



## **Competitive / Performance squads criteria 2018/19**

### **Competitive and performance swimming**

The competitive and performance squads at Mid Sussex have continued to develop and improve year on year, which has been highlighted by our best performances yet at the Sussex county championships, Regional championships, National championships and Sussex league where we became champions of Sussex swimming for the second time in 2018. As a club we must continue to raise the bar higher to support our swimmers' goals, ambitions and achieve success further afield in the South East region. At national championships in 2018 the club achieved 6<sup>th</sup> most improved club in Britain, and we intend to build on this.

### **Achieving excellence**

The competitive and performance squads at Mid Sussex are open to swimmers who display potential, are keen to progress and commit to swimming training and competition. Invitation into and through the competitive and performance squads is a great achievement and deemed a privilege not a right of passage. For a place to be maintained swimmers must generally meet or exceed the minimum requirements for the squad, display a high work ethic and positive attitude toward training. Demand for a place in these squads is high, therefore squad criteria and standards will be reviewed seasonally, swimmer performance and training attendance will be monitored from time to time to ensure each swimmer is working to the squad level and is able to reach their full potential.

### **Criteria for membership of the competitive and performance squads**

The Head coach maintains discretion over membership to all squads. Swimmers must satisfy all the criteria below to maintain their place. Coaches will monitor each swimmer to ensure they are able to cope with each squad's increasing demands and training culture.

#### ***1. Commitment to squad training and competition programme***

Attendance to training: It is essential that each swimmer is dedicating enough time to swimming and any additional dryland training, of which provision varies from squad to squad. The minimum training requirements have been set to help the swimmers maximise their potential. It is expected that competitive and performance squad swimmers will try to exceed the minimum training requirement to gain the full benefit of the training programme. Swimmers are expected to follow and compete in their squad's competition programme along with representing Mid Sussex in league or relay galas throughout the year. Any swimmer wishing to compete outside of the planned programme must gain permission from the Head coach prior to entry. Training with other clubs or seeking additional coaching / technical sessions outside of the head coach / lead coach planning is not generally / freely permitted (see criteria for squad movement).

It is recommended that swimmers avoid long periods away from training during the competitive swimming season. Missing training regularly (weeks at a time) can mean that swimmers fall behind the squads planned training programme and this will have an adverse effect on levels of aerobic fitness and subsequently will decrease performances at planned squad competitions. We recommend that if you miss a session you make it up during the week. Missing planned squad open meets and gala's can also have a detrimental affect on swimmers performance and motivation, as they will not

be able to track their progress, may miss qualification for other events or selection to teams. We advise swimmers attend all meets scheduled for their specific squad.

## ***2. Work ethic, attitude and punctuality***

Competitive and performance squad swimmers are expected to display a consistently strong work ethic (age relevant) over the entire season. As swimmers progress through the squads they must learn to accept constructive feedback on performances and accept responsibility for their training and racing.

All swimmers are expected to arrive at training and be poolside no later than 10 minutes before the start of the swim and if required stay 10 minutes after the session for de brief and post pool mobility work. Swimmers arriving punctually have time to perform their squad's pre pool warm up and be ready to swim. Arriving late to training is disruptive to the coach and other squad swimmers; it also allows no time for the pre pool warm up routine (RMAP), which means the swimmer is starting the session unfocussed and cold. Regular late arrival to training will not be accepted (See criteria for squad exit).

## ***3. Age***

Swimmers will generally fall in line with the age parameters of the squad. Swimmers will move up to the next squad at the set promotion dates when they reach the eligible age and have achieved the relevant standard (qualifying times or other). The lead coaches may use their discretion to allow swimmers into squads who fall outside of the general age parameters (these swimmers must still meet all other criteria). Promotion is not guaranteed, and swimmers may be asked to trial in the next squad up in the weeks leading up to promotions or squad movements.

