



# County Pathway Forum

ASA England Programmes Team





# Welcome

Chris Bostock – Chairman, ASA Sport Governing Board  
Grant Robins – England Programmes Team Leader



# Coming Up ...

10:00 – 10:30	Arrival & Welcome	CB/ GR
10:30 – 11:30	England Programmes 2017 – 2021, The British Swimming Domestic Competition, Review and Pathway Alignment	GR
11:30 – 11:45	An Integrated Development Model	LD
11:45 – 12:30	EP Swimmer Pathway Rankings	FF Chris Bostock
12:30 – 13:15	Lunch	
13:15 – 13:45	EP Coaching Pathway	JJ/ FF
13:45 – 14:00	EP SSSM Pathway	DE
14:00 – 14:30	Next Steps	LD / GR/ All





# England Programmes 2017 - 2021

Grant Robins – England Programmes Team Leader



# The EP Team



Ensuring pathway swimmers have the ‘opportunity’ to reach their full potential

*Grant Robins – England Programmes Team Leader*

*Fred Furniss – England Programmes Officer and Pool Swimming Technical Lead*

*Mike Parker – England Programmes Officer and Open Water Swimming Technical Lead*

*Lindsay Dunn – England Programmes Officer and Pathway Technical Lead*

*Diane Elliot – England Programmes Sport Science and Sports Medicine Lead*

*Joanna Jones – England Programmes Coach Development Lead*

# Mission Statement



*England Programmes*

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

*British Swimming*

*‘Delivering Olympic Podium Success’*

**This is not a Top Down Approach**

**We need your help and support!**



# Strategic Objectives

- Providing long term development, to ensure participation at the 2020 or 2024 Olympic Games
- Providing innovative swimming education to swimmers, coaches, support staff and parents
- Creating a seamless link between county, regions and British Swimming



# Strategic Objectives



British Swimming Domestic Competition review

UK Sport Health check

SE Key Element Review

Seamless Pathway





# British Swimming Domestic Competition Review

Grant Robins – England Programmes Team Leader



# The 'Old' System

- A lack of technical excellence within our young swimmers
- The use of the stopwatch by many coaches as the primary driver to develop our young swimmers, as opposed to quality technical skill development and enhancement.
- The belief that our most experienced coaches are working with flawed raw material – by the time they come into contact with developing swimmers they are effectively trying to polish rocks as opposed to diamonds.



# The 'Old' System

- The extreme focus that is placed on junior outcomes, be that success for club swimmers at Age Group level or milestone outcomes of British Teams competing at the European Junior Championships, is compromising our goals for senior success. There is a lack of understanding that the ultimate outcomes from any junior development programme is the creation of a production line of athletes capable of achieving senior success
- A current single, linear pathway that sees the competitive experience for many swimmers conclude at differing times of the season, depending on competence. Not enough swimmers are able to conclude a productive 'whole' season experience
- The inability of our best swimmers to perform optimally when it matters at a given time on a given date under any environmental conditions in the benchmark meets



# The 'New' System

- To ensure all swimmers have an enjoyable and fulfilling experience within the sport, and those who aspire to achieve Olympic success are fully supported in doing so.
- The long term development of all of our athletes will be at the centre of all of our thinking.
- The performance pathway is stocked with a long term production line of exciting and robust talent in every event.
- An appropriate Domestic Competition Structure that is fully supportive and in synergy with our high performance aspirations, fully aligned across the home nations and FINA.



# The 'New' System

- A National Development Syllabus will be in place that determines and then quality controls the skills being taught to and then produced by our junior swimmers, and fully supports the optimal athletic development of all participants.
- A 'local' Programme will be established, implicitly linked to and underpinning the National Development Syllabus, with it's own culmination event, providing a credible and sustainable pathway in the development of our junior swimmers.
- The Performance Pathway will be progressive in producing high quality swimmers who, by following a prescribed journey, can produce significant senior international results.



**EVENT LEVEL:** English County, Welsh Regional and Scottish District  
**TIMEFRAME:** Calendar weeks 2 → 9 (inclusive)  
**POOL SPECIFICATION:** Long or short course  
**AGE BASED ON:** 31<sup>st</sup> December in the year of competition  
**MINIMUM AGE:** 10 years of age in the year of competition (via 10/11 qualifying time)  
**AGE BANDINGS:** 10/11 years; 12 years; 13 years; 14 years; 15 years; 16 years & over  
**QUALIFICATION:** Process and entry qualification standards set by each English County/Welsh Region/Scottish District.

**EVENT DETAIL:**

EVENT / AGE	10/11 years	12 years	13 years	14 years	15 years	16 years & over
50m Freestyle	☑	☑	☑	☑	☑	☑
100m Freestyle	☑	☑	☑	☑	☑	☑
200m Freestyle	☑	☑	☑	☑	☑	☑
400m Freestyle	☑	☑	☑	☑	☑	☑
800/1500m Freestyle		☑	☑	☑	☑	☑
50m Backstroke	☑	☑	☑	☑	☑	☑
100m Backstroke	☑	☑	☑	☑	☑	☑
200m Backstroke	☑	☑	☑	☑	☑	☑
50m Breaststroke	☑	☑	☑	☑	☑	☑
100m Breaststroke	☑	☑	☑	☑	☑	☑
200m Breaststroke	☑	☑	☑	☑	☑	☑
50m Butterfly	☑	☑	☑	☑	☑	☑
100m Butterfly	☑	☑	☑	☑	☑	☑
200m Butterfly	☑	☑	☑	☑	☑	☑
100m I.M.	☑	☑	☑	☑	☑	☑
200m I.M.	☑	☑	☑	☑	☑	☑
400m I.M.		☑	☑	☑	☑	☑
Relay Events	As appropriate to the individual event. No specific requirement.					

