

## Performance Scholarships

Our new Performance Scholarship program is designed to recognize and reward the highest level of commitment to the sport and the Club as evidenced by achievements at National and Regional levels, as well as long and proven track record of commitment to the club in our competitive pathway evidenced by attendance and being a role model to the teammates.

Successful applicants will be awarded our Gold, Silver or Bronze scholarship and may be offered one or more grants that can be used towards squad fees, race entry fees and competition or camp travel costs.

### Application process

Eligible swimmers will be invited to apply for Performance Scholarship by the Director of Swimming or relevant squad coach, who will provide an application form. The application will consist of two parts:

- **Swimmer's section**, which would include a written personal statement by the swimmer. This free-form essay should include main achievements, evidence of full commitment to the club as well as being a role model for the teammates.
- **Coach's section** would include a statement of recommendation and endorsement, citing reasons for the swimmer's nomination.

### Review process

Each scholarship will undergo a thorough review by the Director of Swimming and the Board of Directors or relevant Committee appointed by the Board. Any Board or Committee member with a potential conflict of interest, such as being related to any applicant, shall be recused from the review process. Applications will be assessed using a point system out of maximum 10 points and based on the following factors:

- **Achievement** (3 points maximum – based on one highest achievement from the list below).

#### *For National Performance squad:*

- Qualification for a major International Event; Finals of British Champs or British Nationals; Qualifications for British Champs in 3 or more events or for British Nationals in 3 or more events: **3 points**
- Qualification for British Champs or British Nationals; Finals of Swim England Winter Nationals; Qualification for Swim England Winter Nationals in 3 or more events: **2 points**
- A qualification for English Summer Nationals or Swim England Winter Nationals: **1 point**

#### *For Regional Performance and other squads:*

- Extra 1 point for any of the achievements listed above in the NP section.
- 3 or more medals in London Region Summer Championships: **1 point**

- **Attendance** (3 points maximum)
  - Consistent attendance record of 92% or above over the past 12 months: **2 points**;
  - 85% or above: **1 point**

- Membership at CWSC for more than 3 years: **1 point**
- **Commitment to the club and the sport** (4 points maximum) – to be scored as the sum of the below:
  - Consistent focus, effort and discipline during training sessions: **1 point**
  - Taking coaches' feedback onboard and maintaining positive attitude towards competitions and racing no matter the outcome of a race: **1 point**
  - Involvement and enthusiasm towards the team events: Arena league, relays, club champs, etc: **1 point**
  - Role modelling the club values through volunteering, helping teammates and other relevant examples: **1 point**

### **Outcome of the application:**

We will aim to make a decision within 30 days of the application. Applicants will be notified by the Director of Swimming of the outcome.

Assistance may be offered subject to the following maximum level of financial support:

**10 points:      Gold Performance Scholarship**

Full credit towards the squad fees; £100 per month towards competitions/travel; possibility of one off travel credit as determined by the Board or relevant committee

**9 points:       Silver Performance Scholarship**

Full credit towards the squad fees; £50 per month towards competitions/travel; possibility of one-off travel credit as determined by the Board or relevant committee

**8 points:       Bronze Performance Scholarship**

Credit up to £125 per month towards squad fees; possibility of one-off travel credits.

Scholarships as well as the criteria will be reviewed by the Board periodically. The criteria as well as award level are subject to change at any time depending on financial condition of the club and other relevant factors.