

# Swim England

## Swimming & Para-Swimming

The Swim England Swimming and Para-Swimming Talent teams have merged together with the aim of creating an integrated team and an inclusive talent development and athlete support system.

### Talent Pathway Selection Policies and Guidelines 2022-2023

These guidelines are robust and transparent whilst also promoting fairness and inclusion to all of our aspiring young swimmers.

We will continue to collaborate with our Counties, Regions and British Swimming/Para-Swimming to develop our pathway activities to further enhance the athletes daily training environment, enabling swimmers and coaches to have continued support along their journey.

We understand that talent development is complex and not linear, and to help embrace this we will continue to consider, the use of discretionary selections. When activating these discretionary selections, all or some of the following will aid decisions:

- ◆ Chronological, developmental and training age of the swimmer
- ◆ A swimmers engagement, commitment, attitude and work ethic
- ◆ A discussion with the athlete's home coach on the commitment and potential of swimmer(s)
- ◆ Discussions with British Swimming/Para-Swimming.

### Pathway overview and rationale

“To guarantee the delivery of quality English swimmers and coaches on to British Swimming’s World Class Programmes.”

- I. The strategic goal of Swim England Talent is to create a system that will identify, support and enhance the development of athletes for the Olympic, Paralympic and Commonwealth Games of the future. Programme activities are designed to engage with swimmers whose age and stage in the ‘England Talent Pathway’ is of relevance and continues on the trajectory into World Class Programmes and International representation.
- II. This allows Swim England National Talent Officers/Coaches to identify swimmers to attend programme activities using, surveys, event rankings and discretionary considerations.
- III. It is our philosophy and intention to promote a fully inclusive, aligned, athlete centered, process driven, talent development pathway. We encourage conversations with all stakeholders, on how to continually help, support and encourage selected athletes throughout. This allows the finite resources of the programme to be applied in a flexible and targeted manner to best support individual needs in line with the overall pathway aims.

# Swim England

## Para-Swimming Regional Training (PSRT)

This is an inclusive training opportunity for para-swimmers to receive impairment specific support, guidance and development of their stroke mechanics and racing skills on all four competitive strokes. The training sessions are delivered by each region and supported by the Swim England Talent team.

### **Para-Swimming Regional Training aims to:**

- ◆ Increase number of swimmers and coaches within the Para-swimming pathway
- ◆ Identify and develop talented athletes
- ◆ Increase skills and knowledge of athletes to create a seamless transition onto national talent programmes
- ◆ Increase skills and knowledge of coaches / workforce within each region
- ◆ Develop knowledge of parents and guardians to support the para-swimmer.

### **Key athlete eligibility criteria:**

- ◆ All swimmers attending training should be a competitive member of a Swim England club
- ◆ 9+ years of age by 31st December 2022
- ◆ Swimmers with a para-swimming classification (S1-S14)
- ◆ Swimmers on the waiting list for para-swimming classification (S99)
- ◆ Swimmers with a hearing impairment (S15) or wishing to begin the process of classification with GB Deaf Swimming Club
- ◆ Swimming regularly and can swim 100m or more across multiple strokes (where impairment allows)
- ◆ Swimmers with an impairment that can be classified under the World Para-Swimming categories, who wish to compete and requiring a skills observation to begin the classification process
- ◆ Those swimmers attending for a classification skills observation to begin the process of classification can be training members of a Swim England club
- ◆ Para-Swimming Regional Training is aimed at those swimmers who are below British Swimming programme level.

# Swim England County Development Programme (CDP)

This is the first step on the Swim England Talent Pathway and is developed in partnership with all of the Swim England Counties. This programme is delivered by each home county and supported by the Swim England Talent team.

