

Swim England

Talent Pathway selection guidelines – 2020/2021

These guidelines have been written taking into consideration some of the challenges that the Covid-19 period has presented this season. With the continued lack of competitions and in some cases prolonged training phases throughout the previous twelve months the Swim England Swimming Talent team have tried where possible to make these guidelines robust and transparent whilst also promoting fairness and inclusion to all of our aspiring young swimmers.

We intend to continue to collaborate with our regions and counties where possible and continue our pathway activities to help enhance the daily training environment so swimmers and coaches that show future performance potential have continued support along their journey.

For the national programme, in the post Covid-19 period and to help ensure our pathway continues to be progressive and innovative, It should be noted,

- ◆ There will be a blend of online learning and poolside activity throughout the 2021 / 2022 season
- ◆ For our swimmers holistic development the Optimal Athlete Development Framework (OADF) workshops will be delivered online for swimmers and elaborated on during the poolside sessions.
- ◆ As in previous years, acceptance of securing your national team place, there is a mandatory online inclusion and culture Induction.
- ◆ The culture in our camps, online or poolside, is positive, inclusive and fun, We encourage all participants to be ambitious about their swimming future
- ◆ In addition to this, as a consequence of Covid-19 there maybe additional safety measures needed to be complied with by all participants before participation is actioned

Given the last year or so, we have considered the selection process in detail and to try and ensure we are as inclusive as possible, of the appropriate standard, we will be using a number of options available to us. These will include results posted on Swim England rankings that include Long course times, Short Course times and Level X times being the objective ranking criteria.

We understand that talent development is complex and not linear in its progressions and to help embrace this we will continue to consider the use of discretionary selections, when activating these discretionary selections, all or some of the following will aid decisions:

- ◆ Chronological, developmental and training age of the swimmer
- ◆ A swimmers commitment, attitude and work ethic during the Covid-19 lock down period
- ◆ A discussion with the head home coach on the commitment and potential of swimmer/s
- ◆ The use of long and short course recorded times on The Swim England data base
- ◆ Discussions with British Swimming's' Head of Elite Development

Pathway overview and rationale

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

- I. The strategic goal of Swim England Talent is to create a system that will identify, support and enhance the development of athletes for the Olympic and Commonwealth Games of the future. Programme activities are designed to engage with swimmers whose age and stage in the ‘England Talent Pathway’ is of relevance and continues on the trajectory into World Class Programmes.
- II. This allows Swim England National Talent Officers to identify swimmers to attend programme activities using surveys, rankings and discretionary observations. Elements of the policy are intended to ensure that all available information and circumstances can be taken into account when identifying swimmers relevant to the aims of the programme.
- III. As a gift of the programme, and in the interest of increased inclusion, 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.
- IV. It is our philosophy and intention to promote a performance driven, population represented inclusive pathway and we encourage conversations with all stakeholders on how to continually help, support and encourage throughout.

Swim England National Development Programme

This is the third step on the Swim England Extended Talent Pathway, but the first on the national framework. Our experience in 2020 allowed us to develop our ability to engage with an increased cohort of swimmers through online learning and we have now developed an ambitious two phased approach to give swimmers the opportunity of greater inclusion and learning than ever before.

Phase 1

Will be part of our strategy to engage with an increased cohort of swimmers and this will include, 2 online remote engagement days, focused on holistic development, both in the pool and on land.

Phase 2

Will be a smaller cohort selected to continue onto phase 2 which will be a poolside based camp.

2021/22 Programme delivery aims

- ◆ Develop and understand your technical capabilities with the help of extensive video analysis.
- ◆ Cover the tactical execution of world class swimmers in specific events.
- ◆ Learn pre and post training preparation and general nutrition principles.
- ◆ Develop understanding of the Swim England Inclusion and culture policy and how it encourages the correct learning environment for all.
- ◆ Develop the Person, Athlete and performer skills that make up the attributes of OADF.
- ◆ Understand and self-regulate mental and physical wellbeing.
- ◆ To be a fun positive experience that fosters curiosity around the progressions of the sport for lifelong learning, participation and performance.

Phase 1 Dates

Online learning engagement day one - 6th or 7th November 2021. Dates to be confirmed on selections

Online learning engagement day two – 26th or 27th March 2022. Dates to be confirmed on selections

Phase 2 Dates

Poolside activity June or July 2022 (TBC)

Key selection criteria for phase 1

- ◆ Up to 100 male and 100 female swimmers will be selected to participate in one of 6 online camps.
- ◆ Selections will be made from long course ranking between the 12th April 2021 to the 8th of August 2021 in each Olympic event in the 13 year old and 14 year old male and female age groups (age as of 31 December 2021).