**SPECIFIC EVENT ISSUES/DETAIL:**

**Essential:**

- 50m & 100m events Heats and Finals.
- 200m events as Heat Declared Winner as a minimum.
- 400m+ events as Heat Declared Winner
- Para-Swimming multi-classification competition to be included

**Desirable:**

- 200m events Heats and Finals
- Consideration to be given to individual or sub groups of Ages in heats, eg separate events for 10/11-12; 13-15; 16+ rather than 10-20 year olds in the same set of heats, which would not be considered an optimal format.
- The last 3 heats of events with Finals to be cyclically seeded, other heats and HDW events to be spearhead seeded.



- A framework that provides some consistency across the country to allow some measures in 2020
- As a process meet counties are there to support end of season performances



# FAQ ...

## Should we host the county championships long course or short course?

- This is not a BS directive but the preference is that the counties where feasible run the competition long course.

## When should we hold finals?

- Finals should ideally be held in a separate session at the end of the day. Again this is not a directive.

## If we have a large number of 16 + years swimmers in our county what scope do we have to cater for these swimmers?

- See separate sheet



# Age Group Framework

- Scheduled review in 2017 to establish insight into whether we are achieving the calendar review goals
- Qualifying times for different age groups over the age of 16, depending on counties own requirements
- Award medals for age groups above 16 years depending on counties own requirements
- Additional finals for quality performances. A,B, C finals if numbers and quality allow





# The Pathway

Grant Robins – England Programmes Team Leader



# Pathway Alignment

- UK Sport and Sport England
- British Swimming 'Local Programme'
- EP Extended Pathway

England Pathway																							
Potential Ladder				Age@31 Dec	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Camps	Comp	Swimmers	CPD Coaches	SSSM		
County Climbers				11yrs			3					Select	1			2	3x1day	0	792 (24+/Count.)	132	1:6	Support	
Regional Racers				12yrs			2		3						Select	1	3x1day	0	288 (36/Reg.)	48			
England Swimming	Ph 1 Development			13/14yrs	Select	1						2					2x2day	0	240+ (36+/Reg.)	48	1:5	Provision	
	Ph 2 Stroke			15/16yrs			Select			1					2		2x2day	0	120	24			
	PH 2 OW			15/16yrs												0		12	3				
	Performance Centres British Swimming	Ph 3 International		18 &Under (EJ)						Select	1							0	1	28	7		1:4
		Ph 3 OW International		18 & Under									1				1	0	12	3			
		2024 Pool		Open				Select	1						2	1	1	20	5				
		2024 OW		Open									1		2	1	1	6	2				



# Any Questions ...







# The Development Model

Lindsay Dunn – England Programmes Officer and Pathway Technical Lead



# Needs Analysis

Identified a 'need' to more effectively **support** and **develop** those people who are critical to the ongoing success of our sport:

