

NOTTS COUNTY SWIM SQUAD

and

NOVA **CENTURION** **Swimming Club**

SwimMark

CLUB
MARK

speedo 

www.novacenturion.co.uk

NOTTS COUNTY SWIM SQUAD

History

The Squad began in September 1973 and was called the Notts ASA Training Scheme. The Notts ASA employed a part-time coach and training sessions were held in Nottingham in the early mornings and early evenings.

Initially the scheme was started as a six-month pilot scheme to give time for the Notts ASA to approach the local authority to support it. Unfortunately, owing to local government reorganisation, it was necessary to continue the scheme on a part-time basis until July 1975.

During this time, negotiations with the newly formed Nottinghamshire County Council Leisure Services Department proved successful and the scheme was adopted by them in April 1975. In May 1975 the first full-time coach was appointed, and this policy was continued when the present coach, Bill Furniss, took up his post in August 1980. During this period the name was changed to the present Notts County Swim Squad and the first attempts to form a link squad in the Mansfield area were made. In the early 1990's the squad was extended to the Bassetlaw area and a coach/ development officer post was created on a jointly funded basis between Notts County Council Leisure Services and the Bassetlaw District Council. Shortly after this the Mansfield District Council came on board with a similar arrangement for funding a similar position in Mansfield, taking responsibility for the Squad in that area. Later a Development Squad was formed to cover the Newark & Sherwood District. This gave us a countywide squad, which meant that no swimmer should have to travel excessive distances to train with a professional coach in a squad situation. With the current staff, the County probably has more fully qualified coaches than any other County, all working, together with various other assistant coaches in the same organisation.

When the County Swim Squad was taken over in 1975, it was hoped that for any competition of a regional, national or international level, members of the Squad would be able to swim together as a team whilst still swimming at a local level for their individual clubs. Unfortunately, the rules of the Amateur Swimming Association did not allow for squads to affiliate and in this way take part in competitions.

It was decided, therefore, to form a separate club, Nova Centurion, whose members would, in the main, also be members of the County Swim Squad in order that the above objectives could be achieved whilst still keeping faith with local clubs and ASA rules. Nova Centurion is in effect the competitive side of the County Swim Squad. All members of the Notts County Swim Squad are automatically members of Nova Centurion, the subscription being part of the monthly Squad payments. This also applied to the Bassetlaw, Mansfield and Newark & Sherwood Squads, creating a competitive outlet at Midland District and above for all swimmers in the County.

In 2001 Nova Centurion SC was one of only 6 clubs in Great Britain to be recognised by the ASA as a high-performance club and awarded funding through the World Class Performance programme. This recognition has continued through various forms of National and Regional funding, and the system in Nottinghamshire is seen as a model for all Counties and has been Swim21 accredited at both Competitive and Performance level since 2003.

In 2008 at the Beijing Olympics Rebecca Adlington won 2 gold medals in the 400m and 800m Freestyle, breaking the World Record in the 800m. Rebecca had come from Sherwood SC on to the Mansfield Squad and then to the Nottingham A Squad. At the Paralympic Games, Sam Hynd won Gold and Bronze in his category, having trained on the Mansfield Squad. Proof that the system works!

In 2009 the County Disability Squad became a section of the Squad in Nottingham with their own sessions and the swimmers joined Nova Centurion SC.

In 2012 Rebecca Adlington won 2 Bronze medals in the 400m and 800m Freestyle at the London Olympics. In the Paralympics Ollie Hynd won Gold in the 200m IM, Silver in the 400m Freestyle and Bronze in the 100m Backstroke and Charlotte Henshaw got a Silver in the SB6 100 Breaststroke.

In 2014 Ollie Hynd swam at the Commonwealth Games and the European Championship taking gold in both to become one of only a few swimmers who have held World, Olympic, Commonwealth and European titles at the same time.

In September 2016 Ollie Hynd swam at the Paralympics and won Gold medals in the 400m Freestyle and 200m IM and a Silver medal in the 100m Backstroke. Charlotte Henshaw won a bronze medal in the 100m Breaststroke.

In November 2016 the Bassetlaw Squad was discontinued, due to lack of local support making it not financially viable. However, Notts ASA continued to work with BPL, the pool contractors, with the hope of creating a new squad in the area in 2017.

