



## **Guildford City Swimming Club**

### **High Performance Squads Qualifying Criteria and Specification**

### **1<sup>st</sup> September 2020 to 31<sup>st</sup> August 2021**

#### **National Performance Centre - Senior and Age Group Swimming Programme**

#### **Dedicated to Excellence**

Guildford City is considered to be the pre-eminent swimming club in the South East and London. In association with the University of Surrey we are a Swim England Performance Centre and an ASA Swim Mark Performance Club.

The High Performance Squads continue the winning tradition started in 1998, which has seen Guildford City rise up the competitive ranks.

Guildford City's High Performance Squads are open to those swimmers who, display the *appropriate work ethic, meet the competitive criteria, make the required commitment to training and competition, and demonstrate a serious attitude* required to become a top swimmer. Swimming at this level becomes a "lifestyle" choice. Invitation into and continued membership of the High Performance Squads should be seen as a privilege and not an automatic right. As a result of the Club's ongoing success and the ever increasing demand for places within our High Performance Squads, criteria for membership continues to be refined.

#### **Criteria for Membership to the High Performance Squads**

##### **General**

Membership to the High Performance Squads is exclusively at the Coaching Team's discretion. Please note that a swimmer does not automatically secure a place in the High Performance Squads by just achieving the relevant Guildford City Consideration times alone. Both graduation to and continued membership of the High Performance Squad will normally depend on a swimmer satisfying *all* of the criteria below. Swimmers will be invited to join and remain in the High Performance Squads by the relevant Squad's Lead Coach in consultation with the Club's Director of Swimming and the High Performance Head Coach.

##### **Probationary Period**

In entering any of the High Performance Squads swimmers will generally serve a minimum three months probationary period during which time they will be carefully monitored to ensure they are coping with the relevant squad's training and competition culture. During this period the Squad Coaches will assess a swimmer's attendance, attitude, aptitude, effort and progress. Generally, at the end of the probationary period a review meeting will be held with swimmer and parent to discuss the swimmer's performance and decide on whether the swimmer will be offered a permanent place in the High Performance Squads. In the case of a swimmer not being offered a permanent place, membership of an alternative squad will be made.

Performance



Team



Character

### 1. Work Ethic and Attitude

A swimmer must demonstrate a consistently appropriate strong work ethic over the entire year. Numerous factors will be taken into account when determining whether a swimmer has displayed a suitable work ethic including (but not limited to):

- a) The Coaching Team's opinion on how a swimmer has coped with the training culture of their current squad and if being considered for promotion whether they will be able to show the required increased commitment and be able to cope with both the physical and emotional demands of the next squad's training culture.
- b) The swimmer showing that they can accept feedback on performance and accept personal responsibility in all aspects of training.

### 2. Commitment to the Squad Training and Competition Schedule

Attendance records are continuously monitored to ensure that a swimmer is dedicating sufficient time to develop both the skill and fitness levels required in the pool and the gym to succeed. The mandatory squad minimum hours for both pool and land training have been set by the Guildford City Coaches, taking into consideration the Long Term Athletic Development Plan together with their experience and success in developing high performance swimmers of all ages. Swimmers are expected to regularly attend more than the minimum training hours in order to maximise their improvement and maintain the standards of excellence expected of the High Performance Squads. They are also expected to follow their squad's competition programme throughout the year. Any variation to the published training or competition programme can only be made with the express permission of the relevant Squad Coaching Team. To minimise compromising swim fitness levels, the inevitable loss of water skills and a general feel for the water, members of all the High Performance Squads are expected to restrict taking prolonged breaks during the swimming season.

Experience shows that if a swimmer takes seven days off for a holiday during the training season, generally it will then take a further twenty-one days to regain swim fitness levels. In the meantime, the respective squad's training regime has progressed. Team selections and squad membership may be jeopardised by prolonged breaks from training during the season.

It is mandatory for HPS swimmers selected to represent their Club in league galas or relay teams to compete for the Club even if they consider such participation to be in direct conflict with their personal goals. Selection for team events should be viewed as an honour and athletes will be expected to perform with pride.

### 3. Age

Generally meeting the Squad age parameters - Swimmers may graduate to the next squad when they become age eligible, however in some circumstances the Coaches may use their discretion to transfer swimmers between squads without reference to age.

