

2017/2018

Talent Pathway

Aspiring to achieve Olympic podium success



Introduction

Do you dream of taking part in the Olympic Games and even standing on the winner's podium? Reading this booklet could bring you closer to achieving this, and being part of future England and British swimming teams!

Our aim is to identify, develop and nurture the best swimmers in England, by creating a world leading talent system. The following pages explain how we can work together to help you to achieve your goals. Swim England organise a series of Development Camps and Competitions that will provide a pathway to international podium success. Each stage of the pathway is explained in detail, including how the pathway joins with British Swimming's World Class Programmes. This year the pathway has been extended to incorporate all of the great work that Swim England's regional and county swimming associations are doing to support the national programme.

We hope that the information will both inspire and motivate you to work hard to develop into the best swimmer you can be.

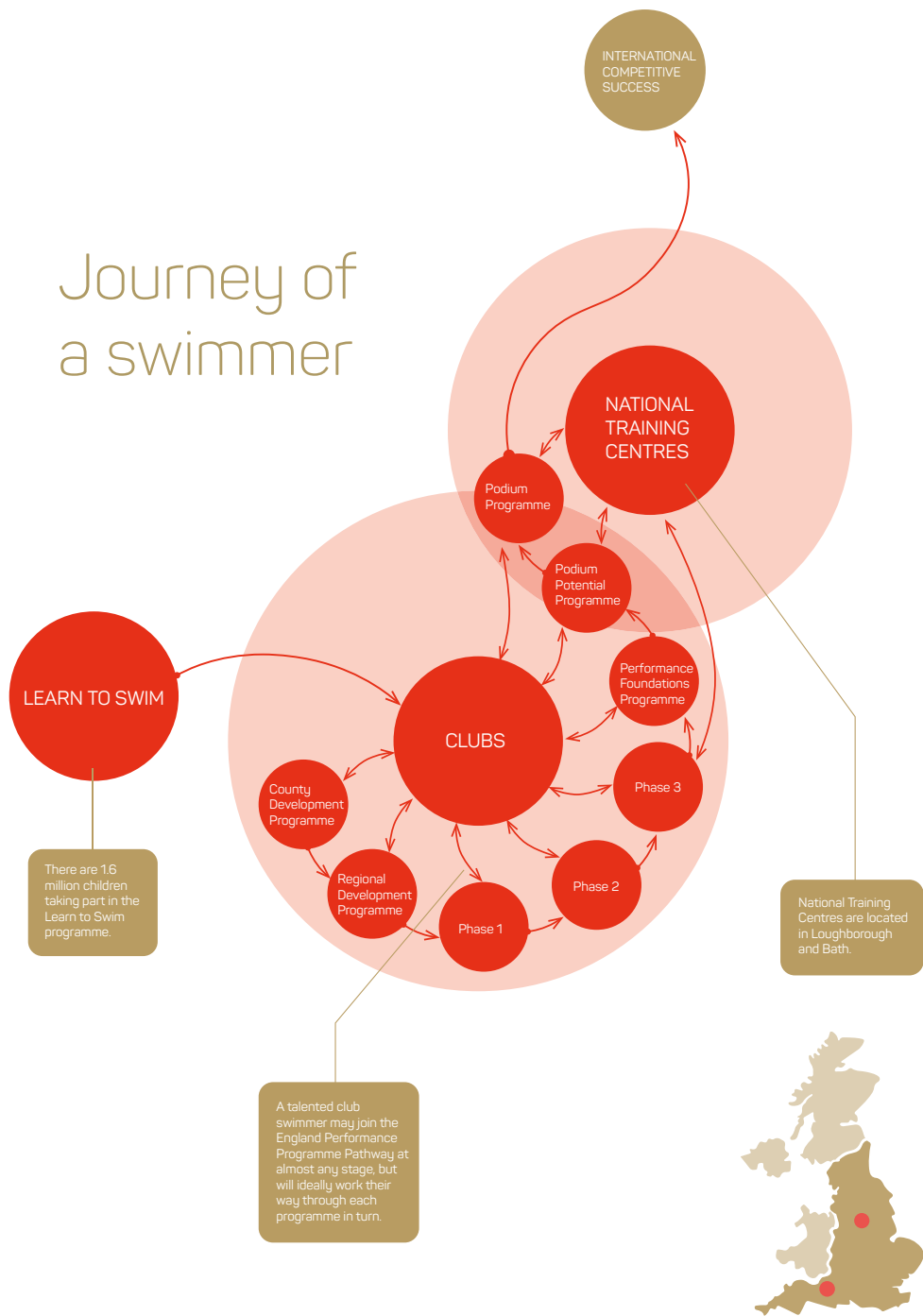
Be skilful

Be prepared

Be positive

Be Inspired

Journey of a swimmer



Swimmers expectations

The Swim England camps aim to develop you into becoming a world class swimmer. You will be expected to demonstrate the appropriate world class sporting behaviours in order to achieve this end goal.

We expect you to:

- ♦ Embrace these 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.

We encourage independence, self reliance and self-awareness, and with our assistance, you will focus on your progression through to the British Swimming's World Class Programme. We also encourage a robust foundation of technical swimming components upon which you would build your long term potential. Swim England, along with British Swimming, require this foundation to be the best in the world.



**'Focus, self discipline
and of course having
fun, helps to turn
dreams into reality.'**

Rebecca Adlington

Talent Team

Our primary role is to identify and nurture talent. We work with coaches to develop swimmers so they can join the British Swimming World Class Programme in the future.

The Swim England team aims to:

- ♦ Provide an environment which promotes outstanding foundation skills, aerobic development and four stroke efficiency to enable participation and podium success at the Olympic Games
- ♦ Provide up-to-date, progressive and innovative swimming education to ensure swimmers and parents are knowledgeable and well-informed