Management

The Squads in Nottingham and Newark & Sherwood are the financial responsibility Notts ASA. The Mansfield squads are financed by the Mansfield District Council.

The management of the Squad is in the hands of a Management Committee, which comprises, the coaches from the Squads, the Notts ASA Squad Administrator and one other representative from the Notts ASA.

AIMS

The initial terms of reference were based on the 'Martin' Report of 1969 and the Coventry Scheme 1972-73, and were as follows: -

- (1) To give an appropriate number of selected swimmers opportunity to take part in regular, well-organised coaching sessions in a good coaching environment at suitable times.
- (2) These swimmers to be able to train for between 12-20+ hours per week, depending on their ability.
- (3) The whole scheme to be under the direction of a full-time, suitably qualified professional coach.
- (4) The swimmers to pay a realistic fee.

The aim would be by these means to raise the standard of competitive swimming in Nottingham and the county, and thereby increase the prestige of all concerned in the swimming world.

Membership

Membership to the Nottingham Squad may be by invitation from the Notts ASA or by individual application, in which case swimmers will be asked to attend a trial evening.

Membership is open to swimmers who reside in Nottinghamshire, swimmers residing outside the County will only be accepted if they are a member of a club affiliated to Notts ASA and compete in the Notts ASA Championships.

There will be an overall reorganisation of all swimmers each September. In addition, after the County Age Group Competitions (i.e., March) the Squads will be reviewed by the Chief Coach and Management Committee.

At these times new applicants or recipients of invitations issued in conjunction with Notts ASA may attend a trial evening for consideration for acceptance onto the Squad.

Membership may be reviewed at any time on the advice of the Chief Coach and/or Management Committee.

**For any queries or to contact squad administrators or coaches
please use the contact details on the website or email**

Nathan.hilton@novacenturion.co.uk

Overview

Notts County Swim Squad and Nova Centurion Swimming Club

Each year swimmers are invited to join the Swim Squad based on the results of the County Championships. On at least one other occasion during the year clubs are able to nominate appropriate swimmers to attend a trials session.

There are main Squads in 2 areas - Nottingham, and Mansfield, and in addition a Development Squad in Newark & Sherwood. Details of the Squads and the guidelines for the criteria for selection are listed in this booklet. The guidelines now provide the opportunity for some swimmers (particularly girls) to be fast-tracked due to early maturation and exceptional training ability in line with LTAD and British swimming policy.

Selection and promotion for all squads is based on both competition times and talent identification by the coaches. Standards may vary each year dependant on the standard of the cohort of swimmers in the County in any one year. There is no "place for life" on the Swim Squad - membership may be discontinued if a swimmer does not maintain their standard or if they do not reach the required standard to be promoted to the next squad by the time, they have reached the upper age level.

The Development Squads have been introduced throughout the County. These are not the main Squads but rather an introduction to performance training. It is a talent ID opportunity and is to supplement their development process in their club programme. These Squads cater for larger numbers, to give as many swimmers in the County as possible the Squad experience. Many therefore, will continue solely with their club programmes after their period on a Development Squad, with only some progressing straight on to the main squads. A number of swimmers who do not make the step up immediately onto the main Squads come back later after a further period of training with their club, and some swimmers who have never been on a Development Squad come straight into the main Squads.

Swimming is a training intensive sport, and in comparison, with some other sports, requires a significant commitment to training at a relatively young age. If swimmers joining the Squads are to develop their potential, they are expected to attend 90% of the sessions available to them.

Nova Centurion Swimming Club is the club based on the Notts County Swim Squad which acts as the competitive section of the Swim Squad. All members of the Swim Squad are required to join Nova Centurion as an additional club to their base club. All ASA membership fees are payable through the base club. Nova Centurion is SwimMark accredited.

Swimmers will be advised regarding the meets they should compete in and in the events selected by the Squad Coach.

Squad swimmers will continue to compete for their base clubs, as Nova does not compete in events within the County, but only at Regional (Midland) level and above, and in selected Licensed Meets. Nova does not compete in any swimming leagues. Swimmers can compete in galas for their club, but these should be appropriate with their main competition plan, and they should not miss training sessions in the lead up to these events i.e., Friday evening or Saturday morning.

