allowed. | No change required |
| Age appropriate training – each swimmer has their own agreed pathway | Agreed, the Club has accepted that the training needs of a swimmer has to be balanced with the physical development and age | No change required |
| In theory yes, but it is demoralising for some swimmers who see others advancing who do not appear to meet the criteria | Transparency in the criteria is required, but exceptions will always be allowed in individual circumstances. The coaches always have the best intentions of the swimmer at heart and know their abilities and training attitudes and performance | No change required |
| Yes because of the psychological impact on the swimmer and every child is different | Agreed | No change required |
| Short and regular meetings with parents and coaches will help develop the understanding of criteria and the progression through the groups for individual swimmers | Agreed | Head coaching staff to look at mechanisms for improving transparency |
| Inability to swim morning training should not be a reason to hold up a transition of a swimmer through the groups | Agreed, this is not currently nor proposed to be the case. However at a certain level swimmers will need to undertake morning training to ensure they cover the appropriate meterage in training to succeed at the highest level. | No change required |
| Flexibility required for swimmers who are studying GCSEs/A Levels. If swimmers meet majority of criteria but cannot commit to all sessions then this is acceptable as less sessions with higher quality effort is preferable. It will also encourage those swimmers to continue swimming. | Agreed, this is accepted and understood when implementing the criteria. | No change required |
| All swimmers develop at their individual rate. Some swimmers are held back because of one issue which can be frustration and may result in them looking at alterative clubs or ceasing swimming | Transparency in the criteria is required, but exceptions will always be allowed in individual circumstances. The coaches always have the best intentions of the swimmer at heart and know their abilities and training attitudes and performance | No change required |
| **The Club’s defined development pathways and support of both competitive and recreational swimmers** | Agree with approach | Agreed | No change required |
| Important for all swimming to be embraced, but the timetabling should reflect what the swimmer is aiming to achieve | Agreed, the Club feel we have the correct balance for each group based on their training aims | No change required |
| The club needs to better support the swimmers that go into fitness pathway so they are not seen as a dumping ground for swimmers who do not want to compete | The club provides good training opportunities (3 sessions as week) for the youth and fitness swimmers and the coaches still encourage and motivate the swimmers to train well and enjoy the sport. | No change required |
| Flexibility is required when swimmers are undertaking exams and cannot commit to the demands of training | Agreed, there is flexibility within the criteria | No change required |
| I like that recreational swimmers can still remain part of a group rather than doing it independently | Agreed | No change required |
| We do need to reminder ourselves that were a competitive club and we need to encourage as many of our swimmers to compete as possible. We still have swimmers aiming for Regional and National qualification and this shouldn’t be forgotten. | Agreed, the Club will work on improving communications channels with our younger squads on the benefits of competitive swimming and have set expectations in the criteria for its Performance squads which reflect competitive swimming and training | Committee Action Plan will be looking at ways of improving communication on aspects of competitive swimming to its lower teaching groups. |
| **Does training programme strike an appropriate balance of training hours and needs of swimmers** | Agreed that it does | Agreed | No change required |
| Consideration should be given to slightly later morning training times during school holidays | This is something that the Club could explore, but we are restricted currently at the hours in which we can operate in the morning because of other activities in the pool during school holidays. | Committee Action Plan to explore additional training opportunities or changes to morning training times in the school holidays |
| Reiterate that the age of the swimmer and their training schedule is an important consideration | Agreed | No change required |
| Better use of facility during holiday periods | This is something that the Club could explore, but we are restricted currently at the hours in which we can operate in the morning because of other activities in the pool during school holidays. | Committee Action Plan to explore additional training opportunities or changes to morning training times in the school holidays |
| Stamina group has reduced hours and swimmers will miss out on training time | Stamina training time has regrettably decreased but this strikes the right balance and progression within the groups. There will be opportunities taster sessions and additional land training sessions to increase training hours | Exploration of land training opportunities of the Stamina Groups and opportunities for taster sessions in higher groups when required. |
| The training hours should increase but I am not sure how the club would get more pool time | We would love to provide additional training hours to all of our groups, but with size of our membership we believe we have struck the right balance to make the new training programme viable and operational. Please note there will be additional long course training hours provided throughout the year along with discreet land training sessions held. | No change required |
| I think if holiday camps were run this may go some way to addressing additional training needs | The Club will explore the opportunity to hold training camps, but this is an additional hire expense for the club and we would need to guarantee there was the level of interest required. | Committee Action plan to explore the opportunity to hold training camps over the school holidays |
