Scottish Swimming

National Squad Programme

Selection Policy & Selection Times

2018 - 2019

Introduction

This paper sets out the overall principles guiding selection to Scottish Swimming Squads for the season 2018-19. The document continues to incorporate the feedback we receive from coaches, parents and volunteers on an annual basis and contains the specific details of selection criteria for next season. In addition to setting out the guiding principles for selection, another purpose of the document is to influence coaching practice through establishing clear outcomes for each stage of development. Whilst not a prescriptive approach, we intend that coaches, parents and swimmers adhere to the expectations of progressive standards and incremental improvements by systematic, effective coaching processes.

In considering any changes to the existing policy, which itself was most recently updated in 2015-16, several sources of information were used:

1. Swimmer tracking process 2008-2017 – a comprehensive appraisal of swimmer progress through the squad system to their highest achievement.[1]
2. Event depth research 2008-2017 – evaluation of the Top 25 GB rankings by gender, event and age each season.[2]
3. Coaches Technical Panel minutes 2008-2017
4. National Swimming Committee feedback
5. Aquatic High Performance Group Feedback

Background Context

Scottish Swimming has operated a progressive series of "national squads" for several years as part of what we now call the "Swimmer Pathway". These have been questioned, challenged, refined and shaped continuously, however they have been a constant in the swimming landscape for over two decades. In recent years, initiatives like Mindset and Long Term Athlete Development (LTAD) have influenced the policies leading to selection for squads. In addition to this, developmental projects like Pathway to Performance, Flying Start and DRP have superseded the previously used District Squad structure for younger swimmers. We are continually looking at the rationale for, process of and outcomes from the Selection Policy in an effort to best serve the needs and expectations of the competitive swimming community.

The selection policy & rationale document update (2009) stated that;

> *"The development of swimmers cannot be rushed and each athlete must be supported as an individual. A swimmer should improve over a range of abilities initially, and focus on specific events only when reaching a higher level of performance. Selections should be structured so that the appropriate physical development will be encouraged at the appropriate time.*

Whatever the prevailing mood is in youth sport development or academic research, this statement is still a fitting description of what underpins our current thinking. Investment from **sport**scotland and the Scottish Swimming membership has been secured for this Major Games cycle and we need to build on the successes of recent years and consider the lessons learned and feedback received.

Another exciting season of both domestic and international swimming has seen some outstanding achievements from Scottish swimmers on the International stage and there continues to be positive progress in Scotland in terms of swimmers achieving better outcomes in British and World rankings. However, global standards continue to move forward and therefore we cannot take future success for granted. As we develop our collective system and drive our expectations upward therefore, we need to focus on the future, more effectively supporting our existing world-class swimmers and enhancing our long-term swimmer pathway.

Summary

[1] The swimmer tracking exercise was completed on all swimmers who achieved National Squad selection times since 2008.
[2] Event depth research illustrates trends in performance development across all events and ages within the British top 25.

The numbers shown in the table below represent the qualifying statistics for each of the squads in the national programme over the past five (5) years. These figures and successful results at international level, and taking into account the approach of maintaining silver and bronze times over this period, represent further evidence of sustaining standards at the top end of the sport relative to the qualifying measures. However careful and further consideration around the numbers targeted and selected at the development stages is still required and as noted in the revised document two years ago, continues to be reviewed on an annual basis[3].

Squad Year	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Bronze (11-14)	382	287	228	246	247	248
Bronze (15+)	60	55	41	27	37	38
Silver (13-16)	66	57	44	47	62	52
Gold (14-16)	27	17	24	25	16	23
Silver (17+)	32	29	20	22	24	26
Gold (17+)	31	39	36	26	20	21

Looking at the gender split over these 6 years there is a clear pattern of more girls than boys achieving the younger (11-14) Bronze times, with the total percentage split being 62%:38% respectively. At the higher levels, there is more gender parity and we have been monitoring these trends with a view to making any necessary amendments. Taking these trends into account, the time has come to make some adjustments to the policy. In this document we have made several amendments to the previously published policies (noted below) to more accurately reflect the need for more male swimmers to be brought into the pathway at the younger ages. Our analysis of performance standards provides evidence of specific progression rates by age, stroke and distance.

Additionally, and increasingly in the financial climate across the sport sector, there is an ongoing need to consider capacity in the delivery of quality support to swimmers and coaches. Inevitably, there is a finite amount of resource (e.g. science, medicine and ancillary resources) available - specifically at the senior level of the sport and consequently overall numbers within each squad continue to be carefully considered.

Selection Policy Principles

The following principles will underpin the selection policy for Scottish Swimming Squads 2018-19:

1. The overall thrust of the policy remains a desire to identify & support swimmers progressing towards meeting the specific Performance Plan target of 6-8 swimmers in the Top 16 world rankings (2 per nation) each year. To maintain consistency with previous policies, world top 15 times have been used to calculate base times and for this policy, these have been generated using an average top 15 placing from years 2014 - 2017 in the World Rankings (2 per nation).
2. To reflect changing standards in World swimming, base times for all ages continue to be re-calculated on an annual basis.
3. The age for peak performance in an event continues to be used as a factor in generating base times and these have been recalculated using the average age of swimmers in the world top 15 from 2014, 2015, 2016 & 2017.
4. Having reduced the percentage gap between Bronze/Silver times and the Gold times over the past three years (Ages 15+), the gap between will remain the same with the expectation that this will continue for the 2018-19 season. In some instances, times may be faster due to the re calibration of Senior Gold.
5. As noted above, the Bronze (11-14) times for boys have been modified by a consistent- factor to allow more young males from the pathway to be exposed to the National Programme.
6. The age for senior males to reach the fastest selection standard has been elevated to 21 years and the subsequent 'age' times adjusted in accordance with the progress curve.

[3] Scottish Swimming Selection Policy document 2015-2016 http://www.scottishswimming.com/media/1672707/Scottish-National-Squad-Selection-Policy-Review-Summary-2016_FINAL.pdf

7. To better reflect these concepts and changes, and to align the National Squad Programme with the external swimming landscape for males, i.e European Junior Championships qualification, the oldest age for Youth Gold (male) selection will now be 17.
8. The age for Youth Gold for females has been amended to 13yrs to take in to account different rates of development between males and females (see section **"Important Notes"**)
9. Selection for Senior Squads (males & females) will continue to use a combination of time based achievement and qualitative assessment as established in the 2015 revised policy.
10. Distinctions for boys and girls reflecting the trend in sport more widely to recognise gender differences in maturity and development will be increasingly and specifically applied to selection and squad programming[4].
11. Mindset principles will continue to play an important role within the selection policy and squad programming.
12. The National Coach in consultation with the Performance Director, ensuring that a measure of professional judgement is used to support potential across the pathway, will continue to apply a discretionary approach to selection as established in the 2015 revised policy. Please see the "Discretionary Selections" section for details of how this approach will be applied.

Para-Swimmers – Scottish Talent Programme

In line with Scottish Swimming's inclusive approach to supporting Para-Swimmers, athletes achieving selection to the Scottish Talent Programme will be supported within one squad of the national programme. This allows a consistent approach to athlete development and ensures Para-Swimmers are exposed to a progressive level of support appropriate to their age and development.

When selecting the appropriate National Squad for Scottish Talent Programme swimmers, a matrix of factors will be considered including:

- Chronological, development and training age of the athlete,
- Number of qualifying times achieved across a spread of events,
- Current and previous training application and progression,
- Previous involvement in national squad programmes,
- Selection on to World Class Programmes,
- Likelihood of making GBR representative team in the benchmark meet of the season,
- Commonwealth Games standings.

The ideal experiential and developmental progression of Para-Swimmers will include involvement within each level of the squad programmes through the development period. However, experiences for swimmers MAY include some delivered out-with the identified squad.

[4] For example, Project Ailsa or targeted events for female/male swimmers

Level and Ages

Swimmers are able to attain the three different levels of achievement (Gold, Silver, and Bronze) at the following ages:

Level	Boys Age	Girls Age
Gold	14yrs+	13yrs+
Silver	13yrs+	12yrs+
Bronze	11yrs+	11yrs+

The age differential for Gold and Silver squads supports the recognition of the gender split noted in the principles of selection. The entry age for Bronze (DRP) is maintained at 11+ for boys and girls to enable a broad based approach to selecting and supporting potential.

Number of Times Required

It is widely recognised in effective long-term swimmer development planning that successful senior swimmers undergo a good background of multi-event aerobic training in their formative years. In order to continue promoting this practice among Scottish swimmers and coaches, swimmers are required to achieve selection times in one or more 200 metre or longer events from ages 11 through to 15. From 16 years onwards, swimmers are able to achieve the selection times in any event distance. Please note also that swimmers will only be able to achieve times in 50m events from age 16 upwards, and at the age of 16 only one 50m time can be used.

Within the para-swimming pathway, due to classification restrictions, there is a limitation on the number of events which are recognised as Paralympic championships events. Athletes will, therefore, be considered for selection on achieving one selection time from the recognised championship events in their classification. Athletes will, however, be encouraged to compete over a range of strokes and distances and the range of events in which times have been achieved will be considered when allocating swimmers to a National Squad.

Number of Times Required

	Gold		Silver		Bronze	
Age	Boys	Girls	Boys	Girls	Boys	Girls
18	1*	1*	1*	1*	1*	1*
17+	2 (max 1 x 50m event)	1*	2 (max 1 x 50m event)	1*	2 (max 1 x 50m event)	1*
16 †	2 (max 1 x 50m event)	2 (max 1 x 50m event)	2 (max 1 x 50m event)	2 (max 1 x 50m event)	2 (max 1 x 50m event)	2 (max 1 x 50m event)
For 11-15 years selection events should include 1 swim from 2 of the following 3 categories: Freestyle, Form, I.M. (50m events excluded) #						
15 †	3 (min 1 @ 200+)	3 (min 1 @ 200+)	3 (min 1 @ 200+)	3 (min 1 @ 200+)	3 (min 1 @ 200+)	3 (min 1 @ 200+)
14 †	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)
13 †	N/A	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)
12 †	N/A	N/A	N/A	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)
11 †	N/A	N/A	N/A	N/A	4 (min 2 @ 200+)	4 (min 2 @ 200+)

200+ = all 200m, 400m, 800m and 1500m events.
Example: *A swimmer aiming to achieve Gold level at 16 years needs to achieve 2 Gold times in any two events, but only one 50m time can be used.*

* **Senior 17+**

- Senior 17+ - swimmers achieving times in 50m events only will not be guaranteed selection, performances across 100m or 200m time (long course, same stroke as the 50m event) will also be taken into consideration before selection.