## Guildford City Age Band Structure

September 2020 – July 2021

Ages as of 31 December 2021

Age	YOB	High Performance				Academy				Comp Development
19+	2002	NPS					CC			SNR
18	2003	NPS	NAYS				CC			SNR
17	2004	NPS	NAYS				CC			SNR
16	2005		NAYS				CC			SNR
15	2006		NAYS	REGS			CC			SNR
14	2007			REGS	CA	CB	CC			SNR
13	2008			REGS	CA	CB	CC			
12	2009				CA	CB	CC			
11	2010				CA		CC	JR COU A		
10	2011							JR COU A	JR COU B	
9	2012							JR COU A	JR COU B	
8	2013								JR COU B	
7	2014								JR COU B	

### Squad Key

NPS	National Performance Squad	CB	County B
NAYS	National Youth Squad	CC	County C
REGS	Regional Squad	JR COU A	Junior County A
CA	County A	JR COU B	Junior County B
		SNR	Senior Development

#### 4. Squad Consideration Times

A swimmer will generally have to have achieved and continuously maintained the appropriate Squad Consideration Times. Subject to space availability, High Performance Squad places may be offered to individuals who have not yet achieved the appropriate Squad Consideration Times.

#### High Performance “Potential Athlete” Award

For those swimmers who have not achieved the appropriate Squad Consideration Times High Performance “Potential Athlete” Awards may be offered solely at the Coaches’ discretion to swimmers who have demonstrated excellence in training throughout the previous swimming year and who in the Coaches opinion are likely to ultimately achieve the relevant Squad Consideration Times. “Potential Athlete” Awards are strictly renewable on a term by term basis and will be governed by the Lead Coaches.

#### Progressive Training

The training chart below shows the minimum required training hours as swimmers move through the squads. Swimmers failing to meet the outlined hours may no longer be able to train in the High Performance Squads and may be offered the chance to train with a more appropriate squad. Depending on the profile of an individual, the minimum required training hours may be adjusted by the Squad Coach at any time.

FEMALE		
Age	Pool	Land
17+	18	4
16	16	4
15	14	3
14	12	3
13	12	2
12	10	1
11	9	1

MALE		
Age	Pool	Land
18+	18	4
17	16	3
16	14	3
15	12	3
14	12	2
13	10	2
12	10	1
11	9	1

All ages are as 31<sup>st</sup> December 2021

By following this training progression, the chances of reaching a plateau in a swimmer’s development will reduce and the probability of long term success will increase.



## National Performance Squad

17 Years & Over (Born 2004 or Earlier)

Total available weekly training sessions | Pool – 20 hours | Land – 6 hours

### Consideration Times

Achieve a top 24 long course ranking in a single age group in an Olympic Event by the end of the 2021 National Long Course Competitions Window.

To remain in the Squad, swimmers must have been eligible to compete at the 2020 National Summer Championships.

Swimmers who do not achieve the squad criteria may be transferred to a more appropriate training squad at any time during the year.

### Squad Profile

In reaching Guildford City's top squad a swimmer will start the process of specialisation. Daily training sessions are generally divided into event groupings including Sprint, Middle and Distance Groups with a strong theme of Individual Medley throughout. Each swimmer will receive a customised training programme to suit their specific needs and to ensure the optimisation of performance.

Squad members are expected to play an important mentorship role for the younger swimmers in the club. This will generally involve supporting/volunteering at the Academy Summer Club Championships for at least one session. In addition, they are expected to give priority to swim training and competition over extra circular school activities including participating in school sports and the Duke of Edinburgh Awards Scheme.

It is expected that Squad members uphold and promote the Club Values through the rest of the organisation. This will continue to build on our current successful culture and ensure each athlete maximises their potential.

Performance



Team



Character



## National Youth Squad

Generally 15 Years & Over (Born 2006 or Earlier)

Total available weekly training sessions	Pool – 16 hours	Land – 4 hours
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### Consideration Times

Achieve a top 44 long course ranking in a single age group in an Olympic Event by the end of the 2021 National Long Course Competitions Window.

To remain in the Squad, swimmers must have been eligible to compete at the 2020 National Summer Championships.

Swimmers who do not achieve the squad criteria may be transferred to a more appropriate training squad at any point during the year.

### Graduation to National Performance Squad

Swimmers will normally graduate to the National Performance Squad by meeting the National Performance Squad criteria and being age eligible.

