

# Pembrokeshire County Swimming



## Selection Policy Document

## Document Changes:

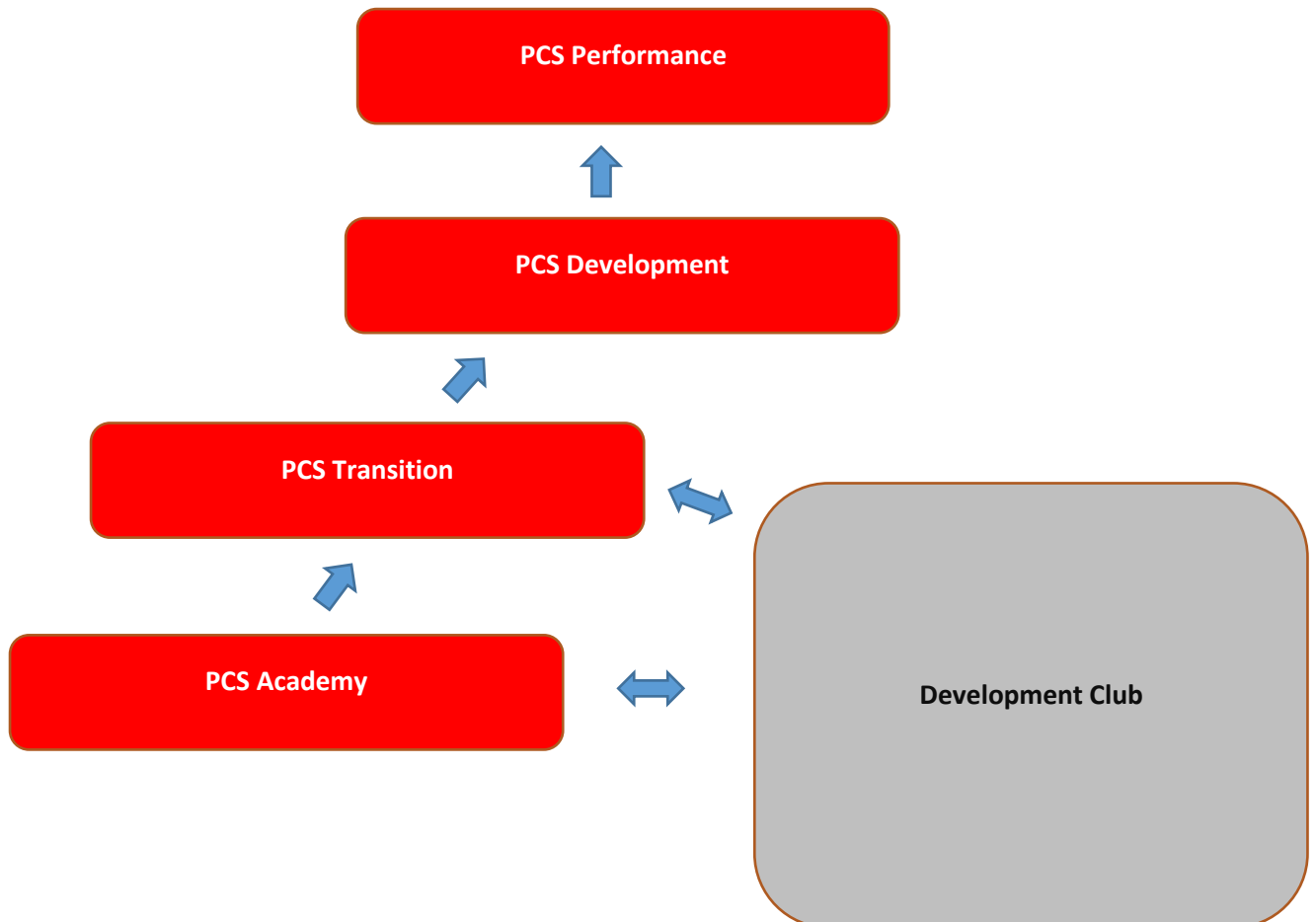
- Squad Structure change, (Performance Sprint to be merged into Performance)
  - Addition of the Swim Wales Performance Club delivery expectations
    - Development Squad expectations update added
    - Performance Retention Policy update (Times added)
- Performance Squad expectation update and attendance expectations added
  - Academy Selection from a blank squad every September
    - Training camp/competition trip selection policy