- ◆ The highest ranked swimmer from long course performance in each Olympic event will be selected.
- ◆ Further selections will be made from second, third ranked positions until maximum numbers per camp are achieved.
- ◆ Where swimmers have an equal FINA points we will select both.
- ◆ Swimmers in multiple ranked events will only be selected on their highest ranked event and duplicates removed.
- ◆ It should be noted that Short course times (including level X) will be considered when selections are being made and any exceptional performances included at the England National Talent Officers absolute discretion.
- ◆ As a minimum standard for phase 1 times will only be considered where they are in excess of the below FINA points.

Age Band	FINA Points	Age Band	FINA Point
Male 13 Long course	350	Male 13 Short course	375
Male 14 Long course	400	Male 14 Short course	425
Female 13 Long course	425	Female 13 Short course	450
Female 14 Long course	475	Female 14 Short course	500

- ◆ Swimmers attendance at both online camps is compulsory and mandatory for inclusion onto phase 2.

Key selection criteria for phase 2

- ◆ Up to 25 male and 25 female swimmers will be selected per 'Zonal' Poolside camp.
- ◆ Long course times achieved and recorded on the Swim England database between 12th April and the 5th December will be considered.
- ◆ The highest ranked swimmer will be selected from long course performances in each Olympic event.
- ◆ Further selections will be made from second, third ranked positions until maximum numbers per camp are achieved.
- ◆ Where swimmers have an equal FINA points we will select both.
- ◆ Swimmers in multiple ranked events will only be selected on their highest ranked event and duplicates removed.
- ◆ It should be noted that Short course times (including level X) will be considered when selections are being made and any exceptional performances included at the England National Talent Officers absolute discretion.
- ◆ As a minimum standard for phase 2 times will only be considered where they are in excess of the below FINA points.

Age Band	FINA Points	Age Band	FINA Point
Male 13 Long course	375	Male 13 Short course	400
Male 14 Long course	450	Male 14 Short course	475
Female 13 Long course	475	Female 13 Short course	500
Female 14 Long course	525	Female 14 Short course	550

- ◆ Swimmers will be allocated one of 6 zones for their Poolside camp.
- ◆ Swimmers that are selected for Phase 2 that were not previously invited to the 1st online engagement day will be required to engage in the learning materials of this day before the attendance of day 2.
- ◆ Failure to attend this engagement session will preclude the opportunity to attend the poolside camps.

Swim England National Event Camps

Step four on the Swim England Talent pathway is the National Event Camps. Again, our experience of using online remote platforms in 2020, enable us to expand our ability to increase the level of engagement. We have utilised this strategy to provide a delivery model of both online and Poolside opportunities increasing our swimmer engagement and inclusion.

The Event Camps will also involve a 2 phase approach to give the 2021/22 cohort the opportunity of greater inclusion and information than ever before.

Phase 1

Swimmers selected for phase 1 will have the opportunity to attend two remote workshops in cycle 1 and 2 of the 2021/22 season.

Phase 2

A smaller cohort will be selected to continue onto phase 2 of the programme which will include two poolside camps.

Programme aims

- ◆ To introduce and understand advanced technical and tactical development areas for specific racing events.
- ◆ Develop and understand your technical capabilities with the help of extensive video analysis.
- ◆ Cover the tactical execution of world class swimmers in specific events.
- ◆ Learn race preparation, nutrition for specific events and practical ways of monitoring health.
- ◆ Develop understanding of the Swim England Inclusion and culture policy and how it encourages the correct learning environment for all.
- ◆ Develop the Person, Athlete and performer skills and attributes of OADF.
- ◆ Understand and self-regulate mental and physical wellbeing.
- ◆ To be a fun positive experience that fosters curiosity around the progressions of the sport for lifelong learning, participation and performance

Phase 1 Dates

2021 – Training cycle 1 online learning engagement day – 27th November 2021

2022 – Training cycle 2 online learning Elite Athlete Session – 19th Jan 2022 (Eve)

Phase 2 Dates

2022 – Training cycle 2 Poolside activity day. I.M and Form events 13th–15th Feb 2022 (TBC)

2022 – Training cycle 2 Poolside activity day. Freestyle events 17th – 19th Feb 2022 (TBC)

2022 - Training cycle 3 Domestic competition activity – June or July 2022 (TBC)

