



SWIMMING CLUB

***Swimmer – Group
Movement Process***



THAME SWIMMING CLUB (TSC) Swimmer-Group Movement process

This document details the process by which swimmers are moved from one training group to another. It is important that the process is both open and transparent and based on clear entry and exit criteria for each group. This document will be available to parents and swimmers via the club website.

Ranking the Swimmers

Thame Swimming Club has used, in its first year of operation, a ranking process for the swimmers based on 50M Freestyle. It has now been recognised that this does not provide enough data about the swimmers development. Hence, the club is now ranking the swimmers according to their 100M Individual Medley (IM) times, allowing assessment over Butterfly, Backstroke, Breaststroke and Freestyle. 100M IM times will be refreshed through both competition and club time trials and increasingly, the 200m IM will be used as this provide more information on the swimmers stamina and competitive abilities. The ranking will be held by the coaching team and used to determine swimmers progress and their relative position to other swimmers in their own training group and adjacent training groups.

Swimmers will also receive a commitment ranking when the coaches are considering their swimming.. This is decided by the coach of their training group and is based on a time penalty scheme, from bad to excellent. The subjective criteria that coaches will consider are:

- **Attendance** - allowing for mitigating circumstances such as illness or school workload/ exams (see Lord William's Partnership on the club website)
- **Effort** – Are they putting in their maximum effort during training? allowing for mitigating circumstances such as illness or school workload/ exams (see Lord William's Partnership on the club website)
- **Competition** – Are they attending competitions? allowing for mitigating circumstances such as illness or school workload/ exams (see Lord William's Partnership on the club website)

The ranking will result in a time penalty or additional seconds added to their 100M IM ranking, as follows:

- **BAD:** 10 second penalty
- **POOR:** 8 second penalty
- **Fair:** 3 second penalty
- **Good:** 1 second penalty
- **Excellent:** 0 second penalty

The coaches will look at the swimmers performance, (the 100M IM rankings) and their Commitment when determining whether they should move up or down a group.

Timing of Swimmer Group Moves

Generally, swimmers will be assessed on the ranking at least once per quarter or after the regular time trials, usually held once a quarter. The coaches will discuss those swimmers that should move groups at their regular coaches meeting and agree between the Head Coach, the Coach for the swimmer's current group and the coach for the group that it is proposed to move the swimmer into, whether the swimmer can move. The swimmer's current coach **must** discuss the potential move with the swimmer and the swimmer's parents prior to presenting the list to the committee (Membership & Club Secretary) for standing order and tracking reasons, to ensure that the parents are happy for the move to take place. Once all swimmer movements are agreed they will be presented by the Head Coach to the club committee in time for the freeze date to ensure that the Club & Membership Secretaries have time to communicate the revised fees and hence standing order changes, ready for that swimmer to start in their new group as soon as possible.