Guidelines on Criteria for Selection (revised August 2021)

These criteria for selection form a **guideline** for inclusion on the various squads but decisions are at the discretion of the Chief Coach in consultation with other coaching staff and the Management Committee. Attendance and attitude towards training are also taken into account. **Swimmers must have a positive attitude to training and competition.**

Squad	Age*	Guidelines for Consideration
Nottm Performance	14+	Performance Squad selection/consideration standards as detailed in Appendix A. These standards will be updated on a yearly basis.
Nottm A	12 +	A Squad selection/consideration standards as detailed in Appendix B. These standards will be updated on a yearly basis.
Nottm B1	11 -16 yrs	Nationally ranked, or potential to be ranked in top 48 swimmers in the country Long Course in Olympic events. Relay splits not accepted.
Nottm B2	9 -14 yrs	Ranked, or potential to be ranked in top 12 swimmers in the East Midland Region Long Course Championships in Olympic events. Relay splits not accepted.
Nottm Development	9 – 12 yrs	By invitation following County Championships or Squad trial.
Mansfield A	13+ yrs	Ranked, or potential to be ranked in top 24 swimmers in the country Long Course in Olympic events. Relay splits not accepted.
Mansfield B	up to 15yrs	Ranked, or potential to be ranked in top 48 swimmers in the country Long Course in Olympic events. Relay splits not accepted.
Mansfield Development	9 - 12 yrs	By invitation following County Championships or Squad trial.
Newark & Sherwood Development	9-12 yrs	By invitation following County Championships or Squad trial.

*Where there is a reference to National Rankings these refer to the age as of 31st December, as per governing body guidelines.

Coaches will review all squad places against the squad criteria in June each swimming season after the completion of the National Qualification Window.

The timing and decisions around squad moves are at the discretion of the Chief Coach.

Coaches may also periodically assess the National Rankings and may invite swimmers to come for a trial.

If there are swimmers who, based on these Guidelines, it is felt should be on a Squad please contact info@novacenturion.co.uk with their details.

Guidelines on Criteria for selection for the Para Squad

A Squad	Open ages	Must have achieved at least 3 DSE Long Course consideration standard times for their classification or have a special educational need and have potential to compete at mainstream level.
B Squad	Open ages	Must have achieved at least 3 DSE Short Course or Junior consideration standard times for their classification or have a special educational need and have potential to compete at mainstream level.
Development Squad	Ages 9-14	Must be eligible for classification or have a special educational need and have potential to compete in a mainstream pathway. By Invitation or Squad trial following identification through clubs, schools or festivals and galas.

Fees

The monthly fees payable are notified each year to squad members. Families with more than one swimmer on the Squad maybe allowed a reduction on the second and any subsequent children. Fees are due on the first Monday of each month and may only be refunded in exceptional circumstances, following an application to the Management Committee. Each application for refund will be considered on its merits.

It is essential to the running of the Squad that parents make a commitment to pay regularly, as the expenses incurred in pool hire and salaries are continuous, irrespective of individual attendances.

Squad fees per month include the payments for training sessions, there is an additional annual club fee to Nova Centurion SC.

Nottingham Squads

The fees for this squad are normally paid by standing order. However, the first month's payment, should be paid by cheque (payable to Nova Centurion SC) at the Parents' meeting on the first Monday night session at Harvey Hadden, Rob Hudson will email all appropriate forms and instructions regarding the standing order prior to the swimmers first session.

Should you have any queries regarding fees, please contact the Director of Coaching, Mr Nathan Hilton (Nathan.hilton@novacenturion.co.uk).

Mansfield Squads

All Squad fees are paid via standing order upon 25th of each month.

Should you have any queries regarding fees or membership, please contact Glenn Smith (01623 463238)

Newark & Sherwood Development Squad

The fees for this squad are normally paid by standing order. However, the first month's payment, should be paid by cheque (payable to Nova Centurion SC), and should be sent to: Rob Hudson (email Rob at rob@novacenturion.co.uk for instructions).

Should you have any queries regarding fees, please contact the Director of Coaching, Mr Nathan Hilton (Nathan.hilton@novacenturion.co.uk).

Duty of Care

Notts ASA employed swimming coaches and Nova Centurion SC coaches have responsibility for the duty of care of swimmers on the poolside and in the water during training sessions.

Parents / guardians should bring their children on time and are responsible for their safety and welfare prior to the start of, and at the end of, training. They should ensure that their swimmers conduct themselves responsibly when using the changing facilities and act in accordance with facility guidelines.

