

2019/2020

# Talent Pathway

Aspiring to achieve Paralympic podium success





# Welcome

## Para-Swimming Pathway Purpose

“To deliver a leading talent pathway through innovation, influencing environments that will identify and support the development of individual’s skills, attributes and behaviours in readiness for the podium programme.”

This brochure is a guide through the Swim England Para-Swimming Pathway from club swimming to the Swim England Para-Swimming Programme and beyond. Each stage of the pathway offers support to help the swimmer to become the best athlete they can be.

The Swim England Para-Swimming Talent Programme will take athletes on a journey of development with many destinations, exploring the pillars of athlete development; Technical, Tactical, Physical, Psychological and Lifestyle.

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

## The Para-Swimming Talent Team

# About the Para-Swimming Talent Pathway

Our programme influences environments to holistically develop and enhance the skills, attributes and behaviours of individuals.

R.O.C.K is the culture and values of the Swim England Para-Swimming Talent Programme. All athletes are expected to embrace the R.O.C.K values.

R.O.C.K develops the behaviour traits that British Para-Swimming expect to see in a potential World Class Para-Athlete. This is referred to as the R.O.A.R ingredients.

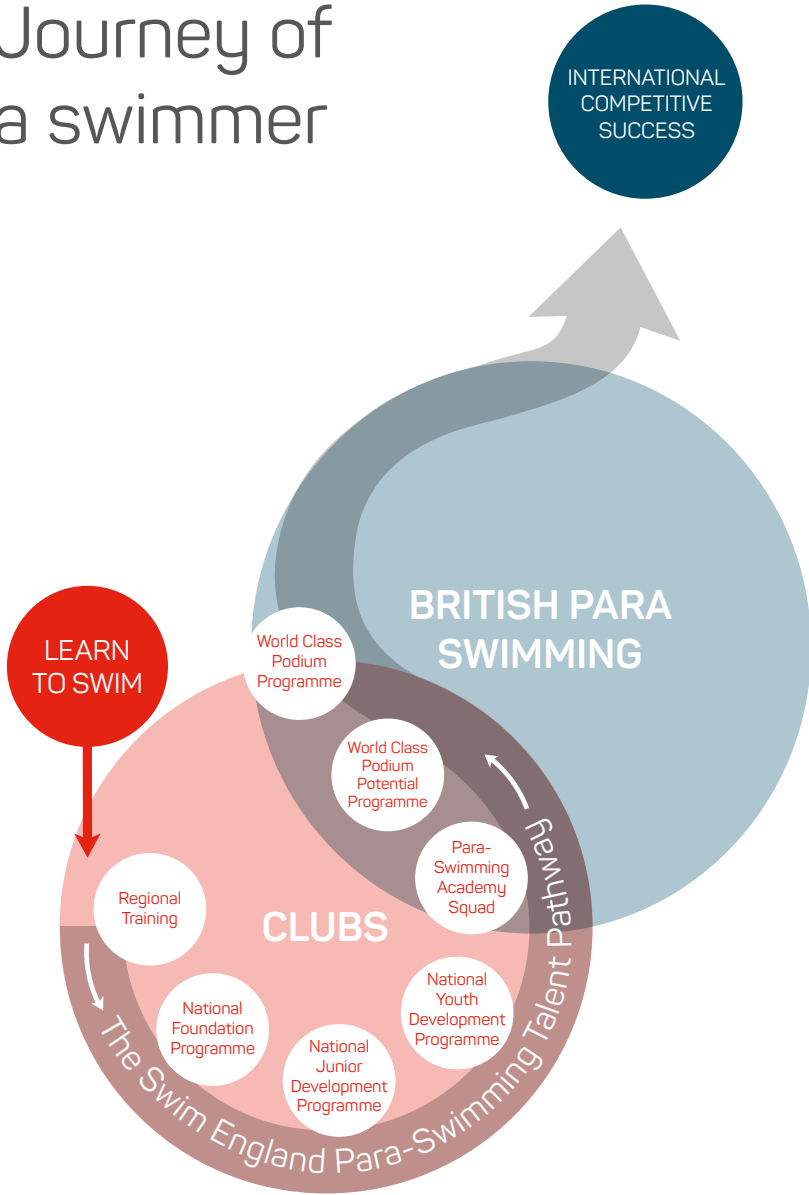
Throughout the programme we will support athletes to develop these values in a fun, innovative and progressive environment.