Entry & Exit Criteria

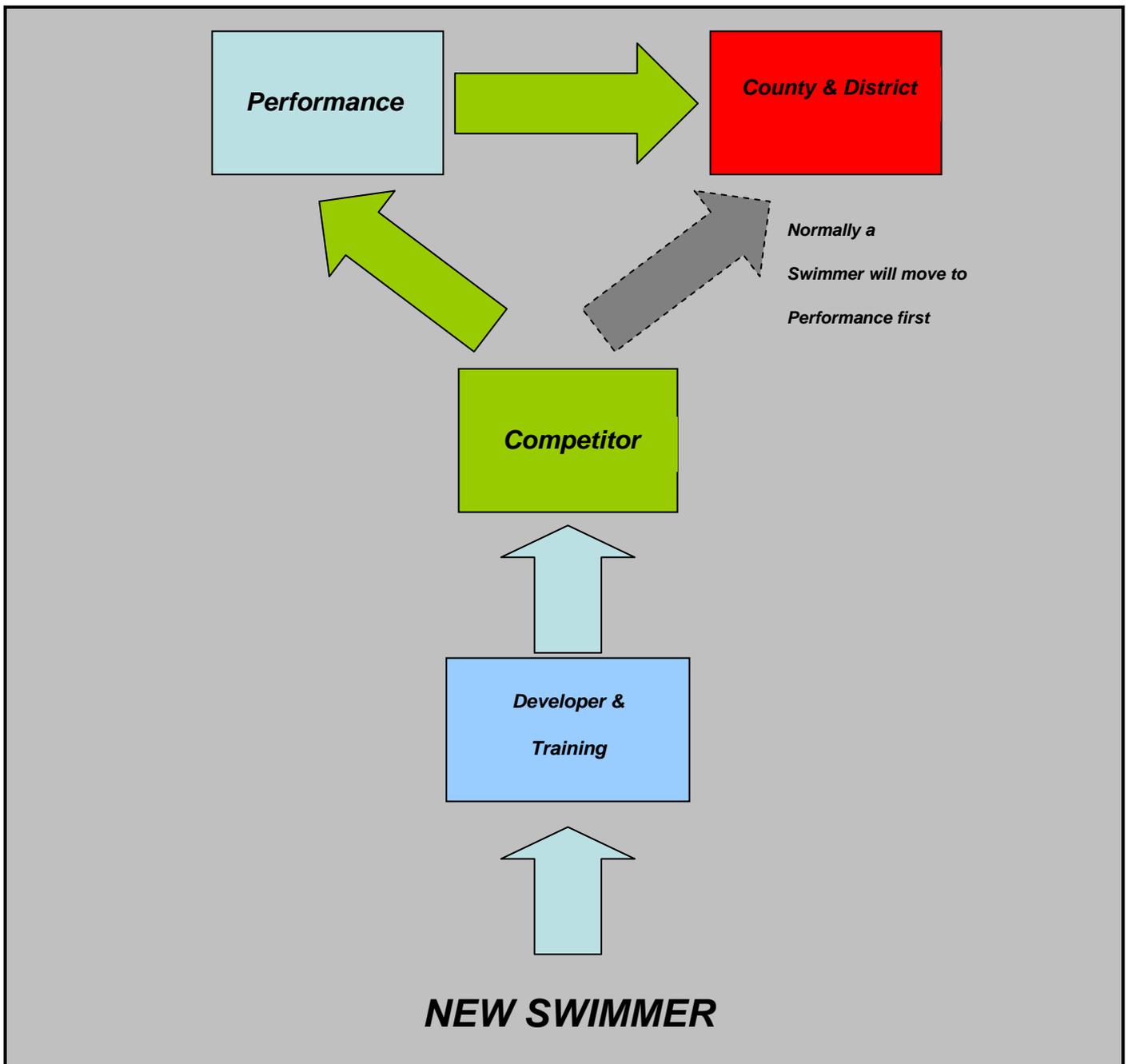
Thame Swimming Club trains with six groups at Thame, Risborough and Headington Swimming Pools:

- Group 1: **DEVELOPER & TRAINING** - 2 hours per week
- Group 1+ - 3 Hours per week
- Group 2: **COMPETITOR** - 2 hours per week + 1 hour land training
- Group 2+ - 4 hours per week
- Group 3: **PERFORMANCE** - 5.5 hours per week + 1 hour land training
- Group 4: **COUNTY & DISTRICT** - 8.5 hours per week + 1 hour land training

To gain entry to Thame Swimming Club swimmers are assessed for speed and technique having ideally taken part in the ASA National Swim Plan swim school system, as operated at Thame or Princes Risborough Leisure Centres. Once swimmers reach ASA Level 11 or 12 or the current equivalent, and they want to develop their swimming, they could be ready to join the swimming club. They may have attended the Thame Academy, run jointly with Thame Leisure Centre, first. We recommend that swimmers at ASA L11-L12 who want to join contact the club to book a trial session, (see **How To Join** on www.thameswimmingclub.co.uk). The Head Coach, or a member of the coaching team, will assess their swimming and hence suitability to join and discuss it with their parents. Once they have been assessed, they may be added to a waiting list, depending on the available space in the club at the time.