| Sadly a lot of older swimmers cannot make morning training so that has an impact on their pool time | I would reiterate that the morning training sessions provide the additional pool time that is required to cover the appropriate meterage in the week for the top performing swimmers in the club. Effective training can be achieved in the evening sessions but at the highest level several training sessions will need to be undertaken. | No change required |
| The 7-8.30pm classes are too late for some people and families with younger children | This is why the club has sought to move the youngest swimmers training times to the earlier training slots. Unfortunately to run our sessions certain groups will need to run to later in the evening. This is still a lot earlier than some clubs in the County. | No change required |
| I am trusting that this has been compiled by coaching staff that are far more aware of the development needs/training hours required | Agreed | No change required |
| The training times are far better balanced, especially for the younger swimmers | Agreed | No change required |
| The reintroduction of the gym sessions for the older swimmers with training specific for swimming is really important. | This is a high priority for the club and we will be looking to implement regular land training sessions for all groups in the new year. | No change required |
| **Does training time allocated to each group seem fair?** | Yes, appears balanced | Agreed | No change required |
| Consideration should be given to age appropriate training | Agreed as previously discussed. | No further changes required. |
| Other than stamina group who have lost hours, the other groups seem appropriate | The loss of training time will be balanced with additional provision of land training sessions and potential taster sessions when swimmers are potentially ready to move groups. | No further changes required |
| The highest performance group can now train on a Wednesday again which is preferable | Agreed, it was essential to reinstate this training session | No changes required |
| The moving of older swimmers training to later may impact on their ability to study, the numbers in the lower groups look good so why the need to change the training times? | The club feel this is an appropriate balance across the board for all of our Members and that an 8pm finish on two days of the week should not disadvantage too many swimmers | No changes required |
| If my child does not require land training sessions, then they are missing out on potential swimming time. Ability to agree training times on an individual basis and not have to attend land training sessions. | Land training is an important and enjoyable part of the development of a swimmers strength and fitness and not all swimmers do this independently. Swimmers may chose to just undertake the swimming sessions but this must be discussed and justified with/to the swimming coaches | No changes required |
| It seems fair but it is always about quality over quantity | Agreed, but there is a certain level of meterage that will need to be covered for the top performing swimmers to enable them to succeed | No changes required |
| Performance Bronze may need more training time, swimmers are sometime held back with too big a jump and no opportunities to improve | This group has gained additional training by the integration of the group into Saturday morning training sessions. Additional land training opportunities and taster sessions will be explored. | Head coaching staff to review ways in which gap between groups can be bridged and potential taster sessions to be given to relevant swimmers. |
| It would be nice for the Head Coach to have one session a week with the Development or Performance Bronze group. | Agreed | To be reviewed as part of the teaching and coaching timetable in January 2020 |
| **Anything that the Club has not considered or any further comments** | Would be good to have a more individual focus technique arrangements for the older swimmers, e.g. 3 points on each stroke reinforced at each session rather than a blanket approach | This will be implemented through the ‘Swimmer Profile’ approach that will be used across all coaching and teacher groups. This has already commenced in the Performance Groups. Full implementation will occur in the restructure in Jan 2020 | Head Coaching staff to look at ways to improve and enhance the Swimmer Profile and reinforcing individual technical skills |
| Brue print is required for all strokes, say it, show it, do it approach | This will be fed back to the Coaching staff who may be able to provide appropriate materials to be posted onto the Team Unify pages | Head Coaching staff action point. |
| Video analysis could be used a lot more when needed for intervention | Agreed, particular sessions could utilise this, especially the Saturday morning technique focused session (as indicated on the draft training timetable) | Head Coaching staff action point. |
| Strokes/starts/turns clinics to reinforce principles referred to in subsequent sessions | Agreed, Performance sessions and other groups do utilise specific times to concentrate on specific skills. The Saturday morning technique focused session could provide further opportunities (as indicated on the draft training timetable) | Head Coaching staff action point. |
| Feel that the Head Coach should be leading morning sessions. A Performance coach under the direction of the Head Coach is a potential mismatch | This will be discussed through the allocation of coaching staff to groups the and setting of new roles and responsibilities through the restructure implementation | Action Points for Committee to |
| Lack of information on personal development, ie. Goal setting, monitoring, evaluation, new goals | This will be implemented through the ‘Swimmer Profile’ approach that will be used across all coaching and teacher groups. This has already commenced in the Performance Groups. Full implementation will occur in the restructure in Jan 2020 | Head Coaching staff to look at ways to improve and enhance the operation of the Swimmer Profile |
| Swimmers should have an Individual swimmer plan | There will be certain elements of individuality in training and others where group sets need to be undertaken. Individual needs will be identified in the Swimmer Profile. | No changes required. |
| The swimmers must always come first. The swimmers need to know that they are improving and that is not just about swimming faster. | Agreed, improvements can be made in transparency and communication as previously mentioned. | No changes required |