Key selection criteria for phase 1

- ◆ Up to 180 swimmers will be selected to attend the online engagement day.
- ◆ Long course times achieved and recorded on the Swim England database between 12th April to the 8th August 2021 in each Olympic event in the 15 year old and 16 year old male and female age groups (age as of 31 December 2021) will be considered.
- ◆ The highest ranked swimmer from long course performances in each Olympic event will be selected.
- ◆ Further selections will be made from second, third ranked positions until maximum numbers per camp are achieved.
- ◆ Where swimmers have an equal FINA points we will select both.
- ◆ Swimmers in multiple ranked events will only be selected on their highest ranked event and duplicates removed.
- ◆ It should be noted that Short course times (including level X) will be considered when selections are being made and any exceptional performances included at the England National Talent Officers absolute discretion.
- ◆ Swimmers will be expected to commit fully to all aspects of the programme, non-attendance at phase 1 will preclude selection for phase 2 poolside camps.
- ◆ As a minimum standard for phase 1 times will only be considered where they are in excess of the below FINA points.

Age Band	FINA Points	Age Band	FINA Point
Male 15 Long course	500	Male 15 Short course	525
Male 16 Long course	550	Male 16 Short course	575
Female 15 Long course	575	Female 15 Short course	600
Female 16 Long course	600	Female 16 Short course	625

Key selection criteria for phase 2

- ◆ Up to 100 swimmers will be selected to attend 2 Poolside camps.
- ◆ Long course times achieved and recorded on the Swim England database between 12th April to 5th December 2021 in each Olympic event in the 15 year old and 16 year old male and female age groups (age as of 31 December 2021) will be considered.
- ◆ The highest ranked swimmer from long course performance in each Olympic event will be selected.
- ◆ Further selections will be made from second, third ranked positions until maximum numbers per camp are achieved.
- ◆ Where swimmers have an equal FINA points we will select both.
- ◆ Swimmers in multiple ranked events will only be selected on their highest ranked event and duplicates removed
- ◆ It should be noted that Short course times (including level X) will be considered when selections are being made and any exceptional performances included at the England National Talent Officers absolute discretion.
- ◆ Swimmers that are selected for Phase 2 that were not previously invited to the online engagement days will be required to observe the learning materials of these days before the attendance of phase 2.
- ◆ For Open water, swimmers will be selected at the absolute discretion of the England Talent Open Water lead based on results at the Wales Open Water Selection Race in June 2021, up to a maximum of 12 swimmers will be selected.
- ◆ As a minimum standard for phase 2, times will only be considered where they are in excess of the below FINA points.

Age Band	FINA Points	Age Band	FINA Point
Male 15 Long course	550	Male 15 Short course	575
Male 16 Long course	600	Male 16 Short course	625
Female 15 Long course	600	Female 15 Short course	625
Female 16 long course	650	Female 16 Short course	675

Swim England Junior Squad

The fifth stage of the Swim England Talent Pathway is the Junior Squad. The primary objective for this squad is to develop International Arena Skills and prepare swimmers for European Junior, World Junior and future senior international competitions.

This year selected swimmers will have the opportunity to gain international and domestic racing experiences as well as additional online learning activities and support throughout the season. Selection will be based on swimmers' performances at the end of season racing opportunities, whilst also taking into account future performance potential identified through the Talent officer's observations and conversations with home coaches.

Programme aims

- ◆ To gain and understand world class arena skills and the end of season racing philosophy.
- ◆ The opportunity to practice embedded arena skills whilst in an international setting.
- ◆ Exhibit performance behaviors while in a racing or training arena.
- ◆ Use strategies and processes gained on previous online camps to ensure process goal success.
- ◆ Embed the Swim England inclusion and culture policy to encourage the correct learning environment for all.
- ◆ Embed the person, athlete and performer skills and attributes of OADF.
- ◆ Completion of AIMS survey and IAP developed with home coach.
- ◆ Completion of the CharaQter survey.
- ◆ To be a fun positive experience that fosters curiosity around the progressions of the sport for lifelong learning, participation and performance.

Dates and location

Training cycle 1 Online learning experiences – 22nd of December 2021

Training cycle 2 Online Winning in the Arena – 24th February 2022 (TBC)

Training cycle 2 International competition experience – 10th – 14th March 2022 (TBC) Pool

Training cycle 3 International Comp / Training experience – TBC (Distance / Open Water)

Training cycle 3 Domestic competition activity – June or July 2022 (TBC)

Participants

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

Eligible athletes

- ◆ Swimmers, male and female aged 18 years and younger (age as of 31 December 2021).
- ◆ Swimmers who demonstrate future performance potential characteristics as identified by Swim England Talent Officers.
- ◆ Swimmers that have displayed a positive performance curve over the last two swimming seasons in their 'main events'.

