

Squad criteria 2018

David Spencer, Andy Foster, Kirsty Mackay

Effective from 1 January 2018

This paper outlines the promotion and attendance criteria within the squad structure of Thurso ASC.

This document will be reviewed and amended by the Coaches' Committee, ratified by the General Management Committee (GMC), on an annual basis. The GMC reserve the right to make changes to this document at any time if situations indicate immediate action is required.

A copy of this document is available electronically to all members by request.

Introduction

Thurso Amateur Swimming Club (TASC) operates four training squads and a stroke development section. From stroke development swimmers progress through squads D, C, B to A squad.

This document states requirements for squad swimmers, the criteria for promotion between squads and for extra squad training.

More emphasis shall be placed on training aptitude and potential for performance than previously. With this in mind swimmers with good potential may be considered for promotion if they meet consideration times rather than qualification times at the coaches' discretion.

Squad training criteria

Attendance

In order to progress swimmers should attend as many as their squads allotted sessions as possible. TASC recognises that swimmers may have other commitments such as school events, family events, holidays and other sports. Swimmers are also likely be affected by illness and injury at some point. If swimmers are unable to attend a session due to commitments as listed or due to illness or injury, then the swimmer or parent should inform the squad coach. This will be noted as permissible non attendance. Nevertheless to maintain a minimum progression a minimum percentage of core hours in the water has also been specified.

The required attendance percentages are listed in table 1. If the attendance requirements are not met in any month, then the squad coach shall speak to the swimmer and parent to highlight the issue. If the swimmer does not meet the attendance criteria in any subsequent months or the quarterly criteria are not met then the coach shall inform the GMC. The GMC shall send the swimmer a letter informing them that the swimmer is now on a three month probation. If the swimmer does not meet the monthly criteria in any month of the quarter or the quarterly criteria, then the swimmer shall relinquish their place in the squad.

Squad	Minimum monthly attendance of core hours including permissible non attendance as percentage	Minimum attendance of core hours in one quarter (3 months) as percentage.	Recommended maximum squad size
A	80	55	24
B	66.6	50	22
C	66.6	45	20
D	66.6	40	16

Table 1: squad attendance requirements.

Extra hours shall be made available to swimmers in A and B squad who either are performing at a high level or show strong potential. The swimmers are selected by the A squad coach. Swimmers who do not meet the attendance criteria for core hours shall not be considered. Any swimmers placed on probation shall immediately lose their extra hours. The core hours and extra hours are shown in Appendix 2 for all squads. For completeness the masters' squad times are also included.

A squad swimmers who are not old enough to attend high school have the option to not attend early morning week day training. A squad members in this category subsequently have reduced core attendance hours of 5hrs. They are however welcome to attend early morning sessions. Land training is available for A and B squad swimmers. Attendance of land training can be counted towards core hour attendance by agreement with the squad coach.

As well as recording attendance, coaches shall record late arrival and early leaving of sessions. Persistent late arrival and early leaving of sessions shall be regarded as non attendance. If a swimmer has a reason for arriving late or leaving early, then the swimmer should discuss this with their coach. If this is to happen on a regular basis then the swimmer should obtain written permission from the coach.

Training aptitude

Swimmers shall be willing and keen to train, take appropriate rest as instructed by the coach and swim with the requested level of effort. If the swimmer has an injury or other health issue which affects their performance then they shall inform the coach so that the coach can make appropriate allowances. Swimmers who do not perform as expected during a session or who are disruptive may be asked to leave the training session.

If a swimmer consistently does not perform during the training sessions then the coach shall discuss this with the swimmer and their parent if appropriate. If improvement in performance does not take place, then the coach shall inform the GMC . The GMC shall send the swimmer a letter informing them that the swimmer is now on a three month probation. If performance does not improve while on probation then the swimmer shall be asked to leave the squad.