Age	ADSP stage	Year of birth	Squads				
17+	Training to compete (Approx)	2001	Nat				Youth / YT1
16		2002	Nat				Youth / YT1
15		2003	Nat	Reg			Youth / YT1 / YT2
14	Training to train (Approx)	2004	Nat	Reg			Youth / YT1 / YT2
13		2005	Nat	Reg	County		YT1 /YT2
12		2006		Reg	County	County dev	YT2
11	Learning to train (Approx)	2007		Reg	County	County dev	TID
10		2008			County	County dev	TID
9		2009				County dev	TID
Ages are as at end of year. TID, YT1, YT2 (youth training 1 and 2) for reference only.							

**Squad age group chart – ages as at 31/12/18** *Ages are approximate and some swimmers in each squad may fall outside the general parameters.*

#### ***4. Squad performance standards and training commitment level***

Swimmers in each squad will generally have maintained the squad standards season-to-season and kept up with the training attendance requirements for that squad. The lead coaches reserve the right to promote / trial swimmers who may not have fully achieved the performance standard but have shown a great work ethic in training, commitment to swimming and whom the coaches believe ultimately will achieve the squad standard.

See individual squad requirements below:

## National squad (Performance) 15/overs and 14/unders

<b>Available training Sessions</b>	<b>Pool – 9/10 sessions</b>	<b>Land – 1 session</b>
<b>Compulsory minimum requirement</b>	<b>Total commitment as agreed with the Head coach</b>	<b>Land – 1 session</b>

**Standard** –Primary selection based on technical ability and commitment.

**Time standards:** Regional qualifying times (Auto). Regional base times (excluding 50m events).

### **Squad aims and objectives:**

To compete at the highest level with total commitment to an individually agreed training programme with the Head coach. Swimmers will target British champs, British summer champs / English summer champs and regional championships. All swimmers holding a place in national squad are expected to do all that it takes to reach the highest level. It is assumed and expected for swimmers holding a place in this squad that swimming is the number 1 sport and will take priority over other sporting demands.

### **Requirements:**

- Proven ability and commitment to following a demanding training program (swimmers, with parental support)
- A positive mind set, with the ability to take personal responsibility for performances
- 100% commitment to team events (National League, County/Regional/National relays)
- Signed and returned copies of Swimmer Code of Conduct & Parents Code of Conduct
- A Team player – polite, supportive, caring and empathetic
- Consistently attending 90-100% of individually agreed sessions (Pool and Land)

### **Swimming training criteria:**

- Ability to consistently demonstrate 6 underwater kicks off all walls/turns in streamline under pressure
- Boys can hold 10 x 100m on 1:10~ Free or Back off 1.20, Girls can hold 10 x 100m on 1:15~ Free or Back off 1.20
- Has a good understanding on training cycles and sessions; and can take full responsibility for their efforts in training sessions in line with the expectations of the Head Coach
- Consistently hold required pace times for 100m/200m/400m Pace, 25m sprints, and knows all race pace targets
- Attend all land training sessions and arrives 10 minutes prior to every session for pre-pool routine.

### **Squad movement criteria:**

- Unable to attain the relevant performance standard.
- Consistently Late to sessions (pool and land) without agreement
- Consistently unable to maintain the training commitment, as agreed with Head Coach.
- Consistently unable to maintain the competition commitment, as per competition calendar.
- Showing no demonstrable progress towards achieving the required standards for the squad.
- Training at other clubs or seeking additional coaching / technical sessions outside of the Lead Coaches Planning or without prior discussion as to its benefit.

### **Pathways:**

- **Not meeting criteria** – A move into either youth squad, regional squad or Masters.
- **Movement months** are generally December, March, June & August/September (ready for the next quarter) however the head coach reserves the right to move swimmers as appropriate.

- **Regional squad (competitive /performance)**

<b>Available training Sessions</b>	<b>Pool - 9 sessions</b>	<b>Land - 1 session</b>
<b>Compulsory minimum requirement</b>	<b>12-14 - 5+ 10-11 - 4/5</b>	<b>Land - 1 session</b>

**Standard** - 12-14 – Regional Auto / base qualifying time, County qualifying times in 400m, 200m, 100m (excluding 50m events).