Swimmers

Coaches

Parents/ Guardians

SSSM Practitioners

Team Managers



# Current County Activities



Camps/ training days for swimmers

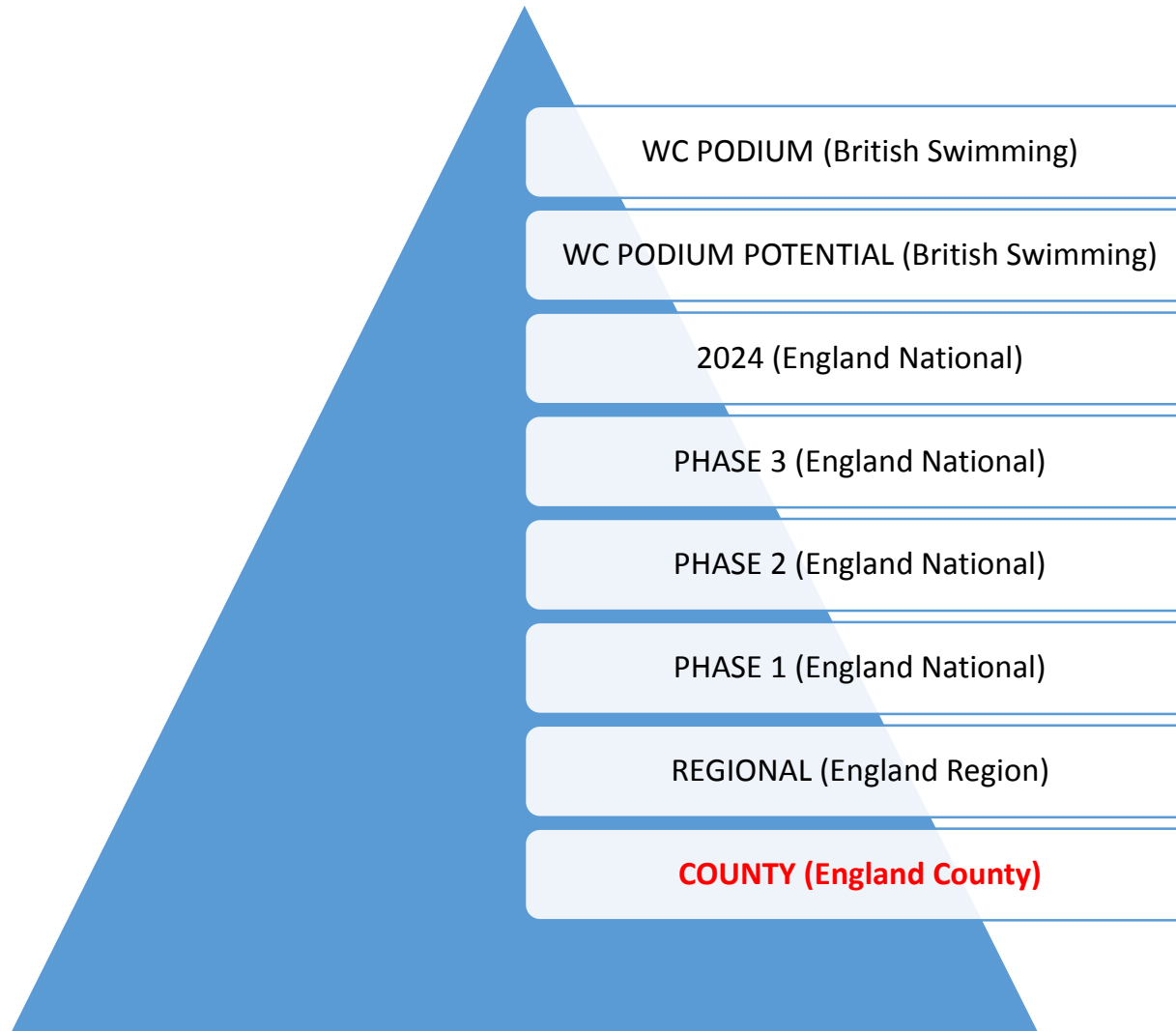
Coach workshops/ conferences/ development programmes