† **11-14yrs Bronze and Silver 12 – 16yrs Girls and 13 – 16yrs Boys**

- Swimmers will only be selected following the completion of the Mindset assessment questionnaire by the respective club Head Coach.

 # 11-15yrs Event categories

- In the consideration of discretionary selections, swimmers with the correct number of times in only 1 x event category may be selected based on the published criteria and notes.

Ages as at 31st December 2018

***Important Notes*:**

Achieving the selection standards **does not guarantee** a swimmer a place on a Scottish Swimming National Squad. However, all swimmers achieving the identified selection standards will be **considered** for selection based on the processes described in this document. The final stage of the selection process is ratification by the Aquatics High Performance Group (AHPG).

- Final selection to the various National Squads is subject to, (1) maximum number limits as determined each year by the Director of Performance & National Coach, and (2) financial resources available to Scottish Swimming at the time of selection.

- Support services from the sportscotland Institute of Sport Network are not obligatory at any level and are subject to agreement from the AHPG.

Discretionary Selections

Appreciating that delivering successful results on the international stage is both a difficult and highly complex process, Scottish Swimming has taken the view that it is important that all swimmers who demonstrate the capability to do this receive the support they require. It is recognised that some circumstances will inevitably arise whereby it is necessary for the National Coach, in consultation with the Performance Director, to place a swimmer within the appropriate level of the National Programme according to their developmental need, not necessarily their chronological age. This may include swimmers being offered National Squad positions whom are either above or below that which they have achieved consideration times. It may also include swimmers being selected for squads without achieving a consideration time. This is designed to apply a measure of professional judgement towards assessing swimmer potential.

When acting in these discretionary situations, the following will be reviewed:

- Past, current and planned level of training, including the daily training environment
- Rate of performance progression
- Achievement (or otherwise) of previously agreed targets
- Number and nature of qualifying times required and achieved
- Current level of support and the duration of support provided and required
- Percentage away from selection times (present and future) – this includes comparison to the age development curves and times generated that are not visible within the selection document (18/19yrs specifically)
- Mindset
- Chronological, developmental and training age of the swimmer
- Discussion with home coach on some or all of the above factors before the selection meeting

All selected swimmers will be required to sign and abide by the Scottish Swimming Swimmer Athlete Agreement.

Eligibility

All swimmers wishing to be considered for Youth Development, Youth Gold or Senior Gold/Silver/Bronze National Squad selection must be eligible to compete for Scotland as defined by Company Rule 4.5.3 (http://www.scottishswimming.com/media/1400877/2015-2016-Governance-Documents-Issue-7.pdf) and be registered with SASA having paid their current registration fee.

Selection Competitions

In order to be successful at international level, swimmers must be able to achieve their best performance in a single swim on a given day. The importance of this ability is recognised by identifying precise selection opportunities higher up the pathway. However, the philosophy of the 'Bronze' level is to be as inclusive as possible (11-14 years).

Age	Eligible Selection Meets
11-14 Bronze	Any *accredited* meet (Short Course or Long Course) Selection Period: 30th September 2017 –15th July, 2018
12 – 16 Silver Girls 13-17 Silver Boys 15- 17 Bronze	District Championships, Scottish Short Course Championships plus any other accredited Long Course Meet. Additional accredited (or equivalent) Short Course meets may be used with the prior agreement of the Director of Performance. Selection Period: 29th October, 2017 – 31st July, 2018
13-16 Gold Girls 14-17 Gold Boys 18+ Bronze	Scottish & British National Championships, other meets agreed in advance with Director of Performance. (Long Course ONLY) Selection Period: 1st January – 31st July, 2018
17+ Girls Gold & Silver 18+ Boys Gold and Silver	British Championships / EISM, 1st – 4th March 2018 British Summer Championships / Meet 24th July – 29th July, 2018 British Representative and International Meets as agreed in advance with the Director of Performance
	STP Eligible Selection Meets
Para-Swimmers	• District Championships between 29 October 2017 – 31 July 2018 • UK School Games 2 September 2017 • 2017 National Para-Swimming Championships 9-10 December 2017 • British Para-Swimming International Meet 31 May-3 June 2018 • Scottish National Open Championships 28 June-1 July 2018 • British Summer Meet 24-29 July 2018 British Representative and International Meets as agreed in advance with the Director of Performance

Selection Process

The selection process will be managed by Scottish Swimming through the use of the Hy-Tek Team Manager National Database. All clubs and teams wishing to place swimmers on National Squads should use Hy-Tek Team Manager for maintaining results and must send relevant Hy-Tek results files to Scottish Swimming where necessary. Results from the following events will automatically be entered in to the database:

- All accredited meets held in Scotland (where those results have been submitted to Scottish Swimming as Hy-Tek results export files, or Sports Systems full meet archive files);
- Results of Scottish registered swimmers at British/ASA National Events;
- Results of Scottish swimmers competing at International Meets whilst representing Scottish/British Teams.

Selection Meet Notes:

- A list of selection meets will be maintained and regularly updated on the Scottish Swimming website *www.scottishswimming.com* during the selection period.
- The organisers of L1 & L2 licenced meets must, in addition to sending results to British Swimming Rankings, provide Scottish Swimming with the Hy-Tek results file for inclusion in the selection meet list.
- District Swimming Convenors will notify Scottish Swimming of any meets or sessions in meets where accreditation was withheld. These meets will be removed from or highlighted on the list.
- It is the responsibility of clubs/coaches to check the list regularly to ensure that eligible meets (including accredited time trials, internal meets e.g. club championships, and non-Scottish meets) where their swimmers may have achieved DRP selection times are in fact included and to notify Scottish Swimming of any omissions by 3rd July 2018.

All selections for the DRP will be made after the Scottish Summer Meet, 16th July 2018

All results files and any queries should be emailed to: info@scottishswimming.com

Times that are not automatically entered into the database can be submitted as follows:

- Individual results from meets outwith Scotland but within the Home Countries at Level 1 & 2 should be submitted by the swimmer's club on electronic file within four weeks of completion. For verification purposes, these results must be accompanied by the relevant printed meet results.

- Individual results from meets outwith the Home Countries should be submitted by the swimmer's club on electronic file within four weeks. Meets of an equivalent standard to Scottish Swimming License level 2 will be considered. Inclusion of these results will be subject to ratification by the Director of Performance. For verification purposes, these results must be accompanied by the relevant printed meet results.

- Times achieved in Scotland at accredited meets that are not on the Scottish Swimming website list must be forwarded on electronic file by 2nd July 2018.

General Selection Notes:

- Coaches of swimmers on Senior Gold/Silver/Bronze/Youth and Youth Development Squads will continue to be notified of selection by Scottish Swimming.

- Coaches of swimmers on all squads will be required to complete and submit a "Mindset Assessment" before the deadline for swimmers to confirm their acceptance of their squad place. On receipt of both the "Mindset Assessment" and the "squad acceptance", selection will be ratified.

- Coaches of swimmers identified for the District Regional Programme will initially be notified by their respective District Swimming Convenor. Swimmers achieving 11 - 14 years Bronze times and selection criteria will be invited to participate conditional on receipt of a 'Mindset Assessment questionnaire' by the Club Head Coach to Scottish Swimming.

Appeals Process:

Gold and Senior Silver Related Selections
For appeals relating to Senior/Youth Gold and Senior Silver squads, the following athletes meeting one of the criteria below may appeal;

1. Athletes currently on the identified squads for the season 2017/18
2. Any athlete not selected for season 2018/19, having met the selection standards

Appeals shall only be considered if they address:

1. Selection process
2. Clarification of fact

Squad selections will be published by 14th August, 2018 on the Scottish Swimming web site, following which all appeals must be received, in writing **via email**, including the grounds upon which the appeal is made, to the Scottish Swimming Chief Executive, by 4pm 20th, August 2018.

The appeals panel will meet and complete any appeals, informing athletes by 4pm, 23rd August 2018.

The appeals panel will normally consist of;

- Scottish Swimming Chief Executive
- Scottish Swimming Director of Services
- sportscotland swimming Partnership Manager

Scottish Swimming reserves the right to alter the composition of the appeals panel. Panel member replacements will not include those involved with the original decision. The decision of the appeals panel is final.

Youth Silver and Bronze Related Selections

Appeals will be received in relation to Youth Silver, Senior Bronze, Scottish Talent Programme or District Regional Programme squads on the following basis only;

- Clarification of fact e.g. achievement of selection time standard.

Appeals of this nature for DRP should, in the first instance, be made directly to the respective District Swimming Convenor **via email** by 4pm, 20th August, 2018 (following notification by the District Convenor as described within the selection process). Any appeal made will be actioned no later than 23rd August 2018.

Appeals of this nature for Youth Silver/Senior Bronze should be made directly to the Scottish Swimming Performance Director **via email** by 4pm, 20th August, 2018 (following publication of selections on the Scottish Swimming web-site by 18th August. Any appeal made will be actioned by no later than the 23rd August, 2018.