Most new members will start in **Group 1: DEVELOPER & TRAINING** having entered from the ASA teaching levels and/or Thame Academy but others may enter directly to the higher groups if their swimming standard meets the entry criteria of the particular group.

The diagram below shows the logical progression of swimmers through the different swim groups:



Group 1: DEVELOPER & TRAINING ENTRY CRITERIA: Swimmers should have passed ASA National Plan Level 11 or 12. As a benchmark, swimmers should be able to swim 50M Freestyle in 60 seconds or less and have a good stroke technique on Breaststroke and Backstroke. The ability to swim Butterfly will be assessed against their dolphin kick and arm strength, though the club accepts that younger swimmers will not have sufficient muscle development to swim butterfly well.

The training emphasis at this level is still on technique but **this is** where the development of stamina and speed commences. Once the swimmer achieves the entry criteria for Group 2: COMPETITOR and there is space available in that group, the swimmer will be considered for a group move at the coaches meeting, (see above). Swimmers will be placed in a lane in the pool by the Group 1 coach and as their 100M IM times, stamina and stroke technique improves, they will move up through the lanes until they reach the top lane for the group, at that point they are in the "Promotion" spot and may be considered for promotion to Group 2: COMPETITOR either directly or via Group 1+. Some of the Group 1 swimmers showing promise for moving to Group 3 in terms of speed, stamina, technique and commitment will be invited to join Group 1+ as a transition to Group 2.

Group 2: COMPETITOR ENTRY CRITERIA: Entry to Group 2: COMPETITOR will be:

- Based on the swimmers stroke technique, stamina and training commitment (attendance and effort) and will be assessed by the Group 1 Coach.
- Objectively based on their 100M IM time and ranking within the club

The training emphasis at this level is on technique, stamina and speed. Swimmers will be more competitive and be attending more competitions. Some of the Group 2 swimmers showing promise for moving to Group 3 in terms of speed, stamina, technique and commitment will be invited to join Group 2+ as a transition to Group 3. Once the swimmer achieves the entry criteria for Group 3: PERFORMANCE and there is space available in that group, the swimmer will be considered for a group move at the coaches meeting, (see above). Swimmers will be placed in a lane in the pool by the Group 2 coach and as their 100M IM times, stamina and stroke technique improves, they will move up through the lanes until they reach the top lane for the group, at that point they are in the "Promotion" spot and may be considered for promotion to Group 3: PERFORMANCE, possibly directly or via Group 2+. At present, for swimmers from Group 2R, this will involve moving their training from Risborough Springs to Thame Leisure Centre.

The club considers it unlikely that a swimmer would be relegated from Group 2: Competitor back to Group 1 / Group 1R: Developer & Training. Swimmers who attain Group 2 Competitor but do not want to move on to Group 3: Performance or do not attain the entry criteria for this group will be able to continue to train for fitness in Group 2: Competitor.

Group 3: PERFORMANCE ENTRY CRITERIA: Entry to Group 3: Performance will be:

- Based on the swimmers stroke technique, stamina and training commitment (attendance and effort) and crucially for a move into a competition squad, their willingness to compete and attend galas. If they do not wish to compete, they will not be able to move into Group 3: performance. This will be assessed by the Group 2 / Group 2R Coach.
- Objectively based on their 100M IM time and ranking within the club

Group 3: Performance contains swimmers who ranked at a similar absolute speed against the 100M IM rankings but who can also have Oxfordshire & North Buckinghamshire (ONB) County times but are 11 years old or younger and hence too young to train with the County & District Squad, adhering to the guidelines set out in the ASA Long Term Athlete Development process.