## Mission Statement:

“To continually develop well rounded and skilled athletes, with the physiological and psychological characteristics to continue to grow and develop into senior athletes”

## Performance Pathway Structure:

Performance sport never stands still. We have reviewed the old structure and identified key areas that were working well, as well as the areas we felt were lacking and needed to be further developed. After this review, we settled on the following squads and structure:



## PCS Pillars of Success

As a club, PCS has a number of non-negotiable pillars that help define how we work and run as a performance club. We believe these are key in the long term and successful development of each athlete and will allow them to develop and flourish over a long athletic journey

1. **Commitment** – We know the best performance athletes in the world have dedicated many years to develop into the athletes we see on the world stage! We believe that for any athlete to achieve outstanding results the habit of being committed to the sport must be established early on within their sporting journey, with a trust given to coaches to gradually increase the number of sessions you do in a controlled and appropriate way.
2. **Consistency** – Being consistent in all aspects: the number of sessions, the quality of the sessions you take part in, and creating an appropriate life balance to work alongside performance swimming
3. **Competition** – Having the ambition to produce not only outstanding results in competition but living and breathing the performance journey.
4. **Culture** – Most important of all, this refers to the energy you bring to each and every session. We have a positivity culture, based around creating a strong team with key characteristics found in the British Swimming OADF framework. Our culture has been designed and sculpted to allow athletes to be successful while being supported by everyone else in the team.

## Swim Wales Performance Club Delivery Expectations

Age (Male)	Age (Female)	Training hours (Swimming)	Training Hours (Land)
11	10	8-10 hours per week	10-20mins Pre/Post Pool per session 0 Gym
12	11	10-12 hours per week	10-20mins Pre/Post Pool per session 0 Gym
13-14	12-13	12-14 hours per week	10-20mins Pre/Post Pool per session 1hr Gym
15-16	14-15	14-16 hours per week	10-20mins Pre/Post Pool per session 2hrs Gym
17+	16+	16-20 hours per week	10-20mins Pre/Post Pool per session 3hrs Gym

## PCS Pool Timetable 2023/24

<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>	<b>Saturday</b>
<b>AM</b>	<b>AM</b>	<b>AM</b>	<b>AM</b>	<b>AM</b>	<b>AM 1</b>
Development	Performance	Performance	Development	Performance	Development
Performance			Transition		Performance
<b>PM</b>	<b>PM</b>	<b>PM</b>	<b>PM</b>	<b>PM</b>	<b>AM2</b>
Performance	Development	Development	Performance		Academy
	Performance	Performance			Transition
					SAW

# PCS Academy

The PCS Academy is the first step of the performance pathway in Pembrokeshire. This squad is designed to refine and develop key competitive skills and techniques. Swimmers selected in this squad should be looking to create the training foundations that they will rely on later in the pathway.

## Squad Details:

- **Sessions:** 1 per week + all expected club sessions
- **Age:** 12 and under
- **Aim:** To develop an initial understanding of correct stroke technique and training processes
- **Payment:** Tier 3
- **Lead Coach:** Craig Nelson
- **New Selection:** Every September, from blank squad (Mid year update if needed)

## Selection Process:

- The Academy will be selected from a blank squad every September
- All swimmers will be selected for Academy via a trial process
- Swimmers will be invited to trials based on 3 considerations. These are: Competition results, PCS development club visits, development club input.
- All swimmers will be invited to an initial trial. This trial will have 3 potential outcomes:

**1) Successful trial and place offered. 2) Extended trial offers (up to 3 additional sessions) 3) Unsuccessful trial.** Swimmers and development clubs will be provided with feedback and areas to work on.

- Swimmers should ideally be no older than 12 years old, however PCS reserves the right to keep swimmers older than 12 if it is deemed the swimmers chronological and biological age are different. To allow this to work correctly we will allow our coaches to use their experience to make these decisions.