Team Manager workshops/ conferences

**Can we focus and align our resources to outline a clearer pathway within our sport?**

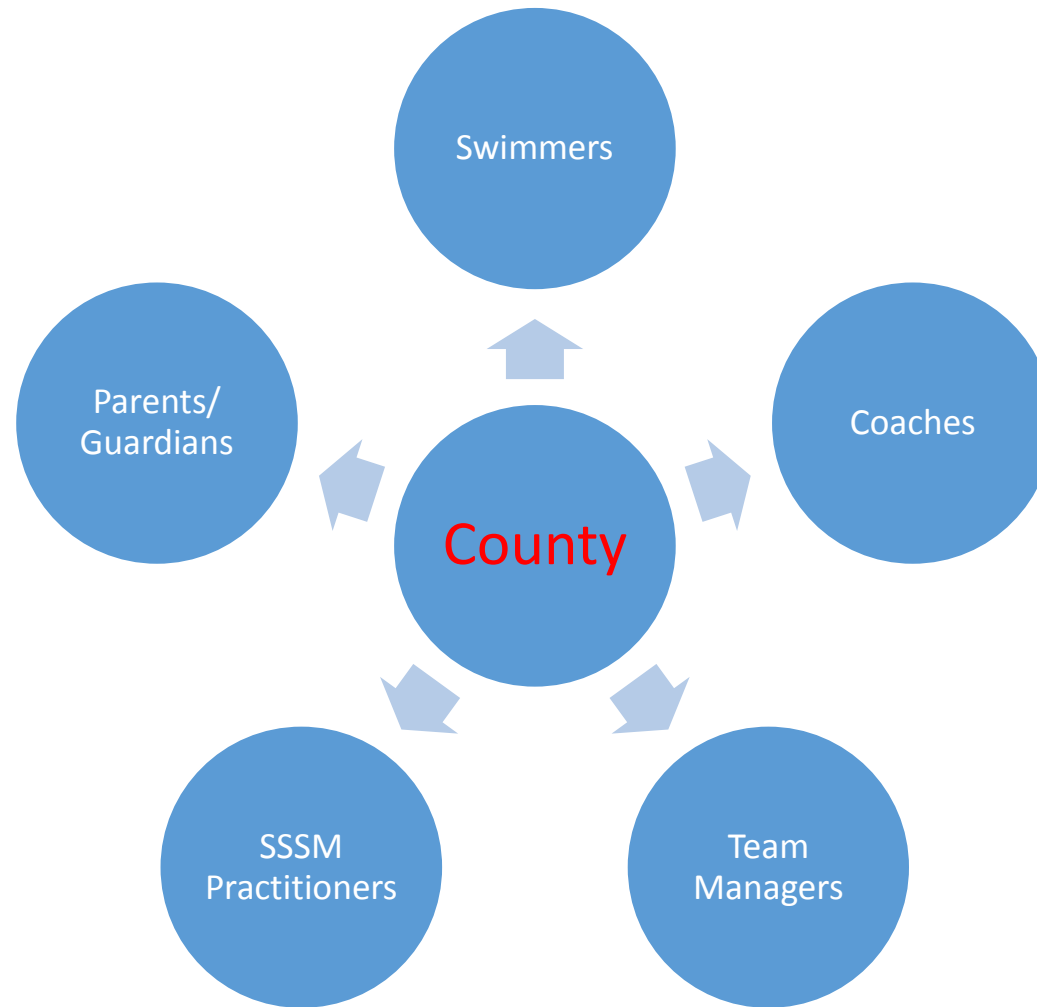


# Programmes of Activity





# Development Opportunities





# Development Opportunities

Formal  
Qualifications

Camp  
Programme

Extended  
Education/  
Development



# Development Opportunities

## Swimmers

- County Camp Programme

## Lead Skills Coach

- Formal ASA Certification (Level 2 minimum)
- County Camp Programme (Lead Skills Coach)
- Regional Camp Programme (Skills Coach)
- Extended learning through ASA Workshops/ Conferences

## Skills Coach

- Formal ASA Certification (Level 1 minimum)
- County Camp Programme (Skills Coach)
- Extended learning through ASA Workshops/ Conferences



# Development Opportunities

## Lead Team Manager

- Formal ASA Training Programme (Level 1 minimum)
- County Camp Programme (Lead Team Manager)
- Regional Camp Programme (Team Manager)
- Extended learning through ASA Workshops/ Conferences

## Team Manager

- Formal ASA Training Programme (Level 1 minimum)
- County Camp Programme (Team Manager)



# Development Opportunities

## SSSM Practitioners

- Formal Qualifications/ Certification (ASA England Programmes Approved)
- County Camp Programme (Limited Deployment)
- National ASA EP Conferences (Physiotherapy and Strength and Conditioning)

## Parents/ Guardians

- County Camp Programme
- Extended learning through ASA Workshops (County Age Group Championships)



# Any Questions ...







# Swimmer Pathway

Fred Furniss – England Programmes Officer and Pool Technical Lead



# County Camps

3 day annual programme to run in each English county (x 33 across the country)

Funded by the Counties (£2000 per year)

To run across 3 x 1 days throughout the year. Suggested dates for 2017 are:

- 1) Easter (April), 1 day
- 2) Mid July, 1 day
- 3) October Half Term, 1 day



# Budget

£2000 contribution per year from the County association  
£90 contribution per swimmer (£30 per day, 3 day programme)

Based on 24 swimmers:

$$\begin{aligned} & \text{£2000} + 2160 (\text{£90} \times 24) = \text{£4160} \\ & \text{£ 4160} / 3 = \text{£1386 per day} \end{aligned}$$

Outgoings to include:

- Facility Hire
- Kit (1 hat per swimmer)
- Staff Expenses
- Staff Payments



# Pathway Age Groups

## Medalist in 2020 and 2024

British swimming analysis suggests that these are the strokes, age and height of medalist at Tokyo and beyond. Those highlighted in green are on England Programmes

Target 2024										
Male	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
1500/400IM	11	12	13	14	15	16	17	18	19	20
200/400 Free	12	13	14	15	16	17	18	19	20	21
Back,Brst,Fly	13	14	15	16	17	18	19	20	21	22
50/100 Free	14	15	16	17	18	19	20	21	22	23
Target 2024										
Female	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
1000 to 400m 200Back 100Brst	10	11	12	13	14	15	16	17	18	19
All other events	11	12	13	14	15	16	17	18	19	20
100 Free	12	13	14	15	16	17	18	19	20	21
50 Free	13	14	15	16	17	18	19	20	21	22
100 Fly	14	15	16	17	18	19	20	21	22	23



# Swimmer Selections

- **Aged 11 years**
  - (age as 31<sup>st</sup> December 2017)
- **Numbers recruited: 36**
  - 24 = 12 Male/ 12 Female (**minimum**)
  - 6 per lane in a 4 lane pool
- **Selected from ranking performances**





# Facilities



- 4 lane 25m pool for 2 x 60 minute swim sessions
- Dance Studio/ Sports Hall space for Strength and Conditioning sessions/ workshops
- Classroom area for workshops



# Managing the Programme

## Programme Leads (Lead Team Manager/ Head Coach)

- Book facilities (including providing relevant insurance documentation/ risk assessments)
- Book required equipment
- Undertake swimmer selections using the policy provided by EP
- Liaise with EP team to select lead staff (Lead Skills Coach, Lead Team Manager, SSSM Practitioners)
- Select skills coaches
- Select assistant Team Manager
- Manage the swimmer/ staff application paperwork
- Order and distribute kit
- Attend all days in an overseeing role
- Manage the budget sheet and payments



# EP Support

The EP team will support the county as follows:

- Provide detailed guidance document (November 2016)
- Write the selection policy (contained in above)
- Liaise with the Programme Lead/ Head Coach to select lead staff (Lead Skills Coach, Lead Team Manager, SSSM Practitioners) (Early March 2017)
- Obtain rankings data from the ASA rankings database to be used for selections (Early March 2017)



# Upskilling the Workforce

The ASA England Programmes team will commit to supporting the training of key programme personnel by hosting the following:

- a face to face training day for the Programme Leads and Head Coaches (Mid March held regionally)
- an online webex for all SSSM Practitioners, conducted by our designated lead in that field (Mid March), if required (**only very basic SSSM delivery**)
- an online webex for all Lead Team Managers, conducted by our designated Team Management lead (Mid March)



# Camp Content

**Going forward we will implement the following progressive content on our camps:-**

- 1. County – Streamlining, Underwater Transitions, Four Stroke development**
2. Regional – Starts/Turns/ Finishes
3. England Phase 1 – Individual Medley, Four Stroke Efficiency (the importance of the relationship between SL/ SC and SR)
4. England Phase 2 – Event Camp
5. England Phase 3 – Offshore Camp and Competition experience/exposure



# Any Questions ...







# Coaching Pathway

Joanna Jones – England Programmes Coach Development Lead



# Guiding Principles



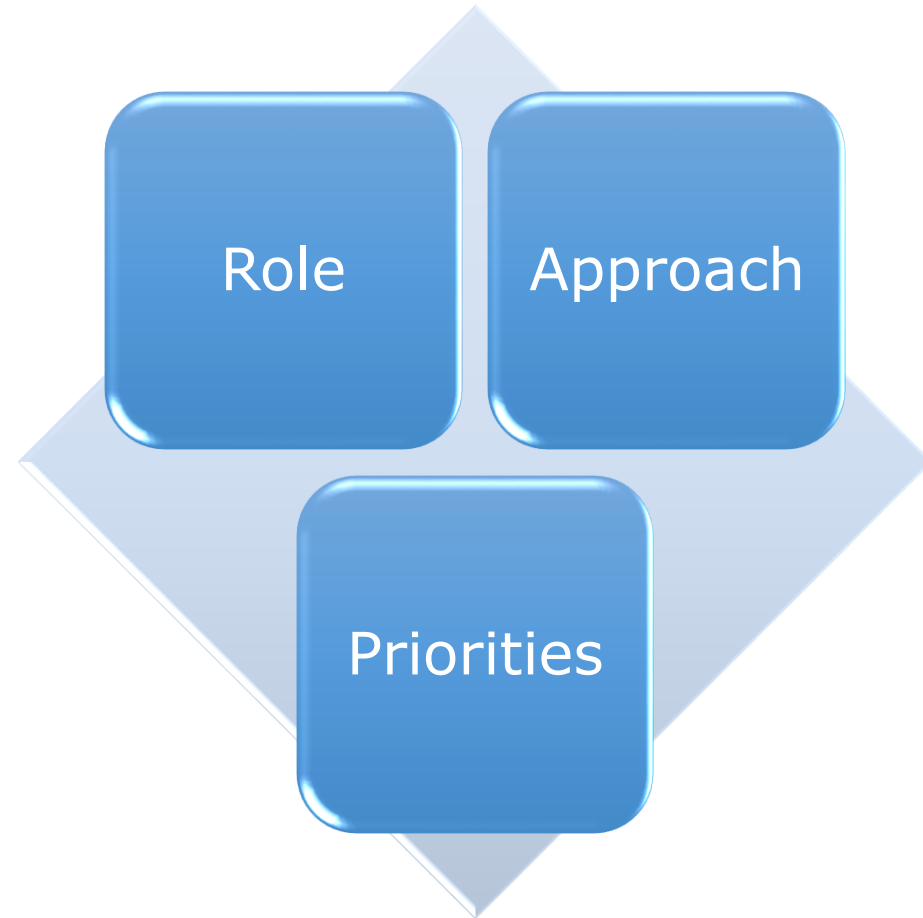