- ♦ Provide the connection between Swim England counties, Swim England regions and British Swimming
- ♦ Identify swimmers through skill acquisition, coaching and tracking along the swimming pathway.

National Talent Team



Grant Robins
Head of Talent Swimming

Mike Parker
Open Water Lead



Diane Elliot
Sports Science and
Medicine Manager



Fred Furniss
Pool Lead



Lindsay Dunn
Pathway Lead



Joanna Jones
Coach
Development
Manager



The extended pathway

As shown in the chart overleaf there are four phases to the national Swim England national pathway. Preceding these phases are the newly created and aligned County and Regional development programmes. This pathway provides opportunities to more than 1500 swimmers to reinforce their technical and tactical skills.

The aim of each phase is to develop and enhance skills and knowledge to inspire and support swimmers to achieve. The common themes throughout each phase focus on identifying and improving process goals. These goals should allow all swimmers to achieve their objectives at the end of season meet and assist in their preparation for long term success. Staff members at each of these camps are there to support swimmers to improve the technical aspects of their swimming. The Swim England team passionately believes that to race internationally in the future, the basic fundamentals of efficient swimming need to be world class.

County Development Programme

Rationale

Delivering World Class performance requires a world class team of people supporting the performer. These camps will link the team behind the performer, support and tutor coaches to gain valuable 'on the job' experience and knowledge to help our 11 year olds improve. Our philosophy of developing the team behind the performer to raise standards in the daily training environments will ensure the conveyor belt of efficient skilled swimmers are included in the performance pathway.

Duration

3 x 1 days

Dates

(April – October) each year

Location

Various – within county borders

Participants

24 – 36 swimmers per county

Camp Aims

Linking our aquatic alignment through the pathway will help our swimmers become more streamlined with better push offs, underwater phase and the transition into strokes. Also included are technique sessions on; rotational / long axis strokes: backstroke and front crawl and anti-rotational / short axis strokes - butterfly and breaststroke.

Eligible Athletes

12 – 18 males/females aged 11 years in the year of competition (2006 born)

See guidance policy.