The aptitude of swimmers 13 or over in D and C squad who have been present in the squad for an entire calendar year, and have failed to meet the criteria for promotion shall be reviewed at the end of the calendar year. The review should consider any mitigating circumstances such as prolonged or frequent illness, or disability, and also consider training aptitude. If the coach concludes from the review that the swimmer does not have the aptitude to develop further, then the swimmer shall be required to leave the squad by the end of the membership year.

Performance

Swimmers are required to achieve the re-qualification time for their squad on an annual basis. For squads B to D this is the same as the squad qualification time. For A squad the re-qualification time is national Scottish Age Group times¹ plus 7.5%. The times may be obtained at competitions or timing sessions.

Competitions

Swimmers shall take part in competitions. The level of expected competition for each squad is shown in table 2 for each of the squads. Swimmers may also attend higher level of meets than those listed.

Squad	Type of meet
A	Club meets, and district meets
B	Club meets
C	Mini meets plus Other club meets
D	Gala plus TASC timing sessions.

Table 2: expected meet level for each squad.

¹ For the purpose of this document the SNAGS times from 2009 have been used.

Coaching

The squad coach is responsible, together with the swimmer, for the swimmer's training and development. TASC encourages swimmers to take part in Scottish Swimming organised coaching sessions. It is useful for swimmers to discuss these sessions with their squad coaches. Squad coaches may seek advice from other squad coaches and Scottish Swimming coaches as appropriate for a particular swimmer.

If additional coaching is sought outside the normal squad sessions, and which is outside Scottish Swimming, then it is essential to discuss the extra coaching with their squad coach prior to commencing. The squad coach will be able to provide advice to prevent over training and inappropriate training.

Parents

Parents are expected to support their swimmers. As well as providing practical assistance to the swimmers, parents should help the club in coaching roles, as meet officials and GMC roles. Parents should positively back-up coaches. Producing quality swimmers is a team effort.

Promotion between squads

Scottish Swimming recognises that achievement of times by age group swimmers only gives a snapshot of an age group swimmers ability but does not truly reflect the long term potential of swimmers. To ensure the progress of swimmers with good potential consideration times have been introduced. Swimmers within 1s per 100m pro rata of the qualification time will be considered for promotion by the coaches. The following will be considered:

- Attendance
- Performance in training
- Potential
- Ability (body position, arm stroke, leg stroke, breathing, turns, dives etc) appropriate to stage of development. Coaches shall keep records of reviews of swimmers and score different aspects of strokes as described in appendix 1.

If swimmers achieve the qualification times they shall be promoted provided that they meet the other criteria in table 4.

The qualification times and other criteria are listed in table 4. The only occasion when the criteria in table 3 may be waived is for disability swimmers, please see the section on disability.

	Qualification time	Number of different strokes	Minimum distance for qualifying time	Minimum age at end of year	Minimum time in previous squad	Number of strokes performed legally
A	SNAGS ¹ time+10%	One	100m	11	3 months	4
B	SNAGS ¹ times +35%	Two	50m	8	3 months	4
C	SNAGS ¹ times +50%	Two	25m 9 and under otherwise 50m	8	3 months	3
D	SNAGS ¹ times +60%	One	25m 9 and under otherwise 50m	7		2

Table 3. Criteria which need to be achieved prior to promotion being considered

Disability

In normal circumstances all swimmers will be expected to meet the qualify times for the squads. If a swimmer, who is currently competing in a Scottish Swimming Disability Category requires more pool time than their squad provides, then the Disability Officer from Scottish Swimming may discuss with the coaches the training requirements of that swimmer and set up an appropriate training schedule within the current squad structure.

If a swimmer's disability affects a particular swimming stroke then this shall not prevent promotion to the appropriate squad. It may also be appropriate for the coach to seek advice from a suitably qualified expert on the coaching programme should the swimmer be accepted into the squad concerned.

If a swimmer is unable to perform a particular stroke due to a disability then the swimmer (if over 18 years old) or the swimmer's parent/guardian should inform the swimmer's coach in writing. The coach may request a confirmation of the disability by a suitably qualified expert. The stroke may then be disregarded for the purposes of meeting the squad criteria. This applies to both permanent and non permanent disability.