This selection policy is being operated in accordance with the Scottish Swimming Equity Policy

APPENDIX 1

MALE LONG COURSE 2017-18 times to achieve for selection to the 2018-19 squads

50 Freestyle

Age	Gold	Silver	Bronze
18+	00:22.33	00:22.67	00:23.00
17	00:23.48	00:23.84	00:24.19
16	00:24.09	00:24.69	00:25.05
15			
14			
13			
12			
11			

100 Freestyle

Age	Gold	Silver	Bronze
18+	00:49.08	00:49.81	00:50.55
17	00:51.61	00:52.38	00:53.16
16	00:52.93	00:54.26	00:55.05
15	00:54.57	00:55.93	00:57.84
14	00:56.26	00:57.66	01:01.32
13		01:00.07	01:06.22
12			01:11.11
11			01:17.93

200 Freestyle

Age	Gold	Silver	Bronze
18+	01:48.29	01:49.92	01:51.54
17	01:53.88	01:55.59	01:57.30
16	01:56.80	01:59.72	02:01.48
15	02:00.42	02:03.43	02:07.64
14	02:04.14	02:07.24	02:15.31
13		02:12.55	02:26.12
12			02:36.91
11			02:51.97

400 Freestyle

Age	Gold	Silver	Bronze
18+	03:50.07	03:53.52	03:56.97
17	04:01.94	04:05.57	04:09.20
16	04:08.14	04:14.35	04:18.07
15	04:15.82	04:22.21	04:31.17
14	04:23.73	04:30.32	04:47.46
13		04:41.59	05:10.43
12			05:33.34
11			06:05.34

800 Freestyle

Age	Gold	Silver	Bronze
18+	07:59.39	08:06.58	08:13.77
17	08:24.13	08:31.69	08:39.26
16	08:37.06	08:49.99	08:57.74
15	08:53.05	09:06.38	09:25.03
14	09:09.54	09:23.28	09:58.99
13		09:46.74	10:46.85
12			11:34.59
11			12:41.27

1500 Freestyle

Age	Gold	Silver	Bronze
18+	15:11.40	15:25.07	15:38.74
17	15:58.44	16:12.81	16:27.19
16	16:23.01	16:47.59	17:02.33
15	16:53.42	17:18.75	17:54.22
14	17:24.76	17:50.88	18:58.79
13		18:35.50	20:29.77
12			22:00.52
11			24:07.30

50 Butterfly

Age	Gold	Silver	Bronze
18+	00:23.88	00:24.24	00:24.59
17	00:25.11	00:25.49	00:25.86
16	00:25.75	00:26.40	00:26.78
15			
14			
13			
12			
11			

100 Butterfly

Age	Gold	Silver	Bronze
18+	00:52.69	00:53.48	00:54.27
17	00:55.41	00:56.24	00:57.07
16	00:56.83	00:58.25	00:59.11
15	00:58.59	01:00.05	01:02.11
14	01:00.40	01:01.91	01:05.84
13		01:04.49	01:11.10
12			01:16.34
11			01:23.67

200 Butterfly

Age	Gold	Silver	Bronze
18+	01:57.58	01:59.34	02:01.11
17	02:03.65	02:05.50	02:07.36
16	02:06.82	02:09.99	02:11.89
15	02:10.74	02:14.01	02:18.58
14	02:14.78	02:18.15	02:26.91
13		02:23.91	02:38.65
12			02:50.36
11			03:06.72

50 Backstroke

Age	Gold	Silver	Bronze
18+	00:25.46	00:25.84	00:26.22
17	00:26.77	00:27.17	00:27.58
16	00:27.46	00:28.15	00:28.56
15			
14			
13			
12			
11			

100 Backstroke

Age	Gold	Silver	Bronze
18+	00:54.68	00:55.50	00:56.32
17	00:57.50	00:58.36	00:59.22
16	00:58.97	01:00.45	01:01.33
15	01:00.80	01:02.32	01:04.44
14	01:02.68	01:04.24	01:08.32
13		01:06.92	01:13.78
12			01:19.22
11			01:26.83

200 Backstroke

Age	Gold	Silver	Bronze
18+	01:58.54	02:00.32	02:02.10
17	02:04.66	02:06.53	02:08.40
16	02:07.86	02:11.05	02:12.97
15	02:11.81	02:15.11	02:19.72
14	02:15.89	02:19.28	02:28.12
13		02:25.09	02:39.95
12			02:51.75
11			03:08.24

50 Breaststroke

Age	Gold	Silver	Bronze
18+	00:27.82	00:28.23	00:28.65
17	00:29.25	00:29.69	00:30.13
16	00:30.00	00:30.75	00:31.20
15			
14			
13			
12			
11			

100 Breaststroke

Age	Gold	Silver	Bronze
18+	01:00.74	01:01.65	01:02.56
17	01:03.88	01:04.83	01:05.79
16	01:05.51	01:07.15	01:08.13
15	01:07.54	01:09.23	01:11.59
14	01:09.63	01:11.37	01:15.90
13		01:14.34	01:21.96
12			01:28.01
11			01:36.46

200 Breaststroke

Age	Gold	Silver	Bronze
18+	02:11.77	02:13.74	02:15.72
17	02:18.57	02:20.65	02:22.72
16	02:22.12	02:25.67	02:27.81
15	02:26.52	02:30.18	02:35.31
14	02:31.05	02:34.82	02:44.64
13		02:41.27	02:57.80
12			03:10.92
11			03:29.24

200 IM

Age	Gold	Silver	Bronze
18+	02:01.15	02:02.97	02:04.78
17	02:07.40	02:09.31	02:11.22
16	02:10.67	02:13.94	02:15.90
15	02:14.71	02:18.08	02:22.79
14	02:18.88	02:22.35	02:31.38
13		02:28.28	02:43.47
12			02:55.53
11			03:12.39

400 IM

Age	Gold	Silver	Bronze
18+	04:19.32	04:23.21	04:27.10
17	04:32.70	04:36.79	04:40.88
16	04:39.69	04:46.69	04:50.88
15	04:48.35	04:55.55	05:05.65
14	04:57.26	05:04.69	05:24.02
13		05:17.39	05:49.90
12			06:15.72
11			06:51.80

Scottish Swimming

FEMALE LONG COURSE 2017-18 times to achieve for selection to the 2018-19 squads

50 Freestyle

Age	Gold	Silver	Bronze
	00:25.13	00:25.38	00:25.88
17+			
16	00:26.43	00:26.96	00:27.22
15			
14			
13			
12			
11			

100 Freestyle

Age	Gold	Silver	Bronze
	00:54.87	00:55.42	00:56.52
17+			
16	00:57.70	00:58.86	00:59.43
15	00:58.88	01:00.35	01:01.82
14	01:00.39	01:01.90	01:05.24
13	01:02.32	01:03.88	01:09.22
12		01:06.33	01:13.83
11			01:19.28

200 Freestyle

Age	Gold	Silver	Bronze
	01:59.09	02:00.29	02:02.67
17+			
16	02:05.24	02:07.75	02:09.00
15	02:07.80	02:10.99	02:14.19
14	02:11.07	02:14.35	02:20.79
13	02:15.27	02:18.65	02:29.37
12		02:23.98	02:39.34
11			02:51.10

400 Freestyle

Age	Gold	Silver	Bronze
	04:10.59	04:13.09	04:18.11
17+			
16	04:23.52	04:28.79	04:31.43
15	04:28.90	04:35.62	04:42.35
14	04:35.80	04:42.69	04:55.94
13	04:44.62	04:51.73	05:13.97
12		05:02.94	05:34.93
11			05:59.64

800 Freestyle

Age	Gold	Silver	Bronze
	08:36.49	08:41.65	08:51.98
17+			
16	09:03.15	09:14.01	09:19.44
15	09:14.23	09:28.09	09:41.94
14	09:28.44	09:42.65	10:06.19
13	09:46.63	10:01.29	10:43.13
12		10:24.39	11:26.05
11			12:16.68

1500 Freestyle

Age	Gold	Silver	Bronze
	16:33.92	16:43.86	17:03.74
17+			
16	17:25.22	17:46.12	17:56.58
15	17:46.55	18:13.21	18:39.88
14	18:13.90	18:41.24	19:32.78
13	18:48.89	19:17.12	20:44.23
12		20:01.57	22:07.27
11			23:45.22

50 Butterfly

Age	Gold	Silver	Bronze
	00:26.57	00:26.84	00:27.37
17+			
16	00:27.94	00:28.50	00:28.78
15			
14			
13			
12			
11			

100 Butterfly

Age	Gold	Silver	Bronze
	00:58.79	00:59.38	01:00.56
17+			
16	01:01.83	01:03.06	01:03.68
15	01:03.09	01:04.67	01:06.24
14	01:04.71	01:06.32	01:10.02
13	01:06.78	01:08.45	01:14.29
12		01:11.07	01:19.25
11			01:25.10

200 Butterfly

Age	Gold	Silver	Bronze
	02:09.97	02:11.27	02:13.87
17+			
16	02:16.68	02:19.41	02:20.78
15	02:19.47	02:22.95	02:26.44
14	02:23.04	02:26.62	02:32.89
13	02:27.62	02:31.31	02:42.20
12		02:37.12	02:53.03
11			03:05.80

50 Backstroke

Age	Gold	Silver	Bronze
	00:28.51	00:28.79	00:29.36
17+			
16	00:29.98	00:30.58	00:30.88
15			
14			
13			
12			
11			

100 Backstroke

Age	Gold	Silver	Bronze
	01:00.92	01:01.53	01:02.75
17+			
16	01:04.07	01:05.35	01:05.99
15	01:05.38	01:07.01	01:08.64
14	01:07.05	01:08.73	01:12.35
13	01:09.20	01:10.93	01:16.76
12		01:13.65	01:21.88
11			01:27.93

200 Backstroke

Age	Gold	Silver	Bronze
	02:11.21	02:12.52	02:15.14
17+			
16	02:17.98	02:20.74	02:22.12
15	02:20.80	02:24.32	02:27.84
14	02:24.41	02:28.02	02:34.91
13	02:29.03	02:32.75	02:44.35
12		02:38.62	02:55.32
11			03:08.26

50 Breaststroke

Age	Gold	Silver	Bronze
	00:31.45	00:31.76	00:32.39
17+			
16	00:33.07	00:33.74	00:34.07
15			
14			
13			
12			
11			

100 Breaststroke

Age	Gold	Silver	Bronze
	01:08.07	01:08.75	01:10.11
17+			
16	01:11.58	01:13.02	01:13.73
15	01:13.05	01:14.87	01:16.70
14	01:14.92	01:16.79	01:21.37
13	01:17.32	01:19.25	01:26.32
12		01:22.29	01:32.09
11			01:38.88

200 Breaststroke

Age	Gold	Silver	Bronze
	02:26.67	02:28.14	02:31.07
17+			
16	02:34.24	02:37.33	02:38.87
15	02:37.39	02:41.32	02:45.26
14	02:41.42	02:45.46	02:54.69
13	02:46.59	02:50.75	03:05.34
12		02:57.31	03:17.71
11			03:32.30