## Group Expectations:

- Swimmers in Academy are expected to show excellent attendance of 80% to both the PCS Academy sessions as well as sessions provided by development clubs.
- Swimmers are expected to demonstrate an open mind set towards developing skills and technique
- Swimmers should demonstrate a good level of consistency in training sessions
- Swimmers are expected to attend all competitions set out by the PCS coaching team. Events to be entered will also be signposted.
- Swimmers should be racing a wide range of events, strokes and distances as set out by the coaches
- Swimmers are expected to embrace and actively contribute to a positive culture within the club

## Training Standards/Aims:

- Demonstrate an understanding of drills on all 4 strokes, and be able to perform them with control
- Working towards being able to swim aerobic sets of between 1000-1500m
- Be able to kick 600m Fast
- Demonstrate an ability to develop speed, with the correct effort level and technique

## Squad Place Retention:

- Swimmers not meeting the group expectations and/or training standards above will be given a meeting with the squad coach identifying the areas needed to improve to retain their place within the squad
- Swimmers not showing any improvement on the above points will be asked to return to development clubs if deemed appropriate by the PCS coaching team

# PCS Transition

PCS Transition gives the swimmers the chance to refine all the areas they have been working on within the PCS academy but adds a real focus on learning how to be more effective at training. This squad is also the first time the swimmers will encounter a mid-week morning, which works as excellent preparation as swimmers transition into the full-time program

## Squad Details:

- **Sessions:** 2 per week + all expected club sessions
- **Age:** 13 and under
- **Aim:** To develop an initial understanding of correct stroke technique and training processes
- **Payment:** Tier 4
- **Lead Coach:** Craig Nelson
- **New Selection:** Every September, from blank squad

## Selection Process:

- Swimmers will be selected by coaches discretion based on their performance in the PCS pathway
- Key considerations for selection will be Commitment, Consistency, Competition and Culture

## Group Expectations:

- Swimmers are expected to show excellent attendance of 80% to both the PCS Transition sessions as well as sessions provided by development clubs
- Swimmers are expected to demonstrate an open mind set towards developing skills and technique
- Swimmers should demonstrate a high level of consistency in training sessions
- Swimmers are expected to attend all competitions set out by the PCS coaching team. Events to be entered will also be signposted.
- Swimmers should be racing a wide range of events, strokes and distances as set out by the coaches
- Swimmers are expected to embrace and actively contribute to a positive culture within the club

## Training Standards/Aims:

- Demonstrate an understanding of drills on all 4 strokes, and be able to perform them with control
- Working towards being able to do aerobic sets of between 1500-2000m
- Be able to kick 800m Fast
- Demonstrate an ability to develop speed, with the correct effort level and technique

## Squad Place Retention:

- Swimmers not meeting the group expectations and/or training standards above will be given a meeting with the squad coach identifying the areas needed to improve to retain their place within the squad
- Swimmers not showing any improvement on the above points will either be moved into the PCS academy or to return to development clubs if deemed appropriate by the PCS coaching team

# PCS Development

Development is the first squad where swimmers become full-time athletes within the performance pathway, moving over from a joint training environment between the club and performance programs. This squad gives the selected swimmers the chance to keep working on skills learned within the academy program as well as introducing more intensive age-appropriate training aimed at developing the key physiological characteristics that are needed throughout their swimming journey.

## Squad Details:

- **Sessions:** 5 per week
- **Age:** 11-15
- **Aim:** To develop an understanding of training processes and starting to show the ability to apply these on a daily basis
- **Payment:** Tier 5
- **Lead Coach:** Nick Russell
- **New Selection:** Continual assessment

## Selection Process:

- Swimmers will be selected by coaches' discretion based on their performance the PCS pathway
- Key considerations for selection will be Commitment, Consistency, Performance and Culture
- Swimmers joining from out with the PCS pathway will be subject to a trial