Selections

- ◆ Up to 40 swimmers, will be identified at the absolute discretion of Swim England National Talent Officers, in agreement with the Swim England Head of Talent – Swimming.
- ◆ Long course times achieved and recorded on the Swim England database from 12th April to 8th August 2021 will be considered in each Olympic event 18 years and younger male and female age groups (age as of 31 December).
- ◆ Exceptional short course performances, between April 12th and 5th December 2021 will be considered at the absolute discretion of the Swim England Talent officers, in agreement with the Swim England Head of Talent – Swimming will be considered for selection.
- ◆ Where swimmers have an equal FINA points both will be selected.
- ◆ Duplicate rankings will be discarded.
- ◆ It should be noted that Short course times (including level X) will be considered when selections are being made and any exceptional performances included at the England National Talent Officers absolute discretion.
- ◆ Swimmers will be expected to commit fully to all aspects of the programme, attendance at all camps is compulsory.
- ◆ For Open Water, swimmers will be selected at the absolute discretion of the England Talent Open Water Lead based those selected for the British Swimming's European Junior Open Water team (age dependent for Open Water European Junior Championships).

Swim England Performance Squad 2021 / 2022

The 6th Stage of the Swim England Talent Pathway is the Performance Squad. The Performance Squad is a combination of swimmers that are demonstrating a level of performance that could lead to inclusion into British Swimming's World Class programme or representation for Swim England at Senior International Level.

Programme Aims

The Performance Squad aims for 2021 / 2022 has a focus on The Commonwealth Games, Birmingham 2022 (B2022) participation, performance and podium finishes. The squad framework throughout the year will help support proven individual or relay performers to achieve their medal winning potential at B2022.

In addition, the squad selections and programme will align and run alongside British Swimming's podium and podium potential world class programmes to allow for Olympic selection at Paris 2024.

This programme will

- ◆ Help swimmers identify and enhance their performance behaviours and skills by providing Individual Athlete plans that will be focused on the essential gains needed to perform season best performances at B2022.
- ◆ Assist in making the B2022 Commonwealth Games Team, England's best ever.
- ◆ Identify and assist swimmers that will have clear potential to make Paris 2024.
- ◆ Use the Great British Swimmer OADF framework as continual guidance to improve performances and behaviours of squad members.
- ◆ Give bespoke international and domestic experiences necessary to add value where needed throughout the 2021 / 2022 season, whilst also achieving the programme aims.

Key selection criteria

- ◆ There will be a maximum of 20 selections.
- ◆ Selections are at the absolute discretion of the Swim England Head of Talent / Commonwealth Games Team leader and he is not compelled to use up all selections.
- ◆ Selections will be made in consultation with British Swimming's Head of Elite Development to ensure alignment and collaboration with world class programmes.
- ◆ Swimmers must show clear potential to qualify for the B2022, by
 - Being within 1.5% of Commonwealth Games selection policy times (Published July 2021). Being within the consideration standard does not guarantee selection to the performance squad.
 - Only accredited long course performances that are included on Swim England rankings from April 12th through to 8th August 2021 will be considered.
 - Demonstrate clear potential to be included in relay selections for B2022.
 - Be available to compete for England at International level.
- ◆ Swimmers that are outside of the times listed below, but show clear potential to qualify for Paris 2024 will be considered for selection at the absolute discretion of the Head of Talent / England Commonwealth Games Team leader in consultation with British Swimming's Head of Elite development.

- ◆ Commonwealth Games events will be included in this selection process.
- ◆ Swimmers that attend and train at British swimming's national centres are eligible for selections.
- ◆ Swimmers from England that are included on British Swimming's World class programmes are not eligible for selection, but will be included in the squad in the interest of team cohesion, culture and success at B2022.

Performance Squad Consideration Times

It should be noted that the times below are there as an indicative guide for selection, by achieving the stated time or faster does not guarantee selection. Selection will be based on selection criteria and programme aims as listed above.