200 IM

Age	Gold	Silver	Bronze
	02:13.92	02:15.26	02:17.94
17+			
16	02:20.83	02:23.65	02:25.06
15	02:23.70	02:27.30	02:30.89
14	02:27.39	02:31.07	02:38.40
13	02:32.10	02:35.91	02:48.05
12		02:41.90	02:59.26
11			03:12.49

400 IM

Age	Gold	Silver	Bronze
	04:42.61	04:45.44	04:51.09
17+			
16	04:57.20	05:03.14	05:06.11
15	05:03.26	05:10.84	05:18.42
14	05:11.04	05:18.81	05:33.32
13	05:20.99	05:29.01	05:53.62
12		05:41.65	06:17.23
11			06:45.06

Scottish Swimming

MALE SHORT COURSE 2017-18 times to achieve for selection to the 2018-19 squads

50 Freestyle

Age	Gold	Silver	Bronze
18+			
17		00:23.00	00:23.30
16		00:23.80	00:24.20
15			
14			
13			
12			
11			

100 Freestyle

Age	Gold	Silver	Bronze
18+			
17		00:50.80	00:51.60
16		00:52.70	00:53.50
15		00:54.40	00:56.40
14		00:56.20	00:59.90
13		00:58.70	01:04.90
12			01:09.90
11			01:16.90

200 Freestyle

Age	Gold	Silver	Bronze
18+			
17		01:52.60	01:54.30
16		01:56.80	01:58.60
15		02:00.60	02:04.90
14		02:04.50	02:12.70
13		02:09.90	02:23.70
12			02:34.70
11			02:49.90

400 Freestyle

Age	Gold	Silver	Bronze
18+			
17		03:59.80	04:03.50
16		04:08.80	04:12.60
15		04:16.80	04:26.00
14		04:25.10	04:42.50
13		04:36.60	05:05.90
12			05:29.10
11			06:01.50

800 Freestyle

Age	Gold	Silver	Bronze
18+			
17		08:20.30	08:28.00
16		08:39.00	08:46.90
15		08:55.70	09:14.70
14		09:12.90	09:49.30
13		09:36.80	10:37.80
12			11:26.20
11			12:33.60

1500 Freestyle

Age	Gold	Silver	Bronze
18+			
17		15:51.40	16:06.10
16		16:27.00	16:42.00
15		16:58.70	17:34.90
14		17:31.50	18:40.50
13		18:16.90	20:12.90
12			21:44.80
11			23:52.90

50 Butterfly

Age	Gold	Silver	Bronze
18+			
17		00:24.70	00:25.10
16		00:25.70	00:26.10
15			
14			
13			
12			
11			

100 Butterfly

Age	Gold	Silver	Bronze
18+			
17		00:54.90	00:55.70
16		00:56.90	00:57.80
15		00:58.80	01:00.90
14		01:00.70	01:04.70
13		01:03.30	01:10.00
12			01:15.30
11			01:22.80

200 Butterfly

Age	Gold	Silver	Bronze
18+			
17		02:03.00	02:04.90
16		02:07.50	02:09.50
15		02:11.60	02:16.30
14		02:15.90	02:24.70
13		02:21.70	02:36.70
12			02:48.50
11			03:05.00

50 Backstroke

Age	Gold	Silver	Bronze
18+			
17		00:26.40	00:26.90
16		00:27.40	00:27.90
15			
14			
13			
12			
11			

100 Backstroke

Age	Gold	Silver	Bronze
18+			
17		00:57.00	00:57.90
16		00:59.10	01:00.00
15		01:01.00	01:03.20
14		01:03.00	01:07.10
13		01:05.70	01:12.70
12			01:18.20
11			01:25.90

200 Backstroke

Age	Gold	Silver	Bronze
18+			
17		02:03.90	02:05.80
16		02:08.50	02:10.40
15		02:12.60	02:17.30
14		02:16.90	02:25.90
13		02:22.80	02:37.90
12			02:49.80
11			03:06.50

50 Breaststroke

Age	Gold	Silver	Bronze
18+			
17		00:28.60	00:29.10
16		00:29.70	00:30.20
15			
14			
13			
12			
11			

100 Breaststroke

Age	Gold	Silver	Bronze
18+			
17		01:02.90	01:03.90
16		01:05.30	01:06.30
15		01:07.40	01:09.80
14		01:09.60	01:14.20
13		01:12.60	01:20.40
12			01:26.60
11			01:35.10

200 Breaststroke

Age	Gold	Silver	Bronze
18+			
17		02:16.90	02:19.00
16		02:22.00	02:24.20
15		02:26.60	02:31.90
14		02:31.40	02:41.40
13		02:38.00	02:54.80
12			03:08.10
11			03:26.70

200 IM

Age	Gold	Silver	Bronze
18+			
17		02:06.20	02:08.20
16		02:11.00	02:13.00
15		02:15.20	02:20.00
14		02:19.60	02:28.80
13		02:25.60	02:41.00
12			02:53.30
11			03:10.30

400 IM

Age	Gold	Silver	Bronze
18+			
17		04:30.40	04:34.60
16		04:40.50	04:44.80
15		04:49.60	04:59.90
14		04:58.90	05:18.60
13		05:11.80	05:44.80
12			06:11.00
11			06:47.50

Scottish Swimming

FEMALE SHORT COURSE 2017-18 times to achieve for selection to the 2018-19 squads

50 Freestyle

Age	Gold	Silver	Bronze
17+			
16		00:26.20	00:26.40
15			
14			
13			
12			
11			

100 Freestyle

Age	Gold	Silver	Bronze
17+			
16		00:57.40	00:58.00
15		00:59.00	01:00.50
14		01:00.50	01:03.90
13		01:02.60	01:08.00
12		01:05.10	01:12.70
11			01:18.20

200 Freestyle

Age	Gold	Silver	Bronze
17+			
16		02:05.00	02:06.30
15		02:08.30	02:11.60
14		02:11.70	02:18.30
13		02:16.10	02:27.00
12		02:21.60	02:37.10
11			02:49.10

400 Freestyle

Age	Gold	Silver	Bronze
17+			
16		04:23.50	04:26.20
15		04:30.50	04:37.30
14		04:37.70	04:51.20
13		04:46.90	05:09.50
12		04:58.30	05:30.70
11			05:55.70

800 Freestyle

Age	Gold	Silver	Bronze
17+			
16		09:03.50	09:09.00
15		09:17.80	09:31.90
14		09:32.70	09:56.60
13		09:51.60	10:34.10
12		10:15.10	11:17.60
11			12:08.80

1500 Freestyle

Age	Gold	Silver	Bronze
17+			
16		17:26.60	17:37.30
15		17:54.20	18:21.30
14		18:22.70	19:15.00
13		18:59.10	20:27.50
12		19:44.30	21:51.60
11			23:30.60

50 Butterfly

Age	Gold	Silver	Bronze
17+			
16		00:27.80	00:28.10
15			
14			
13			
12			
11			

100 Butterfly

Age	Gold	Silver	Bronze
17+			
16		01:01.90	01:02.50
15		01:03.50	01:05.10
14		01:05.20	01:08.90
13		01:07.30	01:13.30
12		01:10.00	01:18.30
11			01:24.20

200 Butterfly

Age	Gold	Silver	Bronze
17+			
16		02:17.10	02:18.50
15		02:20.70	02:24.30
14		02:24.50	02:30.80
13		02:29.20	02:40.20
12		02:35.10	02:51.20
11			03:04.10

50 Backstroke

Age	Gold	Silver	Bronze
17+			
16		00:29.90	00:30.20
15			
14			
13			
12			
11			

100 Backstroke

Age	Gold	Silver	Bronze
17+			
16		01:04.10	01:04.80
15		01:06.10	01:07.50
14		01:07.60	01:11.20
13		01:09.80	01:15.70
12		01:12.60	01:20.90
11			01:27.00

200 Backstroke

Age	Gold	Silver	Bronze
17+			
16		02:18.40	02:19.80
15		02:22.00	02:25.60
14		02:25.80	02:32.70
13		02:30.60	02:42.30
12		02:36.50	02:53.40
11			03:06.50

50 Breaststroke

Age	Gold	Silver	Bronze
17+			
16		00:32.80	00:33.10
15			
14			
13			
12			
11			

100 Breaststroke

Age	Gold	Silver	Bronze
17+			
16		01:11.30	01:12.00
15		01:13.20	01:15.00
14		01:15.10	01:19.80
13		01:17.60	01:24.90
12		01:20.70	01:30.70
11			01:37.60

200 Breaststroke

Age	Gold	Silver	Bronze
17+			
16		02:33.90	02:35.50
15		02:38.00	02:42.00
14		02:42.20	02:51.60
13		02:47.60	03:02.50
12		02:54.30	03:15.00
11			03:29.80

200 IM

Age	Gold	Silver	Bronze
17+			
16		02:20.90	02:22.30
15		02:24.60	02:28.30
14		02:28.40	02:35.90
13		02:33.40	02:45.70
12		02:39.40	02:57.00
11			03:10.40

400 IM

Age	Gold	Silver	Bronze
17+			
16		04:57.30	05:00.30
15		05:05.10	05:12.90
14		05:13.30	05:28.00
13		05:23.60	05:48.60
12		05:36.50	06:12.50
11			06:40.70