## Group Expectations:

- Swimmers are expected to show complete commitment to both pool and gym sessions, with attendance being set at 85%
- Swimmers are expected to demonstrate an open mind set towards developing skills and technique
- Swimmers should demonstrate a continued improvement and consistency to training standards
- Swimmers are expected to attend all competitions, trips, camps and team events set out by the PCS coaching team
- Swimmers should be racing a wide range of events, strokes and distances as set out by the coaches
- Swimmers should be aiming to qualify for Welsh national events throughout the season
- Swimmers are expected to embrace and actively contribute to a positive culture within the club
- Demonstrate an ability to commit fully to the PCS pathway before being eligible for selection into the Performance squad

## Training Standards/Aims:

- Demonstrate an understanding of drills on all 4 strokes, and be able to perform them with control
- Working towards being able to do aerobic sets of between 2000m+ on all 4 strokes
- Be able to kick 1000m Kick on a 2 min/100 base
- Demonstrate an ability to develop speed, with the correct effort level and technique
- Demonstrate repeatable performances within the training environment

## Squad Place Retention:

- Swimmers not meeting the group expectations and/or training standards above will be given a meeting with the lead squad coach or head coach identifying the areas needed to improve to retain their place within the squad
- Swimmers not showing any improvement on the above points will either be moved into a more appropriate PCS Squad or to return to development clubs if deemed appropriate by the PCS coaching team



- Any swimmer not demonstrating the willingness to develop performance behaviours may be asked to return to development clubs

# PCS Performance

PCS Performance represents the opportunity for swimmers within Pembrokeshire to fully commit and embrace performance swimming. Swimmers should be looking to develop world-class traits, and competing at the highest level within the United Kingdom. This squad will be unique where both coaches will be responsible for working with the group. This approach allows coaches to work on appropriate yet specific training for each athlete.

## Squad Details:

- **Sessions:** Start at 6 Session + SAW then increasing according to development
- **Age:** 13+
- **Aim:** To show the ability to deliver high level performances at key championship meets
- **Payment:** Tier 6
- **Coaches:** Craig Nelson/Nick Russell
- **New Selection:** Continual assessment

## Selection Process:

- Swimmers will be selected by coaches' discretion based on their performance the PCS pathway
- Key considerations for selection will be Commitment, Consistency, Competition and Culture
- Swimmers joining from out with the PCS pathway will be subject to a trial

## Group Expectations:

- Athletes are expected to show complete commitment to both pool and gym sessions
- Athletes will be allocated specific training sessions by the coaches
- Athletes are expected to demonstrate an open mindset towards developing skills and technique
- Athletes should delivering consistently, in line with training standards
- Athletes are expected to attend all competitions, trips, camps and team events set out by the PCS coaching team, events to be entered will also be provided
- Athletes should be racing a mixture of events while focusing on key events selected in conjunction with the squad coaches
- Athletes should be showing an ability to develop world-class habits within all areas of training
- Athletes should be developing world-class habits within the racing arena
- Athletes should be aiming to qualify for Welsh and British National level meets
- Athletes are expected to embrace and actively contribute to a positive culture within the club
- Athletes should have and be working towards both personal training and racing goals
- Athletes should be demonstrating an ability to take responsibility for their performances in both racing and training

## Attendance Expectations:

- Year 1: Minimum of 6 Pool + 1 SAW Session
- Year 2: Minimum of 7 Pool +1 SAW Session
- Year 3: Minimum of 8 Pool + 1 SAW Session *\*College athletes +1 Specific Gym*
- Year 4: 8/9 Pool + 1 Saw *\*College athletes +1 Specific Gym*
- *PCS Coaching staff hold the right to individualise training schedules if deemed they deem it to be in the best interest of the athlete's long-term development*

## Training Standards/Aims (14 and under):

- Demonstrate an understanding of drills on all 4 strokes, and be able to perform them with control
- Working towards being able to do aerobic sets of between 2000-3000m on all strokes
- Be able to kick 1500m on a 1:50 turn around

- Demonstrate an understanding of how to complete race-specific training at the correct level
- Demonstrate an ability to develop speed, with the correct effort level and technique
- Demonstrate repeatable performances within the training environment

**Training Standards/Aims (15 and over):**

- Demonstrate an understanding of drills on all 4 strokes, and be able to perform them with control
- Working towards being able to do aerobic sets of between 3000m+ on all strokes
- Be able to kick 2000m on a 1:45 turn around
- Demonstrate an understanding of how to complete race-specific training at an accurate and consistent manner
- Demonstrate an ability to develop speed, with the correct effort level and technique
- Demonstrate repeatable performances within the training environment