| If the training times are as early as 5pm this may be a problem for schools which finish later and parents have to travel | We have sought to strike the right balance for all of our Members and there will always inevitably be conflict with school activities. | No changes required |
| I think criteria for groups should be clearly given to swimmers as they know what they are aiming for | Opportunities to communicate this with the swimmers and parents will be explored. | Head Coaching staff action point. |
| Group sizes could be a bit too big | The club seek to operate on the basis of a maximum of 8 swimmers per lane. This is appropriate for teaching swimming, but more difficult for coaching swimming so there are smaller numbers in each lane for higher groups. The club need to ensure it is running at the correct capacities for each group and that this doesn’t impact on the viability of effectively operating the Club. | Review of groups and sizes to be undertaken in December 2019 |
| Maybe the club could look at Saturday or Sunday early evening sessions | This is the time when the Club looks to provide additional long course training opportunities for the Club. Also one off events such as Sussex League may need to be held at the pool on Saturday evenings | No changes required |
| One of the criteria for performance swimmers appears to be Saturday mornings, but children may do other sports and have other commitments at the weekend. | The three Performance training groups have consolidated training sessions on a Saturday morning as it was typically the lowest attended of the sessions. Whilst it is preferential for swimmers to attend the Saturday morning it is not essential. | No changes required |
| Stretching and warm down seems to have dropped off the radar at the moment. This is an important element of interaction with other swimmers. Full instruction should be given by coaches to all groups | This will be passed on to the Coaching team for an appropriate action point. | Head Coaching Staff action point. |
| Opportunities for the older and younger swimmers to train together occasionally should be explored. | This would be beneficial and certain sessions can be held throughout the year. | Head Coaching Staff action point. |
| More effective drills, using of equipment (backstroke starting ledge) required | This will be passed on to the Coaching team for an appropriate action point. | Head Coaching Staff action point. |
| Fundraising – any opportunity for 6 lanes of backstroke starting ledges so they can be used in competitions? | This will be discussed at a relevant Committee Meeting with regards to fundraising events | Club Committee action point. |
| Need to investigate holiday camps at Bedes | This will be passed on to the Coaching team for an appropriate action point. | Head Coaching Staff action point. |
| Head Coach could spend more time with the coaching and teaching of younger swimmers in the club as well | This will be passed on to the Coaching team for an appropriate action point. | Head Coaching Staff action point. |
| More lane discipline required under the coach’s influence | This will be passed on to the Coaching team for an appropriate action point. | Head Coaching Staff action point. |
| Special needs/disabilities of swimmers to be recognised | This will be implemented through the ‘Swimmer Profile’ approach that will be used across all coaching and teacher groups. This has already commenced in the Performance Groups. Full implementation will occur in the restructure in Jan 2020 | Head Coaching staff to look at ways to improve and enhance the operation of the Swimmer Profile |
| Impact of other sports and recognition that this can complement the athlete and not work as a disadvantage | This will be implemented through the ‘Swimmer Profile’ approach that will be used across all coaching and teacher groups. This has already commenced in the Performance Groups. Full implementation will occur in the restructure in Jan 2020 | Head Coaching staff to look at ways to improve and enhance the operation of the Swimmer Profile |
| Agree on one consultation platform. Stop using Facebook as quite a lot of parents don’t have it. More information about children’s achievements and photos to be put on Ondeck | The Committee is exploring its communication strategy with its members through an Action Plan being led by two Members of Committee. | The Committee are looking to implement a Communications Action Plan in January 2020 |
| Morning swimming is difficult to attend and is too early in the morning. Can morning training times be made a bit later? | We are restricted to early morning training times to avoid the cross over with students arriving for the school day. | No changes required |
| Workshops and out of pool sessions would be beneficial on topics such as nutrition, injury prevention, with invited professionals. | This will be passed on to the Coaching team for an appropriate action point. The Committee will look at opportunities to get independent professionals for discreet events/workshops. | Head Coaching Staff action point and Committee to explore opportunities for independent professionals. |
| The university membership is a good idea to keep the interest of those swimmers you would otherwise lose. | Agree | No changes required |
| It would be nice if swim school could do classes on the same days as stroke which would mean that parents are already at the pool if they have younger siblings. It would also give younger children when they reach the end of swim school a view of where they would progress. | The initial Learn to Swim lesson Schedule will be based on the days that Bedes Swim School ran for continuity apart from the Monday sessions and the addition of Saturday sessions. Once implemented the Club will look to grow and develop its Learn to Swim offer. | No changes required |
| Clarification required regarding external coaching. I strongly believe that if we cannot stop or enforce the rule then we should allow it with the openness and better communication with coaching staff being key. If the club is not providing something then they need to be told and understand the swimmers needs. | The Club has removed its External coaching statement from its website and expects any swimmer who is having external coaching to speak openly with coaching staff about the reasons they are undertaking this so that any gaps in provision at the Club can be identified and addressed | No changes required |