Athletes demonstrating our R.O.C.K values, high levels of skill, commitment and performance progression will be well equipped to transition through the tiers of the Swim England Talent Programme onto the British World Class Programme.

<b>Responsibility</b>	To adopt and demonstrate a process mind-set.
<b>Ownership</b>	To act as an athlete and be a role model promoting positive attitude towards learning.
<b>Commitment</b>	Embrace learning and development opportunities.
<b>Knowledge</b>	To learn and understand more about the sport and themselves.



# Journey of a swimmer



# Meet the Para-Swimming Talent Team



**Martin Lees**  
Para-Swimming  
Development Manager



**Tom McManus**  
Para-Swimming Talent Coach  
(Coaching Lead)



**Carl Cooper**  
Para-Swimming Talent Coach  
(Technical Lead)

## Martin Lees | Para-Swimming Development Manager

Responsible for the management of the Swim England Para-Swimming Talent Pathway, Martin oversees the strategic development of the pathway, working with partners to identify new para-swimmers and to create a world leading pathway.

**M** 07970 017 408

**E** martin.lees@swimming.org

## Tom McManus | Para-Swimming Talent Coach (Coaching Lead)

Responsible for developing our coach workforce. Tom oversees the development of swimmers within the Swim England Para-Swimming Talent Programme in the North West, North East and across the Midlands regions.

**M** 07970 024 087

**E** tom.mcmanus@swimming.org

## Carl Cooper | Para-Swimming Talent Coach (Technical Lead)

The technical lead for all training camps and swimmer development days. Carl oversees the development of swimmers within the Swim England Para-Swimming Talent Programme in the South East, East, London and South West regions.

**M** 07799 656 412

**E** carl.cooper@swimming.org

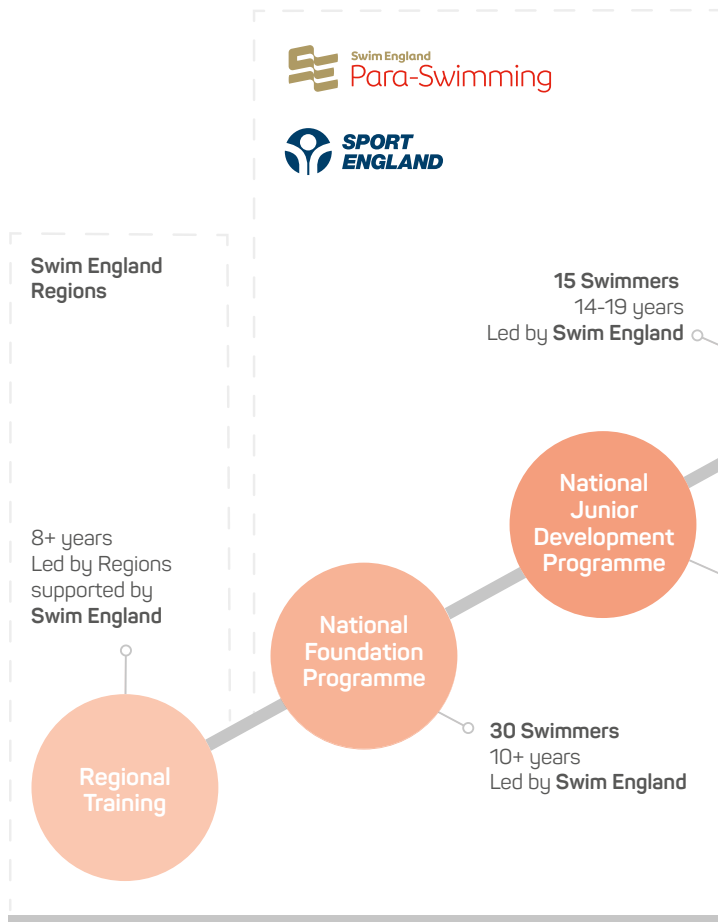
# Our commitment to you

Through the Swim England and Para-Swimming values we will;

Purpose	Create an innovative positive environment within a leading Para-Swimming Pathway.
Quality	Deliver the 'leading' talent framework for your development.
Togetherness	Pro-actively seek and work with all strategic partners to influence and optimise your learning environment.
Fun	Enjoy supporting and developing you through your journey, by adopting a positive attitude and embracing the challenge.