**Standard** – 10-11 – Regional base time / county qualifying times (excluding 50m events)

**Squad aims and objectives:**

To develop around a programme of IM and 400m focus with total commitment to the agreed training programme (5+ sessions per week 12-14 years) and for those 10-11 years to attend a minimum of 4/5 swims per week. Swimmers will target English summer champs, regional championships and county championships. All swimmers holding a place in regional squad are expected to keep up with the squad requirements.

**Requirements:**

- Ability and commitment to following a more demanding training program (with parental support / understanding)
- A positive mind set, learning to take personal responsibility for performances
- 100% commitment to team events (National League, Sussex league, county relays ect)
- Signed and returned copies of Swimmer Code of Conduct & Parents Code of Conduct
- A Team player – polite, supportive, caring and empathetic
- Consistently attending the compulsory minimum requirement or above (Pool and Land)

**Swimming training criteria:**

- Ability to consistently demonstrate 4- 6 underwater kicks off all walls/turns in streamline under pressure
- Boys can hold 10 x 100m on 1:20~ Free or Back off 1.45, Girls can hold 10 x 100m on 1:20~ Free or Back off 1.45 (younger swimmers expected to build to this with older swimmers expected to be ahead of this).
- Has a good understanding of training cycles and sessions; and can take responsibility for their efforts in training sessions in line with the expectations of coaches.
- Consistently hold required pace times for 100m/200m/400m Pace, 25m sprints, and knows all race pace targets
- Attend all land training sessions and arrives 10 minutes prior to every session for pre-pool routine.

**Squad movement criteria:**

- Unable to attain the relevant performance standard.
- Consistently Late to sessions (pool and land) without agreement
- Consistently unable to maintain the training commitment.
- Consistently unable to maintain the competition commitment, as per competition calendar.
- Showing no demonstrable progress towards achieving the required standards for the squad.
- Training at other clubs or seeking additional coaching/technical sessions outside of the Lead Coaches Planning or without prior discussion as to its benefit.

**Pathways:**

- **Not meeting criteria** – A move into either youth squad, county squad or YT1.
- **Movement months** are generally December, March, June & August/September (ready for the next quarter) however the lead / head coach reserves the right to move swimmers as appropriate.

## County squad (Competitive / development)

<b>Available training Sessions</b>	<b>Pool – 5 sessions</b>	<b>Land – 1 session</b>
<b>Compulsory minimum requirement</b>	<b>Pool – 3 sessions</b>	<b>Land – 1 session</b>

**Standard** – 2 or more county qualifying times (or within proximity with preference to 100m events and over) and to swim 3 or more times per week.

Standard – Swimmers to also be selected on training commitment, skills and technical ability.

### Squad aims and objectives:

To develop around a programme of IM and 200m focus with commitment to a minimum of 3 sessions per week. Swimmers will target county championships with the focus to develop technical ability on all 4 strokes and to reinforce the importance of skills and the development of this area. All swimmers holding a place in county squad are expected to keep up with the squad requirements.

### Requirements:

- Ability to attend 3 swim sessions pw minimum (with parental support / understanding)
- A positive mind set and willing to listen and learn.
- 100% commitment to team events (National League, Sussex league, county relays, team gala's ect)
- Signed and returned copies of Swimmer Code of Conduct & Parents Code of Conduct
- Consistently arriving 10 minutes early to swimming for pre-pool routine.

### Swimming training criteria:

- Ability to consistently demonstrate 5 meters underwater off all walls / turns in streamline under pressure
- Boys can hold 10 x 100m on 1.30~ Free or Back off 2 minutes, Girls can hold 10 x 100m on 1.30~ Free or Back off 2 minutes.
- Has a basic understanding on training intensities and understands the benefits of better skills and technique.
- Consistently hold technique on all strokes during training and can complete 200m on all strokes as well as a 400m free building to 400m IM and 200m fly once in the squad.
- Attend all land training sessions and arrives 10 minutes prior to every session for land prep

### Squad movement criteria:

- Unable to attain the relevant performance standard.
- Consistently Late to sessions (pool and land) without agreement
- Consistently unable to maintain the training commitment.
- Consistently unable to maintain the competition commitment, as per competition calendar.
- Showing no demonstrable progress towards achieving the required standards for the squad.
- Training at other clubs or seeking additional coaching/technical sessions outside of the Lead Coaches Planning or without prior discussion as to its benefit.