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

It is crucial to have the skilled workforce to allow for athletes to reach their future potential.

Using our aligned philosophy and curriculum, all coaches within the system will also become aware of the skills and attributes needed to coach for the swimmers future potential.

Regional Development Programme

Rationale

Delivering World Class performance requires a world class team of people supporting the performer. These camps will link the team behind the performer, support and tutor coaches to gain valuable 'on the job' experience and knowledge to help our 12 year olds improve. Our philosophy of developing the team behind the performer to raise standards in the daily training environments will ensure the conveyor belt of efficient skilled swimmers are included in the performance pathway.

Duration

3 x 1 days

Dates

(July – December) each year

Location

Various – within regional borders

Participants

Up to 36 swimmers

Camp Aims

Linking our aquatic alignment through the pathway will help our swimmers become more streamlined with better push offs, underwater phase and the transition to strokes. Also included are technique sessions on rotational / long axis strokes: backstroke and front crawl and anti-rotational / short axis strokes: butterfly and breaststroke. In addition a heavy emphasis will be placed on coaching the correct starts, turns and finishes on all strokes.

Eligible Athletes

18 males/ females aged 12 years in the year of competition (2005 born)

See Guidance Document.

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

It is crucial to have a skilled workforce to allow for athletes to reach their future potential.

Using our aligned philosophy and curriculum, all coaches within the system will also become aware of the skills and attributes needed to coach for the swimmers future potential.