Scottish Swimming

2018/19 Scottish Talent Consideration Times

Male

50m FREESTYLE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	2:26.06	2:15.16	2:04.26	1:55.54	1:49.00	1:44.64	1:40.28	1:37.66	1:35.92	1:33.74
S2	1:48.93	1:40.80	1:32.67	1:26.16	1:21.29	1:18.04	1:14.78	1:12.83	1:11.53	1:09.91
S3	1:22.64	1:16.48	1:10.31	1:05.38	1:01.68	0:59.21	0:56.74	0:55.26	0:54.27	0:53.04
S4	1:09.63	1:04.43	0:59.24	0:55.08	0:51.96	0:49.88	0:47.81	0:46.56	0:45.73	0:44.69
S5	0:58.98	0:54.58	0:50.17	0:46.65	0:44.01	0:42.25	0:40.49	0:39.44	0:38.73	0:37.85
50m FREESTYLE	**10 years**	**11 years**	**12 years**	**13 years**	**14 years**	**15 years**	**16 years**	**17 years**	**18 years**	**19 years**
S6	0:53.38	0:49.40	0:45.41	0:42.23	0:39.84	0:38.24	0:36.65	0:35.69	0:35.06	0:34.26
S7	0:48.66	0:45.03	0:41.40	0:38.49	0:36.31	0:34.86	0:33.41	0:32.54	0:31.96	0:31.23
S8	0:46.83	0:43.34	0:39.84	0:37.05	0:34.95	0:33.55	0:32.15	0:31.32	0:30.76	0:30.06
S9	0:43.57	0:40.32	0:37.06	0:34.46	0:32.51	0:31.21	0:29.91	0:29.13	0:28.61	0:27.96
S10	0:40.59	0:37.56	0:34.53	0:32.10	0:30.29	0:29.08	0:27.86	0:27.14	0:26.65	0:26.05
S11	0:45.69	0:42.28	0:38.87	0:36.15	0:34.10	0:32.74	0:31.37	0:30.55	0:30.01	0:29.33
S12	0:41.79	0:38.67	0:35.55	0:33.06	0:31.19	0:29.94	0:28.69	0:27.94	0:27.45	0:26.82
S13	0:41.44	0:38.35	0:35.25	0:32.78	0:30.93	0:29.69	0:28.45	0:27.71	0:27.21	0:26.60
S15	0:40.20	0:37.20	0:34.20	0:31.80	0:30.00	0:28.80	0:27.60	0:26.88	0:26.40	0:25.80

100m FREESTYLE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	5:34.82	5:09.83	4:44.84	4:24.85	4:09.86	3:59.87	3:49.87	3:43.88	3:39.88	3:34.88
S2	4:22.79	4:03.18	3:43.57	3:27.88	3:16.11	3:08.27	3:00.42	2:55.72	2:52.58	2:48.66
S3	3:20.45	3:05.49	2:50.53	2:38.56	2:29.59	2:23.60	2:17.62	2:14.03	2:11.64	2:08.65
S4	2:30.58	2:19.34	2:08.11	1:59.12	1:52.37	1:47.88	1:43.38	1:40.69	1:38.89	1:36.64
S5	2:13.41	2:03.46	1:53.50	1:45.54	1:39.56	1:35.58	1:31.60	1:29.21	1:27.61	1:25.62
100m FREESTYLE	**10 years**	**11 years**	**12 years**	**13 years**	**14 years**	**15 years**	**16 years**	**17 years**	**18 years**	**19 years**
S6	1:56.48	1:47.79	1:39.09	1:32.14	1:26.92	1:23.45	1:19.97	1:17.88	1:16.49	1:14.76
S7	1:49.01	1:40.87	1:32.74	1:26.23	1:21.35	1:18.10	1:14.84	1:12.89	1:11.59	1:09.96
S8	1:42.49	1:34.84	1:27.20	1:21.08	1:16.49	1:13.43	1:10.37	1:08.53	1:07.31	1:05.78
S9	1:35.89	1:28.74	1:21.58	1:15.86	1:11.56	1:08.70	1:05.84	1:04.12	1:02.98	1:01.54
S10	1:28.09	1:21.51	1:14.94	1:09.68	1:05.74	1:03.11	1:00.48	0:58.90	0:57.85	0:56.53
S11	1:42.79	1:35.12	1:27.45	1:21.32	1:16.71	1:13.64	1:10.58	1:08.73	1:07.51	1:05.97
S12	1:33.10	1:26.15	1:19.20	1:13.64	1:09.48	1:06.70	1:03.92	1:02.25	1:01.14	0:59.75
S13	1:29.98	1:23.27	1:16.55	1:11.18	1:07.15	1:04.46	1:01.78	1:00.17	0:59.09	0:57.75
S15	1:27.62	1:21.08	1:14.54	1:09.31	1:05.39	1:02.77	1:00.16	0:58.59	0:57.54	0:56.23

200m FREESTYLE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	8:35.73	7:57.25	7:18.76	6:47.97	6:24.88	6:09.48	5:54.09	5:44.85	5:38.69	5:30.99
S2	8:41.28	8:02.38	7:23.47	6:52.35	6:29.01	6:13.45	5:57.89	5:48.56	5:42.33	5:34.55
S3	6:08.58	5:41.08	5:13.57	4:51.57	4:35.06	4:24.06	4:13.06	4:06.46	4:02.06	3:56.55
S4	5:24.48	5:00.27	4:36.05	4:16.68	4:02.15	3:52.46	3:42.78	3:36.97	3:33.09	3:28.25
S5	4:49.84	4:28.21	4:06.58	3:49.28	3:36.30	3:27.65	3:19.00	3:13.80	3:10.34	3:06.02
200m FREESTYLE	**10 years**	**11 years**	**12 years**	**13 years**	**14 years**	**15 years**	**16 years**	**17 years**	**18 years**	**19 years**
S14	3:19.74	3:04.84	2:49.93	2:38.01	2:29.06	2:23.10	2:17.14	2:13.56	2:11.18	2:08.19

400m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	9:09.87	8:28.83	7:47.80	7:14.97	6:50.35	6:33.94	6:17.52	6:07.67	6:01.11	5:52.90
S7	8:11.61	7:34.93	6:58.24	6:28.89	6:06.88	5:52.20	5:37.53	5:28.72	5:22.85	5:15.51
S8	7:48.56	7:13.60	6:38.63	6:10.66	5:49.68	5:35.69	5:21.70	5:13.31	5:07.71	5:00.72
S9	7:20.16	6:47.31	6:14.46	5:48.18	5:28.48	5:15.34	5:02.20	4:54.31	4:49.06	4:42.49
S10	7:03.44	6:31.84	6:00.24	5:34.96	5:16.00	5:03.36	4:50.72	4:43.14	4:38.08	4:31.76
S11	8:22.78	7:45.26	7:07.74	6:37.73	6:15.21	6:00.20	5:45.20	5:36.19	5:30.19	5:22.68
S12	8:03.84	7:27.73	6:51.63	6:22.74	6:01.08	5:46.63	5:32.19	5:23.52	5:17.75	5:10.52
S13	7:10.88	6:38.72	6:06.57	5:40.84	5:21.55	5:08.69	4:55.83	4:48.11	4:42.96	4:36.53
S15	6:51.80	6:21.07	5:50.34	5:25.75	5:07.31	4:55.02	4:42.73	4:35.35	4:30.44	4:24.29

50m BUTTERFLY	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00
S2	4:01.50	3:43.48	3:25.46	3:11.04	3:00.23	2:53.02	2:45.81	2:41.48	2:38.60	2:34.99
S3	2:21.00	2:10.48	1:59.96	1:51.54	1:45.22	1:41.02	1:36.81	1:34.28	1:32.60	1:30.49
S4	1:30.70	1:23.93	1:17.16	1:11.75	1:07.69	1:04.98	1:02.27	1:00.65	0:59.57	0:58.21
S5	1:05.66	1:00.76	0:55.86	0:51.94	0:49.00	0:47.04	0:45.08	0:43.90	0:43.12	0:42.14
50m BUTTERFLY	**10 years**	**11 years**	**12 years**	**13 years**	**14 years**	**15 years**	**16 years**	**17 years**	**18 years**	**19 years**
S6	0:56.67	0:52.44	0:48.21	0:44.82	0:42.29	0:40.60	0:38.90	0:37.89	0:37.21	0:36.37
S7	0:53.01	0:49.06	0:45.10	0:41.94	0:39.56	0:37.98	0:36.40	0:35.45	0:34.82	0:34.02

100m BUTTERFLY										
S8	1:49.44	1:41.28	1:33.11	1:26.58	1:21.68	1:18.41	1:15.14	1:13.18	1:11.87	1:10.24
S9	1:44.35	1:36.57	1:28.78	1:22.55	1:17.88	1:14.76	1:11.65	1:09.78	1:08.53	1:06.97
S10	1:38.67	1:31.31	1:23.95	1:18.06	1:13.64	1:10.69	1:07.75	1:05.98	1:04.80	1:03.33
S11	1:54.89	1:46.31	1:37.74	1:30.88	1:25.74	1:22.31	1:18.88	1:16.82	1:15.45	1:13.73
S12	1:39.18	1:31.78	1:24.37	1:18.45	1:14.01	1:11.05	1:08.09	1:06.32	1:05.13	1:03.65
S13	1:38.29	1:30.95	1:23.62	1:17.75	1:13.35	1:10.42	1:07.48	1:05.72	1:04.55	1:03.08
S14	1:38.79	1:31.42	1:24.05	1:18.15	1:13.73	1:10.78	1:07.83	1:06.06	1:04.88	1:03.40
S15	1:34.40	1:27.36	1:20.31	1:14.68	1:10.45	1:07.63	1:04.81	1:03.12	1:02.00	1:00.59

Scottish Swimming

2018/19 Scottish Talent Consideration Times *(cont'd)*

Male

50m BACKSTROKE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	2:28.72	2:17.62	2:06.53	1:57.65	1:50.99	1:46.55	1:42.11	1:39.44	1:37.67	1:35.45
S2	1:44.10	1:36.33	1:28.56	1:22.35	1:17.69	1:14.58	1:11.47	1:09.61	1:08.37	1:06.81
S3	1:25.02	1:18.68	1:12.33	1:07.26	1:03.45	1:00.91	0:58.37	0:56.85	0:55.84	0:54.57
S4	1:19.80	1:13.84	1:07.89	1:03.12	0:59.55	0:57.17	0:54.79	0:53.36	0:52.40	0:51.21
S5	1:08.24	1:03.15	0:58.05	0:53.98	0:50.93	0:48.89	0:46.85	0:45.63	0:44.81	0:43.80