### Squad Profile

The National Youth Squad will start the process of learning about specialisation in key events. However, training will still include a multi-stroke individual medley approach. Members of this squad are still expected to keep their competition profile broad and varied. Priority to swim training and competition is expected over extra circular school activities including participating in school sports and the Duke of Edinburgh Awards Scheme.

It is expected that Squad members uphold and promote the Club Values through the rest of the organisation. This will continue to build on our current successful culture and ensure each athlete maximises their potential.

Performance



Team



Character



## Regional Squad

Generally 13 to 15 years (Born 2008 to 2006)

Total available weekly training sessions | Pool – 14 hours | Land – 3 hours

### Consideration Times

Achieve three 2021 Swim England South East Regional Championships Automatic Qualifying Times by the competition closing date.

To remain within Regional Squad swimmers must have been eligible to compete at the 2020 Swim England South East Regional Championships.

Swimmers who do not achieve the squad criteria may be transferred to a more appropriate training squad at any point during the year.

### Graduation to National Youth Squad

Swimmers will normally graduate to the National Youth Squad by meeting the National Youth Squad criteria and being age eligible.

### Time Out

Swimmers of age 15 years (born 2006) will time out of Regional Squad in August 2021. Those swimmers who are not invited to train with National Youth Squad in September 2021 will be transferred to an appropriate squad at that time.

### Squad Profile

The main training emphasis is based on optimising performance on all strokes through focus on 200m and 400m Individual Medley. Members of Regional Squad are expected to keep their competition broad and varied and enter the designated squad competitions.

It is expected that Squad members uphold and promote the Club Values through the rest of the organisation. This will continue to build on our current successful culture and ensure each athlete maximises their potential.

Performance



Team



Character

## County A

Generally 11 to 14 years (Born 2010 to 2007)

Total available weekly training sessions | Pool – 12 hours | Land – 1 hours

### Minimum Required Training Hours

Age	YoB	Pool Hours	Land Hours
14 Years	2007	10	1
13 Years	2008	10	1
12 Years	2009	9	1
11 Years	2010	8	1
10 Years*	2011	6	

\*Note: 10 years recommendation is to facilitate progress from Junior County A in September 2021

### Consideration Times

(1) Swimmers must generally swim at the 2021 Surrey County ASA Championships in their respective consideration events

#### AND

(2) Swimmers must achieve the necessary squad consideration times by the end of the 2021 summer term in a designated squad competition

Age	YoB	Primary	Secondary
14	2007	Swimmers must have competed at the Swim England Regional Championships 2021 in any event	
13	2008	Swimmers must have competed at the Swim England Regional Championships 2021 in any event	
12	2009	200m / 400m Freestyle Consideration Time OR 200m / 400m Individual Medley Consideration Time	+ Two other events in 100m or above
11	2010	200m Freestyle Consideration Time OR 200m Individual Medley Consideration Time	+ One other events in 100m or above
10	2011	200m Freestyle Consideration Time OR 200m Individual Medley Consideration Time	+ One other 200m event



**Consideration Times**  
All times are expressed in short course metres

Girls Age	10	11	12
YoB	2011 (Note 3)	2010	2009
100m Free		1:11.80	1:08.00
200m Free	2:48.50	2:38.00	2:28.40
400m Free			5:13.30
100m Breast		1:35.10	1:28.90
200m Breast	3:37.30	3:22.50	3:12.00
100m Fly		1:18.20	1:19.80
200m Fly	3:44.00	3:32.00	3:16.00
100m Back		1:21.80	1:17.10
200m Back	3:07.00	2:55.40	2:45.00
200m IM	3:09.60	2:59.00	2:49.20
400m IM			6:07.20

Boys Age	10	11	12
YoB	2011 (Note 3)	2010	2009
100m Free		1:13.00	1:08.40
200m Free	2:49.10	2:37.00	2:28.20
400m Free			5:14.10
100m Breast		1:38.20	1:31.80
200m Breast	3:42.30	3:28.30	3:14.40
100m Fly		1:27.10	1:20.40
200m Fly	3:44.0	3:32.00	3:16.00
100m Back		1:22.40	1:18.20
200m Back	3:13.40	2:56.00	2:45.20
200m IM	3:14.60	2:57.40	2:48.40
400m IM			6:07.20

**14 year old Girls & Boys – born 2007**

To be considered to remain or enter County A Squad during 2020-2021 swimmers should have been eligible to swim in the Swim England Regional Championships 2020 in any event

**Notes**

1. All ages as at 31 December 2021
2. Membership of County A Squad is entirely at the Coaches discretion
3. 10 year old Consideration Times are stated in order to be eligible to join County A Squad in September 2021

## Pathways

### Entry to County A Squad

Swimmers will be invited to trial with County A Squad by the Lead Squad Coach.