## Programme aims to support athletes and the workforce to:

- ◆ Develop fundamental movement skills and core aquatic skills to advance physical literacy
- ◆ Develop technical skills across all four competitive strokes
- ◆ Create awareness of Swim England's culture and its associated talent programmes
- ◆ Develop the characteristics in-line with the age and 'Development' stage of the Optimal Athlete Development Framework (OADF)
- ◆ Increase opportunities for the workforce delivering at this stage of the pathway, to experience and facilitate an integrated and inclusive training environment.

## Key consideration criteria:

- ◆ 11 years of age by 31<sup>st</sup> December 2022
- ◆ Up to 48 swimmers (24 males and 24 females) per county
- ◆ If counties do not have the minimum number of swimmers for each gender they can reduce as required, or increase swimmers of one particular gender
- ◆ The highest long or short course ranked 11-year-old male and female, in **200m Individual Medley** (*It should be noted that long course times recorded during this period will be given priority when selections are being made*)
- ◆ Times used for selection to the CDP must be taken from the Swim England national rankings, and be achieved between 1<sup>st</sup> January 2022 and the conclusion of the British Summer Championships 2022 and the Swim England National Summer Meet 2022
- ◆ Further selections can be made from second, third ranked positions until maximum numbers are achieved. Where swimmers have an equal ranking, selections will be prioritised based upon the highest FINA point score
- ◆ Any exceptional short course performances can be considered at the discretion of the CDP Head Coach
- ◆ Swimmers will be selected for their CDP based on the county their club is affiliated to
- ◆ Swimmers will be expected to commit fully to all aspects of the programme
- ◆ Swimmers will have worked with their home coach to achieve the standard of **levels 1 & 2** of the **Swim England Club Awards**. Confirmation of these standards being achieved will be signed off by the club head coach
- ◆ Para-swimmers will be selected nationally by the Swim England Talent Officers/Coaches and selections will be communicated to the respective county
- ◆ Up to 6 para-swimmers per county (**nationally selected from 2 IPC events** and included within the total of 48 swimmers) *\*see general conditions for more information*
- ◆ As a minimum, standard times will only be considered where they are in excess of the below BPS points:

Gender	Age	Impairment	BPS Points (long course)
Male & Female	11	Physical (1-10)	200 event 1 & 175 event 2*
Male & Female	11	Visual (11-13)	200 event 1 & 150 event 2
Male & Female	11	Intellectual (14)	300 event 1 & 200 event 2

*\*PI selection 2 strokes where impairment allows*

# Swim England Regional Development Programme (RDP)

This is the second step on the Swim England Talent Pathway and is developed in partnership with all of the Swim England Regions. This programme is delivered by each region and supported by the Swim England Talent team.

## Programme aims to support athletes and the workforce to:

- ◆ Further develop fundamental movement skills and core aquatic skills to advance physical literacy
- ◆ Further develop technical and skills across all four competitive strokes and turns
- ◆ Understand the culture of Swim England and its associated talent programmes
- ◆ Develop the characteristics in-line with the age and 'Development' stage of the Optimal Athlete Development Framework (OADF)
- ◆ Increase opportunities for the workforce delivering at this stage of the pathway, to experience and facilitate an integrated and inclusive training environment.

## Key consideration criteria:

- ◆ 12 years of age by 31<sup>st</sup> December 2022
- ◆ Up to 48 swimmers (24 male and 24 female) per region
- ◆ If Regions do not have the minimum number of swimmers for each gender they can reduce as required, or increase swimmers of one particular gender
- ◆ The highest long course ranked 12-year-old male and female, in **200m Individual Medley**
- ◆ Times used for selection to the RDP must be taken from the Swim England national rankings, and be achieved between 1<sup>st</sup> January 2022 and the conclusion of the British Summer Championships 2022 and the Swim England National Summer Meet 2022
- ◆ Further selections can be made from second, third ranked positions until maximum numbers are achieved. Where swimmers have an equal ranking, selections will be prioritised based upon the highest FINA point score
- ◆ Any exceptional short course performances can be considered at the discretion of the RDP Head Coach
- ◆ Swimmers will be selected for their RDP based on the region their club is affiliated to
- ◆ Swimmers will be expected to commit fully to all aspects of the programme
- ◆ Swimmers will have worked with their home coach to achieve the standard of **levels 3 & 4** of the **Swim England Club Awards**. Confirmation of these standards being achieved will be signed off by the head coach
- ◆ Para-swimmers will be selected nationally by the Swim England Talent Officers/Coaches and selections will be communicated to the respective region *\*see general conditions for more information*
- ◆ Up to 6 para-swimmers per region (**nationally selected from 2 IPC events** included within the total of 48 swimmers) *\*see general conditions for more information*
- ◆ As a minimum, standard times will only be considered where they are in excess of the below BPS points:

