

Squad (max no.)	Purpose/Level	Age Range	Performance criteria for qualification (excluding 50m events and 100IM)	Performance criteria for considered entry	Expected Training Abilities	Required Attendance (sessions per week)	Competition
Discovery 30	To enable swimmers in stages 6-7 in the wcpsc lessons programme to develop their aquatic skills and techniques.	5-7	Stage 5	Keen to improve	Lane discipline. Good streamlining. Controlled breathing. Strong kick. Smooth strokes.	1	Encouraged: Novice galas
Foundation 35	Introduction to competitive swimming skills and techniques. Training to train.	7-9	50 fc < 1min 50 fc kick < 1.20 50 br < 1.15		200 fc 25 fly -arms clearing Br- small arm pull, no screw kick	2	Expected: WCPSC GP series Club Championships Galas (when selected) Encouraged: Open Meets (as advised)
Development 35	Development of competitive swimming skills and racing techniques. Training to train.	8-10	50 fc < 50sec 50 fc kick < 1.10 50 br < 1.05 3 bronze sprint or distance Speed Awards	2 bronze sprint or distance Speed awards	400 fc < 9.30 4 x 50 fc @1.15 4 X 50 bk @1.20 4 x 50 br @1.30 4 x 25 fly @ 1.00 TT & legal strokes	3	Expected: WCPSC GP series Club Championships Galas (when selected) Encouraged: Open Meets (as advised)
Preparation 27	Working towards county level. Training to compete	9-12	3 silver plus 5 other bronze sprint or distance Speed Awards	2 silver plus 5 other bronze sprint or distance Speed Awards	12 x 50 fc @ 1.10 holding <50sec 4 x 50 fly @ 1.30 Use of pace clock Sculling Record of pbs	4	Expected: Club Championships Galas (when selected) Encouraged: Open Meets (as advised)
Academy 21 (24)	County qualifier or deemed on path to county qualification. Training to compete.	10-13	2 Hampshire County qualifying times (achieved in current or previous season)	1 Hampshire County qualifying time Within 3% of 2 county championship times (achieved in current or previous season) Deemed on path to Hampshire Country qualifying times	16 x 25 fly @ 40sec (br every 2 strokes, 3-5 uw fy kicks off every wall) 16 x 50 fc @ 1.00 holding < 40sec 4 x 300 fc @5min NO BOFS 3 x 200 IM @ 4min (legal IM turns) 8 x 50 kick @ 75 sec holding < 55sec (no.1 stroke) 100 kick < 1.45	5	Expected: Club Championships Galas (when selected) Arena League (when selected) Open Meets (as advised) County Championships Regional Championships

					(no.1 stroke) 8 x 25 @ 45sec + 15m uw dolphin kick in SL 1 x 100 correct sculling with snorkels 200 fly + fins Knowledge of race pace		
Aspire 18 (21)	Regional qualifier or deemed on path to regional qualification. Training to win.	11-13/ 14	2 SE regional qualifying times (achieved in current or previous season)	1 SE Regional qualifying time Within 3% of 2 SE Regional times 4 Hampshire County qualifying times (achieved in current or previous season) Deemed on path to Regional qualifying times	24 x 25 @ 35sec (br every 2, 5 uw fly kicks off every wall) 12 x 100 fc @ 1.30 3 x 400 fc @ 6min 4 x 200IM @ 3.30 1 x 400IM without breaking stroke on fly 8 x 50 kick @ 65sec holding <50sec (no.1 stroke) 200 kick <3.30 (no.1 stroke) 12 x 25 @40sec 15m uw dolphin kick SL 1 x 200 correct sculling + snorkels	2 LT session 6 pool sessions	Expected: Club Championships Galas (when selected) Arena League (when selected) Open Meets (as advised) County Championships Regional Championships National Championships
Performance Age	Top 8 swimmers, aged 14 and under.		FINA points scores for each age group (male and female): Girls - Born 2007 470 FINA POINTS - Born 2006 490 FINA POINTS - Born 2005 510 FINA POINTS Boys - Born 2006 450 FINA POINTS - Born 2005 470 FINA POINTS - Born 2004 490 FINA POINTS Priority selections will go to: • GB national rankings. • SE Age Group Regional qualifiers 2019 • Long course performances				