Under normal circumstances there will be a two week trial with County A Squad prior to a three month probationary period. During this trial, the squad coaches will assess a swimmer's attendance, attitude, aptitude, effort and progress. Should a probationary period be offered, the Squad Coaches will continue to monitor the above. The probation will generally be followed by a review meeting to be held with swimmer and parents to discuss the swimmer's performance and decide on whether the swimmer will be offered a permanent place in the Squad. In the case of a swimmer not being offered a permanent place, membership of an alternative squad will be made.

### Continued Membership of County A Squad

Swimmers who do not maintain all of the squad criteria during the course of the year will generally be transferred to a more appropriate training squad.

### Graduation to Regional Squad

Swimmers will normally graduate to the Regional Squad by meeting the Regional Squad criteria and being age eligible.

### Time Out

Swimmers of age 14 years (born 2007) will time out of County A Squad in August 2021. Those swimmers who are not invited to train with Regional Squad in September 2021 will be transferred to an appropriate squad at that time.

### Squad Profile

The main training emphasis is based on optimising performance on all strokes through focus on 200m and 400m Individual Medley. Members of County A Squad are expected to keep their competition broad and varied and enter only the designated squad competitions.

It is expected that Squad members uphold and promote the Club Values through the rest of the organisation. This will continue to build on our current successful culture and ensure each athlete maximises their potential.