**Squad Place Retention:**

- Athletes not meeting the group expectations and/or training standards above will be given a meeting with a coach, identifying the areas needed to improve to retain their place within the squad
- Athletes not showing any improvement on the above points will either be moved into the appropriate PCS squads or back to development clubs if deemed appropriate by the PCS coaching team
- Swimmers must have a **minimum** attendance percentage of 85% over each block of training (August > December, January > Easter, Easter > August)
- After being in the Squad for 12 months, athletes 14 years and older must meet a minimum of 3 squad retention times
- Coach's discretion will be used to identify with each individual the period in which they need to have achieved squad retention times. The PCS pillars of success will be used to help this process
- Any swimmer not demonstrating the willingness to develop performance behaviours may be asked to return to development clubs
- Swimmers transferring from the old Sprint Performance group will be given a progressive attendance target with the aim and objectives being clearly set out

**Notes:**

- Athletes in the squad who attend Pembrokeshire college will be able to apply to be part of the College's swimming Academy program, allowing them the chance to have additional support to balance Swimming and studies

**Fig 1.1 PCS Performance Long Course Squad Retention times 2023/24**

Male					Event	Female				
14	15	16	17	18+		14	15	16	17	18+
00:30.70	00:29.10	00:28.10	00:27.70	00:27.20	50 Free	00:32.30	00:31.20	00:30.40	00:30.10	00:29.50
01:05.50	01:02.50	01:00.10	00:59.10	00:57.90	100 Free	01:09.70	01:07.30	01:05.30	01:04.80	01:03.70
02:23.60	02:17.30	02:12.10	02:10.10	02:07.80	200 Free	02:29.60	02:24.30	02:20.60	02:18.60	02:16.00
05:02.50	04:48.90	04:38.60	04:33.20	04:28.30	400 Free	05:14.40	05:03.80	04:57.00	04:52.90	04:47.70
10:21.30	09:51.30	09:28.40	09:18.40	09:07.90	800 Free	10:44.30	10:25.60	10:10.60	10:05.00	09:54.30
19:58.20	19:07.50	18:23.50	18:05.20	17:45.80	1500 Free	20:08.80	19:48.90	19:14.00	19:02.70	18:41.20
01:24.80	01:19.50	01:16.50	01:15.00	01:13.60	100 Brst	01:28.60	01:25.20	01:23.20	01:21.70	01:20.70
03:02.30	02:53.80	02:47.80	02:43.90	02:41.10	200 Brst	03:10.40	03:04.90	03:01.00	02:58.50	02:55.40
01:12.90	01:08.80	01:06.70	01:04.80	01:03.70	100 Fly	01:17.90	01:14.60	01:12.90	01:11.60	01:10.30
02:42.40	02:32.50	02:27.90	02:23.40	02:21.00	200 Fly	02:49.30	02:43.20	02:39.30	02:36.80	02:33.90
01:14.60	01:09.80	01:07.30	01:05.80	01:04.60	100 Back	01:17.60	01:14.80	01:13.10	01:12.20	01:11.00
02:39.40	02:32.80	02:26.30	02:24.10	02:21.50	200 Back	02:48.20	02:41.40	02:37.30	02:34.90	02:32.20
02:43.40	02:36.00	02:30.70	02:27.80	02:25.30	200 IM	02:50.20	02:46.20	02:42.20	02:40.00	02:37.20
05:45.50	05:31.30	05:18.40	05:12.40	05:07.90	400 IM	05:55.80	05:48.70	05:41.60	05:36.10	05:30.30

*LC times have been set using the 2023 Welsh National Championship qualification standards, times must be achieved between January 1<sup>st</sup> > August 31<sup>st</sup>.*

