

2019/2020

Talent Pathway

Aspiring to achieve Olympic podium success



Welcome

Each year Swim England's National Talent Team identify, develop and nurture the aspiring young swimmers along our leading Talent Pathway towards international podium success.

This brochure provides a guide to understanding the various stages of the pathway.

We hope the information will both inspire and motivate you to train effectively and help you to become the best swimmer that you can be.

Welcome to a fantastic journey. Together we will help you achieve your full potential.

The Swim England Talent Team

About the Talent Pathway

The Swim England Talent Team passionately believes that to become a future international athlete, the fundamentals need to be world class.

Our pathway aims to develop and enhance your skills, knowledge and behaviours at each stage of your journey. It aligns with the philosophy of British Swimming's World Class Programmes and the newly published Optimal Athlete Development Framework (OADF).

Beginning with the county, regional and national development programmes, swimmers can then progress onto specialist event camps, international camps and competitions. Our most outstanding swimmers may then be selected for the Swim England Performance Squad and ultimately onto British Swimming's World Class Programmes.

At the same time as nurturing and developing our athletes we are engaging with and developing a significant number of coaches through camp and competition opportunities.

At all levels of the pathway Sports Science and Medicine practitioners will deliver a range of workshops, strength and conditioning sessions and specific testing relevant to the age and development of the swimmers. Sessions include performance nutrition, lifestyle management, land training, filming and stroke analysis.

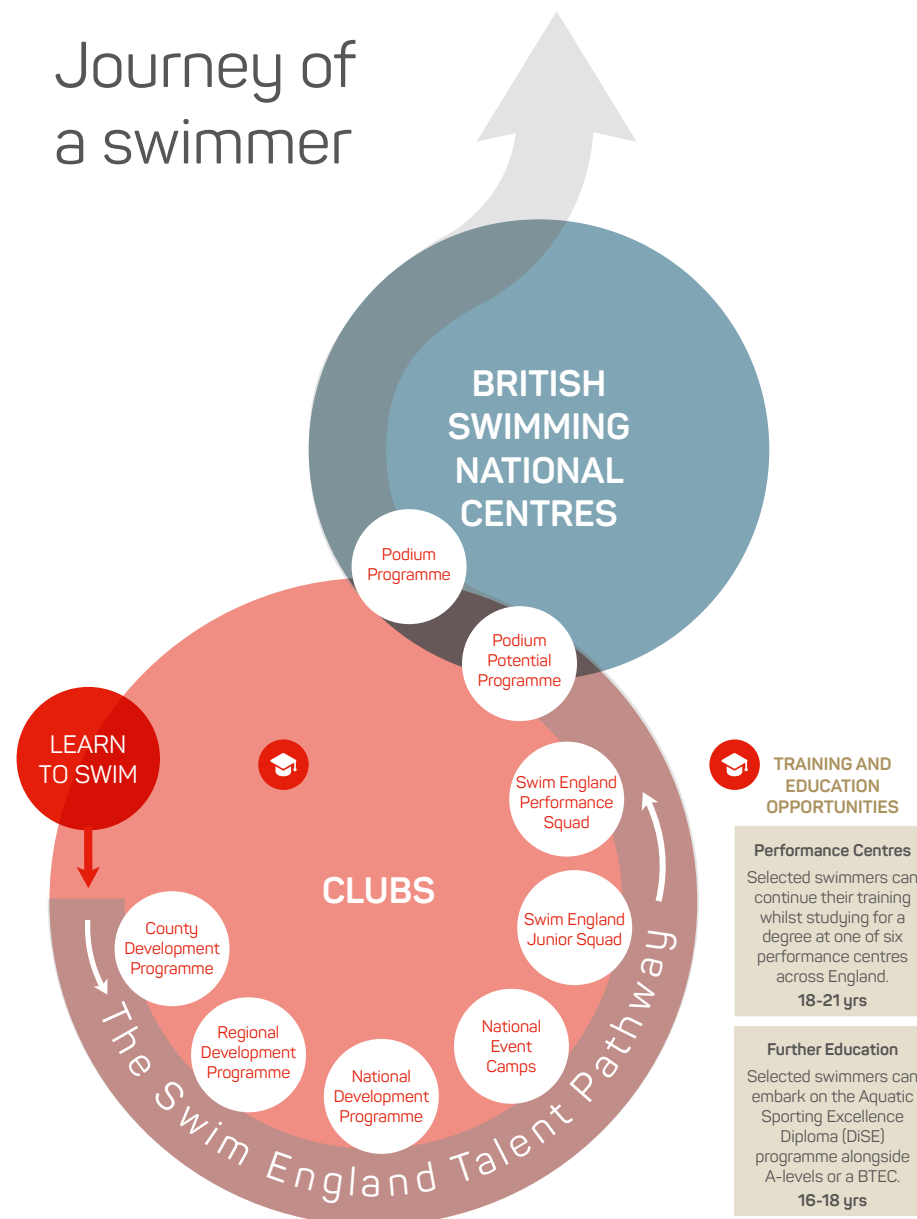
The Swim England pathway is aligned to the principles of the OADF. OADF is a framework developed by British Swimming and the home nation swimming associations to ensure our next generation of swimmers have the skills, behaviours and character attributes to perform at the highest level in the future.