Gender	Age	Impairment	BPS Points (long course)
Male & Female	12	Physical (1-10)	250 event 1 & 200 event 2*
Male & Female	12	Visual (11-13)	250 event 1 & 175 event 2
Male & Female	12	Intellectual (14)	350 event 1 & 275 event 2

*\*PI selection 2 strokes where impairment allows*

# Swim England Regional Distance Development Programme (RDDP)

Running parallel to the RDP is a distance swimming initiative which includes an open water swimming experience. The programme aims to increase the number and standard of swimmers competing in distance events. This programme is delivered by each region and supported by the Swim England Talent team.

## Programme aims to support athletes and the workforce to:

- ◆ Gain a greater understanding and insight of training requirements and opportunities within distance swimming
- ◆ Experience practical elements of open water environments
- ◆ Develop technical and racing skills in distance pool events and open water environments
- ◆ Understand the culture of Swim England and its associated talent programmes
- ◆ Develop the characteristics in-line with the age and 'Development' stage of the Optimal Athlete Development Framework (OADF)
- ◆ Increase opportunities for the workforce to gain knowledge, experience and understanding of effective distance swimming practices and different aquatic environments

## Key consideration criteria

- ◆ Up to 48 swimmers (24 male and 24 female) per region,
- ◆ If Regions do not have the minimum number of swimmers for each gender they can reduce as required, or increase swimmers of one particular gender
- ◆ 12 – 15 years of age by 31<sup>st</sup> December 2022
- ◆ The highest top 3 long course ranked swimmers per age in **800m and 1500m freestyle**
  - 3 male and 3 female 800m 12 years
  - 3 male and 3 female 1500m 12 years
  - 3 male and 3 female 800m 13 years
  - 3 male and 3 female 1500m 13 years
  - 3 male and 3 female 800m 14 years
  - 3 male and 3 female 1500m 14 years
  - 3 male and 3 female 800m 15 years
  - 3 male and 3 female 1500m 15 years
- ◆ Times used for selection to the RDDP must be taken from the Swim England national long course rankings, and be achieved between 1<sup>st</sup> January 2022 and the conclusion of the British and English Summer Meets 2022
- ◆ Further selections can be made from fourth, fifth etc. ranked positions until maximum numbers are achieved. Where swimmers have an equal ranking, selections will be prioritised based upon the highest FINA point score
- ◆ Any exceptional short course performances can be considered at the discretion of the RDDP Head Coach
- ◆ Swimmers will be selected for RDDP based on the region their club is affiliated to
- ◆ Swimmers will be expected to commit fully to all aspects of the programme
- ◆ Any swimmer(s) selected for a national talent programme **will not be eligible** for selection to RDDP. Regions will back fill selections until maximum numbers are achieved

# Swim England National Age Group Development Programme (NAGDP)

This is the third step on the Swim England Talent Pathway and is managed and delivered by the England Talent Team.