A suitably qualified person may be a medical doctor, a physiotherapist or an expert on disability sport recognised by Scottish Swimming. Advice may be sought from a number of experts if required.

Miscellaneous

Student Members

A squad core hours are open to swimmers who are in further education out with Caithness. The following criteria will apply for consideration: They will have had a continuous membership of TASC since starting further education, have achieved all relevant A squad criteria prior to their departure, are prepared to continue to represent TASC in competition, are physically able to keep up with A Squad training sets and are participating in regular squad training sessions with a recognised club whilst in further education. These sessions will be made available to these swimmers under the coach's discretion and only where spaces allow.

Alternatively, masters is available to students with TASC membership, under the coach's discretion, and only where spaces allow. Individual students shall not swim in both masters and A squad, but rather shall choose either masters or A squad.

Transfers from Other Clubs

All testing of new swimmers will take part on the first Monday of the month (term time). If a swimmer has transferred from another Scottish Club within the last 12 months then they must provide a Scottish Swimming Clearance Certificate which would have been issued to them from their previous club, by the time they are allocated a slot within the Club. If the swimmer indicates they were a competitive swimmer with their previous club, and have achieved times within the last 12 months then they should be advised that the appropriate squad coach will contact them to conduct a stroke review. Prior to the review the swimmer should have arranged for an official of their previous club to forward a certificate of personal best times achieved at recognised events in the previous 12 months. If the swimmer is unable to provide an official note of PBs then the swimmer must be timed before the review by squad coaches in order to select the appropriate squad.

Non-competitive Junior Swimmers

Junior swimmers who do not wish, or who are not yet ready, to compete are catered for in our Monday Night width sessions which follow the Stroke Development Programme. These sessions cater for swimmers up to competent swimmer ready for competition. Swimmers will be promoted through the lanes whenever spaces in a higher lane become available, and an appropriate improvement in technique has been seen. Once a swimmer has reached lane 5 they will be offered opportunities in which to achieve recognised times with a view to promotion to our competitive squads.

On promotion to Lane 7 swimmers will be issued with a letter advising them that once they have completed 12 weeks in lane 7, the Learn to Swim Programme has been completed. If, following this period in Lane 7, a swimmer makes it clear that they have no interest in progressing to Development Squad and/or competing at local events, then there will be no place available within the Club as we currently do not have a facility for recreational swimmers. A letter of completion will be issued by the GMC. It is a requirement of the Club to arrange at least one timing opportunity during this 12 week period – refusal of the opportunities will be considered a lack of interest in progression.

Appendix 1 swim skills grading

The following swim skills will be graded for each stroke.

1. Arm stroke - this covers catch, timing of stroke taking into account breath
2. Kick - effectiveness, timing taking into account arm stroke
3. Body position - streamlining, position relative to surface, lateral motion, movement relative to surface
4. Turns
5. Starts

Each skill will be graded on a scale of 0-3. Table A1 gives guidance on the grading.

Grade	Guide
0	A non-legal action or swimmer cannot perform action
1	Action performed and conforms to FINA rules but requires improvement.
2	Good standard
3	Very high standard

Appendix 2 squad training times.

Squad	Mon	Tues	Wed	Thurs	Fri	Sat	Sun
A core hours		1630-1730	0600-0800		0600-0800 1730-1830	0600-0800	Open 0800 0815-0930
A additional hours		1730-1830		1630-1830	1730-1830		0930-1030
B core hours	1910-2010			1630-1730		0800-0900	0930-1030
B additional hours					16:30:17:30		
Land training A&B&C		1715-1800 B+C	1730-1830 A				0810-0910 B
C core hours	1810-1910		1700-1800				1530-1630
D core hours			1700-1800			1530-1630	1530-1630
Masters	2010-2110	1730-1830	20:30-21:30	1730-1830	1730-1830	0800-0900 15:30-16:30	

Note: Correct as of September 2017. Check TASC website for most up to date training times.

Appendix 3 Squad qualification times