Maintaining academic studies

Whilst on the Talent Pathway it is important for you to maintain your academic studies as well as progressing in the sport. To help you with your further education, options include:

- ♦ **the Aquatic Diploma in Sporting Excellence (DiSE) programme.** This two year Diploma has been created for selected swimmers who have the potential to achieve excellence in their sport. This can be managed effectively alongside full time education.
- ♦ **Swim England Performance Centres** - partnerships with universities and clubs are being created to help talented swimmers like you to fulfil your sporting and academic ambitions. These centres will act as stepping stones to help you to reach world class level. This is in addition to the already established British Swimming's National Centres that cater for elite performance athletes.

Journey of a swimmer



Meet the Talent Team



Our commitment to you

We will:

- ♦ provide up-to-date, progressive and innovative swimming education that is aligned with the Optimal Athlete Development Framework (OADF), to ensure swimmers and parents are knowledgeable and well-informed
- ♦ develop you as a person, athlete and performer
- ♦ create a culture that is safe, positive and creative where athletes are at the centre of all activities
- ♦ provide a professional performance led environment to support future podium success at Olympic Games
- ♦ ensure duty of care is considered in all aspects of the pathway, creating an inclusive environment where athletes and coaches feel secure and uninhibited
- ♦ provide the synergy between Swim England Counties, Regions and British Swimming
- ♦ ensure mental welfare is at the centre of everything we do, providing support and guidelines where necessary.

Your commitment to us

We aim to help you to develop into a world class swimmer. We will ensure that you will have a supportive environment to help you realise your potential and maximise your love of the sport. To succeed this has to be a partnership and we do expect a high level of commitment from you.

Whilst progressing through the Talent Pathway, you will be encouraged to:

- ♦ embrace opportunities with an open mind and a willingness to learn
- ♦ apply your learning into your daily training environment on a consistent basis
- ♦ take responsibility, with our support, for advancing your own swimming career
- ♦ make a financial contribution to the cost of activities.

We encourage independence, resilience and self-awareness, and with our assistance, you can focus on your progression through to the England and British Swimming teams in the future. We believe the skills developed on the Talent Pathway are crucial for long term development and success.