Management + -
Investment by

UK Sport & British Swimming



Sport England & Swim England



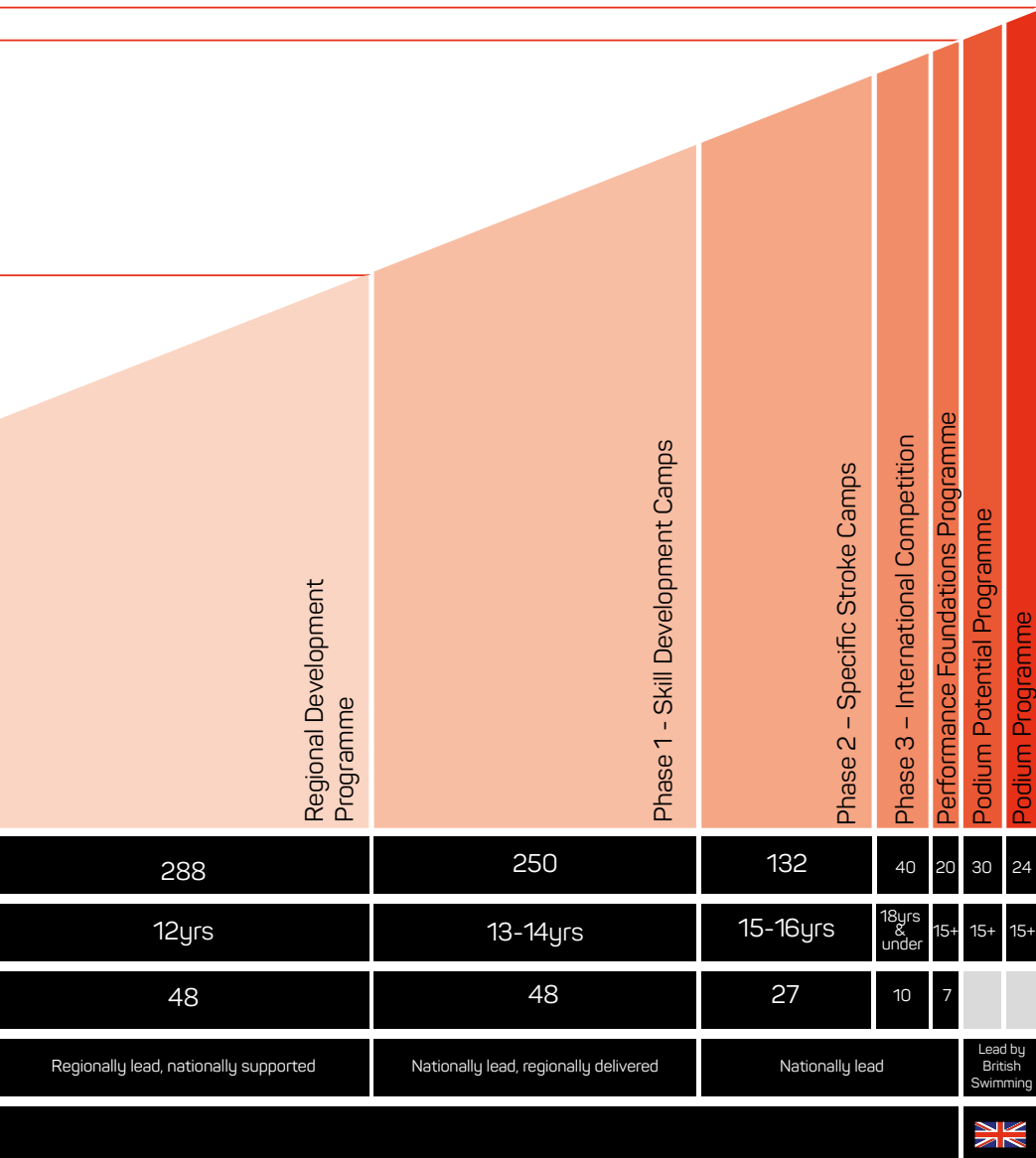
Region

County

County
Development
Programme

Number of swimmers	800
Age of swimmers	11yrs
CPD Supported Coaches	132
Lead by	County lead, nationally supported
Swimmers come from	

Swim England Performance Pathway



Phase 1

Development Camps

Rationale

During this camp, we aim to create an environment that allows swimmers to increase their potential, improve their skills and enhance their swim specific knowledge. Swimmers will then be profiled on physical, technical, physiological and historical factors.

Duration

3 x 1 swim and educational days

Dates

Between September and December 2017 (See dates on page 21)

Location

Individual venues per region (see locations on page 21). Please note as part of the national programme not all swimmers will necessarily get to attend camps in their region.

Number of Participants

Up to 320 swimmers will be identified from each region.

Swimmers will be identified through competitive results, ranking or discretionary identification. Please refer to the Guidance Document at the end of this brochure for more details.

Development Camp Aims

- ♦ To develop skills and improve stroke efficiency on all four strokes. Relay takeovers, individual medley, turns on IM
- ♦ To collect swimming data to allow a greater informed view of swimmers' future potential.
- ♦ To ensure technical swimming concepts are implemented and understood.

Eligible Athletes

Pool and Open Water

- ♦ Males and females born in 2003 / 2004 – See Guidance Document.

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

British Swimming requires world class technical swimmers. Swim England's development camps provide an in-depth education on the aspects of world class swimming. This will allow swimmers to return to their home programme and continue to perfect these skills to enhance future performance.



Next Steps



Having completed the development camp, if coaches have agreed that either technically, tactically or physically you are a potential swimmer for the future, then you will be invited to join Phase 2 – Stroke Camp.

Phase 2

Stroke Camps

Rationale

Swimmers will be placed in one of the specific camps below. These will be determined by an individual's best performance in a particular stroke.

- ♦ Breaststroke, butterfly, sprint individual medley
- ♦ Backstroke and sprint freestyle
- ♦ Distance freestyle, individual medley and open water

Camp education will be based on stroke-specific process goals but will build on the foundations laid down during the development camp. Other activities will include further screening and assessment, stroke and event specific skill development and assessment of technical abilities through digital replay.

Duration

2 x 2 days

Dates

December 2017 / March 2018

Location

Millfield, Sheffield or Coventry – (Venues subject to change dependant on availability).

Number of Participants

A minimum of 120 swimmers will be selected by nomination from Swim England Talent Officers or by performance rankings following the British or Home Nation Summer Meets. Please refer to the Guidance Document at the end of this brochure for more details.

