

## **Criteria for determining Squad Changes/Restructuring**

### **Introduction**

Detailed time standards were placed on the Club's website. These would be used by the Coaching Team to place Swimmers in to the appropriate Squad using either the existing structure or a revised structure.

The Executive felt that the information placed on the website required expansion to reflect better the presentation that was approved at the July 2009 meeting of the Executive. This request was passed to the Coach Support Group for action.

### **Squad Criteria**

The placement of Swimmers in to an appropriate Squad within the Club's existing structure is the sole responsibility of the Chief Coach supported by the Coaching Team.

Swimmers (and their Parents) must, also, recognise that a Squad place is not guaranteed indefinitely because the pressure on places is driven by Swimmers progressing from the Learn to Swim Scheme to the lower tiers of the Competitive Squad Structure. As a consequence, ALL Swimmers must endeavour to make the best use of the opportunities being offered.

All decisions by the Chief Coach and the Coaching Team to place Swimmers in to the most appropriate Squad at the start of the season and any subsequent changes will be a balance of objective facts, including the achievement of the relevant time standards for the squad in question, and subjective observations.

This is best explained as follows:-

#### **Objective Facts**

1. Each Squad will have a number of pool sessions per week and, whilst 100% attendance should be a target, a minimum attendance level will have to be met. For example Swimmers in the National Regional Squad have nine sessions available and to ensure that a Swimmer develops, to become the very best that they can be, an average weekly attendance of 7 sessions is expected. This is approximately 75% and, as a rule of thumb, when applied to the number of sessions each Squad has, will be a guide to an acceptable minimum weekly attendance level. Swimmers in the TAG and above should, also, attend the early morning sessions at the University. Attendance at land training sessions if available will, also, be considered.
2. The Club aspires to the highest competitive standard and a consequence of this will be that ALL Swimmers will be expected to compete at a level consistent with the Squad they are in and as directed by the Coaching Team. Consistently failing to compete at the level requested without a satisfactory reason is unacceptable.

3. A Swimmer's age is another issue with the Amateur Swimming Association (ASA) categorising Swimmers as either Age Group (i.e. 13 and under for Girls and 14 and under for Boys) or Youth (i.e. up to 17 for Girls and 18 for Boys). Older than this and they are categorised as Senior. Within the Club's existing Squad Structure Age limits are implied which will lead to Swimmers being placed in a Squad consistent with their Age. Also, as a consequence, there will be Swimmers who are considered too old for the particular Squad they are in.
4. A final key Objective fact is a Swimmer's ability as quantified by achievement of certain time standards in multiple events, for example, County/Regional/National times.

#### Subjective Observations

1. A Swimmer's technical skills and their ability to swim all strokes to a good standard. This will include starts and turns.
2. A Swimmer's general attitude, for example, are they punctual; do they complete all the work in the session set by the Coach; are they respectful to their fellow Swimmers etc.

The above judgements are made by the Coaching Team and will be based up on their knowledge and experience.

When using the above, the Coaching Team will aim to ensure a balance is achieved which leads to the creation of an optimal training environment.

Another important factor which cannot be overlooked is the requirement to maintain the number of Swimmers in each Squad such that the programme is financially sound.

COCS

Coaching Team

25th May 2010