Be technically focused

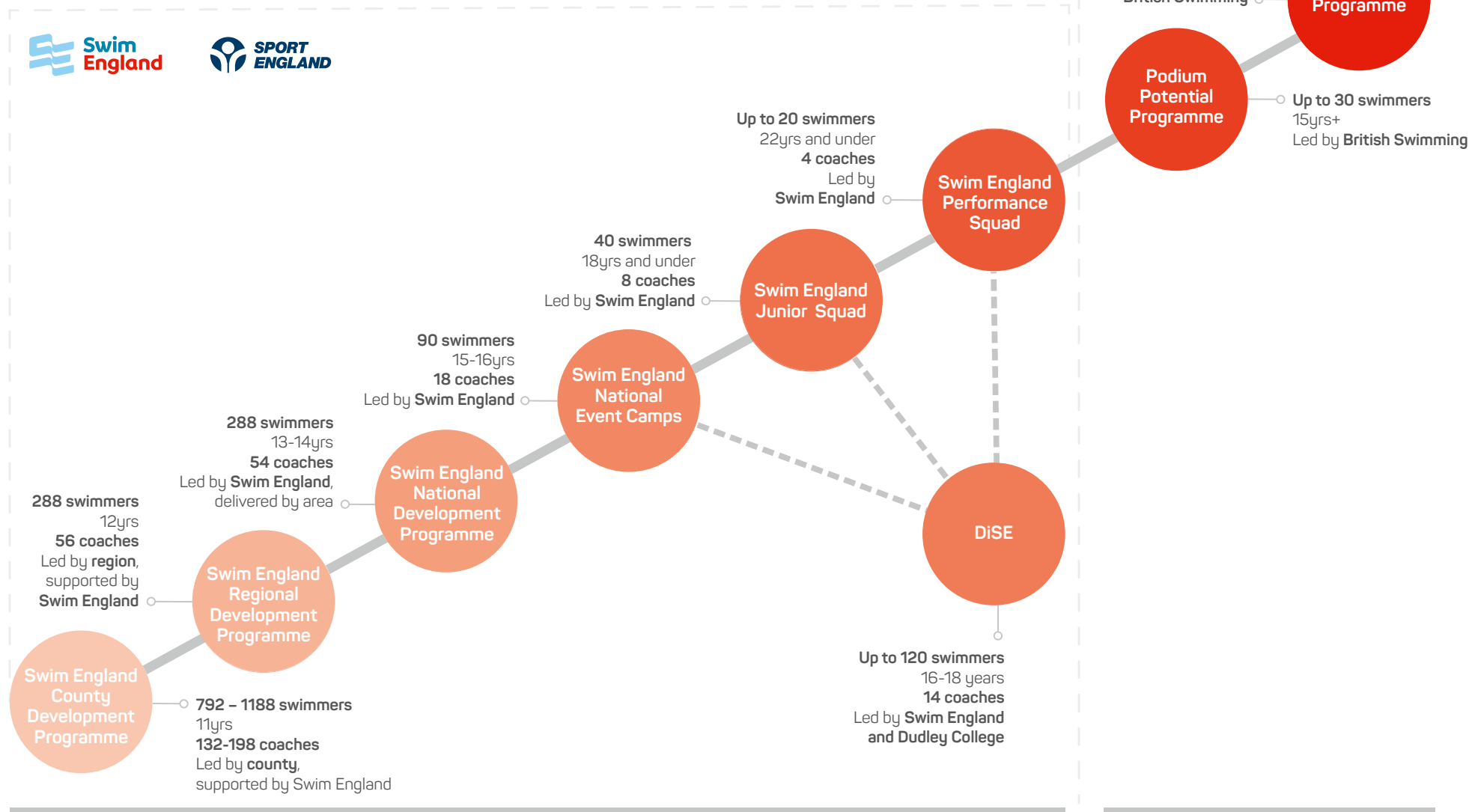
Be tactically aware

Be positive

Be inspired



Swim England Talent Pathway



SWIMMERS COME FROM ENGLAND



SWIMMERS COME FROM BRITAIN

Swim England County Development Programme

This is the first step on the Swim England Talent Pathway.

Programme aims

- ♦ In the pool, swimmers will learn the basics of effective streamlining, underwater transitions and technique on each of the four strokes.
- ♦ On dry land, fundamental movement skills will be covered through fun circuit based activities.
- ♦ Workshops will be delivered for swimmers and parents on the technical emphasis of the programme, nutrition and lifestyle management.