## Programme aims to support athletes and the workforce to:

- ◆ Develop technical efficiency and effectiveness across all four competitive strokes
- ◆ Develop tactical awareness through development of race process goals
- ◆ Develop self-awareness and self-reflection
- ◆ Understand how the Swim England inclusion and culture policies encourage access to a supportive and innovative learning environment to all
- ◆ Develop the characteristics in-line with 'Future Performance Potential (FPP)' stage of the Optimal Athlete Development Framework (OADF)
- ◆ Increase opportunities for the workforce delivering at the FPP stages of the pathway, to experience and facilitate an integrated and inclusive training environment.

## Athlete consideration criteria:

- ◆ 13 – 14 years of age by 31st December 2022
- ◆ Up to 288 swimmers selected across six zones
- ◆ Up to 48 swimmers per zone
- ◆ Times used for selection to the NAGDP will be taken from the Swim England long course national rankings, and be achieved between 1<sup>st</sup> January 2022 and the conclusion of the British Summer Championships 2022 and the Swim England National Summer Meet 2022 across Olympic/Paralympic event
- ◆ Further selections can be made from second, third etc. ranked positions until maximum numbers are achieved. Where swimmers have an equal ranking, selections will be prioritised based upon the highest FINA point score
- ◆ To be eligible for selection to the NAGDP swimmers will have worked with their home coach to achieve the standard of **levels 5 & 6** of the **Swim England Club Awards**. Confirmation of these standards being achieved will be signed off by the club head coach
- ◆ Up to 6 para-swimmers per zone (included within the total of 48 swimmers) *\*see general conditions for more information*
- ◆ Swimmers will be expected to commit fully to all aspects of the programme
- ◆ It should be noted that any exceptional performances may be included at the England National Talent Officers/Coaches absolute discretion
- ◆ As a minimum, standard times will only be considered where they are in excess of the below FINA/BPS points. **Achieving these points does not guarantee selection to a talent programme.**

FINA/BPS points:

Gender	Age	FINA Points (long course)
Male	13	375
Male	13	450
Female	14	475
Female	14	525

Gender	Age	Impairment	BPS Points (long course)
Male & Female	13	Physical (1-10)	300 event 1 & 250 event 2*
Male & Female	14	Physical (1-10)	350 event 1 & 300 event 2*
Male & Female	13	Visual (11-13)	300 event 1 & 225 event 2
Male & Female	14	Visual (11-13)	350 event 1 & 275 event 2
Male & Female	13	Intellectual (14)	400 event 1 & 350 event 2
Male & Female	14	Intellectual (14)	475 event 1 & 400 event 2

\*PI selection 2 strokes where impairment allows

# Swim England National Youth Development Programme (NYDP)

This is the fourth step on the Swim England Talent Pathway and is managed and delivered by the England Talent Team.

## Programme aims to support athletes and the workforce to:

- ◆ Develop effective technical and tactical racing skills
- ◆ Understand how training processes in the pool and on land underpin race day performance
- ◆ Develop self-awareness and reflective practice
- ◆ Understand how the Swim England inclusion and culture policies encourage access to a supportive and innovative learning environment to all
- ◆ Develop the characteristics in-line with 'Future Performance Potential (FPP)' stage of the Optimal Athlete Development Framework (OADF)
- ◆ Increase opportunities for the workforce delivering at the FPP stages of the pathway, to experience and facilitate an integrated and inclusive training environment.

## Athlete consideration criteria:

- ◆ 15 – 16 years of age by 31<sup>st</sup> December 2022
- ◆ Up to 120 swimmers
- ◆ Times used for selection to the NYDP will be taken from the Swim England long course national rankings, and be achieved between 1<sup>st</sup> January 2022 and the conclusion of the British Summer Championships 2022 and the Swim England National Summer Meet 2022 across Olympic/Paralympic events
- ◆ The highest ranked swimmer from long course performances in each Olympic/Paralympic event will be selected
- ◆ Further selections can be made from second, third etc. ranked positions until maximum numbers are achieved
- ◆ Swimmers ranked in multiple events will be selected on their highest ranked event
- ◆ Where swimmers have equal rankings for multiple events, the highest FINA points score will be used to determine the event selected
- ◆ Up to 16 para-swimmers (included within the total of 120 swimmers) *\*see general conditions for more information*
- ◆ It should be noted that any exceptional performances may be included at the England National Talent Officers/Coaches absolute discretion
- ◆ Swimmers will be expected to commit fully to all aspects of the programme
- ◆ As a minimum standard times will only be considered where they are in excess of the below FINA/BPS points. **Achieving these points does not guarantee selection to a talent programme.**