Stroke Camp Aims

- ♦ To implement and understand the benefits of mastering outstanding skills
- ♦ To ensure lifestyle education is included whilst being a student of the sport
- ♦ To provide an introduction to efficiency and fitness testing

Eligible Athletes

Pool

- ♦ Males and Females born 2001 / 2002

Open Water

- ♦ Males and Females born 2000/2001/2002

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 that they have the most up-to-date information on current performance strategies and practices.



Next Steps



You will have shown that you are technically, tactically and physically capable. Your thirst to improve, positive attitude and ability to bring the best out of your teammates will help secure a place at Phase 3 – International.

Phase 3

International Competition

Rationale

Swimmers who have demonstrated commitment to achieving potential in previous camps will have the opportunity to travel as a Swim England team member on a training camp or an international competition experience. Pool swimmers will be invited to attend an international swim meet while open water swimmers will attend a mixed race and training camp.

Dates and Location

Dates, venues and locations change year-on-year but should you be selected for Phase 3 – International, you will be notified by early 2018.

Number of Participants

Up to 40 swimmers.

Swim England Talent officers will identify who demonstrates the potential to be the best tactically, technically, physically and psychologically. Swimmers will be prioritised on the basis of overall competitive performance and their ability to achieve British Swimming's World Class status in the future.

Please refer to the Guidance Document at the end of this brochure for more details.

International Aims

- ♦ To show competency in performance skills while in an international setting
- ♦ To perform while competing and training abroad
- ♦ To use strategies and processes gained in previous camps to ensure international success

Eligible Athletes

Pool and Open Water

- ♦ Males born in 1999 or younger
- ♦ Females born in 2000 or younger

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

The ability to compete internationally is what we are all about. The Swim England International Phase aims to give you the knowledge, experience and confidence to be able to do this with distinction at a major games or championship in the future.



Next Steps



As youth internationals, Swim England will support swimmers who show potential who are not yet part of British Swimming's World Class Programme.

Swim England 2024 Squad

(Performance Foundations)

Rationale

England 2024 will support swimmers who have already achieved a level of performance that could lead to inclusion on British Swimming's World Class Programme in the near future. Swimmers, who are continuing to demonstrate a commitment to improve will be identified by the Swim England Talent Officers from meets in 2018 up to and including the Commonwealth Games in April 2018. They will then be invited to attend a preparation end of season international competition or camp.

Identified athletes will be swimmers who are highly ranked domestically, will be available for major England or British teams over the next four year cycle and will have consistently shown improvement throughout the season.

Swim England 2024 Aims

- ♦ To expose swimmers to an end of season international competition
- ♦ To inspire swimmers to achieve World Class status
- ♦ To represent England at the Commonwealth Games and/or Great Britain at the Olympic Games in the future

Eligible Athletes

Swimmers who are not included in British Swimming's World Class Programme or who do not have other Great Britain representation, but show promise to achieve these in the future are eligible.

Pool and Open Water

- ♦ Males and females born 1998 or younger

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

Swimmers develop and improve at different ages.

England 2024 will support swimmers to ensure the opportunity to reach their international potential is not lost. There will be opportunities at the end of the season to compete abroad and with the ultimate aim to secure qualification for a major international event in the future.



1

Beyond the School Gates

Over the course of this Tokyo cycle, we plan to create stronger links and facilitate wider conversations with swimmers transferring into further education. We know from recent evidence the change from school to college/ university education is often the catalyst for a swimmer to move into a new daily training environment. We hope to see more open and transparent conversations taking place to allow swimmers to explore all of the available options, whilst at the same time building our infrastructure to increase the number of training centers throughout England.

The following aspects are critical to an effective swim-study further education environment:

- ♦ Flexible timetabling
- ♦ Sympathetic entry standards
- ♦ Science and medicine support
- ♦ Appropriate performance facilities
- ♦ Professional coaching

(In some cases, bursaries are available).