Duration

3 x one day camps.

Dates

April - July - October 2019.

Location

Various – within county borders.

Key selection criteria

- ♦ A minimum of 24 swimmers (12 male and 12 female) and a maximum of 36 (18 male and 18 female) will be selected.
- ♦ If counties do not have the minimum number of swimmers they can reduce as required, or take more swimmers of one particular gender.
- ♦ The Swim England rankings data base will be used for selection purposes. Only times achieved between 1 September and

the Monday following the final County Championship weekend, will be considered.

- ♦ The highest ranked 11 year old male and female (age as of 31 December 2019), in each event competed in County Championships will be selected.
- ♦ Further selections will be made from second, third etc. ranked swimmers until maximum numbers per camp are achieved. Where swimmers have an equal ranking, selections will be prioritised based upon the highest FINA Point Score.
- ♦ Selections can be from short or long course rankings but should be congruent with your County Championships mode (if County Championships are held in a long course pool, then long course rankings should be used for selection and vice versa). Swimmers will be selected for their camp based on the county they competed in, having entered and competed in at least one event. Extenuating circumstances such as illness/injury will be considered where possible.
- ♦ Swimmers will be expected to commit fully to all aspects of the programme, attendance at all camps is compulsory.





Swim England Regional Development Programme

This is the second step on the Swim England talent pathway. Swimmers are selected to participate in the Swim England Regional Development Programme.

Programme aims

- ♦ In the pool, swimmers will learn the basics of effective starts, turns and finishes.
- ♦ On dry land, mobility, stability and fundamental movement skills will be covered to enhance start, turn and finishing skills.
- ♦ Workshops will be delivered for swimmers and parents on the technical emphasis of the programme, nutrition and psychology.

Duration

3 x one day camps.

Dates

July - September - December 2019.

Location

Various – within regional borders.

Key selection criteria

- ♦ 36 swimmers (18 male and 18 female) will be selected.
- ♦ The Swim England rankings database for long course events will be used for selection purposes. Only times achieved between 1 January and the Monday following the final Regional Championships weekend, will be considered.
- ♦ The highest long course ranked 12 year old male and female (age as of 31 December 2019), in each event competed in Regional Championships will be selected.
- ♦ Further selections will be made from second, third etc. ranked swimmers until maximum numbers per camp are achieved. Where swimmers have an equal ranking, selections will be prioritised based upon the highest FINA Point Score.
- ♦ Swimmers will be selected for their camp based on the region they competed in, having entered and competed in at least one event. Extenuating circumstances such as illness/injury will be considered where possible.
- ♦ Swimmers will be expected to commit fully to all aspects of the programme, attendance at all camps is compulsory.

Swim England National Development Programme

This is the third step on the Swim England Talent Pathway, which moves into the national framework. Swimmers are selected to participate in the Swim England National Development Programme.

Programme aims

- ♦ In the pool, swimmers will focus on the development of all four stroke efficiency, Individual Medley transition turns and relay takeovers.
- ♦ On dry land, the emphasis will be on mobility and stability to enhance the anti-rotational / rotational strokes and streamlining
- ♦ Workshops will be delivered for swimmers on efficiency in the pool, nutrition for training and competition and injury prevention.
- ♦ We will introduce the Swim England culture policy to encourage the correct learning environment for all.
- ♦ Understand the person, athlete and performer skills and attributes of OADF.

Duration

3 x one day camps.

Dates

Between September and December 2019 (see page 32).

Location

Six areas across England (see page 32).