**Building a Coach Pathway**



**Bringing some visibility to  
the Coach Pathway**



# Coming up





# Connections





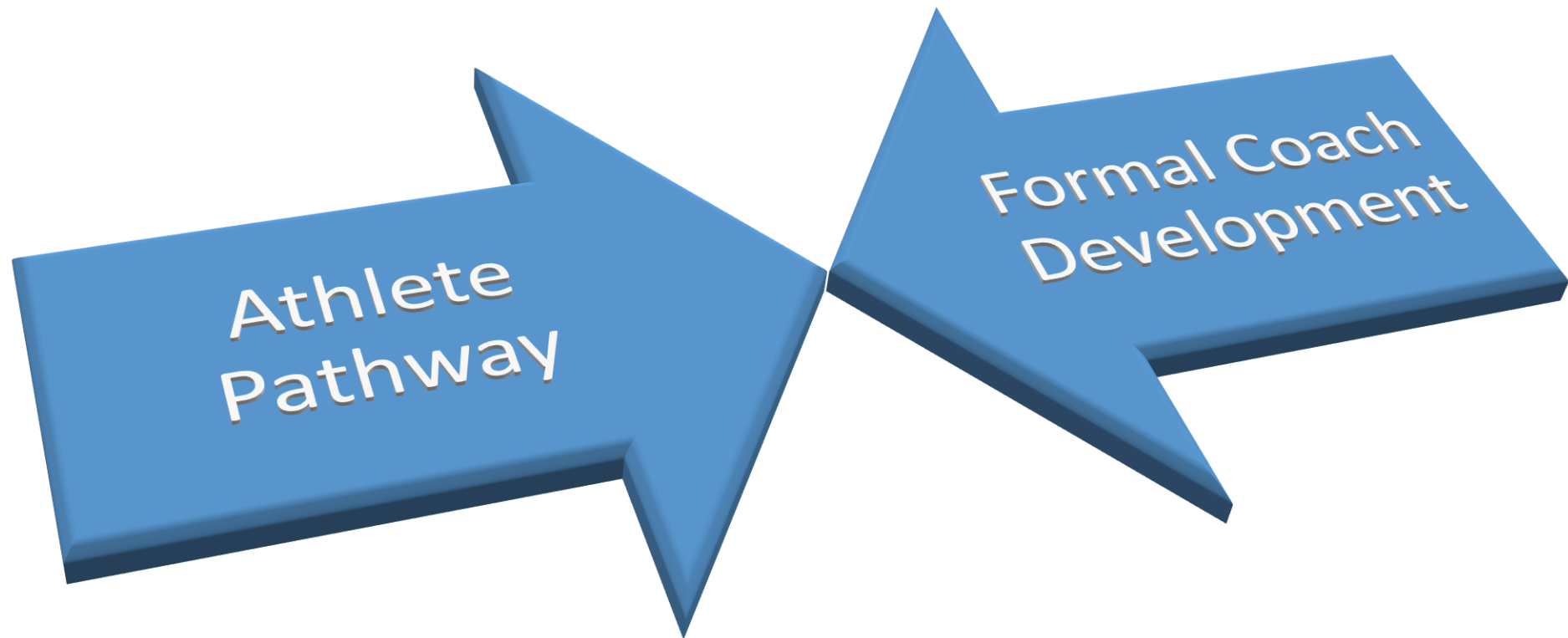
# **Vision** for Coaching in England

## **To enhance the QUALITY of coaching through:-**

- Creating positive and progressive learning environments for swimmers
- Focus on producing the best technically advanced swimmers through a process coaching environment



# Routes for Coach Learning



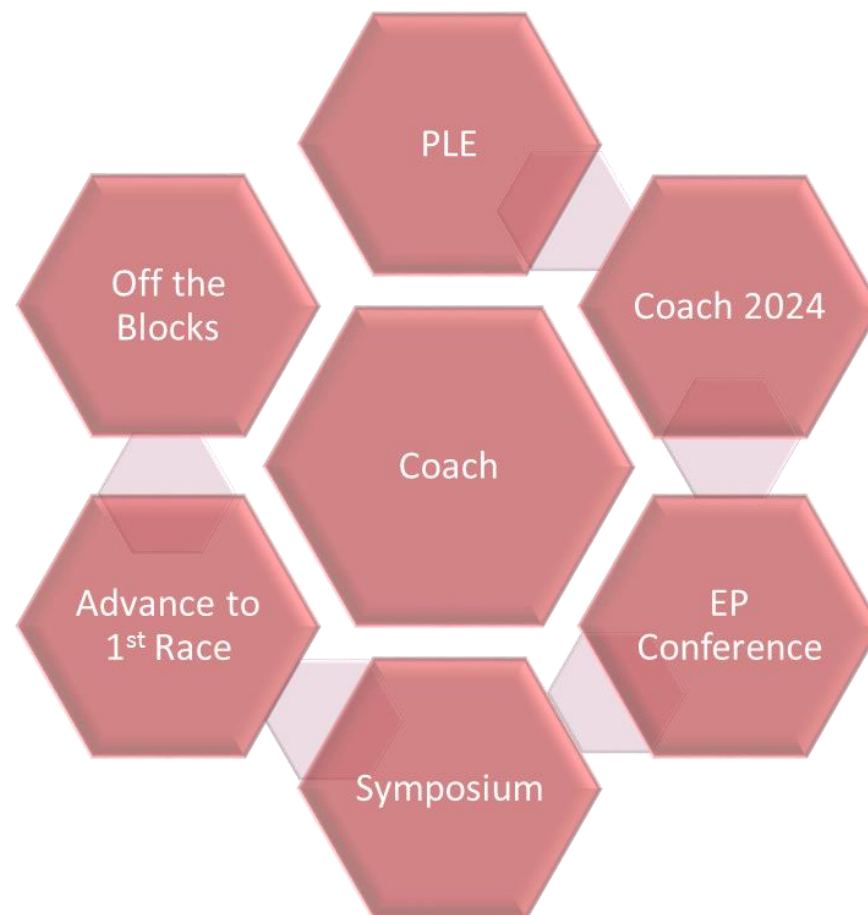


# Priorities for 2016 and beyond

1. **Synergy** of coaching philosophy and behaviours through the pathway; BS & EP
2. **Alignment** and **Integration** of Athlete and Coach Pathway
3. **Performance Learning Experience** (PLE) with BS and home nations – up to 24 coaches
4. **Investing in** Coach 2024 Programme – up to 15 coaches
5. **Investing** in a network of **Coach Advisors**
6. **Preparation for Performance Conference**; 23<sup>rd</sup> and 24Nov 2016
7. **Coach Development Symposium**; 13<sup>th</sup> November