If, during a session, a swimmer goes out of the pool area (e.g., to the changing rooms or toilets) they must inform the coach and if he/she fails to return in a reasonable time, or appears upset upon leaving the poolside the coach, where possible, will request that a suitable club official and another adult, or two appropriate adults investigate.

If a complaint is received that an incident has occurred in the changing room between a swimmer and any other person, the Swim Squad/Club Management will act upon that concern and investigate appropriately. If the incident involves a person not associated with the club, the pool manager will be made aware.

Swimmers must be collected punctually at the end of the sessions and if this is not possible because of an emergency situation, parental instruction must be communicated to another parent or a club official.

Staying Away

Nova Centurion has a policy, in line with that of British Swimming, whereby when the club are booking accommodation at events, the team hotel is only used by official team members, coaches and team managers. Family and friends should be made aware of this policy so that they can arrange to stay in alternative accommodation.

Concerns or Complaints

Notts ASA and Nova Centurion SC uphold the Swim England (ASA) safeguarding policies and also aim to provide appropriate training for the best competitive swimmers in the County. The Nova Centurion SC constitution states that “the welfare of children is everyone’s responsibility and that all children and young people have a right to have fun, be safe and be protected from harm.”

If a swimmer or parent of a swimmer have a concern about any issue during training, behaviour in the changing areas, or whilst staying away on a training camp, this should firstly be raised by email or letter with the Squad coaches taking the session. If you feel this is not being dealt with satisfactorily, or their Squad coach feels it necessary, this can then be passed to the Head Coach, and if the situation still does not seem to be resolved or the Head Coach feels it necessary, it should be reported to the Notts ASA current Welfare Officer, Wendy Coles.

If there is an issue whilst away at any competition, this again should be reported to the coaches and if necessary, to the Head Coach, and if it does not seem to be resolved or the Head Coach feels it necessary, it should be reported to Nova Centurion SC’s current Welfare Officer, Rachael Boneham.

Raising an issue with the coaches can be by email or letter, or by either party requesting a meeting. Issues to be discussed with the Welfare Officer will be at a more formal meeting.

Code of Ethics and Conduct for parents and carers

It is expected that all parents and carers whose swimmers are members of the Notts County Swim Squad and Nova Centurion SC will support the following:

- Encourage your swimmer to learn the rules and compete within them.
- Discourage unfair action and arguing with officials.
- Help your swimmer to recognise good performance, not just results.
- Never force your swimmer to take part in sport.
- Set a good example by recognising fair play and applauding the good performances of all.
- Never punish or belittle a swimmer for losing or making mistakes.
- Support the coaches and officials working with your swimmer, do not undermine their authority.
- Publicly accept officials' judgements.
- Support your child's involvement and help them to enjoy their sport.
- Use correct and proper language at all times.

Be involved - but not too involved.

Remember - it is your child who is participating - you are there to support and encourage.

Nottingham Squad Pool Training Sessions

NOTE: There are pre-pool, and at some sessions post-pool, landwork sessions.

Swimmers will be informed by the coaches of these and they are listed on the Nova Centurion website.

Early Morning training				Day/Evening training						
		Perf & A Squads	B Squads	Dev Squad		Perf & A Squads	B1 Squad	B2 Squad	Dev Squad	
Mon	Harvey Hadden	5.30-8am	B2 5.30 - 8am		Harvey Hadden	3.45 - 7.15pm	6.15-8.15pm	6.30-8.15pm	7.30-9pm	
Tues	Harvey Hadden	5.30 - 8am	B1 5.30 - 8am		Harvey Hadden	3.45 - 7.15pm	6.15-8.45pm	6.30-8.45pm		
Wed					Nottm Uni	4.45 - 7.15pm	6.15-8.45pm	6.30-8.45pm		
Thurs	Harvey Hadden	5.30 - 8am	B2 5.30 - 8am		Harvey Hadden	4 - 7.15pm	6.15-8.45pm	6.45-8.45pm		
Fri	Harvey Hadden	5.30 - 8am	B1 5.30 - 8am		Nottm Uni	4.45-7.15pm	6.15-8.45pm	6.30-8.45pm		
Sat	Harvey Hadden	6.00 - 9.30am								
Sat	Harvey Hadden		B1/2 7.15 -10.30am							
Sat	Nottm Uni			6.45 - 9am						

A minimum attendance of 95% is required for all Performance, A, B1, B2 and Development Squad swimmers to ensure continued inclusion in the Nott's County Swim Squad or to be considered for a squad move. Individual session attendance will be directed by the coaching staff throughout each season.