We encourage you to have conversations with your coach around possible options. If you would like further information around swim-study provision in England, please contact **mike.parker@swimming.org**



The Camp Curriculum

The educational element of Swim England swim camps will nurture the philosophy of being students of the sport. The progressive curriculum below ensures that students continue to develop their knowledge and understanding of how the sport works.

Swimmers can expect to learn the tools that are essential to be included in British Swimming's World Class Programme and this will assist in gaining podium success.

County	Regional	Phase 1 – Year 1	Phase 1 – Year 2	Phase 2 – Year 1	Phase 2 – Year 2	Phase 3
RMAP pre pool	Mobility for starts and turns – physio	Streamline	S&C event specific	Landing techniques for turns	S&C Event specific starts and turns	Performance lifestyle-exams, university and jobs
Technical aspects of 4 strokes	Technical aspects of starts and turns	Efficiency in the pool	Daily & seasonal changes, Male vs Female	Efficiency Medley turns/ take overs	Competition timelines	UKAD
Pre and post pool	Stability for starts and turns	Mobility and stability for the anti-rotational strokes	Focus groups on strokes with coaches	S&C for Starts & turns	Performance lifestyle-exams, university and jobs	Screening
Mobility for streamline	Goal setting	Eating around training and competition	Filming	Handling stress/ Exam times	Filming	Travel, race recovery and preparation
Nutrition for health – food types	Fundamental movement patterns	Mobility and stability for the rotational strokes	Physio screening	Fundamental movement patterns	Physio screening	Race recovery
Post pool recovery	Practical sports nutrition	Injury prevention & trigger point release	Pre race activation	Travel, sleep, recovery & illness prevention	FMP progression	practical race activation
Performance lifestyle	Performance lifestyle	Performance lifestyle	Self checks Physio (manipulation of pre and post pool)	Timelines	Competition recovery inc swim downs	WITTW models
			Warm up principles(Pool, RMAP, Activation)	Recovery	Race day psychology	Race Process goals
			Filming	Feeding	Filming	Filming and analysis
			Stroke vs screening issues	Handling temperatures	Stroke vs screening issues	Athlete mentor

Dates for the diary

Phase 1

North West

Day 1 - 1 October 2017, Accrington

Day 2 - 12 December 2017, Liverpool

North East

Day 1 - 9 September 2017, Leeds

Day 2 - 14 October 2017, Leeds

Day 3 - 2 December 2017, Leeds

West Midlands

Day 1 - 16 September 2017, Coventry

Day 2 - 7 October 2017, Coventry

Day 3 - 11 November 2017, Coventry

London

Day 1 - 24 September 2017, Croydon

Day 2 - 29 October 2017, Croydon

Day 3 - 26 November 2017, Croydon

East

Day 1 - 30 September 2017, Peterborough

Day 2 - 21 October 2017, Peterborough

Day 3 - 18 November 2017, Peterborough

East Midlands

Day 1 - 23 September 2017, Chesterfield

Day 2 - 28 October 2017, Chesterfield

Day 3 - 25 November 2017, Chesterfield

South East

Day 1 - 30 September 2017, Wycombe

Day 2 - 12 November 2017, Guildford

Day 3 - 10 December 2017, Portsmouth

South West

Day 1 - 01 October 2017, Marlborough

Day 2 - 26 November 2017, Plymouth

Day 3 - 20 December 2017, Street

Phase 2

Stroke Camps

Fly and Breaststroke

Camp 1 - 18/19 December 2017, Sheffield

Camp 2 - 17/18 March 2018, Sheffield

Backstroke & Free

Camp 1 - 18/ 19 December 2017, Street

Camp 2 - 3/4 February 2018,
Mount Kelly School

Dist, Free, OW, IM

Camp 1 - 18/19 December 2017, Coventry TBC

Camp 2 - 17/18 March 2018, Coventry TBC

Phase 3

Pool

February / May 2018, Location - TBC

Open Water

26 May – 2 June 2018, Majorca - TBC

2024

Pool

July 2018, French Open

Open Water

September 2018, Serpentine



Guidance document for Swim England 2017 / 2018

1.0 Overview and Rationale:

"To guarantee the delivery of quality English swimmers and coaches on to British Swimming's World Class Programme."