# What's on offer...



# Coach Development Pathway



Performance Pathway	Athlete Contact Days	Staffing	Extended Coach Development Offer	Recruitment
<b>ENGLAND 2024 (x 1)</b>	Overseas competition	Head Coach (Pool x 1 ) (OW x 1)	PLE / Coach 2024 / World Class Programme opportunities	Targeted
		Group Coaches ( Pool x 2 ) (OW x 1)		
<b>PHASE 3 (x 1)</b>	Overseas competition	Head Coach ( Pool x 1 ) (OW x 1)	Coach 2024 / EP Coaching Conference	Targeted
		Group Coaches ( Pool x 10 ) (OW x 2 )		
<b>PHASE 2 (x 3)</b>	2 x 2 DAYS	Head Coach ( Pool x 1 ) (OW x 1)	EP Coaching Conference/Coach 2024	Targeted
		Skills Coaches (Pool x 6 ) (OW x 2 )	EP Coaching Conference/Coach Advisor Support	Targeted
<b>PHASE 1 (x 8)</b>	2 x 2 DAYS	Head Coach ( x 1 )	EP Coaching Conference / Coach Advisor Support/Coach 2024	Targeted
		Skills Coaches ( x 6 )	Regional Coach Development Programme ( x 3 days/annum) / Symposium / Coach Advisor support	Application
<b>REGIONAL (x 8)</b>	3 x 1 DAYS	Head Coach ( x 1 )	Regional Coach Development Programme ( x 3 days/annum) / Coach Advisor support/Off the Blocks	Application
		Skills Coaches ( x 6 )	Regional Coach Development Programme ( x 3 days/annum) / Symposium/Off the Blocks	Application
<b>COUNTY (x 33)</b>	3 x 1 DAYS	Head Coach ( x 1 )	Invited to attend the regional programme as above (HC). Symposium / 'Advance to 1st Race' conference - Zonal Delivery (North, Midlands and South) Off the Blocks	Application
		Skills Coaches ( x 4 - 6)		Application



# County Coaching Engagement



## **Phase 1 Camp – 2 x 2 days**

1 Head Coach (Level 3 +)

6 Skills Coaches (Level 3)

## **Regional Camp – 3 x 1 days**

1 Head Coach (Level 3)

6 Skills Coaches (Level 2)

## **County Camp – 3 x 1 days – athlete camps**

1 Head Coach (Level 2)

4 Skills Coaches (Level 1 +)

# County Coaching Offer

- 1. County Athlete Camps**
- 2. Advance to 1<sup>st</sup> Race – x 3 (north, midlands and south)**
- 3. Coach Symposium**
- 4. Off the Blocks Resource**
- 5. Regional Programme**
- 6. County Level Conference – delivered regionally (tbc)**



# Extended County Coaching Offer (Draft)



**1 Day Conference – delivery tbc – level 1 and 2 coaches - delivered regionally**

**Technical and Soft Skill Delivery:-**

- 1. Stroke Efficiency (4 Strokes)**
- 2. Principles of Planning**
- 3. Understanding Self and Others**
- 4. Effective Communication/Relationships**