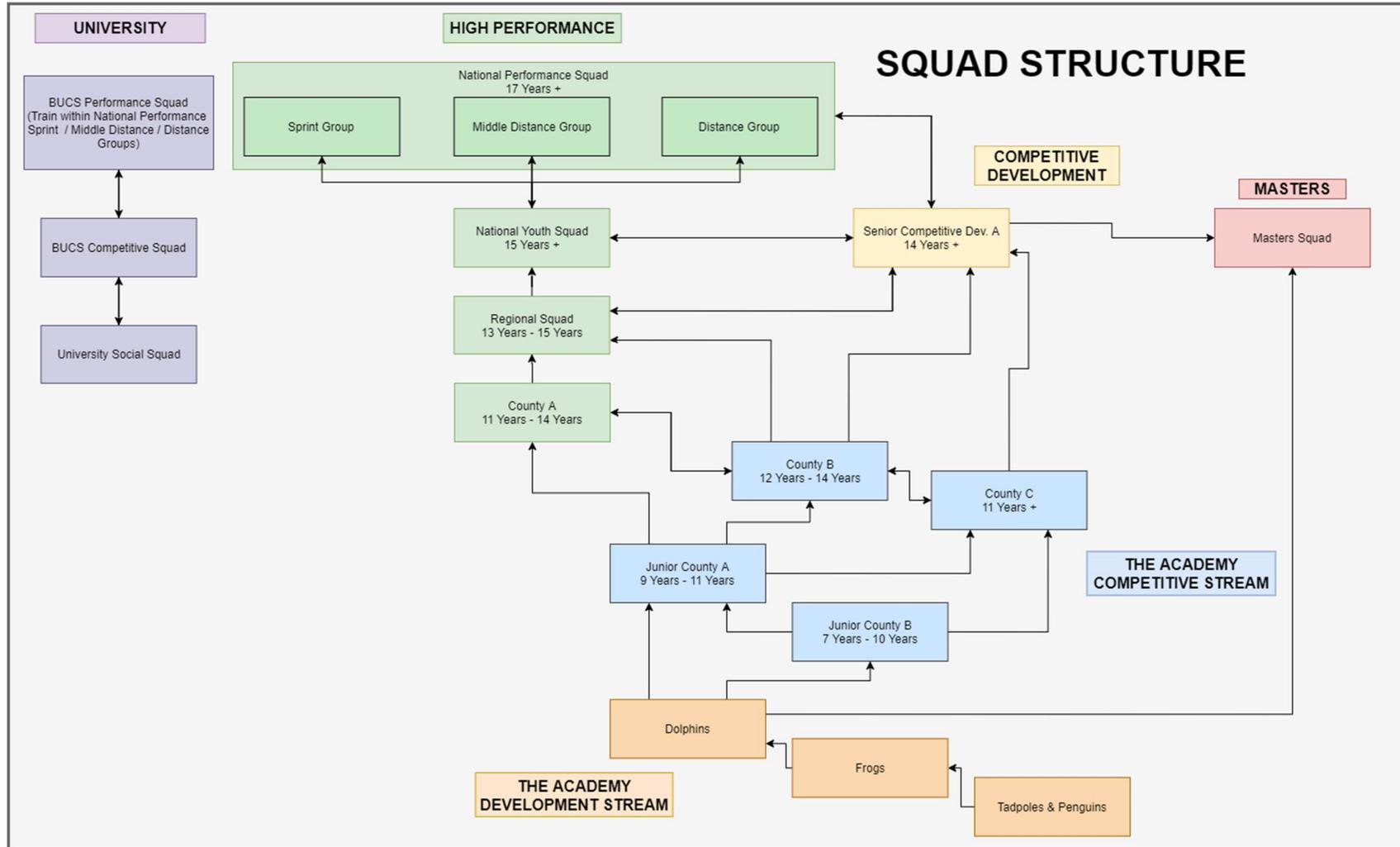
## Disability Swimmers

Guildford City is committed to developing swimmers with disabilities. Special consideration may be made at the Coaches' discretion for inclusion into the High Performance or Competitive Development Squads where the Club operates a fully integrated programme with disabled and abled swimmers training together. Swimmers will be expected to have obtained or be in the process of obtaining an IPC Classification and have the personal motivation and ability to achieve success at county and regional level and the aspiration to be invited to join the British Swimming Disability World Class Programmes.

## Additional Notes

- Special consideration may be made at the Coaches' discretion waiving the age parameters. In reviewing each case Coaches will take into account the history of a swimmer's commitment to training and competition as well as their work ethic and maturity.
- The Coaches may waive any of the criteria contained in this document at their sole discretion.
- Please note that times stated may change without prior notice or justification.
- Graduation from squad to squad will normally take place at the beginning of the new swimming year in September.
- Swimmers will retain their place in the High Performance section by maintaining all of the relevant squad criteria.
- Swimmers missing prolonged periods of training for various reasons (including but not limited to exams, illness, holidays) maybe invited to train with a more appropriate squad until they have regained their fitness or skills levels to the High Performance standard
- Due to its variable nature Open Water Swimming will not be considered as qualification to move or to retain squad places.
- Swimmers and/or parents failing to adhere to the clubs Code of Conduct could jeopardise their place in the High Performance Squads. Procedures will be carried out as per the disciplinary procedures outlined on the Club website.
- Any swimmer attending any swimming activity outside of Guildford City Swimming Club may be asked to leave High Performance without any prior notice.

**Club Structure**





★ **Motto**

'Shaping the Future of Swimming in the South East'