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 games of the future. Programme activities are designed to engage with swimmers whose age and stage in the 'pathway' is of relevance and continues on the trajectory into World Class programmes.

The Guidance Document allows Swim England Talent Officers to identify swimmers to attend programme activities using rankings and discretionary observations. Elements of the policy are intended to ensure that all available information and circumstances can be taken into account in identifying swimmers relevant to the aims 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.

2.0 County Development Days:

(Minimum activity level – Attendance at 3 one day events in April – July – October various dates/locations).

- 2.1 A minimum of 24 swimmers (12 Male – 12 Female) and a maximum of 36 (18 Male – 18 Females) will be selected to attend 3 one day County Development Days as follows:

- 2.1.1 Swim England rankings data base will be used for selection purposes. Only times achieved between September 1 and the Monday following the final County Championship weekend, will be considered.
- 2.1.2 The highest ranked 11 year old (2006 born) Male and Female (age as at 31 December in year of Competition), in each event competed at County Championships. Further selections will be made from 2nd and 3rd ranked swimmers until maximum numbers per camp are achieved, where swimmers have an equal ranking selections will be made according to FINA Point Scores.

- 2.1.3 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).
- 2.1.4 Swimmers will be selected for their camp based on the county they competed in, having entered and competed in at least one event or more.

3.0 Regional Development Days

(Minimum activity level – Attendance at 3 one day events in July – October - December various dates/locations).

- 3.1 36 swimmers (18 Male – 18 Female) will be selected for 3 one day Regional Development Days as follows:
 - 3.1.1 Swim England rankings database for long course events will be used for selection purposes. Only times achieved between January 1 and the Monday following the final Regional Championships weekend, will be considered.
 - 3.1.2 The highest long course ranked 12 year old (2005 born) Male and Female (age as at 31 December in year of Competition), in each event competed at Regional Championships. Further selections will be made from 2nd and 3rd ranked swimmers until maximum numbers per camp are achieved, where swimmers have an equal ranking, selections will be made according to FINA Point Scores.
 - 3.1.3 Swimmers will be selected for their camp based on the county they competed in, having entered and competed in at least one event or more.

4.0 Swim England Development Days:

(Minimum activity level – Attendance at 3 one day events between September and January various dates/locations).

- 4.1 A minimum of 240 swimmers will be selected to attend, as follows:
 - 4.1.1 The top ranked 13 year olds and 14 year olds (2003/2004 born) Male and Female swimmers (age as at 31 December in year of Competition), will be selected from Swim England long course rankings in each Olympic event between 11 March and 7 August 2017. Further selections will be made from 2nd and 3rd ranked swimmers until maximum numbers per camp are achieved. Where swimmers have an equal ranking, selections will be made according to FINA Point Scores.
 - 4.1.2 The selections will be made on a national basis and swimmers will allocated to an appropriately located camp but not necessarily in their own region.
 - 4.1.3 Further selections may be made at the absolute discretion of Swim England Talent Officers, in agreement with the Swim England Head of Talent - Swimming.

5.0 Swim England Stroke Camps:

(Minimum activity level – Attendance at 2 x 2 day event between December and February.

5.1 A minimum of 120 swimmers will be selected to attend one of 3 event camps.

5.1.1 The top ranked 15 year old and 16 year old (2001/2002 born) Male and Female swimmers (age as at 31st December in year of Competition) will be selected from Swim England long course rankings in each individual Olympic pool event between 11 March 2017 and 7 August 2017. Further selections will be made from 2nd and 3rd ranked swimmers until maximum numbers per camp are achieved where swimmers have an equal ranking, selections will be made according to FINA Point Scores.