Should an athlete become seriously ill, or sustain an injury, then in order to return to training the Swim Squad Coaches/Management Committee will require written documentation from the appropriate medical professional stating that the athlete is able to return to full training or detailing a phased plan for the athlete's return to the training programme. This medical documentation will be required prior to the athlete being able to return to the training programme.

Athletes carrying an injury and who are unable to complete the full requirements of the training programme will be given a 3-month period to return to full fitness, should the athlete not be able to complete the full training programme after this 3-month period then they will return to their base club to continue their rehabilitation. Once the athlete regains full fitness then should spaces be available, they may be given the opportunity to return to the County Swim Squad.

Full fees will be due during the first 3-month period, after which, when they return to their base club, the fees reduce to 50% for a further 3 months. If after this time they are still unable to return to full training it will be reviewed, and either, at the coach's discretion, extended for a stated time, still paying 50%, or they cannot retain their place and in order to return would have to wait until a space is available.

Para Squad members will be allocated 1 or 2 sessions per week according to their ability and for those with appropriate skills some sessions with the able-bodied squads.

Due to limited spaces being available within the Squads should a swimmer's attendance, attitude or performance (training & competition) fall below the required standards then the following procedure will be followed to resolve the situation: -

- Swimmers will be informed in writing of their failure to meet the required standards in relation to their attendance, attitude or performance (training & competition).

- Once the swimmer has been informed in writing they will have until the end of the current swimming season to rectify any performance issues. Attendance & attitude (training & competition) will be reviewed quarterly with swimmers having 3 months to rectify any issues. Should the swimmer's attendance, attitude or performance improve to the required standard then no further action will be taken.

Should the swimmer's attendance, attitude or performance not have improved by the end of the stipulated time period then they will be informed in writing that they no longer have a place within the Squad

Mansfield Squad Training Sessions

	Morning training				Evening training				
		A Squad	B Squads	Dev Squad		A Squad	B Squad		Dev Squad
Mon	Water Meadows	5.50-7.15am			Water Meadows	4.30-7pm	Adlington Centre	7.15 - 9pm	
Tues	Water Meadows	5.50 - 7.15am	5.50 - 7.15am		Adlington Centre	4.45-7pm			
Wed					Water Meadows	5.00 - 7pm	Adlington Centre	6.15-8.15 pm	Water Meadows 4.30-5.30pm
Thurs	Water Meadows	5.50 - 7.15am	5.50 - 7.15am		Water Meadows	4.45-7pm			
Fri	Water Meadows	5.50 - 7.15am	5.50 - 7.15am				Water Meadows	4.45-7.15 pm	
Sat	Harvey Hadden	6-9.45am							
Sun	Water Meadows		6.45 - 9.15am						
	Water Meadows			8.45 – 10.15 am					

Mansfield Squad Training sessions

Due to limited spaces being available within the Squads should a swimmer's attendance, attitude or performance (training & competition) fall below the required standards then the following procedure will be followed to resolve the situation: -

- Swimmers will be informed in writing of their failure to meet the required standards in relation to their attendance, attitude or performance (training & competition).
- Once the swimmer has been informed in writing they will have until the end of the current swimming season to rectify any performance issues. Attendance & attitude (training & competition) will be reviewed quarterly with swimmers having 3 months to rectify any issues. Should the swimmer's attendance, attitude or performance improve to the required standard then no further action will be taken.
- Should the swimmer's attendance, attitude or performance not have improved by the end of the stipulated time period then they will be informed in writing that they no longer have a place within the Squad.