Performance Youth	Top 12-14 swimmers who are Regional qualifiers	Boys 14 and over Girls 15 and over	SE Regional Qualifier (current or previous season) Over 520 FINA Points (male or female) long course, in Olympic events only.	There will be 4 wild cards for any spare places in the squad which will be at the discretion of the Head Coach		Expected to maintain a minimum of 6/7 sessions per week	
Competition	Swimmers who don't meet the criteria for Performance Youth Squad, are at Regional/County level and still want to train for L1 competitions.	14 and over / 15 and over	<p>Training Group 1</p> <ul style="list-style-type: none"> • SE Regional consideration times. • Must be over 15 years of age • Must be able to work along side with Performance Youth Squad. • FINA points score of over 480, in non Olympic and Olympic events (current or previous season) • Attend L1 competitions. <p>Training Group 2</p> <ul style="list-style-type: none"> • County qualifier • Must be over 14 years of age • L2/L3 Competitions. 				
Elite	Top 8-10 swimmers based on the top FINA points.	15+	GB National qualifier (current or previous season) SE Regional Qualifiers with over 580 FINA boys, and 600 FINA girls, for swims in the last 12 months (long course rankings).				

Masters 20	Development of competitive swimming skills and racing techniques	18+	Competent swimmer who can complete training sets on all four strokes		16 x 100fc @1.45 8 x 200IM @ 3.30 10 x 50 kick @ 75 Able to complete 3.6km in a 1.5hr session.		Expected: Galas (when selected) Club championships (if possible) Encouraged: counties/regionals/Nationals & open meets
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Masters Fitness 20	Development of competitive swimming skills and racing techniques.	18+	Competent swimmer who can complete training sets on all four strokes.		16 x 100fc @1.45 8 x 200IM @ 3.30 10 x 50 kick @ 75 Able to complete 3.6km in a 1.5hr session.	Max of 3 sessions	Expected: Galas (when selected) Club championships (if possible) Encouraged: counties/regionals/Nationals & open meets
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Primary Challenge 30	Introduction to aquatic skills and competitive techniques. Offering opportunities to train, develop fitness and compete.	8-10	Stage 8	Stage 7	10 x 100fc on 2.30 200IM 10 x 50 kick @ 1.30	1	It is encouraged but not a necessity. If swimmers wish to compete, they should make this known to the coaching team and will be supported in this process.
Junior Challenge 40	Development of aquatic skills and competitive techniques. Offering opportunities to train, develop fitness and compete.	11-14	Competent swimmer who can complete training sets		Able to complete a 100IM Attempt a TT at every end. Understand lane discipline.	2	It is encouraged but not a necessity. If swimmers wish to compete they should make this known to the coaching team and will be supported in this process.
Senior Challenge 24	Development of aquatic skills and competitive techniques. Offering opportunities to train, develop fitness and compete.	14-17	Competent swimmer who can complete training sets		Able to hold 25m on each stroke sub 30sec ie, broken 400IM @8min Able to use a pace clock, dive and TT	2	It is encouraged but not a necessity. If swimmers wish to compete they should make this known to the coaching team and will be supported in this process.
Challenge Plus 18	Development of aquatic skills and competitive techniques. Offering opportunities to train, develop fitness and compete.	14-17	Within 10% of 2 cc times (achieved in current or previous season)	Competent swimmer who can complete training sets	16 x 100fc @1.45 8 x 200IM @ 3.30 10 x 50 kick @ 75	4	Expected: Club Championships Galas (when selected) Open Meets (as advised) County Championships

University	To allow swimmers to train during the holiday periods	18+	Squad allocation will be done on an individual basis. Communication with Lead Coaches is imperative prior to returning each holiday period.	Swimmers will need to meet the attendance and training abilities criteria for the squad they will train with during their visit.			Expected: Galas (when selected) Arena League (when selected) Club championships (if possible) Encouraged: counties/regionals/Nationals & open meets
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Progression Through The squads

Progression through the programme is based on a swimmers' training ability, attitude, attendance and age, summarised as the four 'A's.

Each factor holds varying weight depending on the aim of the squad.

Movement between squads is considered at a selection meeting of Lead Coaches held every three months (approx.) All selections are subject to availability of places in the squad and where necessary will be prioritised at the discretion of the Head Coach in conjunction with the Coaching Staff. The Head Coach will ultimately have the final decision on acceptance of a swimmer and all movement and progression of swimmers

Following a meeting of the selection committee, invitations for swimmers to change squads will be communicated to families via email.