**Fig 1.2 PCS Performance Short Course Squad Retention times 2023/24**

Male					Event	Female				
14	15	16	17	18+		14	15	16	17	18+
00:29.78	00:28.23	00:27.26	00:26.87	00:26.38	50 Free	00:31.33	00:30.26	00:29.49	00:29.20	00:28.61
01:03.53	01:00.63	00:58.30	00:57.33	00:56.16	100 Free	01:07.61	01:05.28	01:03.34	01:02.86	01:01.79
02:19.29	02:13.18	02:08.14	02:06.20	02:03.97	200 Free	02:25.11	02:19.97	02:16.38	02:14.44	02:11.92
04:53.43	04:40.23	04:30.24	04:25.00	04:20.25	400 Free	05:04.97	04:54.69	04:48.09	04:44.11	04:39.07
10:02.66	09:33.56	09:11.35	09:01.65	08:51.46	800 Free	10:24.97	10:06.83	09:52.28	09:46.85	09:36.47
19:22.25	18:33.08	17:50.39	17:32.64	17:13.83	1500 Free	19:32.54	19:13.23	18:39.38	18:28.42	18:07.56
01:22.26	01:17.12	01:14.21	01:12.75	01:11.39	100 Brst	01:25.94	01:22.64	01:20.70	01:19.25	01:18.28
02:56.83	02:48.59	02:42.77	02:38.98	02:36.27	200 Brst	03:04.69	02:59.35	02:55.57	02:53.14	02:50.14
01:10.71	01:06.74	01:04.70	01:02.86	01:01.79	100 Fly	01:15.56	01:12.36	01:10.71	01:09.45	01:08.19
02:37.53	02:27.92	02:23.46	02:19.10	02:16.77	200 Fly	02:44.22	02:38.30	02:34.52	02:32.10	02:29.28
01:12.36	01:07.71	01:05.28	01:03.83	01:02.66	100 Back	01:15.27	01:12.56	01:10.91	01:10.03	01:08.87
02:34.62	02:28.22	02:21.91	02:19.78	02:17.25	200 Back	02:43.15	02:36.56	02:32.58	02:30.25	02:27.63
02:38.50	02:31.32	02:26.18	02:23.37	02:20.94	200 IM	02:45.09	02:41.21	02:37.33	02:35.20	02:32.48
05:35.13	05:21.36	05:08.85	05:03.03	04:58.66	400 IM	05:45.13	05:38.24	05:31.35	05:26.02	05:20.39

*SC times have been set using the 2023 Welsh National Championship qualification standards -3%, times must be achieved between September 1<sup>st</sup> > December 31<sup>st</sup>.*

# PCS International/Domestic Trips

PCS will look to develop our athletes experience by using both domestic and international trips. This may be in the form of training camps or competition. We believe that these opportunities help create well-rounded athletes.

## **Trip Details:**

The PCS Coaching staff will be responsible for election the following things so that trips best link in with the long-term vision of the performance program.

- Purpose of the trip
- Location of the trip
- Team size
- Support Staff of the Trip (Using the guidelines below)
- Swimmers (Using the guidelines below)
- All PCS trips are subject to a non-refundable deposit
- Any funds raised for trips will be equally split across the swimmers who participated in fund raising activities

## **Support Staff Selection:**

- Support staff must be DBS checked
- Support staff must have completed a safeguarding course
- Support staff must have appropriate Team Manager qualifications
- PCS coaches hold the discretion to select the staff they feel best fit the needs of the whole team

## **Swimmer Selection:**

- Swimmers who meet their specific squad attendance, expectation and behaviour goals will be given priority
- PCS coaches hold the discretion to select swimmers from other squads if they feel it is in the best interest of the athlete's long-term development.

## **Swimmer Retention:**

- Swimmers are expected to meet and hold attendance, training and behaviour standards once they have been selected onto a trip
- Failure to uphold these standards will result in the swimmers being de-selected from the camp with a refund minus the deposit
- Poor behaviour or standards on trips will result in swimmers not being invited to future trips

## Notes

- *Throughout all the selection process and exit processes, the PCS coaching have the right to use discretion to make decision whether that be to enter or exit a performance squad*
- *Squad places will be under constant review and squad moves can be made at any time*
- *The PCS coaching team reserve the right to change the squad selection policies if deemed necessary*
- *All squads have been designed with the Swim Wales Performance document and British Swimming OADF in mind*