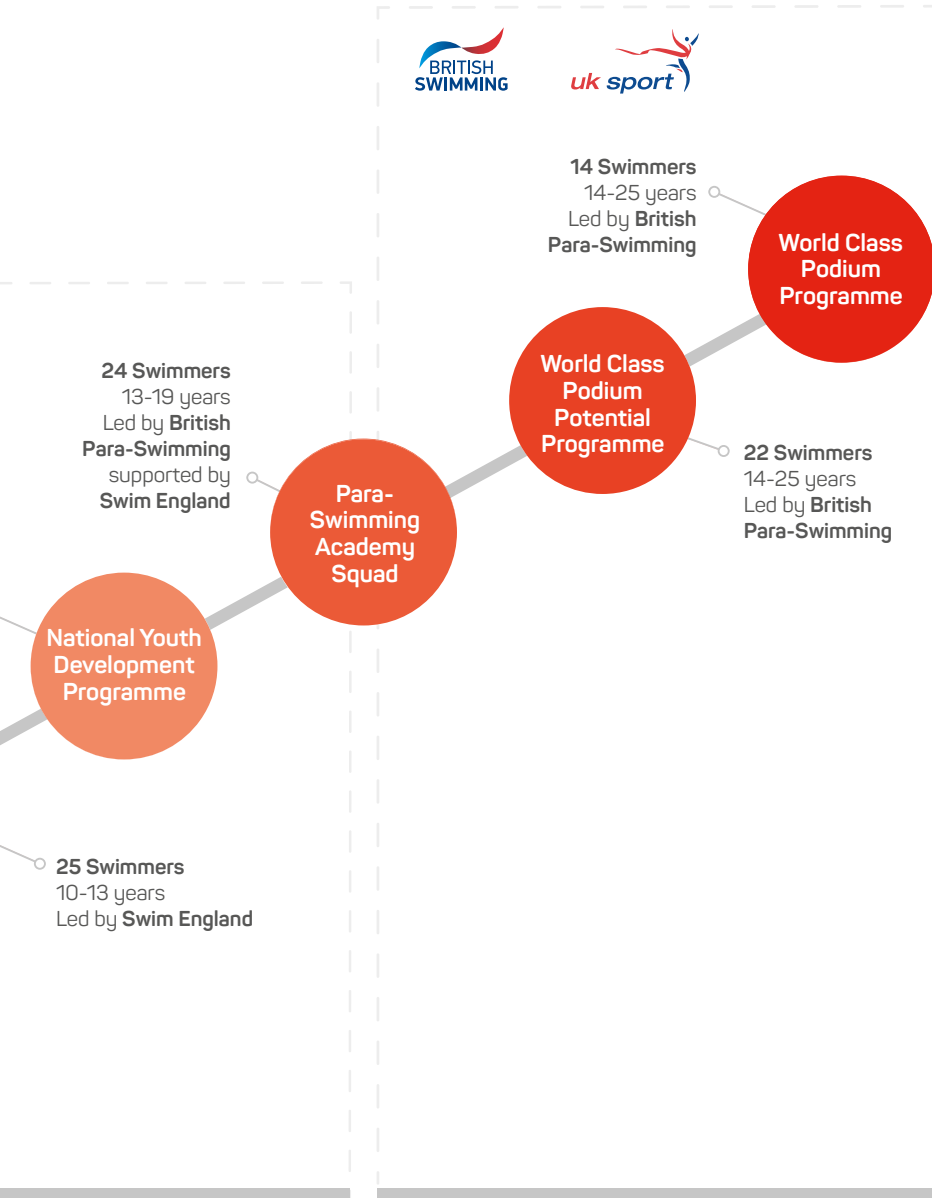


# Swim England Para-Swimming Talent Pathway



Swimmers must be members of Swim England clubs and eligible to represent Great Britain





Swimmers come from Britain

# Regional Training

This is the first step on the Swim England Para-Swimming Talent Pathway. Regional training is accessible for swimmers with an impairment that can be classified under the World Para-Swimming categories to develop their skills, experience and knowledge through their journey as a Para-Swimmer. Swimmers with a hearing impairment (S15) are welcome to attend regional training.

## Programme aims

- ♦ Introduce swimmers to the Swim England Para-Swimming Talent Pathway.
- ♦ Identify and develop talented swimmers to progress onto the Swim England Para-Swimming Talent Pathway.
- ♦ Connect regional training to national programme.
- ♦ Provide Para-Swimming training sessions led by the Region and supported by the Para-Swimming Talent Team to develop the swimmers technique and skills.
- ♦ Provide an opportunity for swimmers skills to be assessed in order to be placed on the classification waiting list.