Key selection criteria

- ♦ 48 swimmers (24 male and 24 female) will be selected per location.
- ♦ The Swim England rankings database for long course events will be used for selection purposes. Only times achieved between the openings of the National qualification window until the culmination of the English Summer meet will be used for selection purposes.
- ♦ The highest long course ranked 13 year old and 14 year old male and female swimmers (age as of 31 December 2019), in each Olympic event competed at the British and English Summer meet will be selected.
- ♦ Further selections will be made from second, third etc. ranked swimmers until maximum numbers per camp are achieved. Where swimmers have an equal ranking, selections will be prioritised based upon the highest FINA Point Score.
- ♦ The selections will be made on a national basis and swimmers will be allocated to an appropriately located camp but not necessarily in their own region / nearest area.
- ♦ Further selections may be made at the absolute discretion of Swim England National Talent Officers, in agreement with the Swim England Head of Talent – Swimming.
- ♦ Swimmers will be expected to commit fully to all aspects of the programme so attendance at all camps is compulsory.





Swim England National Event Camps

Swimmers will be selected to attend the Swim England National Event Camps based on the highest long course rankings achieved in each individual Olympic pool event.

Programme aims

- ♦ To learn advanced technical and tactical development areas for specific racing events.
- ♦ To challenge both technically and physically.
- ♦ Develop and understand your technical capabilities with the help of extensive video analysis.
- ♦ Cover the tactical execution of world class swimmers in specific events.
- ♦ Learn race preparation, nutrition for specific events and practical ways of monitoring health.
- ♦ Develop understanding of the Swim England culture policy and how it encourages the correct learning environment for all.
- ♦ Develop the Person, Athlete and performer skills and attributes of OADF.

Duration

1 x four day camp.

Dates

17 - 20 December 2019.

Location

North Camp: Ponds Forge, Sheffield
100m/200m Backstroke, Breaststroke and Butterfly and 200m Individual Medley.

South Camp: Millfield School, Street
All front crawl events, 400m Individual Medley and open water.

Key selection criteria

- ♦ Up to 90 swimmers will be selected to attend one of two event camps.
- ♦ The highest ranked 15 year old and 16 year old male and female swimmers (age as of 31 December 2019) will be selected from Swim England long course rankings in each individual Olympic pool event. Only times achieved between the opening of the national qualification window until the culmination of the English Summer meet will be used for selection purposes.
- ♦ Further selections will be made from second, third etc. ranked swimmers until maximum numbers per camp are achieved. Where swimmers have an equal ranking, selections will be prioritised based upon the highest FINA Point Score.
- ♦ Up to 12 Open Water selections will be made at the absolute discretion of the Swim England Open Water Technical Lead. Male and female swimmers aged 17 years and younger, (age as of 31 December 2019), consideration will be given to; British Swimming Open Water Trials, National Open Water Championships and any FINA or LEN approved open water events, in conjunction with the Swim England national rankings database for long course 1500m and 800m Olympic pool

events. Only times achieved between the openings of the National qualification window until the culmination of the English Summer meet will be used for selection purposes.

- ♦ To be eligible for open water selections. Swimmers must have achieved an English long course ranking of 20 or higher in their respective year of birth in either the 1500m or 800m Front Crawl.
- ♦ Further selections may be made at the absolute discretion of Swim England National Talent Officers, in agreement with the Swim England Head of Talent – Swimming.
- ♦ Swimmers will be expected to commit fully to all aspects of the programme, attendance at all camps is compulsory.

How does this link with British Swimming's World Class Programme?

Along with British Swimming, Swim England want swimmers to become students of the sport. We support swimmers in gaining valuable insight into how their sport has developed and ensure they have the most up-to-date information on current performance strategies and practices as they potentially begin to specialise in specific events.





Swim England Junior Squad

Swimmers will be selected for international camps and competitions at the discretion of the Swim England National Talent Officers. Selection will be based on swimmers' performance, potentially identified through the national rankings and from the National Events camps.

Programme aims

- ♦ Show competency in performance skills while in an international setting.
- ♦ Exhibit performance behaviours while in an international setting.
- ♦ Perform while competing and training abroad.
- ♦ Use strategies and processes gained on previous camps to ensure international success.
- ♦ Embed the Swim England culture policy to encourage the correct learning environment for all.
- ♦ Embed the person, athlete and performer skills and attributes of OADF.