FINA/BPS points:

Gender	Age	FINA Points (long course)
Male	15	550
Male	16	600
Female	15	600
Female	16	650

Gender	Age	Impairment	BPS Points (long course)
Male & Female	15	Physical (1-10)	400 event 1 & 300 event 2*
Male & Female	16	Physical (1-10)	450 event 1 & 350 event 2*
Male & Female	15	Visual (11-13)	300 event 1 & 225 event 2
Male & Female	16	Visual (11-13)	400 event 1 & 275 event 2
Male & Female	15	Intellectual (14)	550 event 1 & 450 event 2
Male & Female	16	Intellectual (14)	600 event 1 & 500 event 2

\*PI selection 2 strokes where impairment allows

# Swim England Youth Performance Squad (YPS)

The fifth step of the Swim England Talent Pathway is the Youth Performance Squad. The primary objective for this squad is to develop international arena skills and prepare swimmers for international competitions, in particular the European Junior Championship.

## Programme aims to support athletes and the workforce to:

- ◆ Expand knowledge and understanding to achieve technical excellence
- ◆ Master and execute consistently, race process goals in multiple environments
- ◆ Apply training and race data to formulate detailed race models for specific events
- ◆ Understand and apply a range of strategies, that deliver high quality arena skills to perform under pressure
- ◆ Understand how the Swim England inclusion and culture policies encourage access to a supportive and innovative learning environment to all
- ◆ Develop the characteristics in-line with 'Future Performance Potential (FPP)' stage of the Optimal Athlete Development Framework (OADF)
- ◆ Increase opportunities for the workforce delivering at the FPP stages of the pathway, to experience and facilitate an integrated and inclusive training environment.

## Athlete consideration criteria:

- ◆ Aged 18 years and under by 31<sup>st</sup> December 2022
- ◆ Up to 64 swimmers, will be identified at the absolute discretion of Swim England Head of Swimming Talent
- ◆ Times used for selection to the YPS will be taken from the Swim England long course national rankings, and be achieved between 1<sup>st</sup> January 2022 and the conclusion of the British Summer Championships 2022 and the Swim England National Summer Meet 2022 across Olympic and Paralympic events
- ◆ The highest ranked swimmer from long course performances across Olympic and Paralympic events will be selected
- ◆ Further selections can be made from second, third etc. ranked positions until maximum numbers are achieved
- ◆ Swimmers ranked in multiple events will be selected on their highest ranked event
- ◆ Where swimmers have equal rankings for multiple events, the highest FINA points score will be used to determine the event selected
- ◆ Swimmers will be expected to commit fully to all aspects of the programme
- ◆ Up to 8 para-swimmers (included within the total of 64 swimmers) *\*see general conditions for more information*
- ◆ As a minimum standard times will only be considered where they are in excess of the below BPS points. **Achieving these points does not guarantee selection to a talent programme.**

BPS Points:

Gender	Age	Impairment	BPS Points (long course)
Male & Female	17	Physical (1-10)	500 event 1 & 400 event 2*
Male & Female	18	Physical (1-10)	550 event 1 & 450 event 2*
Male & Female	17	Visual (11-13)	450 event 1 & 350 event 2
Male & Female	18	Visual (11-13)	500 event 1 & 400 event 2
Male & Female	17	Intellectual (14)	700 event 1 & 550 event 2
Male & Female	18	Intellectual (14)	750 event 1 & 600 event 2

\*PI selection 2 strokes where impairment allows



# Swim England

## Senior Performance Squad (SPS)

The 6<sup>th</sup> step of the Swim England Talent Pathway is the Senior Performance Squad. The Senior Performance Squad is a combination of swimmers that are demonstrating a level of performance that could lead to inclusion onto British Swimming's World Class programme or representation for Swim England at a future Commonwealth Games.