## Delivery

Two to four x regional training sessions (half-day):

- ♦ pool session for swimmers
- ♦ land training for swimmers aged 10+.

One to two x development days in addition to regional training that will provide the following:

- ♦ workshops for parents, coaches /teachers and swimmers
- ♦ pool sessions for swimmers
- ♦ land training for swimmers aged 10+.

## Dates

All season.

## Location

Various – within regional borders.

## Attendance criteria

- ♦ 8 years old or older as of 31 December 2019 (2011 born).
- ♦ Member of a Swim England club.
- ♦ Open to all swimmers within their home region who have a Para-Swimming Classification (S1-14) or have an impairment eligible for Para-Swimming. Deaf swimmers are welcome to attend regional training.

See Selection Guidance Document on page 20 for full selection policy.





# National Foundation Programme

This is the second step on the Swim England Para-Swimming Talent Pathway. Athletes are selected for the season.

## Programme aims

- ◆ Introductory programme for para-swimmers with potential to progress along the Swim England Para-Swimming Talent Pathway.
- ◆ Introduction to the value of R.O.C.K and how each value contributes to Paralympic success.
- ◆ Focus on the development of all four competitive strokes, starts, turns and finishes (impairment permitting).
- ◆ Preparation for Junior/Youth Development Programme.

## Delivery

- ◆ Two x one day national camps.
- ◆ An athlete Scheme of Work will be given to each athlete. These are designed to increase the athlete's awareness of areas for development.
- ◆ Regular monitoring and feedback on key processes through training log sheets.
- ◆ Interactive athlete workshops at training camps which introduce the pillars of athlete development.
- ◆ Pool and land training sessions at camp which develop physical literacy and stroke technique.
- ◆ Regular athlete, parent and coach communication.

- ◆ One x Swim England Para-Swimming Talent Coach (allocated for monitoring and support).
- ◆ Pool and land training sessions at camp which develop physical literacy and stroke technique.

## Dates (TBC)

Two x one day national camps, September and April.

## Attendance criteria

- ◆ Up to 30 athletes will be selected.
- ◆ 10 years old or older as of 31 December 2019 (2009 born).
- ◆ Swimmers will be considered for this programme based on the highest scoring British Para-Swimming Points (BPSP) at Regional Para-Swimming Championship, National Junior Para-Swimming Championships, National Para-Swimming Championships, British Para-Swimming International Meet and Swim England County, Regional and National Championships.

See Selection Guidance Document on page 20 for full selection policy.

# National Junior Development Programme

This is the third step on the Swim England Para-Swimming Talent Pathway.

## Programme aims

- ◆ Build on the knowledge gained from the National Foundation Programme.
- ◆ Development of the R.O.C.K values and clear demonstration of each value in practice.
- ◆ Development of all four competitive strokes, starts, turns and finishes (impairment permitting).
- ◆ Development of a process mind-set.
- ◆ Preparation for Youth Development Programme / World Class Programmes.
- ◆ Provide athletes with sport science support.

## Delivery

- ◆ Three x one day national camp.
- ◆ One x one day zonal camp.
- ◆ One x home programme visit.
- ◆ An Athlete Scheme of Work will be given to each athlete. These are designed to increase the athlete's awareness of areas for development and reflective practices for improvement.
- ◆ Regular athlete, parent and coach communication.
- ◆ Regular monitoring and feedback on key processes through training log sheets.
- ◆ Interactive athlete workshops at training camps which introduce the pillars of athlete development and enhances sport knowledge.

- ◆ Pool and land training sessions at camps which test and monitor skills, components of fitness and physical literacy.
- ◆ Home programme visit to support the athlete's home training environment.
- ◆ One x Swim England Para-Swimming Talent Coach (allocated for monitoring and support).
- ◆ Regional Training.

## Dates (TBC)

Three x one day national camps, September 2019, February 2020 and July 2020.

One x one day zonal camp, November 2019.

## Attendance criteria

- ◆ Up to 25 athletes will be selected.
- ◆ 10-13 years old as of 31 December 2019 (2006-2009 born).
- ◆ Swimmers will be considered for this programme based on the highest scoring British Para-Swimming Points (BPSP) at Regional Para-Swimming Championship, National Junior Para-Swimming Championships, National Para-Swimming Championships, British Para-Swimming International Meet and Swim England County, Regional and National Championships.