CWG Nomination Time	Perf Squad Consideration Time	Event	CWG Nomination Time	Perf Squad Consideration Time
00:22.09	00:22.53	50 Free	00:24.80	00:25.30
00:48.75	00:49.73	100 Free	00:54.25	00:55.34
01:47.60	01:49.75	200 Free	01:58.44	02:00.80
03:47.99	03:52.55	400 Free	04:11.03	04:16.05
15:01.46	15:19.49	1500 Free	08:34.44	08:44.73
00:25.19	00:25.69	50 Back	00:28.04	00:28.60
00:54.23	00:55.32	100 Back	01:00.81	01:02.02
01:58.46	02:00.83	200 Back	02:10.04	02:12.64
00:27.51	00:28.06	50 Breast	00:30.93	00:31.55
00:59.72	01:00.91	100 Breast	01:07.30	01:08.64
02:10.22	02:12.83	200 Breast	02:24.00	02:26.88
00:23.85	00:24.33	50 Fly	00:25.82	00:26.33
00:52.19	00:53.24	100 Fly	00:58.23	00:59.40
01:58.21	02:00.58	200 Fly	02:09.45	02:12.04
01:58.86	02:01.24	200 IM	02:12.32	02:14.96
04:15.54	04:20.65	400 IM	04:39.68	04:45.27

Swimmers will be expected, once selections have been confirmed in October 2022, to commit to all aspects of the programme until the British Championships in April 2022. Squad activities after this event will cease for the remainder of the season.

Squad activities will be bespoke to individual needs. These will be confirmed individually once discussions have taken place between the swimmer selected, the home coach and British Swimming's Head of Elite development.

Dates for the diary 2020/2021

Swim England National Development Programme

Event	Date/s	Time
National Development Camp	6 th or 7 th November 2021 26 th or 27 th March 2022 Poolside activity June or July 2022 (TBC) (Upon selection you will be notified periodically which date to attend, some dates are still to be confirmed)	All day
Performance Squad Induction	Thursday 28 th October 2021	Evening
National Event Camp	Saturday 27 th November 2021 Wednesday 19 th January 2022 (Eve) 13 th -15 th February or 17 th – 19 th February 2022 Competition Activity June or July 2022 (TBC) (Upon selection you will be notified periodically which dates to attend, some dates still to be confirmed)	All day
Junior Squad Camp	Wednesday 22 nd December 2021 Thursday 24 th February 2022 (Eve) March 10 th -14 th 2022 Competition Activity June or July 2022 (TBC) (Upon selection you will be notified periodically which date to attend, some dates are still to be confirmed)	All Day

FINA points progression

FINA points are produced by the world governing body and are used as a tool to aggregate performances linked to the world record in an individual event. These points, while not conclusive or exhaustive allow us to have an informed opinion on relatable performances. The stepped progressions in FINA points we have used take into account the age and development stage of both male and female swimmers that populate our pathway and we are using this as a minimum performance consideration to select of squads.

Coach selections

- a) Selection of coaches to contribute to the delivery of Swim England Talent activities will be made by the Swim England Coach Development Manager, in consultation with Swim England National Talent Officers for each specific event. Selections will seek to achieve a balance of staff to ensure quality of delivery and offer coach development opportunities.
- b) To promote inclusion, continued professional development and Swim England Talent philosophies coaches interested in attending programme activities on a voluntary basis to assist in the programme or observe activities should note their interest to an England National Talent Officer.
- c) We expect coaches expressing an interest in coaching national programmes to have previously engaged in county and regional activities.

General conditions

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

- a) All swimmers participating in Swim England Talent activities must be eligible to represent England at international level up to and including the Commonwealth Games in 2022.
- b) To allow Swim England to maximise its limited resources we will be asking all selected swimmers to make a financial contribution to the cost of their activities.
- c) Contributions from swimmers are reinvested into the programme to allow it to function in its best form. Contributions are not used in any other element of Swim England.
- d) British Swimming's World Class Programme swimmers are not eligible for selection to Swim England Talent Activities.
- e) 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.
- f) Only athletes selected will be notified by Swim England National Talent staff.
- g) Any athlete who has withdrawn or been excluded from past activities may be ineligible for selection.
- h) Should further opportunities arise outside of this policy, Swim England reserve the right to make further selections at the absolute discretion of Swim England National Talent Officers.
- i) It is expected, as an England national programme, that swimmers attend the appropriate camps over and above their normal swimming commitments.

- j) Consideration for injured or ill swimmers for selections to the relevant squad will be taken after information is received from the home head coach of that swimmer.
- k) Swimmers becoming unfit due to illness or injury (physical or mental) at any time following their selection must notify Swim England immediately