



Intermediate Performance

Lead Coaches: Zoe Baker (HPC) & Oli Purgavie

Squad Aims:

Intermediate Performance is for swimmers targeting National Summer Meets and the South East Regional Youth & Age Group Championships. They will attend Level 1 and Level 2 Open Meets, as set in the Annual Competition Calendar.

Squad Ages:

Males: 14-17 Years | Females: 13-16 Years

Squad Notes:

- Swimmers are to be assessed and selected by the Head Performance Coach (HPC).
- Swimmers may be admitted or retained within the squad on a probationary period (3 months).
- Swimmers must be able to demonstrate improvement and progress based on goals set with the HPC during both training and at designated Level 1 and Level 2 Competitions (as set in the Competition Calendar).
- If the Squad reaches maximum capacity (12 Swimmers), then final selections will be based on any South East Regional finalist from 2019 with the highest FINA Points (taken from performances from Jan 2020 in both Long & Short Course Events).
- Maximum Squad Capacity 12 Swimmers.
- **All Squad Movements are at the discretion of the HPC.**

Qualifying Criteria:

- **Regional Medalists from 2019 Onwards.**
- **Regional Finalists from 2019 Onwards.**
- **At least 3 South East Regional Automatic Qualifying Times from 2019 Onwards.**
- *Level X or In-House Competition Results are NOT permitted.*
- 100% Commitment to the Training Programme as set by the HPC.
- Commitment to Team Events (Arena League, Regional/County Relays).
- Signed and Returned copies of the Athlete Agreement (information below).
- Minimum of 7 Pool Sessions and All Land Training Session each Week.
- Squad will be reviewed 31st December 2021.

Exit Criteria:

- Unable to attain the relevant Performance Standard of the Squad.
- Consistently late to sessions without agreement of the Lead Coach.
- Consistently unable to maintain the Intermediate Performance Training Commitment, as agreed with the HPC.
- Consistently unable to maintain the Intermediate Performance Competition Commitment, as per the Competition Calendar.
- Showing no progress towards achieving the Intermediate Performance Required Standards.
- Training at other clubs or seeking additional coaching/technical sessions without the approval of the HPC.

Squad Timetable:

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
AM	6:00-7:30 (LC) Bar End		6:00-8:00 (LC) Bar End		6:00-7:30 (SC) Bar End	7:00-8:30 (SC) Bar End	
PM	18:30-20:00 (SC) Bar End			17:00-19:00 (SC) Oaklands	18:30-20:00 (SC) Bar End		18:30-20:00 (SC) Bar End
Land	17:00-18:00 Bar End*					9:00-9:45 Bar End*	

* Land Training is on the Squash Courts at the new Bar End Facility.

Athlete Agreement:

To confirm you have read and agree to the Athlete Agreement, please fill in [this form](#).

Athletes must not:

1. Be involved in, nor persist with, any conduct or activity that they know or ought reasonably to have known, may bring the athlete or WCPSC, or the Sport of Swimming into disrepute.
2. Be involved in any conduct or activity that they know or ought reasonably to have known, may harm the name or reputation of WCPSC.
3. Knowingly be involved in a situation which may bring the athlete into contempt, scandal or ridicule.

Athletes must respect the rights, dignity and worth of every other individual athlete, exercise responsible behaviour towards and take due consideration of other athletes, whilst observing the principles of equality, diversity and inclusion at all times.

Athletes understand that if the required standards of their designated squad are not met, then their place in that squad will not be guaranteed.

General Behaviour:

1. I will treat all members, and persons associated with due dignity and respect.
2. I will treat everyone equally and never discriminate against another person associated with Swim England, on the grounds including age, sexual orientation, gender, faith, ethnic origin or nationality.
3. I understand that the use of inappropriate or abusive language, bullying, harassment or physical violence will not be tolerated and could result in action being taken through the disciplinary or child welfare policies.
4. I will display a high standard of behaviour at all times.
5. I will always report any poor or inappropriate behaviour by others to an appropriate officer or member of staff.
6. I will recognise and celebrate the good performance and success of the club and fellow teammates.
7. I will respect the privacy of others, especially in the use of changing facilities.

Training:

1. I will treat my Coach and fellow teammates with respect.
2. I will not disrupt the sessions for others.
3. I will come to training with a positive attitude and strong desire to improve.
4. I will make my coach aware if I have any difficulties in attending training sessions as per the rules laid down for my squad.
5. I will arrive in good time on poolside before the session starts, so that I can complete a poolside warm up as directed by my coach.
6. I understand that if I arrive late, I must report to my coach before entering the pool.
7. I will ensure I have all of my equipment with me and in working order, as 'Failing to Prepare is Preparing to Fail'.
8. If I need to leave the pool for any reason during training, I will inform my coach before doing so.
9. I will listen to what my coach is telling me at all times and follow any instructions given.
10. I will not stop and stand in the lane or obstruct others from completing their training.
11. I will not pull or sit on the lane ropes as this may lead to injury of myself or others.
12. I will think about what I am doing during training, completing every session fully and to the best of my ability. If I have any problems, I will discuss them with my coach at an appropriate time.

13. If I have problems with the behaviour of fellow members, I will report them at the time to an appropriate adult

Competitions:

1. When at competitions, I understand that I am representing Winchester City Penguins Swimming Club and will behave in a manner that shows respect to Coaches, Team Managers, Teammates and members of all competing organisations.
2. I understand that I will be required to attend Open Meets & Galas that have been set on the Annual Competition Calendar, unless agreed otherwise by prior agreement with my coach.
3. I understand that I must always wear team kit during all competitions, including WCPSC swim hats during both racing and warm ups/swim downs.
4. I will come prepared, with all of my kit and spare items of kit (such as hats and goggles) so that I have back ups if other kit breaks.
5. I will report, on time, to my coach and/or team manager on arrival on poolside, unless a different time has been agreed prior with my coach.
6. I will warm up before the event as directed by the coach on poolside that day and ensure that I fully prepare myself for the race(s).
7. I will be part of the team, and support my teammates on poolside.
8. If I have to leave poolside for any reason, I will inform either the Team Manager or Coach before doing so.
9. After my race, I will report to my coach for feedback.
10. My behaviour in the swim down facility must be appropriate and respectful to other users at all times.
11. I will never leave an event without informing the Coach or Team Manager.

Disciplinary Action:

Unacceptable behaviour will initially be dealt with by a verbal warning from the Coach, or Team Manager if at a competition.

Continued unacceptable behaviour may lead to the following:

- A Written Warning
- Removal from the Training Session
- Suspension of Training
- The Transfer of the Swimmer to an alternative Squad
- Removal from the Club

We expect ALL our swimmers to treat ALL their teammates and coaches with compassion and respect. This includes all social media platforms.