See Selection Guidance Document on page 20 for full selection policy.



# National Youth Development Programme

Swimmers will be considered for this programme based on the highest scoring British Para-Swimming Points (BPSP) at specific events.

## Programme aims

- ◆ Understanding of R.O.C.K values and their application to lifestyle management.
- ◆ Application of sport specific knowledge.
- ◆ Development of the athlete's most competitive event(s) stroke, start, turn and finish.
- ◆ Development of key training and race processes which underpin performance.
- ◆ Preparation for World Class Programmes.
- ◆ Provide athletes with sport science support.

## Delivery

- ◆ Two x one day national camp.
- ◆ One x two day national camp.
- ◆ One x one day zonal camp.
- ◆ One x home programme visit.
- ◆ An Athlete Scheme of Work will be given to each athlete. This will enhance athlete's reflective practice to identify areas of improvement.
- ◆ Regular monitoring and feedback on key processes through training log sheets.
- ◆ Interactive athlete workshops at training camps which reinforces the relationship of the pillars of athlete development and their impact on performance.

- ◆ Pool and land training sessions at camps which test and monitor skills, components of fitness and physical literacy.
- ◆ Home programme visit to support the athlete's home training environment.
- ◆ One x England Para-Swimming Talent Coach.
- ◆ Regional training.

## Dates (TBC)

Two x one day national camps, September 2019 and February 2020.

One x two day overnight camp, July 2020.

One x zonal, November 2019.

## Attendance criteria

- ◆ Up to 15 athletes will be selected.
- ◆ 14-18 years as of 31 December 2019 (2001-2005 born).
- ◆ Swimmers will be considered for this programme based on the highest scoring British Para-Swimming Points (BPSP) at Regional Para-Swimming Championship, National Junior Para-Swimming Championships, National Para-Swimming Championships, British Para-Swimming International Meet and Swim England County, Regional and National Championships.

See Selection Guidance Document on page 20 for full selection policy.





Ponds Forge International Sports Centre



# Dates for the diary 2019/2020

## National Foundation Programme

### National Camp

22 September 2019 – Nottingham  
April 2020 – TBC

## National Junior Development Programme

### National Camp

21 September 2019 – Nottingham  
February 2020 – TBC  
July 2020 – TBC

### Zonal Camp (choice of location)

16 November 2019, Marlborough  
17 November 2019, York

## National Youth Development Programme

### National Camp

21 September 2019, Nottingham  
February 2020 – TBC  
July 2020 – TBC

### Zonal Camp (choice of location)

16 November 2019, Marlborough  
17 November 2019, York

## Competitions

- ◆ National Para-Swimming Championships  
30 November – 1 December 2019,  
Manchester
- ◆ National Junior Para-Swimming  
Championships  
14 – 15 March 2020, Sunderland
- ◆ British Para-Swimming  
International Meet  
9 – 12 April 2020, Sheffield
- ◆ British Summer Championships  
21 – 26 July 2020, Sheffield
- ◆ Swim England Summer Meet,  
29 July – 2 August 2020, Sheffield

# Selection Guidance Document for Swim England 2019/2020

## 1.0 Regional Training

- 1.1 Open to all swimmers within their home region who are a member of a Swim England club, have a Para-Swimming Classification (S1-14) or have an impairment eligible for Para-Swimming. Deaf Swimmers (S15) are welcome to attend regional training.

Swimmers must meet the eligibility criteria for their medical impairment to be recognised for the competitive Para-Swimming pathway. The primary diagnosis must be stable and belong to one of the 10 eligible impairment types:

- hypertonia (high muscle tone)
- ataxia (involuntary movement)
- athetosis (involuntary contraction of muscles)
- limb deficiency
- impaired passive range of movement
- impaired muscle power
- leg length difference
- short stature
- visual
- intellectual

For more information regarding classification visit [britishswimming.org](http://britishswimming.org).

## 2.0 National Foundation Programme

- 2.1 Up to 30 athletes will be selected.
- 2.2 10 years plus as of 31 December 2019 (2009 born).
- 2.3 Physical Impairments (PI):  
200+ BPSP, preference given to athletes with 2 events of 200+ BPSP.
- 2.4 Visual Impairments (VI):  
200+ BPSP, preference given to athletes with 2 events of 200+ BPSP.
- 2.5 Intellectual Impairments (II):  
300+ BPSP, preference given to athletes with 2 events of 200+ BPS.