The training emphasis at this level is on training for competition, building stamina and speed, but also ensuring that their stroke technique is still improving. Swimmers will be more competitive and be regularly attending competitions. Once the swimmer achieves the entry criteria for Group 4: COUNTY & DISTRICT and there is space available in that group, the swimmer will be considered for a group move at the coaches meeting, (see above). Swimmers will be placed in a lane in the pool by the Group 3 coach according to their 100M IM times. As their stamina, speed and stroke technique improves, they will move up through the lanes until they reach the top lane for the group, at that point they are in the "Promotion" spot and may be considered for promotion to Group 4: COUNTY & DISTRICT. However, for entry to Group 4: County & District the swimmer should have an ONB County Time. These times are defined by the Oxfordshire & North Buckinghamshire County Executive and are reviewed annually. They can be obtained at: www.onbcountriesasa.org.uk/

Group 3: PERFORMANCE EXIT CRITERIA: The club considers there may be occasions when swimmers will have to be relegated from Group 3: Performance to Group 2: Competitor based on their rankings. However, if their performance is below the expectation for Group 3: Performance, the coach will speak to the swimmer and their parent(s) and explain the situation and what they need to do to regain the performance level for Group 3: Performance. Generally a period of 3 months will be given for the swimmer to improve. Once this discussion has been had with the swimmer and parent, it will be logged at the coaches meeting. These swimmers are effectively in the relegation zone for the squad. At the end of the 3 month period, if the swimmer has not improved, the coach will have a further discussion with the swimmer and parent to ascertain whether there are any extenuating circumstances. If there are not, the coach will let the swimmer and parent know that they will be relegated to the lower group subject to a discussion at the coaches meeting. The coach will raise this at the coaches meeting and agree with the head coach as to whether more time should be allowed to improve due to extenuating circumstances, (e.g. illness, GCSE Coursework and exam load etc) or whether the swimmer should be relegated. Once agreed by the coaches, the head coach will inform the committee to ensure that the move aligns with the invoicing/standing order process and the swimmer will be moved to the lower group.

Group 4: COUNTY & DISTRICT ENTRY CRITERIA: Entry to Group 4: County & District will be:

- Based on the swimmers stroke technique, stamina and training commitment (attendance and effort) and crucially for a move into the top competition squad, their willingness to compete and attend

galas. If they do not wish to compete, they will not be able to move into Group 4: County & District. This will be assessed by the Group 3 Coach.

- Objectively based on their 100M IM time and ranking within the club
- Attainment of 1 or more ONB County Times: www.onbcountriesasa.org.uk/

Group 4: County & District contains swimmers who are ranked at a similar absolute speed against the 100M IM rankings but who also have Oxfordshire & North Buckinghamshire (ONB) County times.

The training emphasis at this level is on training for competition, building stamina and speed, but also ensuring that their stroke technique is still improving. Their target at this level is to retain and improve their county times and train towards the county championships and ASA South East Region (SER) times and championships. Swimmers will be very competitive and be attending several competitions per month as suggested by the coach/team manager. Swimmers will be placed in a lane in the pool by the Group 4 coach according to their 100M IM times.

Group 4: COUNTY & DISTRICT EXIT CRITERIA: The club considers there may be occasions when swimmers will have to be relegated from Group 4: COUNTY & DISTRICT to Group 3: PERFORMANCE based on their rankings. However, if their performance is below the expectation for Group 4: COUNTY & DISTRICT, the coach will speak to the swimmer and their parent(s) and explain the situation and what they need to do to regain the performance level for Group 4: COUNTY & DISTRICT. Generally a period of 3 months will be given for the swimmer to improve. Once this discussion has been had with the swimmer and parent, it will be logged at the coaches meeting. These swimmers are effectively in the relegation zone for the squad. At the end of the 3 month period, if the swimmer has not improved, the coach will have a further discussion with the swimmer and parent to ascertain whether there are any extenuating circumstances. If there are not, the coach will let the swimmer and parent know that they will be relegated to the lower group subject to a discussion at the coaches meeting. The coach will raise this at the coaches meeting and agree with the head coach as to whether more time should be allowed to improve due to extenuating circumstances, (e.g. illness, GCSE Coursework and exam load etc) or whether the swimmer should be relegated. Once agreed by the coaches, the head coach will inform the committee to ensure that the move aligns with the invoicing/standing order process and the swimmer will be moved to the lower group.