### Pathways:

- **Not meeting criteria** – A move into either county development squad or youth training.
- **Movement months** are generally December, March, June & August/September (ready for the next quarter) however the lead / head coach reserves the right to move swimmers as appropriate.

## County development squad (Development)

<b>Available training Sessions</b>	<b>Pool – 4 sessions</b>	<b>Land – N/A</b>
<b>Recommended training attendance</b>	<b>Pool – 2 sessions</b>	<b>Land – N/A</b>

**Standard** – Close to the 10-year-old county qualifying times.

**Standard** – Swimmers to be selected on skills and technical ability as demonstrated in lessons and dev gala's.

### Squad aims and objectives:

To develop around a programme 200m IM multi stroke focus with commitment to a minimum of 2 sessions per week. Swimmers will target county championships with the focus to develop technical ability on all 4 strokes and learn fully the importance of skills / technique and the development of this area. All swimmers holding a place in county development squad are expected to keep up with the squad requirements.

### Requirements:

- Ability to attend 2 or more swim sessions per week minimum (with parental support / understanding).
- A positive mind set and willing / mature enough to listen and learn.
- 100% commitment to team events (National League, Sussex league, county relays, team gala's ect).
- Signed and returned copies of Swimmer Code of Conduct & Parents Code of Conduct.
- Consistently arriving 10 minutes early to swimming for pre-pool routine with coach.

### Swimming training criteria:

- Ability to consistently demonstrate 5 meters underwater off all walls / turns in streamline under pressure.
- Boys can hold 5 x 100m on 1.40~ Free off 2.20, Girls can hold 5 x 100m on 1.35~ Free off 2.10-2.20.
- Has a basic understanding of the benefits of better skills and technique.
- Consistently hold technique on all strokes during training repeats and can complete 100m on all strokes building towards 100m fly once in the squad as well as a 200m free, 200m IM and form strokes once in the squad.
- Arrive 10 minutes prior to every session for pre-pool routine with coach.

### Squad movement criteria:

- Unable to attain the relevant training standard.
- Consistently Late to sessions (pool and land) without agreement
- Consistently unable to maintain the training commitment.
- Consistently unable to maintain the competition commitment, as per competition calendar.
- Showing no demonstrable progress towards achieving the required standards for the squad.
- Training at other clubs or seeking additional coaching/technical sessions outside of the Lead Coaches Planning without prior discussion as to its benefit.

### Pathways:

- **Not meeting criteria** – A move back to teaching (age dependant) or youth training 2.
- **Movement months** are generally December, March, June & August/September (ready for the next quarter) however the lead / head coach reserves the right to move swimmers as appropriate.

## Youth (Competitive / development)

<b>Available training Sessions</b>	<b>Pool – 5 sessions</b>	<b>Land – 1</b>
<b>Minimum recommended requirement</b>	<b>Pool – 3 sessions</b>	<b>Land – 1</b>

**Standard** – County standard in best events or close to

**Standard** – Technical ability on all 4 strokes and good demonstration of swim skills in training.

### Squad aims and objectives:

To develop around a programme of IM and 200m / 100m focus with a regular commitment to swimming each week. Swimmers will target county champs, team gala's, as well as club championships. All swimmers holding a place in youth squad are expected to keep up with the squad requirements. Poor attendance week on week will not be accepted and a swimmer will be asked to move to a more appropriate area in the club.

### Requirements:

- Ability and commitment to following a more demanding training program (with parental support / understanding)
- A positive mind set and strong work ethic in training.
- 100% commitment to team events (National League, Sussex league, county relays, team gala's)
- Signed and returned copies of Swimmer Code of Conduct & Parents Code of Conduct
- A Team player – polite, supportive, caring and empathetic
- Consistently attending sessions each week and looking to be challenged and motivated to improve.