### **3.0 National Junior Programme**

- 3.1 Up to 25 athletes will be selected.
- 3.2 10-13 years as of 31 December 2019 (2009-2006 born).
- 3.3 Physical Impairments (PI):  
300+ BPSP in event 1, 200+ BPSP in event 2.
- 3.4 Visual Impairments (VI):  
300+ BPSP in event 1, 200+ BPSP in event 2.
- 3.5 Intellectual Impairments (II):  
10-11 years 350+ BPSP in event 1, 300+ BPSP in event 2.  
12-13 years 450+ BPSP in event 1, 350+ BPSP in event 2.

### **4.0 National Youth Programme**

- 4.1 Up to 15 swimmers will be selected.
- 4.2 14-18 years as of 31 December 2019 (2005-2001 born).
- 4.3 Physical Impairments (PI):  
14-15 years 400+ BPSP in event 1, 300+ BPSP in event 2.  
16 years 500+ BPSP in event 1, 450+ BPSP in event 2.  
17-18 years 550+ BPSP in event 1, 450+ BPSP in event 2.
- 4.4 Visual Impairments (VI):  
14-15 years 400+ BPSP in event 1, 300+ BPSP in event 2.  
16 years 500+ BPSP in event 1, 450+ BPSP in event 2.  
17-18 years 550+ BPSP in event 1, 450+ BPSP in event 2.
- 4.5 Intellectual Impairments (II):  
14 years 500+ BPSP in event 1, 400+ BPSP in event 2.  
15 years 550+ BPSP in event 1, 450+ BPSP in event 2.  
16 years 600+ BPSP in event 1, 500+ BPSP in event 2.  
17-18 years 650+ BPSP in event 1, 550+ BPSP in event 2.

### **5.0 General Conditions**

- 5.1 Athletes are classified with a British Para Swimming S1-S13, World Para-Swimming or INAS-FID S14 classification.
- 5.2 Any change in an athlete's classification at any time for whatever reason during the year will result in a review of the athlete's place on the programme. If the athlete has not achieved a consideration time for their new classification with an agreed period of time (minimum three months from the date of classification change) the athlete will be withdrawn from the programme.
- 5.3 Athletes are registered to a swimming club affiliated to Swim England and be eligible to represent Great Britain at the Paralympic Games.
- 5.4 Athletes are aged between 10 and 24 (age as at 31 December 2019).
- 5.5 BPSP must have been achieved in a designated Long Course or Short Course competition between December 2018 and August 2019;

- 5.5.1 Swim England Regional Para-Swimming championships (SC).
- 5.5.2 National Para-Swimming Championships (LC) December 2018.
- 5.5.3 Swim England County Championships (SC/LC) January/February 2019.
- 5.5.4 National Junior Para-Swimming championships (SC) March 2019.
- 5.5.5 British Para-Swimming International Meet (LC) April 2019.
- 5.5.6 Swim England Regional Summer Championships (LC) April/May 2019.
- 5.5.7 British Summer Championships (LC) July 2019.
- 5.5.8 Swim England Summer Championships (LC) August 2019.
- 5.6 Split times or performances at time trials will not be considered.
- 5.7 Only results from electronic timing equipment will be considered.
- 5.8 Additional athletes may be selected who may not have achieved the required or met all of the consideration criteria but are showing performances that are progressive. This will be at the discretion of the Para-Swimming Development Manager.
- 5.9 Athletes are reminded that their place on the programme is a privilege not a right and that there is no right to appeal.
- 5.10 Athletes are expected to be fully committed to training, learning and developing in line with their identified process goals and progressing along the Para-swimming pathway.
- 5.11 All athletes will be reviewed whilst on the programme. If an athlete has failed to show that they are progressing or displaying the expected behaviours then they will be removed from the programme. If an athlete is progressing in-line or above expectations they can progress into the next strand of the talent programme.
- 5.12 Athletes to embrace and live the ROCK (Responsibility, Ownership, Commitment and Knowledge) Culture.
- 5.13 Athletes to complete Athlete Schemes of Work to set deadlines.
- 5.14 Athletes to attend all identified training and competition opportunities by the England Para-Swimming Talent Programme.





in partnership with the regions and counties of Swim England