Dates and location

Dates, venues and locations change yearly but should you be selected, you will be informed by early 2020.

Participants

There will be up to 40 swimmers in total for pool and distance / open water events.

Eligible athletes

- ♦ Swimmers who demonstrate future performance characteristics tactically, technically, physically and psychologically.

Key selection criteria

Pool selections

- ♦ Up to 20 swimmers, male and female aged 18 years and younger (age as of 31 December 2019), will be identified at the absolute discretion of Swim England National Talent Officers.
- ♦ Swimmers will be selected from the 50m - 200m Olympic events.
- ♦ Selections will be prioritized based upon the closest percentage deviation from the specific event performance funnel.
- ♦ Only times achieved between the opening of the National qualification window until the culmination of the English Summer meet will be used for selection purposes.

Distance selections

- ♦ Up to 10 swimmers, male and female aged 18 years and younger (age as of 31 December 2019), will be identified at the absolute discretion of Swim England National Talent Officers.
- ♦ Swimmers will be selected from the 400m Individual Medley and 400m, 800m and 1500m Front Crawl Olympic events.
- ♦ Selections will be prioritized based upon the closest percentage deviation from the specific event performance funnel.
- ♦ Only times achieved between the opening of the National qualification window until the culmination of the English Summer meet will be used for selection purposes.

Open water selections

- ♦ Up to 10 swimmers, male and female aged 18 years and younger (age as of 31 December 2019), will be identified at the absolute discretion of Swim England National Talent Officers.
- ♦ Consideration will be given to: British Swimming Open Water Trials, National Open Water Championships and International FINA and LEN approved open water competition results and the Swim England national rankings database for long course 800m and 1500m Front Crawl Olympic pool events.
- ♦ To be eligible for consideration, swimmers must have achieved an English long course ranking of 15 or higher in their respective year of birth in either the 1500m or 800m Front Crawl.
- ♦ Only times achieved between the opening of the National qualification window until the culmination of the English Summer meet will be used for selection purposes.

How does this link with British Swimming's World Class Programme?

The ability to compete internationally is what we are all about. This stage aims to give you the knowledge, experience and confidence to be able to compete at a major games or championship in the future.





Swim England Performance Squad

Swimmers will be selected for the Performance Squad based on their demonstrating a level of performance that could potentially lead to inclusion in British Swimming's World Class Programme or representation for Swim England at senior level.

Programme aims

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 Birmingham 2022.

This programme will:

- ♦ help swimmers to identify and enhance their performance behaviours and skills
- ♦ 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 Birmingham 2022 and future Olympics
- ♦ develop the Great British Swimmer OADF skills and attributes
- ♦ have a domestic training camp to include screening process 17, 18 and 19 October 2019
- ♦ International Competition opportunity will be bespoke throughout the 2019/2020 swimming season.

Key selection criteria

Selections are at the absolute discretion of Swim England Head of Talent - Swimming.

- ♦ Up to 20 athletes (male and female, pool and open water swimmers).
- ♦ Aged 22 years or under as of 31 December 2019 (1997 born).
- ♦ Swimmers that display excellent performance behaviours and skills.
- ♦ Swimmers that have the potential to compete competitively for England in Birmingham 2022.
- ♦ Swimmers that have displayed a positive performance curve over the last two swimming seasons in their 'main events'.
- ♦ Performances at the World Championships (including open water) and World University Games (pool and open water).
- ♦ Performances at the World (pool) and European Junior Championships (pool and open water).
- ♦ The British summer meet or the English summer meet in 2019 will only be considered.
- ♦ Completes a Swim England AIMS survey.
- ♦ Be available to compete for England or Great Britain at future major international competitions.

Selections will be finalised after World Class Programme selections in October 2019. Athletes selected for World Class Podium and Podium Potential Programme are not eligible.

Athletes that attend the British Swimming National Centres are not eligible for selection.

How does this link with British Swimming's World Class Programme?