Newark & Sherwood Development Squad Training Sessions

Friday	Southwell LC	Land work	7.00 – 7.30pm	Pool	7.30 - 8.30 pm
Sunday	Newark LC			Pool	9.00 – 10.30 am

Appendix A – Performance Squad Selection/Consideration Times

Female Times		Performance Squad Selection/Consideration Times 2021/22	Males Times	
Consideration Time	Selection Time	Event	Selection Time	Consideration Time
00:26.3	00:26.0	50m Freestyle	00:23.5	00:23.7
00:57.8	00:57.2	100m Freestyle	00:51.6	00:52.0
02:05.4	02:04.3	200m Freestyle	01:53.5	01:54.6
04:23.9	04:21.5	400m Freestyle	04:02.9	04:05.2
09:02.2	08:57.1	800m Freestyle	08:25.1	08:29.8
17:18.0	17:08.3	1500m Freestyle	16:05.4	16:14.5
00:30.1	00:29.8	50m Backstroke	00:26.8	00:27.1
01:03.9	01:03.3	100m Backstroke	00:57.3	00:57.9
02:18.9	02:17.6	200m Backstroke	02:05.1	02:06.3
00:33.0	00:32.7	50m Breaststroke	00:29.2	00:29.4
01:11.4	01:10.7	100m Breaststroke	01:03.8	01:04.4
02:34.5	02:33.1	200m Breaststroke	02:18.5	02:19.8
00:27.9	00:27.7	50m Butterfly	00:25.0	00:25.3
01:01.9	01:01.3	100m Butterfly	00:55.3	00:55.8
02:17.9	02:16.6	200m Butterfly	02:03.9	02:05.1
02:20.7	02:19.4	200m IM	02:06.3	02:07.5
04:59.2	04:56.4	400m IM	04:31.9	04:34.5

Supplementary Conditions

1. All times are long course metres with no relay splits being accepted
2. Training attendance will need to be maintained at 95% for a minimum of 3 months prior to any consideration being given to moving squads
3. Any swimmer coming from a new programme will need to maintain a minimum training attendance of 95% for their first 3 months to retain their place on the squad
4. Swimmers will have good all-round technical ability and have a positive attitude to training and competition
5. The Director of Coaching/Head coach will have the opportunity to select 'wild cards' into the group if they do not meet the above criteria but it is felt that they have good long-term potential
6. Having all of the above does not guarantee selection to the group
7. These times will be reviewed and progressed every 12 months
8. Should existing swimmers not currently have these times they will have 12 months to meet these standards

Appendix B – A Squad Selection/Consideration Times

Female Times		A Squad Selection/ Consideration Times 2021/22	Male Times	
Consideration Time	Selection Time	Event	Selection Time	Consideration Time
00:28.0	00:27.0	50m Freestyle	00:24.3	00:25.9
01:01.1	00:58.9	100m Freestyle	00:53.5	00:56.9
02:13.6	02:08.9	200m Freestyle	01:57.8	02:05.2
04:41.2	04:31.3	400m Freestyle	04:12.0	04:27.9
09:37.6	09:17.4	800m Freestyle	08:44.0	09:17.0
18:26.0	17:47.2	1500m Freestyle	16:41.5	17:44.7
00:32.0	00:30.9	50m Backstroke	00:27.8	00:29.6
01:08.1	01:05.7	100m Backstroke	00:59.5	01:03.2
02:28.0	02:22.8	200m Backstroke	02:09.8	02:18.0
00:35.1	00:33.9	50m Breaststroke	00:30.2	00:32.2
01:16.0	01:13.4	100m Breaststroke	01:06.2	01:10.4
02:44.6	02:38.8	200m Breaststroke	02:23.7	02:32.8
00:29.8	00:28.7	50m Butterfly	00:26.0	00:27.6
01:05.9	01:03.6	100m Butterfly	00:57.3	01:00.9
02:26.9	02:21.8	200m Butterfly	02:08.6	02:16.7
02:29.9	02:24.7	200m IM	02:11.1	02:19.3
05:18.7	05:07.5	400m IM	04:42.1	04:59.9

Supplementary Conditions

1. All times are long course metres with no relay splits being accepted
2. Training attendance will need to be maintained at 95% for a minimum of 3 months prior to any consideration being given to moving squads
3. Any swimmer coming from a new programme will need to maintain a minimum training attendance of 95% for their first 3 months to retain their place on the squad
4. Swimmers will have good all-round technical ability and have a positive attitude to training and competition
5. The Director of Coaching/Head coach will have the opportunity to select 'wild cards' into the group if they do not meet the above criteria but it is felt that they have good long-term potential
6. Having all of the above does not guarantee selection to the group
7. These times will be reviewed and progressed every 12 months
8. Should existing swimmers not currently have these times they will have 12 months to meet these standards