



Hi Redhill & Reigate Swimming Club,

My name is Paul Nosworthy your new RRSC Head Coach. I have been involved in swimming all my life firstly as a parent, then a teacher and finally a coach. Working with swimmers of all abilities from learn to swim to National level, Masters and Triathletes.

The challenge as a coach is to improve all the swimmers not just the gifted. In fact experience has shown me that swimmers who have to work harder to excel tend to become high achievers not just in swimming but their studies as well. Successful young swimmers sometimes find it difficult to start raising their game as others start to catch up or once out of the club environment are beaten at County, District or National Level. Failure is part of the road to success but with hard work ethic, focus, determination and tenacity any swimmer can reach and even surpass their goals.

Parents,

I have two daughters and two granddaughters with my youngest daughter having swam for Bill Furness (current head of British Swimming) at Nova Centurion. Having a swimmer in the family is a challenge for the parents with countless trips to the pool, competitions, lost weekends without even looking at the costs. The people who are forgotten are the brothers and sisters who sometimes have to take a back seat especially when the swimmers starts achieving success. I take a holistic approach to the young adult with goals of national level qualification at 18 along with three decent A levels. Many of our GB swimmers are in their 20's and train at our top University's. These University's generally require 3 (A or B) A levels along with the swimmer being well within the National Qualifying standard.

Unfortunately we are not developing footballers, tennis players, golfers or another high profile sport where the rewards warrant a professional full time approach. We have to find that balance in the best interest of all involved

specifically up to the age of 18. Please note National Qualifying times are set to find the top 5% of swimmers in each event so achieving this standard is a massive achievement.

For your full support I believe there needs to be transparency of a clear pathway (ability based) for the swimmer to follow. I will look to introduce a system where both swimmer, coach and parent can see the progress and next steps.

The measures to progress will be clearly defined firstly with the requirements of ASA key stages 1 to 10 and then against County, District and National times, generally for the last three the swimmer will need to be within 5% of the qualifying time for their No.1 stroke 100m, 200IM and 400 f/c to move up to the next squad. We will monitor the 5% rule to balance out the squads.

I am always interested to speak to parents who work or have an interest in the following areas.

- Accelerated learning
- Biomechanics
- Fluid dynamics
- Ballet or gymnastics at International level
- Any sport or music at International level
- Working with people at World class level

Coaches, Teachers and Support Staff,

Successful companies, top private schools, elite world class University's have what we would call best practice and a constant requirement of continuous improvement. They also have a culture of transparency and anyone is allowed to challenge any process. Once a process is in place everyone involved will stay with it. These processes go through a full periodical review but at any time they can be challenged.

We only change the process if it will improve the swimmer

In developing a swimmer I want us to work together to have an end to end process in place that takes the swimmer through the key stages to National level. Once we have a end to end process in place our objective will be to develop the skill sets to youngest swimmers as quickly as possible. The challenge is for the swimmers to be at District level at 12

I am looking to introduce for key stages 1 to 10 video clips (performed by elite swimmers / teachers) and lesson plans so every session is consistent

and following a defined progression. This also helps 'cover' staff prepare and deliver a quality session relevant to the groups development.

For the older swimmers working towards County, District and National Qualifying Times this is where we slowly start working with them as individuals and not a group. Stroke technique along with a balanced conditioning program will need to be flexible to allow for different development needs. In an ideal world each swimmer would have their own program. Land training must be specific with the emphasis on core development and the physical demands for explosive starts and turns.

Swimmers,

For those of you in the teaching squads and starting to look at competing in the Surrey County Championships I want you to enjoy your swimming and hopefully stay in the sport for a long time and I look forward to working with you in the performance squad soon.

For swimmers who are at or above County level it's time to start taking responsibility for your training and development. You need over the next few years to become independent learners working with me and the other coaches for continuous improvement. Every time you get into the water you want to get out a bit better. If the training is right (and that's my job) you know you will PB at the next event raising the standard for the next cycle of training. I can't emphasise enough that stroke technique is the key to fast swimming. Real stroke improvement is the hardest skill to develop so every minute in the pool is an opportunity to keep improving. I will expect you to keep a diary of your swimming, sleep, diet etc so we can see trends when you swim well. This is particularly useful a week before competition so you can recreate a successful prep week. I generally work eight week cycles leading into competitions like you I will be looking at what works best for you.

Masters and Triathletes

If you swim at least twice a week better still three times a week we can work on real improvement. One of my first coaching roles was with the City of Derby Masters and later with the South Derbyshire Triathlete squad both roles were very enjoyable.

Even after you stop competitive swimming it is a great sport and if you learn to swim well with ease swimming can be a tremendous source of enjoyment for the rest of your life and I hope RRSC will always welcome social and keep fit swimmers.

Finally, I am really looking forward to working with you all and together we can achieve something special for RRSC

Paul

headcoach@rrsc.org.uk