Swimmers develop and improve at different ages. Swim England Performance Squad will support swimmers to help ensure the opportunity to reach their international potential is not lost. There will be opportunities throughout the season to train and compete abroad with the ultimate aim the secure qualification for a major international event in the future.



Education opportunities

Aquatic Diploma in Sporting Excellence (DiSE) – formerly AASE Academy opportunity

Dudley College provides a unique sporting qualification for young athletes on the England Talent Pathway, who are progressing onto full time further education.

The two year Diploma in Aquatic Sporting Excellence (DiSE) is designed to enhance and complement your club training programme and can be taken alongside further education e.g. BTEC in Sport or A Levels.

Eligibility

Up to 120 candidates will be selected and offered the chance to take the Diploma in September 2019.

Candidates must be:

- ♦ born between the 1 September 2002 and 31 August 2003
- ♦ based and educated in England and have been a British/EU citizen for at least five years.

Programme aims

- ♦ Understand the necessary skills and abilities required to become a senior international athlete such as nutrition, psychology and physiology.
- ♦ Take ownership of development and ensure information impacts positively on performance.
- ♦ Gain skills and knowledge to achieve a Level 3 Diploma in Sporting Excellence (UCAS points are available).

Duration

Two year programme September 2019 to August 2021.

Key dates

Swimming Induction Day – Sunday 8 September 2019.

Various other dates for workshops, mentors/ assessor visit camps TBC.

Location

This programme is managed by Dudley College and participation will involve travel nationwide for induction days and various workshops. Mentors/assessors will also visit you approximately every 10-12 weeks. Towards the end of year two, swimmers who have completed all of the necessary course requirements will be invited to attend camp abroad.

Key selection criteria

All selections are made at the absolute discretion of the Swim England officers.

Swimmers must be:

- ♦ going onto further education e.g. A Levels or BTEC qualification
- ♦ training in an appropriate environment and be undertaking around 16 hours per week of pool/land based training
- ♦ able to demonstrate their commitment to achieving excellence in swimming

- ♦ British rankings will be used for purposes of selection
- ♦ only swimmers registered as English are eligible for selection.

Swimmers will receive automatic selection to the programme if they have achieved:

- ♦ a top six ranked performance achieved in the opening of the national qualification window until the culmination of the English Summer meet will be used for selection purposes in an Olympic event (pool)
- ♦ a top three overall (all home nations) finish in the 16 years and 17 years (5km) age groups at the Swim England Open Water Age Group Championships
- ♦ Additional selections will be based upon highest FINA point scores in Olympic Pool events.

How does this link with British Swimming's World Class Programme?

Swim England will work in collaboration with Dudley College to ensure that the messages delivered through this programme are aligned to the most up-to-date information being disseminated down the pathway from British Swimming.

Performance Centres

Progressing onto higher education is an exciting opportunity. It will also bring changes to a swimmer's training environment and regime at a stage when talented athletes are working towards becoming senior world class performers.

To help with this transition, Swim England has created six performance centre partnerships with respected English universities to provide a flexible approach to training and study. This will allow our talented swimmers the chance to fulfil their potential and achieve at Commonwealth, world and Olympic level.

Creating an effective swim-study environment

Located in High Wycombe, Leeds, Guildford, Manchester, Nottingham and Sheffield, each performance centre offers a unique partnership between a respected university and a high performance swimming club.

Our university partners aim to provide a seamless pathway for you and will tailor course provision to offer:

- ♦ flexible timetabling
- ♦ sympathetic entry standards
- ♦ science and medicine support
- ♦ appropriate performance facilities
- ♦ professional coaching
- ♦ the potential for bursaries and or scholarships.

Our club partners are SwimMark accredited. The Swim England Talent Team supports each centre partner and ensures environments are athlete-centred and coaching philosophies are aligned with British Swimming.

Pathway to success

Swim England's Performance Centres are expected to contribute to a higher transference of athletes into the British Swimming World Class Programme for the 2024 Olympics and support an ongoing sustainable legacy for the sport.