100m BACKSTROKE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	04:29.99	04:09.84	03:49.70	03:33.58	03:21.49	03:13.43	03:05.37	03:00.53	02:57.31	02:53.28
S2	03:39.21	03:22.85	03:06.49	02:53.40	02:43.59	02:37.04	02:30.50	02:26.57	02:23.96	02:20.69
100m BACKSTROKE	**10 years**	**11 years**	**12 years**	**13 years**	**14 years**	**15 years**	**16 years**	**17 years**	**18 years**	**19 years**
S6	2:16.21	2:06.05	1:55.88	1:47.75	1:41.65	1:37.58	1:33.52	1:31.08	1:29.45	1:27.42
S7	2:04.70	1:55.40	1:46.09	1:38.65	1:33.06	1:29.34	1:25.62	1:23.38	1:21.89	1:20.03
S8	1:55.37	1:46.76	1:38.15	1:31.27	1:26.10	1:22.66	1:19.21	1:17.15	1:15.77	1:14.05
S9	1:50.88	1:42.61	1:34.34	1:27.71	1:22.75	1:19.44	1:16.13	1:14.14	1:12.82	1:11.16
S10	1:43.92	1:36.16	1:28.41	1:22.20	1:17.55	1:14.45	1:11.35	1:09.48	1:08.24	1:06.69
S11	2:11.39	2:01.58	1:51.78	1:43.93	1:38.05	1:34.13	1:30.21	1:27.85	1:26.28	1:24.32
S12	1:45.27	1:37.42	1:29.56	1:23.28	1:18.56	1:15.42	1:12.28	1:10.39	1:09.14	1:07.56
S13	1:45.76	1:37.87	1:29.97	1:23.66	1:18.93	1:15.77	1:12.61	1:10.72	1:09.45	1:07.88
S14	1:46.80	1:38.83	1:30.86	1:24.48	1:19.70	1:16.51	1:13.32	1:11.41	1:10.14	1:08.54
S15	1:39.55	1:32.12	1:24.69	1:18.74	1:14.29	1:11.32	1:08.34	1:06.56	1:05.37	1:03.89

50m BREASTSTROKE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SB1	2:59.95	2:46.52	2:33.09	2:22.34	2:14.29	2:08.92	2:03.54	2:00.32	1:58.17	1:55.49
SB2	1:43.48	1:35.76	1:28.04	1:21.86	1:17.23	1:14.14	1:11.05	1:09.19	1:07.96	1:06.41
SB3	1:21.10	1:15.05	1:09.00	1:04.16	1:00.52	0:58.10	0:55.68	0:54.23	0:53.26	0:52.05

100m BREASTSTROKE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SB4	3:04.27	2:50.52	2:36.76	2:25.76	2:17.51	2:12.01	2:06.51	2:03.21	2:01.01	1:58.26
100m BREASTSTROKE	**10 years**	**11 years**	**12 years**	**13 years**	**14 years**	**15 years**	**16 years**	**17 years**	**18 years**	**19 years**
SB5	2:43.08	2:30.91	2:18.74	2:09.00	2:01.70	1:56.83	1:51.96	1:49.04	1:47.10	1:44.66
SB6	2:25.09	2:14.26	2:03.43	1:54.77	1:48.28	1:43.94	1:39.61	1:37.01	1:35.28	1:33.12
SB7	2:18.52	2:08.18	1:57.85	1:49.58	1:43.37	1:39.24	1:35.10	1:32.62	1:30.97	1:28.90
SB8	2:04.10	1:54.84	1:45.58	1:38.17	1:32.61	1:28.91	1:25.20	1:22.98	1:21.50	1:19.65
SB9	1:58.92	1:50.05	1:41.17	1:34.07	1:28.75	1:25.20	1:21.65	1:19.52	1:18.10	1:16.32
SB11	2:22.39	2:11.77	2:01.14	1:52.64	1:46.26	1:42.01	1:37.76	1:35.21	1:33.51	1:31.39
SB12	2:02.21	1:53.09	1:43.97	1:36.67	1:31.20	1:27.55	1:23.90	1:21.72	1:20.26	1:18.43
SB13	1:56.80	1:48.08	1:39.37	1:32.39	1:27.16	1:23.68	1:20.19	1:18.10	1:16.70	1:14.96
SB14	1:54.40	1:45.87	1:37.33	1:30.50	1:25.38	1:21.96	1:18.55	1:16.50	1:15.13	1:13.42
SB15	1:52.33	1:43.94	1:35.56	1:28.85	1:23.82	1:20.47	1:17.12	1:15.11	1:13.77	1:12.09

150m INDIVIDUAL MEDLEY	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SM1	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00
SM2	8:26.55	7:48.75	7:10.95	6:40.71	6:18.02	6:02.90	5:47.78	5:38.71	5:32.66	5:25.10
SM3	5:46.34	5:20.49	4:54.65	4:33.97	4:18.46	4:08.12	3:57.79	3:51.58	3:47.45	3:42.28
SM4	4:33.73	4:13.30	3:52.87	3:36.53	3:24.27	3:16.10	3:07.93	3:03.03	2:59.76	2:55.68

200m INDIVIDUAL MEDLEY	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SM5	6:54.09	6:23.19	5:52.29	5:27.57	5:09.03	4:56.66	4:44.30	4:36.89	4:31.94	4:25.76
200m INDIVIDUAL MEDLEY	**10 years**	**11 years**	**12 years**	**13 years**	**14 years**	**15 years**	**16 years**	**17 years**	**18 years**	**19 years**
SM6	5:01.85	4:39.33	4:16.80	3:58.78	3:45.26	3:36.25	3:27.24	3:21.84	3:18.23	3:13.73
SM7	4:37.36	4:16.66	3:55.97	3:39.41	3:26.99	3:18.71	3:10.43	3:05.46	3:02.15	2:58.01
SM8	4:15.74	3:56.65	3:37.57	3:22.30	3:10.85	3:03.22	2:55.58	2:51.00	2:47.95	2:44.13
SM9	3:56.17	3:38.55	3:20.93	3:06.82	2:56.25	2:49.20	2:42.15	2:37.92	2:35.10	2:31.58
SM10	3:45.44	3:28.61	3:11.79	2:58.33	2:48.24	2:41.51	2:34.78	2:30.74	2:28.05	2:24.68
SM11	4:22.52	4:02.93	3:43.34	3:27.67	3:15.91	3:08.08	3:00.24	2:55.54	2:52.40	2:48.48
SM12	4:03.13	3:44.98	3:26.84	3:12.32	3:01.44	2:54.18	2:46.92	2:42.57	2:39.66	2:36.04
SM13	3:54.17	3:36.69	3:19.22	3:05.24	2:54.75	2:47.76	2:40.77	2:36.58	2:33.78	2:30.28
SM14	3:46.85	3:29.92	3:12.99	2:59.44	2:49.29	2:42.52	2:35.74	2:31.68	2:28.97	2:25.59
SM15	3:38.02	3:21.75	3:05.48	2:52.46	2:42.70	2:36.19	2:29.68	2:25.78	2:23.18	2:19.92

Scottish Swimming

2018/19 Scottish Talent Consideration Times *(cont'd)*

Female

50m FREESTYLE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	2:20.88	2:10.37	1:59.86	1:51.45	1:45.14	1:40.93	1:36.73	1:34.20	1:32.52	1:30.42
S2	1:59.63	1:50.70	1:41.77	1:34.63	1:29.27	1:25.70	1:22.13	1:19.99	1:18.56	1:16.78
S3	1:19.81	1:13.86	1:07.90	1:03.14	0:59.56	0:57.18	0:54.80	0:53.37	0:52.42	0:51.22
S4	1:09.06	1:03.91	0:58.75	0:54.63	0:51.54	0:49.48	0:47.41	0:46.18	0:45.35	0:44.32
S5	1:05.31	1:00.43	0:55.56	0:51.66	0:48.74	0:46.79	0:44.84	0:43.67	0:42.89	0:41.91
50m FREESTYLE	**10 years**	**11 years**	**12 years**	**13 years**	**14 years**	**15 years**	**16 years**	**17 years**	**18 years**	**19 years**
S6	1:00.60	0:56.08	0:51.56	0:47.94	0:45.23	0:43.42	0:41.61	0:40.52	0:39.80	0:38.89
S7	0:56.85	0:52.61	0:48.36	0:44.97	0:42.43	0:40.73	0:39.03	0:38.01	0:37.33	0:36.49
S8	0:52.31	0:48.41	0:44.50	0:41.38	0:39.04	0:37.48	0:35.91	0:34.98	0:34.35	0:33.57
S9	0:49.38	0:45.69	0:42.01	0:39.06	0:36.85	0:35.38	0:33.90	0:33.02	0:32.43	0:31.69
S10	0:47.77	0:44.21	0:40.64	0:37.79	0:35.65	0:34.22	0:32.80	0:31.94	0:31.37	0:30.66
S11	0:52.38	0:48.47	0:44.56	0:41.43	0:39.09	0:37.52	0:35.96	0:35.02	0:34.40	0:33.62
S12	0:48.71	0:45.07	0:41.44	0:38.53	0:36.35	0:34.90	0:33.44	0:32.57	0:31.99	0:31.26
S13	0:47.30	0:43.77	0:40.24	0:37.42	0:35.30	0:33.89	0:32.48	0:31.63	0:31.06	0:30.36
S15	0:46.51	0:43.04	0:39.57	0:36.80	0:34.71	0:33.32	0:31.94	0:31.10	0:30.55	0:29.85