Swimmers assessed by the coaches to have potential and/or having longer term potential may be admitted or retained within a squad on a probationary period of 1- 3 months. The swimmer must be able to show commitment and demonstrable progress towards the overall squad criteria and show improvement (based on goal setting) at designated competitions and within training.

Swimmers who are under consideration for a downward movement will be given a warning and told what they need to work on/achieve over a given period of 1-2 months to avoid a downward move.

Age

There is a core age range for members of each squad. However the age range may be extended for 1 year in order to cater for late maturing swimmers and those swimmers who picked up swimming late and show potential.

Disability

Swimmers with a current or pending disability classification will be placed in a squad appropriate to their level of training/competition and not necessarily be bound by any of the above criteria.

Performance Criteria

In all cases, time criteria and any percentage quoted will apply to the current year. However, after the county or regional championships have taken place, swimmers should be looking at the standard times for the age group above their current age as their goal to stay in the squad.

County qualifying times (considered) and regional qualifying times(base) need to be achieved in events of 100m or over (so excluding 50m events and 100IM)

Attendance

All swimmers who qualify through the above criteria must meet the minimum training requirements of their squad unless their Lead Coach has provided a modified training plan for an individual swimmer that is age/gender/ event specific. Due to extenuating circumstances a reduced training timetable for a limited period may be approved by a Lead Coach.

Exam periods (GCSE/A Level/University)

Once swimmers have their exam timetable they should arrange a meeting with their Lead coach to discuss an agreed training schedule. Each schedule will be reviewed on an individual basis and at total discretion of the coach.

Injury

Swimmers returning to training after recovering from illness or injury should arrange a meeting with their Lead coach to discuss an agreed training schedule. Each schedule will be reviewed on an individual basis and at total discretion of the coach. A returning swimmer may well be asked to train with a different/lower squad for a period, whilst their fitness levels and training abilities build to once again match their pre-illness/injury levels.

Attendance of Academy, Aspire and Excel Members

Performance swimmers unable to make one of their allocated sessions should, as a courtesy, inform their Lead Coach asap.

Performance swimmers requiring more than 24 hours off due to illness, injury or holidays should email their Lead Coach requesting leave from training.

Holidays should only be booked in periods which do not clash with major competitions or interfere with key training periods and only after consultation with the Lead Coach

Punctuality

Swimmers who are 15 minutes or more late to a training session will not be allowed to join in, unless a valid reason has been previously agreed with the group coach. Swimmers who are consistently late will be monitored and their membership of the squad will be reviewed.

Swimmers who attend early morning sessions are expected to attend the whole session eg 6-7.30am weekdays at River Park. Swimmers who wish to leave a training session early must have a valid reason and this course of action be agreed to by the coach prior to the start of the session.

Equipment

All swimmers will be expected to own the relevant items of equipment for their squad and to bring them to every training session.

All swimmers must bring to each training session a suitable drink/water, as directed by the coach

Toilet breaks are built into training but swimmers are expected to use the toilet before the start of each session to minimize disruption to training.

Training Abilities and Competition Entries

More specific details of these criteria are provided to members of each squad.

Behaviour

Swimmers must always conduct themselves in line with the WCPSC code of conduct

Swimmers must also be able to demonstrate that they meet the programme commitment and athlete management requirements outlined below.

- Make a full commitment to all aspects of the Winchester City Penguins Swimming programme.

- Understand that being part of the club is a privilege and not a right.
- Fully support and contribute to the positive ethos and image of Winchester City Penguins Swimming Club.
- Always display a positive attitude, challenging themselves to operate outside of their comfort zone, valuing excellence, being punctual and actively seeking and giving feedback.

Failure to meet any of the above may result in a swimmer being removed from their squad and/or asked to leave the programme.

Disruptive and disrespectful behaviour will not be tolerated in any squad.

Swimmers must display the correct attitude, respect and focus throughout every session.

Any swimmers found to not be reaching the level of discipline needed, displaying a negative attitude or being disrespectful or disruptive within the session may be asked to leave the session.

Exit Criteria

Failure to meet set criteria will lead to the review of the swimmer's place within the squad.

1 of 3 actions will be taken:

1. Swimmers will be given a 6-week trial period to get back to the standard required set out by the group coach. If this is not achieved action 2 or 3 will be followed through, at the complete discretion of the Head Coach.
2. A different group will be offered at the discretion of the coaching staff.
3. You will be advised on alternative options outside of the club