### Programme aims to support athletes and the workforce to:

This programme aims to create resilient and robust athletes and inspire them to achieve world class status. In addition the squad aims to identify athletes that show clear potential in achieving podium success in Victoria 2026 and LA 2028.

This programme will:

- ◆ Help swimmers to identify and enhance their performance behaviours and skill
- ◆ Provide individual performance plans
- ◆ Continue to drive the end of season performance philosophy
- ◆ Create bespoke programme direction and philosophy for each individual
- ◆ To ensure success and ultimately increase medal count at Victoria 2026 and future Olympics
- ◆ Develop the Great British Swimmer OADF skills and attributes
- ◆ International competition opportunity will be bespoke through out 2022/23 swimming season.

### Athlete consideration criteria:

- ◆ Selections are at the absolute discretion of the Swim England Head of Talent – Swimming.
- ◆ Up to 20 athletes (male and female, pool and open water swimmers)
- ◆ Swimmers that display excellent performance behaviours and skills
- ◆ Swimmers that have the potential to compete competitively for England in Victoria 2026
- ◆ Swimmers that have displayed a positive performance curve over the last two swimming seasons in their main event.
- ◆ Performances at the World championships (including open water)
- ◆ Performances at World and European Junior championships (pool and open water)
- ◆ The British summer meet or the English summer meet in 2022 will only be considered
- ◆ Completes a Swim England Aims survey
- ◆ Be available to compete for England or Britain at future major international competitions
- ◆ As a minimum standard times will only be considered where they are in excess of 725 FINA/BPS points. **Achieving these points does not guarantee selection to a talent programme.**

Selections will be finalised after World Class programme selections in October 2022, athletes selected for world class podium and podium potential will not be eligible for selection. Athletes that attend the British Swimming National Centres that are not on World class programmes will be eligible for selection.

# Swim England

## Distance Swimming Project (DSP)

Swim England are working in partnership with British Swimming to further develop international success in the distance swimming events; 800m Freestyle, 1500m Freestyle and Marathon Swimming.

### **Project aims to support athletes and the workforce to:**

- ◆ Deliver and monitor effective distance training programmes within the swimmers daily training environment
- ◆ Create a network with other athletes, coaches and club programmes to share best practice in distance swimming
- ◆ Achieve performance outcomes displaying potential to be successful at the Olympic Games Los Angeles 2028 and beyond, in the distance and marathon swimming events
- ◆ Develop the characteristics in-line with 'Future Performance Potential (FPP)' stage of the Optimal Athlete Development Framework (OADF)
- ◆ Increase opportunities for the workforce delivering at the FPP stages of the pathway, to experience and facilitate an integrated and inclusive training environment to support the development of distance swimming within club programmes.

### **Athlete consideration criteria:**

- ◆ 13+ years of age by 31<sup>st</sup> December 2022
- ◆ Up to 60 swimmers will be identified at the absolute discretion of Swim England Head of Swimming Talent in agreement with British Swimming's Performance Pathway & Distance Lead
- ◆ Times used for selection to the DSP will be taken from the Swim England long course national rankings, and be achieved between 1<sup>st</sup> January 2022 and the conclusion of the British Summer Championships 2022 and the Swim England National Summer Meet 2022
- ◆ Long course performances in **400m Individual Medley, 400m, 800m and 1500m Freestyle** will be considered for selection
- ◆ Swimmers and their home coaches will be expected to commit fully to all aspects of the project
- ◆ Upon acceptance to the project, the swimmers home coach must provide evidence they have access to appropriate training hours per week.. This can be achieved within the swimmers home club, or by working in collaboration with neighbouring clubs and networks.