100m FREESTYLE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	6:58.13	6:26.93	5:55.72	5:30.76	5:12.04	4:59.56	4:47.07	4:39.59	4:34.59	4:28.35
S2	5:43.56	5:17.92	4:52.28	4:31.77	4:16.39	4:06.13	3:55.88	3:49.72	3:45.62	3:40.49
S3	3:16.86	3:02.17	2:47.48	2:35.73	2:26.91	2:21.04	2:15.16	2:11.63	2:09.28	2:06.34
S4	2:28.24	2:17.18	2:06.11	1:57.26	1:50.63	1:46.20	1:41.78	1:39.12	1:37.35	1:35.14
S5	2:49.61	2:36.95	2:24.30	2:14.17	2:06.57	2:01.51	1:56.45	1:53.41	1:51.39	1:48.85
100m FREESTYLE	**10 years**	**11 years**	**12 years**	**13 years**	**14 years**	**15 years**	**16 years**	**17 years**	**18 years**	**19 years**
S6	2:09.16	1:59.52	1:49.88	1:42.17	1:36.39	1:32.53	1:28.68	1:26.36	1:24.82	1:22.89
S7	2:05.96	1:56.56	1:47.16	1:39.64	1:34.00	1:30.24	1:26.48	1:24.22	1:22.72	1:20.84
S8	1:52.54	1:44.14	1:35.75	1:29.03	1:23.99	1:20.63	1:17.27	1:15.25	1:13.91	1:12.23
S9	1:46.73	1:38.77	1:30.80	1:24.43	1:19.65	1:16.46	1:13.28	1:11.37	1:10.09	1:08.50
S10	1:43.43	1:35.71	1:27.99	1:21.82	1:17.19	1:14.10	1:11.01	1:09.16	1:07.93	1:06.38
S11	1:59.46	1:50.55	1:41.63	1:34.50	1:29.15	1:25.58	1:22.02	1:19.88	1:18.45	1:16.67
S12	1:45.66	1:37.77	1:29.89	1:23.58	1:18.85	1:15.70	1:12.54	1:10.65	1:09.39	1:07.81
S13	1:43.48	1:35.76	1:28.04	1:21.86	1:17.23	1:14.14	1:11.05	1:09.19	1:07.96	1:06.41
S15	1:42.36	1:34.72	1:27.08	1:20.97	1:16.39	1:13.33	1:10.28	1:08.44	1:07.22	1:05.69

200m FREESTYLE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00
S2	9:39.00	8:55.79	8:12.58	7:38.01	7:12.09	6:54.80	6:37.52	6:27.15	6:20.24	6:11.60
S3	5:59.19	5:32.38	5:05.58	4:44.13	4:28.05	4:17.33	4:06.61	4:00.17	3:55.88	3:50.52
S4	5:45.90	5:20.09	4:54.28	4:33.63	4:18.14	4:07.81	3:57.49	3:51.29	3:47.16	3:42.00
S5	6:03.64	5:36.50	5:09.37	4:47.66	4:31.37	4:20.52	4:09.66	4:03.15	3:58.81	3:53.38
200m FREESTYLE	**10 years**	**11 years**	**12 years**	**13 years**	**14 years**	**15 years**	**16 years**	**17 years**	**18 years**	**19 years**
S14	3:41.57	3:25.03	3:08.50	2:55.27	2:45.35	2:38.74	2:32.12	2:28.15	2:25.51	2:22.20

400m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	9:37.94	8:54.81	8:11.68	7:37.18	7:11.30	6:54.05	6:36.80	6:26.44	6:19.54	6:10.92
S7	9:29.38	8:46.89	8:04.40	7:30.41	7:04.91	6:47.92	6:30.92	6:20.72	6:13.92	6:05.42
S8	8:19.60	7:42.32	7:05.03	6:35.21	6:12.84	5:57.92	5:43.01	5:34.06	5:28.10	5:20.64
S9	8:07.53	7:31.14	6:54.76	6:25.65	6:03.83	5:49.27	5:34.72	5:25.99	5:20.17	5:12.89
S10	7:53.32	7:18.00	6:42.68	6:14.42	5:53.23	5:39.10	5:24.97	5:16.49	5:10.84	5:03.77
S11	9:33.94	8:51.11	8:08.28	7:34.01	7:08.31	6:51.18	6:34.05	6:23.77	6:16.92	6:08.35
S12	8:55.70	8:15.72	7:35.74	7:03.76	6:39.78	6:23.78	6:07.79	5:58.20	5:51.80	5:43.81
S13	7:57.91	7:22.25	6:46.58	6:18.05	5:56.65	5:42.38	5:28.12	5:19.56	5:13.85	5:06.72
S15	7:59.25	7:23.49	6:47.72	6:19.11	5:57.65	5:43.34	5:29.04	5:20.45	5:14.73	5:07.58

50m BUTTERFLY	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00
S2	3:54.15	3:36.67	3:19.20	3:05.22	2:54.74	2:47.75	2:40.76	2:36.56	2:33.77	2:30.27
S3	2:33.58	2:22.12	2:10.66	2:01.49	1:54.61	1:50.03	1:45.44	1:42.69	1:40.86	1:38.57
S4	1:28.34	1:21.75	1:15.15	1:09.88	1:05.93	1:03.29	1:00.65	0:59.07	0:58.01	0:56.70
S5	1:23.13	1:16.93	1:10.72	1:05.76	1:02.04	0:59.56	0:57.07	0:55.59	0:54.59	0:53.35
50m BUTTERFLY	**10 years**	**11 years**	**12 years**	**13 years**	**14 years**	**15 years**	**16 years**	**17 years**	**18 years**	**19 years**
S6	1:09.21	1:04.05	0:58.88	0:54.75	0:51.65	0:49.58	0:47.52	0:46.28	0:45.45	0:44.42
S7	1:02.16	0:57.52	0:52.88	0:49.17	0:46.39	0:44.53	0:42.68	0:41.56	0:40.82	0:39.89

100m BUTTERFLY										
S8	2:13.75	2:03.77	1:53.79	1:45.80	1:39.81	1:35.82	1:31.83	1:29.43	1:27.83	1:25.84
S9	1:56.58	1:47.88	1:39.18	1:32.22	1:27.00	1:23.52	1:20.04	1:17.95	1:16.56	1:14.82
S10	1:57.02	1:48.28	1:39.55	1:32.56	1:27.33	1:23.83	1:20.34	1:18.24	1:16.85	1:15.10
S11	2:45.12	2:32.80	2:20.48	2:10.62	2:03.23	1:58.30	1:53.37	1:50.41	1:48.44	1:45.97
S12	2:20.75	2:10.25	1:59.74	1:51.34	1:45.04	1:40.84	1:36.63	1:34.11	1:32.43	1:30.33
S13	1:49.73	1:41.54	1:33.35	1:26.80	1:21.89	1:18.61	1:15.34	1:13.37	1:12.06	1:10.42
S14	1:54.00	1:45.49	1:36.99	1:30.18	1:25.08	1:21.67	1:18.27	1:16.23	1:14.87	1:13.16
S15	1:53.20	1:44.75	1:36.30	1:29.54	1:24.48	1:21.10	1:17.72	1:15.69	1:14.34	1:12.65

Scottish Swimming

2018/19 Scottish Talent Consideration Times *(cont'd)*

Female

50m BACKSTROKE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	3:47.65	3:30.66	3:13.67	3:00.08	2:49.89	2:43.09	2:36.30	2:32.22	2:29.50	2:26.10
S2	2:31.08	2:19.81	2:08.53	1:59.51	1:52.75	1:48.24	1:43.73	1:41.02	1:39.22	1:36.96
S3	1:35.78	1:28.63	1:21.48	1:15.76	1:11.48	1:08.62	1:05.76	1:04.04	1:02.90	1:01.47
S4	1:42.41	1:34.77	1:27.12	1:21.01	1:16.43	1:13.37	1:10.31	1:08.48	1:07.25	1:05.73
S5	1:20.08	1:14.11	1:08.13	1:03.35	0:59.76	0:57.37	0:54.98	0:53.55	0:52.59	0:51.40

100m BACKSTROKE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1										
S2	04:02.14	03:44.07	03:26.00	03:11.54	03:00.70	02:53.47	02:46.24	2:41.91	2:39.02	2:35.40
100m BACKSTROKE	**10 years**	**11 years**	**12 years**	**13 years**	**14 years**	**15 years**	**16 years**	**17 years**	**18 years**	**19 years**
S6	2:39.54	2:27.64	2:15.73	2:06.21	1:59.06	1:54.30	1:49.54	1:46.68	1:44.78	1:42.39
S7	2:29.61	2:18.45	2:07.28	1:58.35	1:51.65	1:47.18	1:42.72	1:40.04	1:38.25	1:36.02
S8	2:12.74	2:02.84	1:52.93	1:45.01	1:39.06	1:35.10	1:31.14	1:28.76	1:27.17	1:25.19
S9	1:58.86	1:49.99	1:41.12	1:34.02	1:28.70	1:25.15	1:21.60	1:19.48	1:18.06	1:16.28
S10	1:59.41	1:50.50	1:41.59	1:34.46	1:29.11	1:25.55	1:21.98	1:19.84	1:18.42	1:16.64
S11	2:21.64	2:11.07	2:00.50	1:52.04	1:45.70	1:41.47	1:37.24	1:34.71	1:33.02	1:30.90
S12	2:05.46	1:56.10	1:46.73	1:39.24	1:33.63	1:29.88	1:26.14	1:23.89	1:22.39	1:20.52
S13	1:55.54	1:46.92	1:38.30	1:31.40	1:26.22	1:22.78	1:19.33	1:17.26	1:15.88	1:14.15
S14	1:55.66	1:47.03	1:38.40	1:31.49	1:26.31	1:22.86	1:19.41	1:17.34	1:15.96	1:14.23
S15	2:04.05	1:54.79	1:45.54	1:38.13	1:32.57	1:28.87	1:25.17	1:22.95	1:21.47	1:19.61

50m BREASTSTROKE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SB1	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00
SB2	4:40.45	4:19.52	3:58.59	3:41.84	3:29.29	3:20.92	3:12.54	3:07.52	3:04.17	2:59.99
SB3	1:45.02	1:37.18	1:29.35	1:23.08	1:18.38	1:15.24	1:12.11	1:10.22	1:08.97	1:07.40

100m BREASTSTROKE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SB4	3:27.85	3:12.34	2:56.83	2:44.42	2:35.11	2:28.91	2:22.70	2:18.98	2:16.50	2:13.40
100m BREASTSTROKE	**10 years**	**11 years**	**12 years**	**13 years**	**14 years**	**15 years**	**16 years**	**17 years**	**18 years**	**19 years**
SB5	3:10.65	2:56.42	2:42.19	2:30.81	2:22.27	2:16.58	2:10.89	2:07.48	2:05.20	2:02.36
SB6	2:57.70	2:44.44	2:31.18	2:20.57	2:12.61	2:07.31	2:02.00	1:58.82	1:56.70	1:54.05
SB7	2:41.19	2:29.16	2:17.13	2:07.50	2:00.29	1:55.48	1:50.66	1:47.78	1:45.85	1:43.45
SB8	2:21.15	2:10.62	2:00.08	1:51.66	1:45.34	1:41.12	1:36.91	1:34.38	1:32.70	1:30.59
SB9	2:11.66	2:01.83	1:52.01	1:44.14	1:38.25	1:34.32	1:30.39	1:28.03	1:26.46	1:24.49
SB11	2:41.37	2:29.33	2:17.28	2:07.65	2:00.42	1:55.61	1:50.79	1:47.90	1:45.97	1:43.57
SB12	2:17.27	2:07.02	1:56.78	1:48.58	1:42.44	1:38.34	1:34.24	1:31.78	1:30.14	1:28.10
SB13	2:12.44	2:02.56	1:52.67	1:44.77	1:38.84	1:34.88	1:30.93	1:28.56	1:26.98	1:25.00
SB14	2:10.15	2:00.44	1:50.72	1:42.95	1:37.13	1:33.24	1:29.35	1:27.02	1:25.47	1:23.53
SB15	2:13.25	2:03.30	1:53.36	1:45.40	1:39.44	1:35.46	1:31.48	1:29.10	1:27.51	1:25.52