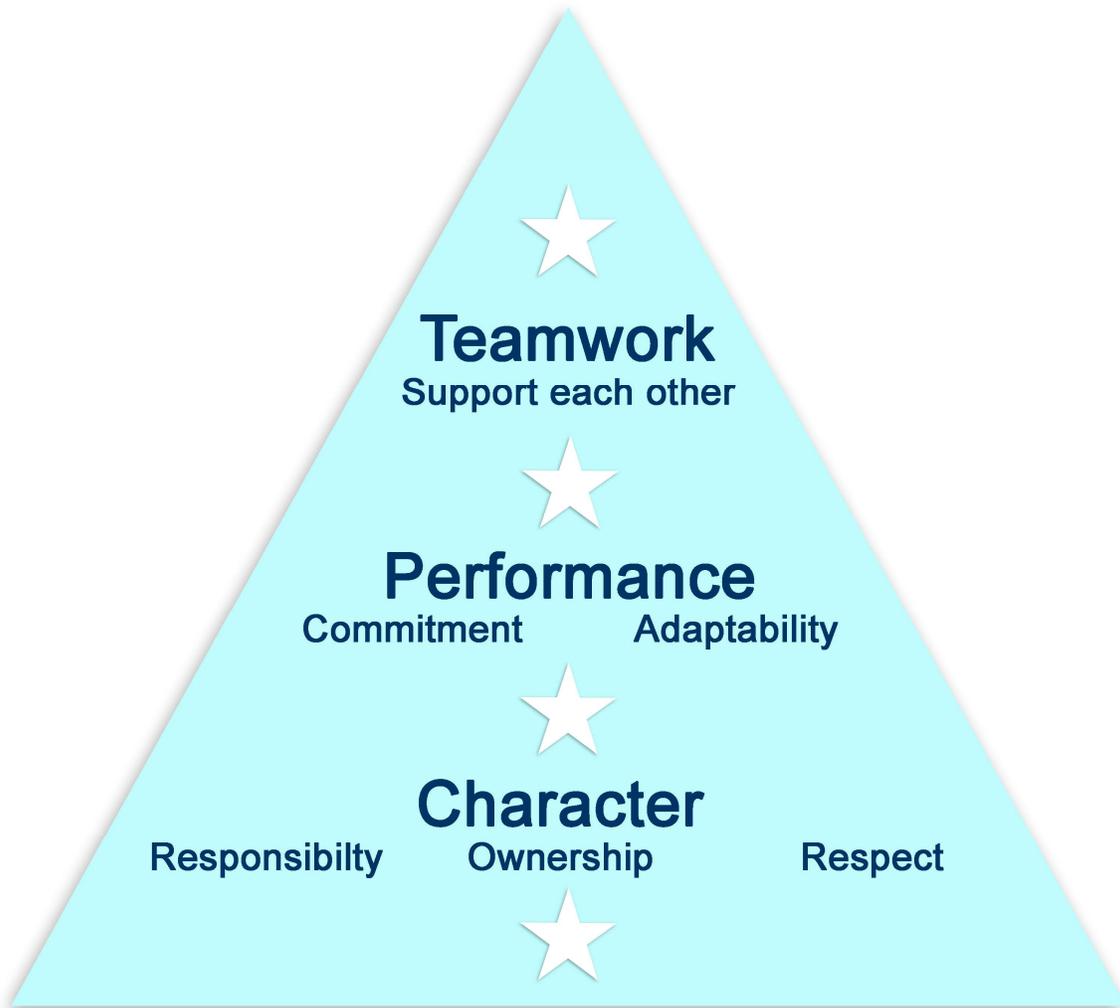
★ **Mission Statement**

Every day we strive to provide an environment where personal excellence, honesty and commitment are expected. Through the pursuit of our dreams and goals we learn valuable life skills and develop the drive to achieve our potential in swimming and life. We are committed to fostering a healthy environment (mentally and physically) where swimmers are not afraid to fall down, fall short or fail in the lofty pursuit of their dreams; this is where character is developed.

★ **Vision Statement**

To continue to build a tradition of swimming excellence and develop our national reputation for producing passionate, inspired and high producing swimmers and coaches. Our aim is to ensure that every athlete has the opportunity to reach their potential within the sport (regardless of standard) and to provide a culture that encourages learning and personal development within a safe friendly environment. Good sportsmanship will always be encouraged with the expectation that our members strive to be humble in victory and gracious in defeat. To maintain the highest possible standards we believe that team unity, character development and personal responsibility are paramount to providing a successful culture for all.







## ★ Teamwork

Support each other

We aim to support everyone involved with Guildford City Swimming Club or the University of Surrey. This includes **supporting team mates** at competitions and training partners during training sessions.

## ★ Performance

Commitment

This involves making a commitment to the club and includes commitment to **attendance, work ethic** and **punctuality** at training, competition and any other activities associated with the club.

Adaptability

Everyone needs to be adaptable to training and competition but we expect all members to show **willingness** and **tenacity** to changing under challenging circumstances. Furthermore, we all need to show **resilience** within our lives and the ability to bounce back from adversity is an important quality.

## ★ Character

Responsibility

Our expectation is that every member takes responsibility for their actions to include training, competition and any other activities and lifestyle management.

Respect

Our expectation is that everyone shows respect for other **members**, the **facility** and for us as **individuals**.

Ownership

Our expectation is that we all take ownership for the **process of training**, take **accountability** for our actions and ownership for **self-reflection** of our actions.