# Swim England

## Diploma in Sporting Excellence (DiSE)

The Diploma in Sporting Excellence (DiSE) qualification is delivered in collaboration with Loughborough College. The programme is fully integrated into all Swim England talent pathways, offering the perfect environment for talented athletes to combine their sport and education. It is specially designed to run alongside, and complement, the athletes' chosen further education, A Levels or a BTEC qualification, as well as their club's training programme, over two academic years.

### **DiSE aims to support athletes and the workforce to:**

- ◆ Prepare athletes for a lifelong, high-performance journey in aquatics
- ◆ Enhance the club training environment
- ◆ Understand and develop the necessary skills, attributes and behaviours required to become a senior international athlete
- ◆ Take ownership and ensure knowledge gained impacts positively on future performance
- ◆ Gain skills and knowledge to receive the Pearson Edexcel Level 3 Diploma in Sporting Excellence Qualification
- ◆ Gain sport specific experience through training camps and completion of the Diploma.

### **Athlete consideration criteria:**

#### **Swimming**

- ◆ Pool swimmers born between 1 September 2005 and 31 August 2006 who achieve a top-six ranked performance (between 11 March and 9 August 2022) in an Olympic event (pool) will receive automatic selection to the programme. British rankings will be used for purposes of selection
- ◆ Additional selections will be based upon highest FINA point scores in Olympic Pool events.

#### **Para-Swimming**

- ◆ Hold BS/IPC classification S1 to S14
- ◆ Achieve 500+ British Para-swimming Points in at least one event
- ◆ Swimmers who are part of the Para-Swimming Talent Programme 2022 and meet the above performance criteria will receive automatic nomination. Not all nominations will be awarded places as there are limited spaces available on DiSE programme.

#### **Open Water Swimming**

- ◆ Swimmers born between the 1 September 2005 and 31 August 2006, who were part of the selected cohort for the following Swim England Talent Programmes will receive automatic selection to the programme; Swim England Open Water National Event Camp 2022
- ◆ Podium placed swimmers at the following events will receive automatic selection to the programme; Swim Wales Challenge Series incorporating British team selection (19 June, Llandegfedd), Open Water National Age Group Championships (10 August, Thrybergh)
- ◆ If required, additional selections will be based upon the highest FINA point scores in the Men's and Women's, 800m and 1500m Freestyle events from long course rankings between 11 March 2022 and 11 August 2022.

All selections are made at the absolute discretion of the Swim England Swimming Head of Talent

# General conditions

- a) Notwithstanding the remainder of this document, selections can be made at the absolute discretion of the Swim England Swimming Head of Talent.
- b) To allow Swim England to maximise its limited resources we will be asking all selected swimmers to make a financial contribution to the cost of their activities.
- c) Contributions from swimmers are reinvested into the programme to allow it to function in its best form. Contributions are not used in any other element of Swim England.
- d) Swimmers accepting selection must commit to all aspects of the programme, which takes priority over all club activities and must provide information when requested by set deadlines.
- e) Swimmers will receive communication of their selection to a talent programme directly from Swim England National Talent administration team.
- f) Any swimmer who has withdrawn without appropriate communication or has been removed for non-adherence to the code of conduct, may be ineligible for future talent programme selections.
- g) Should further opportunities arise outside of this policy, Swim England reserve the right to make further selections at the absolute discretion of Swim England Swimming Head of Talent.
- h) All swimmers participating in Swim England Talent activities must have selected England as their country of representation on their Swim England membership. For para-swimmers please see additional information below.
- i) Additional swimmers may be selected who have not met all of the required consideration criteria, but are showing performances that are progressive. This will be at the discretion of the Swimming Head of Talent.
- j) All swimmers will be reviewed whilst on the talent programme. If a swimmer has failed to show that they are progressing or displaying the expected behaviors, or displays conduct which could bring Swim England into disrepute, then they may be removed from the programme at the sole discretion of Swim England.
- k) There is no individual funding support as part of Swim England Talent programmes.
- l) British Swimming's World Class Programme swimmers may be considered for selection to Swim England Talent Activities following consultation with British Swimming.
- m) There is no right to appeal if a swimmer is unsuccessful in being selected for the Swim England Talent Programme.
- n) Swimmers are reminded that their place on a Swim England Talent programme is a privilege not a right.
- o) Additional swimmers may be selected throughout the swimming season to access bespoke, targeted activities or programmes at the absolute discretion of the Swim England Swimming Head of Talent.
- p) Any exceptional performances by swimmers at the following open water competitions may be considered for selection to a Talent programme activity:
  - a. Swim England National Open Water Championships
  - b. LEN European Junior Open Water Championships
  - c. FINA World Junior Open Water Championships.