150m INDIVIDUAL MEDLEY	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SM1	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00
SM2	8:48.98	8:09.51	7:30.03	6:58.45	6:34.76	6:18.97	6:03.18	5:53.71	5:47.39	5:39.50
SM3	5:48.10	5:22.12	4:56.14	4:35.36	4:19.77	4:09.38	3:58.99	3:52.76	3:48.60	3:43.41
SM4	5:46.29	5:20.45	4:54.60	4:33.93	4:18.43	4:08.09	3:57.75	3:51.55	3:47.41	3:42.25

200m INDIVIDUAL MEDLEY	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SM5	6:33.34	6:03.99	5:34.63	5:11.15	4:53.54	4:41.80	4:30.05	4:23.01	4:18.31	4:12.44
200m INDIVIDUAL MEDLEY	**10 years**	**11 years**	**12 years**	**13 years**	**14 years**	**15 years**	**16 years**	**17 years**	**18 years**	**19 years**
SM6	5:23.39	4:59.26	4:35.12	4:15.82	4:01.34	3:51.68	3:42.03	3:36.24	3:32.38	3:27.55
SM7	5:13.16	4:49.79	4:26.42	4:07.72	3:53.70	3:44.35	3:35.00	3:29.40	3:25.66	3:20.98
SM8	4:34.92	4:14.40	3:53.89	3:37.47	3:25.16	3:16.96	3:08.75	3:03.83	3:00.54	2:56.44
SM9	4:28.45	4:08.42	3:48.38	3:32.36	3:20.34	3:12.32	3:04.31	2:59.50	2:56.30	2:52.29
SM10	4:20.29	4:00.87	3:41.45	3:25.90	3:14.25	3:06.48	2:58.71	2:54.05	2:50.94	2:47.05
SM11	5:14.35	4:50.89	4:27.43	4:08.66	3:54.59	3:45.20	3:35.82	3:30.19	3:26.44	3:21.75
SM12	4:55.24	4:33.20	4:11.17	3:53.54	3:40.32	3:31.51	3:22.70	3:17.41	3:13.89	3:09.48
SM13	4:05.59	3:47.26	3:28.93	3:14.27	3:03.28	2:55.94	2:48.61	2:44.21	2:41.28	2:37.62
SM14	4:08.85	3:50.28	3:31.71	3:16.86	3:05.71	2:58.28	2:50.86	2:46.40	2:43.43	2:39.71
SM15	4:11.85	3:53.06	3:34.26	3:19.23	3:07.95	3:00.43	2:52.91	2:48.40	2:45.40	2:41.64

APPENDIX 2

Scottish Swimming Senior Gold & Silver Squad Open Water Selection Criteria 2018-19

Swimmers achieving the following criteria will be considered for selection to the Scottish Swimming Senior Silver or Senior Gold Squads. The policy will be operated as part of the Scottish Swimming National Squad Selection Policy and Selection Times.

To be considered, swimmers must achieve pool and open water based criteria;

Senior Gold (18 years+ only)

Pool

MALE		FEMALE	
1500	800	1500	800
15:44.06	8:16.57	17:08.50	8:54.45

Times are to be achieved as per the Senior Gold meet achievement opportunities identified within the main selection document.

Open Water

Achieve one of the following;

- 1st or 2nd place in an accredited domestic or overseas National Open Water Championship, LEN or FINA event over a distance of at least 5km (competition agreed in advance with the Scottish Swimming Performance Director).
- 1st or 2nd place at the Swim England Open Water Age Groups.
- Achieved 1st place among Scottish competitors in the Scottish Open Water 5km or 10km Championship and performed with distinction whilst representing GB (agreed between Scottish Swimming Performance Director and British Swimming Open Water Coach).

Age as at 31st December 2018

Senior Silver (17+ years only)

Pool

MALE		FEMALE	
1500	800	1500	800
15:58.22	8:24.02	17:14.67	8:57.66

Times are to be achieved as per the Senior Silver meet achievement opportunities identified within the main selection document.

Open Water

Achieve one of the following;

- 1st place among Scottish competitors in the Scottish Open Water 5km or 10km Championship.
- 1st or 2nd place at the Swim England Open Water Age Groups.
- 1st, 2nd, or 3rd place in an accredited overseas National Open Water Championship over distance of at least 5km (competition agreed in advance with the Scottish Swimming Performance Director).
- 1st place in an accredited overseas sub-national event (French Cup or similar) over a distance of at least 5km (competition agreed in advance with the Scottish Swimming Performance Director).

Ages as at 31st December 2018

Process

- The process will be operated jointly by the Scottish Swimming Performance Team, and the Scottish Open Water Committee.
- Scottish Open Water Committee to review the Senior Silver and Senior Gold Squad selections following the qualifying events held during the summer.
- Names of identified swimmers to be forwarded to Scottish Swimming by the 30th September 2018.
- Swimmers considered by Scottish Swimming Director of Performance and Leadership Group.
- Formal nominations made by Scottish Swimming to the Swimming High Performance Group.
- Swimming High Performance Group review and confirm all nominations.
- Confirmed swimmers notified of their selection to the Senior Gold/Silver Squad through Scottish Swimming Performance Team. Support agreed by Scottish Swimming with the Institute Network commences 1st September 2018.
- Coaches of swimmers identified for selection through “Open Water” will be required to fill in a “Mindset Assessment questionnaire” as per selection process for Senior Gold and Silver Squads.

APPENDIX 3

‘Mindset’

Having a ‘growth mindset’ as opposed to a ‘fixed mindset’ is considered by many as critical to the likelihood of an athlete progressing over the long term. The table set out below highlights examples of both:

	More Fixed Mindset	More Growth Mindset
Belief that…	…talent is something you are born with and you have it or you don’t and therefore you have a tendency to…	…talent is a process of learning and is not set in stone and therefore you have a tendency to…
Effort	...believe things will come easily if you have talent or that there are some things you just can’t do. The danger is you don’t learn how to work hard, understand how to improve or just don’t try	…believe anything is possible and see effort as the path to mastery. The key is to endeavour to understand the development process and where to focus that effort
Challenges	.. avoid challenges you struggle with that make you look less talented. This can lead to you developing weaknesses in key areas	…embrace challenges as learning opportunities whether you can do them yet or not
Set backs	...give up easily in areas that you find difficult and stick with what you can do	…persist following setbacks and see them as part of the development process and not as a way of defining your ability
Negative feedback	...ignore useful negative feedback as it can undermine your talent	…learn from criticism and see it as an important part of understanding how to improve
Ownership	…feel it’s not your fault if things don’t work out	...understand you need to drive the process
As a result…	…plateau early and under achieve	…maximise potential

APPENDIX 4

Scottish Swimming Selection Policy for Scottish Talent Programme 2018-19

The following is the criteria for athletes to be considered for invitation to the Scottish Talent Programme (STP) from 1st September 2018 to 31st August 2019

This is subject to reviews in relation to both competition performance targets and commitment to achieving trainability in a home based programme.

Qualification:

1. Athletes will only be considered for invitation to the programme providing they have either a "Confirmed" (C) or "Review" (R) WPS or British Swimming classification (S1-S13 inclusive), INAS-FID or WPS Registration (S14) or ICSD classification (S15).
2. Athletes must be members of Scottish Swimming.
3. Athletes from within the following age ranges (age as at 31st December 2018) will be eligible for consideration:

Classifications	Age Range
S1 – S5	10 to 23+ years
SB1 – SB4	
SM1 – SM5	
S6 – S15	10 to 19+ years
SB5 – SB9, SB11 – SB15	
SM6 – SM15	

4. Only times achieved in WPS events that are published in the WPS Swimming rulebook for WPS Regional, World or Paralympic Games may be considered (S15 swimmers will align with events available to S13 athletes).
5. Any change in an athlete's classification at any time for whatever reason during the year will result in a review of the athletes place on the programme. If the athlete has not achieved a consideration time for their new classification within an agreed period of time (minimum 3 months from the date of classification change) the athlete will be withdrawn from the programme.
6. Athletes wishing to be considered for the 2018/19 Scottish Talent programme must have achieved the published times for their age (as at 31st December 2018) in a designated Long Course or Short Course competition between 7th August 2017 and 1st August 2018 inclusive. For this period of time designated events will be:
    - District Championships - Period: 29th October 2017 – 31st July 2018
    - UK School Games 2nd September 2017
    - National Para-Swimming Championships 9-10th December 2017
    - British Para-Swimming International Meet 31st May – 3rd June 2018
    - Scottish National Open Championships 28th June – 1st July 2018
    - British Summer Championships 24th-29th July 2018
    - British Representative and International Meets as agreed in advance with the Performance Director

7. Split times will not be considered.
8. Only results from Electronic Timing will be considered.

General:

To be considered for invitation to the Scottish Talent Programme athletes must meet the above criteria. Although the criteria should be seen as a pre-requisite for consideration it does not necessarily guarantee invitation.

Any appeals against selection in relation to this selection policy must be made in accordance with the Scottish Swimming appeals procedure.

The Aquatics High Performance Group reserve the right to include a swimmer within the Scottish Talent Programme in the case of exceptional circumstances – e.g. acquired disability, injury, illness. In these instances the Disability Performance Development Manager will discuss the swimmers situation with the swimmer's coach prior to any final decision.