How do I make a choice?

Read the full performance centre guide on swimming.org/sport/performance-centres/ to help you decide which options are best for you. We encourage our swimmers to talk to their coaches and parents, and explore and compare alternative university or swimming club options. Attending open days is also a great way to get a feel for the different sites.

If you would like further general information around swim-study provision in England, please contact mike.parker@swimming.org



Dates for the diary 2019/2020

Swim England National Development Programme

Area 1

Day 1 – 14 September, Huddersfield

Day 2 – 5 October, Huddersfield

Day 3 – 23 November, Huddersfield

Area 2

Day 1 – 22 September, Macclesfield

Day 2 – 13 October, Macclesfield

Day 3 – 24 November, Macclesfield

Area 3

Day 1 – 14 September, Luton

Day 2 – 5 October, Luton

Day 3 – 16 November, Luton

Area 4

Day 1 – 15 September, Guildford

Day 2 – 5 October, Wycombe

Day 3 – 23 November, Guildford

Area 5

Day 1 – 15 September, Chesterfield

Day 2 – 13 October, Chesterfield

Day 3 – 17 November, Chesterfield

Area 6

Day 1 – 15 September, Marlborough

Day 2 – 13 October, Marlborough

Day 3 – 1 December, Millfield

Swim England National Event Camps

Backstroke, Breaststroke, Butterfly and 200 IM

17 - 20 December 2019, Sheffield

Front Crawl Events, 400 IM and Open Water

17 - 20 December 2019, Millfield School

Swim England Junior Squad

Pool

February - March 2020, Location TBC

Distance / Open Water

23 - 29 May 2020, Mallorca

Swim England Performance Squad

- ♦ Selection September 2019
- ♦ Domestic Training Camp:
17 - 19 October 2019, Manchester
- ♦ Specific Support through agreed Individual Athlete Plans
- ♦ Overseas Competition – bespoke throughout the 2019/2020 swimming season
- ♦ LEN Cup Series March - June 2020 TBC

Pathway overview and rationale

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

- 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 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.
- II. This allows Swim England National Talent Officers to identify swimmers to attend programme activities using surveys, rankings and discretionary observations. Elements of the policy are intended to ensure that all available information and circumstances can be taken into account when identifying swimmers relevant to the aims of the programme.
- III. As a gift of the programme, decisions based upon discretion will be made in a bespoke fashion, with reference to what is known about the individual swimmer. This allows the finite resources of the programme to be applied in a flexible and targeted manner in line with the overall aims.

Coach selections

- I. 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 for each specific event. Selections will seek to achieve a balanced staff to ensure quality of delivery and offer coach development opportunities.
- II. To promote inclusion 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.
- III. We expect coaches expressing an interest in coaching national programmes to have previously engaged in county and regional activities.

General conditions

As a gift of the programme all invitations are at the absolute discretion of the Swim England National Talent Team for Swimming.

- I. All swimmers participating in Swim England Talent activities must be eligible to represent England at international level up to and including the Commonwealth Games in 2022.
- II. 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.
- III. 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 Talent Activities.
- IV. British Swimming's World Class Programme swimmers are not eligible for selection to Swim England Talent Activities.
- V. Athletes accepting selection will be expected to commit to all aspects of the programme including providing information when requested, attending the specific activity invited to (as detailed in selection letters) and maintaining a commitment to their own development in the sport.
- VI. Only athletes selected will be notified by Swim England National Talent staff.
- VII. Any athlete who has withdrawn or been excluded from past activities may be ineligible for selection.
- VIII. Should further opportunities arise outside of this policy, Swim England reserve the right to make further selections at the absolute discretion of Swim England National Talent Officers.
- IX. It is expected, as an England national programme, that swimmers attend the appropriate camps over and above their normal swimming commitments.
- X. Swimmers becoming unfit due to illness or injury (physical or mental) at anytime following their selection must notify Swim England immediately.



in partnership with the regions and counties of Swim England