*Note; Upon selection to a Swim England National Talent programme, swimmers becoming unfit due to illness or injury (physical or mental), or leaving the sport at any time following their selection must notify Swim England Talent administration team immediately. The swimmers continued level of involvement in a talent programme will be made on an individual basis.*

*We want to ensure the Talent Pathway is as accessible as possible. Please contact the Swim England Talent Administration Officer on [swimmingtalent@swimming.org](mailto:swimmingtalent@swimming.org) if you require any reasonable adjustments or if you have any queries regarding your selection.*

### **Information for Para-Swimmers in addition to the above**

- q) Consideration will be given to para-swimmers from other home nations to access elements of the England Talent programme following consultation with British Swimming.
- r) Para-swimmers must be classified with a British Para-Swimming S1-S13, World Para-Swimming or VIRTUS (INAS-FID) S14 classification.
- s) Any change in a swimmers classification at any time, for whatever reason during the season will result in a review of the swimmers place on the programme. If the swimmer 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 swimmer may be withdrawn from the programme.
- t) British Para-Swimming Points (BPSP) must be in an event that is a World Para-Swimming (WPS) event for the classification of the swimmer.
- u) BPS points must have been achieved a designated Long Course (LC) or Short Course (SC) competition between December 2021 and the conclusion of the British Summer Championships 2022 and the Swim England National Summer Meet 2022 across Paralympic events. Split times or performances at time trials will not be considered, only results from electronic timing equipment will be considered.
- v) Priority for swimmer selections will be given to the following competitions:
  - a. British Para-Swimming Winter Meet (LC)
  - b. County Championships (LC/SC)
  - c. British International Para-Swimming Meet (LC)
  - d. Swim England Para-Swimming Regional Development Meets subject to license (SC)
  - e. Swim England Regional Summer Championships (LC)
  - f. Swim England National Junior Para-Swimming Championships (SC)
  - g. British Summer Championships (LC)
  - h. Swim England National Summer Meet (LC).

## **FINA/BPS points progression**

FINA/BPS points are produced by the world governing body and are used as a tool to aggregate performances linked to the world record in an individual event and classification. These points, while not conclusive or exhaustive allow us to have an informed opinion on relatable performances. The stepped progressions in FINA/BPS points we have used, take into account the age and development stage of both male and female swimmers. We are using this as a minimum performance consideration to select athletes.

# Coach selections

- a) Selection of coaches to contribute to the delivery of Swim England Talent activities will be made by the Swim England Coach Development Manager, in consultation with Swim England National Talent Officers/Coaches for each specific event and/or programme. Selections will seek to achieve a balance of staff to ensure quality of delivery and offer coach development opportunities.
- b) To promote inclusion, continued professional development and Swim England Talent philosophies, coaches interested in attending programme activities on a voluntary basis to assist in the programme or observe activities should note their interest to an England National Talent Officer/Coach.
- c) We expect coaches expressing an interest in coaching national programmes to have previously engaged in county and regional activities.