**Cost per Coach £60.00 – tbc**

**\*A small additional budget may be required to support speaker costs/ facility hire etc**

# Any Questions ...







# SSSM Pathway

Diane Elliot, England Programmes SSSM Lead



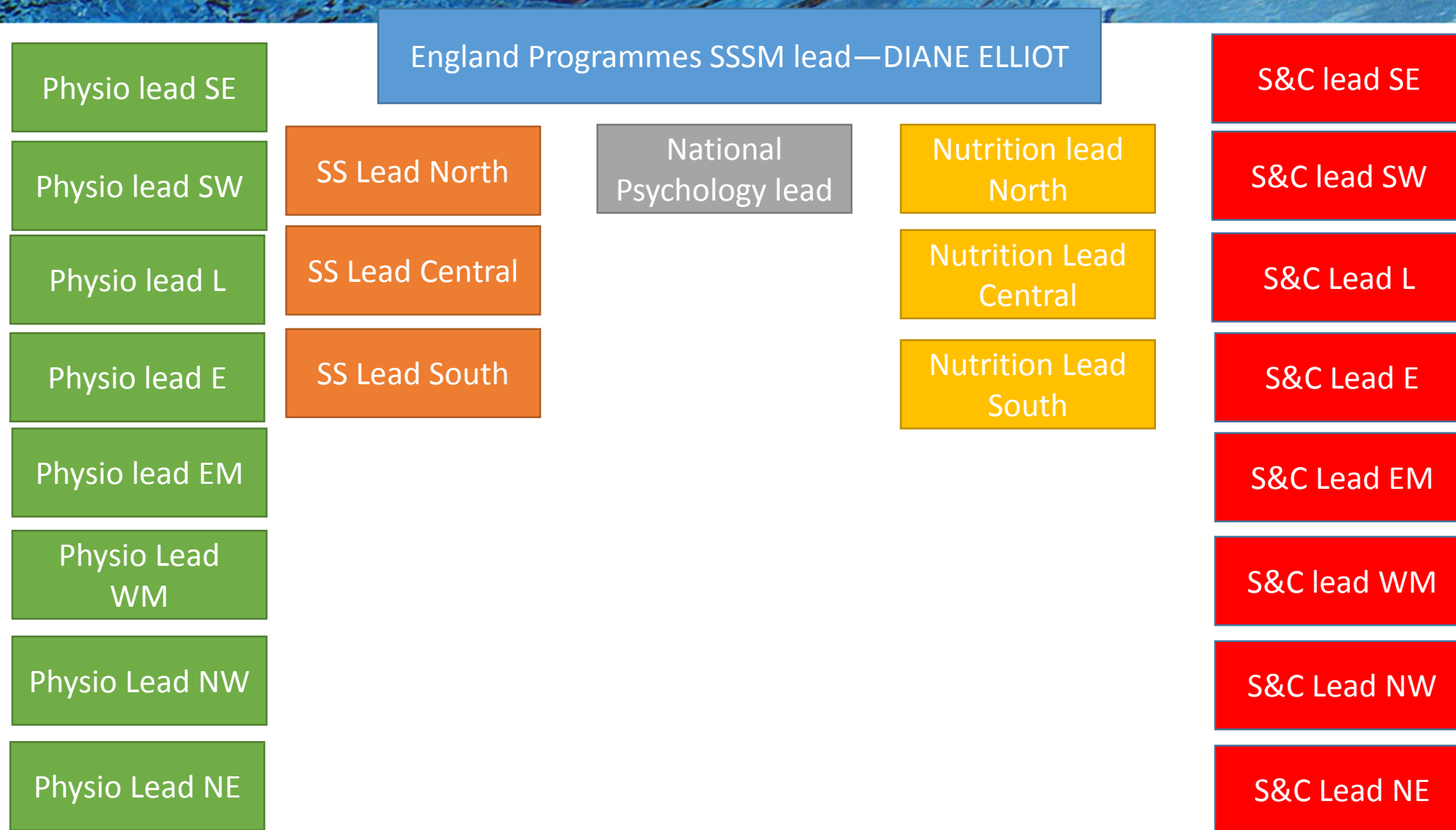
# SSSM- Current 10 year plan



Subject	County	Regional	EP development	EP stroke	EP international
S&C 207/18	Coordination exercises	Basic fundamental movement— basic 5 exercises	Fundamental movement patterns weight, core, glut activation, scapula stability, hips, posture	Fundamental movement patterns	Race warm up and recovery
2016/17		Pre and Post Pool	Streamlining techniques	Introduction to landing techniques	Race warm up and recovery
Physio 2017/18		Injury prevention and key activation	Mobility to achieve streamlining	Injury prevention screening	Screening-injury prevention talk
Physio 2016/17	flexibility		Stability and injury prevention	Injury prevention screening	Screening-rolling and self management
Nutrition 2017/18			Recovery and training nutrition Top up day	Dealing with different session requirements	Travel, race recovery and preparation
Nutrition 2016/17	Nutrition and hydration for health with parents	Basic sports nutrition and hydration	Staying healthy and growing Top up day	Sleep and recovery	Superfoods
Psychology/ lifestyle 2017/18	Attendance and attitudes	Goal setting	dealing with adversity and positive attitudes Top up day	What makes an elite athlete	Race psychological preparation techniques
Lifestyle/ psychology 2016/17		Introduction to performance lifestyle	Time management skills—school and swimming Top up day	Anti doping and supplements	Planning a career /education
Sports science 2017/18			Stroke counts	Filming underwater for stroke correction	Swim down practical and talk  Different energy systems
Sports science 2016/17			Measuring heart rates	Filming underwater for stroke correction	Race planning and analysis  Doping procedure
Parents 2017/18		1-goal setting, 2-injury prevention	Role of the supportive parent		
Parents 2016/17		Nutrition and hydration Performance lifestyle	Staying healthy and growing/ time management skills	Sleep and recovery	



# Regional Leads for SSSM ( funding dependant)



# Other activities planned

- National education for SSSM staff
  - March 26<sup>th</sup> 2017
- Regional coaching offer
- Education via web site
- DVD production on specific subjects
  - Warm ups
  - Swim downs
  - Flexibility



# Shoulder Injury Prevention: Short Video Series



# RMAP—Raise, Mobilise



# Activate, Prime



# Any subjects you wish to be covered?

- If you have any ideas or suggestions for coach education resources please contact

[Diane.Elliot@swimming.org](mailto:Diane.Elliot@swimming.org)

- 07824325966







# Next Steps

Lindsay Dunn – England Programmes Officer and Pathway Technical Lead  
Grant Robins – England Programmes Team Leader



# Next Steps ...

- Notes from today sent out to all attendees for circulation and discussion within your counties
- Audit form sent (Mid November) for all counties to complete (Mid December) – discuss with regions – **to include open water initiatives ... WHO?**
- Schedule time within your next swimming committee meetings/ coach forums to discuss today and any implications for the implementation of key initiatives
- Detailed guidance document to be distributed (Late November)
- England Programmes staff available to support interim discussions ...



# Next Steps ... PILOT!

- |                             |   |
|-----------------------------|---|
| 9 <sup>th</sup> December 16 | Confirmation of pilot programmes from County to EP                |
| 27 <sup>th</sup> January 17 | Counties to appoint Programme Lead/ Head Coach/ Lead Team Manager |
| Bookings done asap!         |   |
| 1 <sup>st</sup> March 17    | EP training day for pilot programmes                              |
| 10 <sup>th</sup> March 17   | Pilot athletes / additional staff selected by counties            |

# Any Questions ...