5.1.2 A further 12 Open Water selections will be made at the absolute discretion of the Open Water Technical Lead. (Male and Female swimmers aged 15 years, 16 years and 17 years, (age as at 31 December in year of Competition). Will be selected from national and international FINA approved open water competition results, in conjunction with the Swim England long course rankings in the 1500m and 800m Freestyle events between 11 March 2017 and 7 August 2017,

5.1.3 Further selections may be made at the absolute discretion of Swim England Talent Officers, in agreement with the Swim England Head of Talent-Swimming.

6.0 Swim England International: POOL

(Minimum activity level – Specific pool or open water Camp/Competition exposure – (Dates to be confirmed)

6.1 A maximum of 28 swimmers be selected to attend a Swim England pool team competition, the composition of which will be made up as follows:

6.1.1 Up to 16 swimmers will be identified from attending the stroke camps at the absolute discretion of Swim England Talent Officers.

6.1.2 Up to 16 swimmers (1999 born boys, 2000 born girls) will be identified through national rankings at the absolute discretion of Swim England Talent Officers.

6.1.3 Up to 4 swimmers will be identified at the absolute discretion of the Swim England Pool Technical Lead.

Swim England International: Open Water

6.2 Up to 12 swimmers will be selected to attend an England open water team training camp as follows:

6.2.1 Up to 8 swimmers (1999 born or younger male or female) will be identified from attending the Swim England stroke camps at the absolute discretion of Swim England Talent officer Open Water Technical Lead.

- 6.2.2 A minimum of 4 swimmers will be identified at the absolute discretion of the Swim England Talent Open Water Technical Lead.

7.0 Swim England 2024 Squad - POOL

(Minimum activity level – Specific pool or open water competition exposure – (Dates to be confirmed)

- 7.1 Up to 10 swimmers will be selected from to attend a competition that will form part of their end of season meet preparation as follows;
 - 7.1.1 Selections are at the absolute discretion of Swim England's Talent officer – pool technical lead,
 - 7.1.2 Born 1998 or younger (Male or Female as at 31 December 2018)
 - 7.1.3 Performances at the Edinburgh International meet 2 – 5 March or the Commonwealth Games 2018 will only be considered
 - 7.1.4 Must demonstrate at least a top 3 domestic ranking following these events for their age group
 - 7.1.5 Demonstrate a continued upward curve in their performances over the previous two seasons
 - 7.1.6 Be available to compete for England or Great Britain at future major international competitions

8.0 Coach Selections:

- 8.1 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 England Talent Officers for each specific event. Selections will seek to achieve a balanced staff to ensure quality of delivery and offer coach development opportunities.
- 8.2 Coaches interested in contributing to the programme as a member of staff on programme activities should note their interest to a Swim England Talent Officer in the first instance.
- 8.3 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 Talent Officer.

9.0 General Conditions

- 9.1 All swimmers participating in Swim England Talent Activities must be eligible to represent England at international level.
- 9.2 World Class Programme swimmers are not eligible for selection to Swim England activities.
- 9.3 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.
- 9.4 Only athletes selected will be notified by Swim England Talent staff.
- 9.5 Any athlete who has withdrawn or been excluded from past activities may be ineligible for selection.
- 9.6 Should further opportunities arise outside of this policy, Swim England reserve the right to make further selections at the absolute discretion of Swim England Talent Officers.

Coach Development Opportunities across the England Talent Pathway

Throughout the entire athlete pathway from county, regional, phase 1,2, 3 and England 2024 onto World Class Programmes we are offering extensive and exciting coach development opportunities. So not only are these athlete camps and competition a development opportunity for our young athletes they are now being designed and facilitated to allow for great learning environments for our coaches.

Swim England have a number of national coach development programmes in place for 2017/2018. We are also working in close collaboration with the counties and regions to deliver comprehensive coach learning opportunities that are accessible to all coaches across the pathway.



in partnership with the regions and counties of Swim England