### Swimming training criteria:

- Ability to consistently demonstrate 6 underwater kicks off all walls/turns in streamline under pressure.
- Boys can hold 10 x 100m on 1:20~ Free or Back off 1.40, Girls can hold 10 x 100m on 1:20~ Free or Back off 1.40
- Has a good understanding on training cycles and sessions intensities and how effort in training affects development.
- Consistently hold required pace times for 100m/200m/400m Pace, 25m sprints, and knows all race pace targets.
- Attend land training sessions and arrives 10 minutes prior to every session for pre-pool routine.

### Squad movement criteria:

- Unable to attain the relevant training standard.
- Consistently Late to sessions (pool and land) without agreement
- Consistently unable to maintain the training commitment and missing training.
- Consistently unable to attend team gala's.
- Showing no demonstrable progress towards achieving the required standards for the squad.
- Training at other clubs or seeking additional coaching/technical sessions outside of the Lead Coaches Planning without prior discussion as to its benefits.

### Pathways:

- **Not meeting criteria** – A move into either YT1 or Masters if 18.
- **Movement months** are generally December, March, June & August/September (ready for the next quarter) however the head coach reserves the right to move swimmers as appropriate.



## Notes:

- The Head coach maintains discretion over squad membership and the promotion process. The Head /Lead coaches reserve the right to waive squad age parameters for swimmers who have developed early and have displayed exceptional talent (Following ADSP guidelines and subject to Head coach / coaching team final agreement. These swimmers must meet all other criteria).
- Coaches will also consider training history, work ethic and maturity when considering swimmers for promotion (the objective standards of qualifying times and age will always take precedent, but it must be remembered promotions are not black and white decisions).
- Swimmers will lose their place in a squad if they cannot maintain the squad standards, training attendance requirements and work ethic as described. Swimmers will be warned if they are not keeping to the correct commitment levels via email including their monthly attendance and will be given a month to improve this and show the commitment. If the desired level is still not met the swimmer will be moved to an appropriate group (squad movement).
- Swimmers who are absent from training for prolonged periods of time may be asked to swim with the appropriate squad / group until they have regained a suitable fitness level to re-join their squad.
- At the age of 18 swimmers will be assessed on their current commitment and ability may be asked to move to masters as a natural progression.
- All students (Uni and schools) must complete a student return form before re joining training with the club in holidays so that they can be placed according to current fitness levels not historical squad placing.
- Yearly promotion dates are 1<sup>st</sup> September / 1<sup>st</sup> April (dependant on Easter). Coaches will use the swimmers age and standards at the next county / regional championships from the promotion date (Easter and September promotions using winter counties / spring regionals QT's. The coaching team reserve the right to promote or move a swimmer at any time during the season if circumstances dictate this necessary. This will be subject to agreement by the Head coach / coaching team.
- The promotion dates are set as above but this will not automatically mean swimmers will be promoted at every date. Promotions will also depend upon swimmers level, age and squad space.
- Trials may be offered in the next squad up by email / letter to commence prior to each promotion date or as fitting with the time of year / competition calendar. Selection to trial does not mean automatic promotion. Selections are based on the above criteria and standards (age as at end of year, qualifying times and willingness to commit to the next squads minimum training requirements).
- Competitive squad swimmers must be 1<sup>st</sup> claim to Mid Sussex Marlins and represent MSM in respective team events (National league / Sussex league) and all competitions as advised by the head coach. Competitive squad swimmers may not seek dual membership with another Sussex club for swimming training purposes. Student swimmers must make efforts to represent marlins if required.
- Swimmers wishing to take part in any training, skills, or technical analysis sessions outside of MSM (excluding Swim England pathways) must speak to their coach prior to booking to discuss its need / benefits. It is important swimmers are not confused by advice received by outside parties which may not reflect their own coaches' / club technical advice. This can be detrimental to the swimmer's development.

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