

Swim England

Swimming & Para-Swimming

The Swim England Talent Team aim to create an integrated, inclusive environment and progressive pathway which supports the development of talented athletes.

Talent Pathway Selection Criteria 2024-2025

This criteria aims to promote transparency, fairness and inclusion to all of our aspiring young swimmers.

We will continue to collaborate with our Counties, Regions and Aquatics GB to develop our pathway activities to further enhance the athlete's daily training environment, enabling swimmers and coaches to have continued support along their journey.

We understand that talent development is complex and not linear and to help embrace this we will continue to consider the use of discretionary selections. When activating these discretionary selections, all or some of the following will aid decisions:

- ◆ The chronological, developmental and training age of the swimmer
- ◆ A swimmer's engagement, commitment, attitude and work ethic
- ◆ A discussion with the athlete's home coach on the commitment and potential of the swimmer
- ◆ Discussions with Aquatics GB

Pathway overview and rationale

“To guarantee the delivery of quality English swimmers and coaches on to Aquatics GB Swimming World Class Programmes.”

- I. The strategic goal of Swim England Talent is to create a system that will identify, support and enhance the development of athletes for the Olympic, Paralympic and Commonwealth Games. Programme activities are designed to engage with swimmers whose age and stage in the 'England Talent Pathway' is of relevance and continues on the trajectory into World Class Programmes.
- II. This allows the Swim England National Talent Team to identify swimmers to attend programme activities using surveys, event rankings and discretionary considerations.
- III. It is our philosophy and intention to promote a fully inclusive, athlete and workforce centered, process driven, talent development pathway. We encourage conversations with all stakeholders, on how to continually help, support and encourage selected athletes and workforce throughout. This allows the finite resources of the programme to be applied in a flexible and targeted manner to best support individual needs in line with the overall pathway aims.

Transgender and Non-Binary Competition Policy

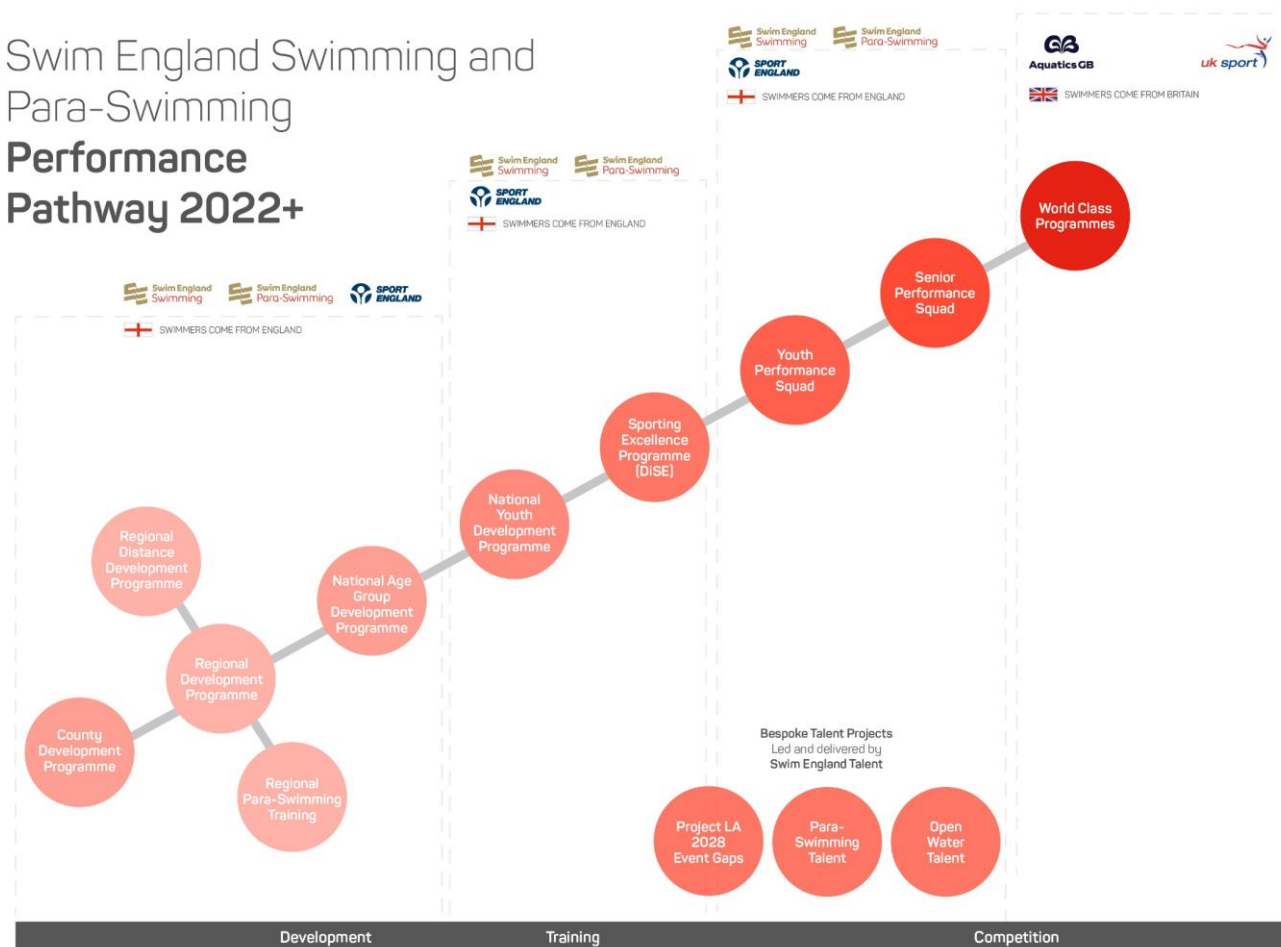
From the 1st September 2023, Swim England’s Transgender and Non-Binary Competition Policy has replaced the existing competition categories of ‘Female’ and ‘Male’ with the categories of ‘Female’ and ‘Open’.

However, as per Clause 7.1 of the policy, any trans or non-binary competitors seeking selection to any of the Swim England talent pathways shall be required to be compliant with the eligibility criteria detailed in the World Aquatics Policy on Eligibility for the Men’s and Women’s Competition Categories prior to being eligible for selection. This is to ensure that selected competitors are eligible to compete at the respective national/ international competition(s).

World Aquatics ‘Policy on Eligibility for the Men’s and Women’s Competition Categories’ continues to use the terms Women/Female and Men/Male. As such, and for the avoidance of doubt, female athletes shall be selected from the ‘Female’ category, male athletes will be selected from eligible competitors within the ‘Open’ category. Non-binary athletes will be eligible for selection on the basis of their birth sex. If unsure, please contact equality@swimming.org

As an evolving area across the sport sector, this will be reviewed 12 months following the date of publication, or following an update to World Aquatics policy, whichever is sooner.

Table 1.



Swim England County Development Programme (CDP)

This is the first step on the Swim England Talent Pathway, which is implemented and delivered by each home county with support from the Swim England Talent team.

Programme aims to support athletes and the workforce to:

- ◆ Develop fundamental movement skills and core aquatic skills to advance physical literacy
- ◆ Develop technical skills across all four competitive strokes
- ◆ Create awareness of Swim England's culture and its associated talent programmes
- ◆ Develop characteristics in-line with the swimmer's age and 'Development' stage of the Optimal Athlete Development Framework (OADF)
- ◆ Increase opportunities for the workforce delivering at this stage of the pathway, to experience and facilitate an integrated and inclusive training environment

Key consideration criteria

- ◆ 12 years of age on 31st December 2024
- ◆ Up to 48 swimmers (24 male and 24 female) per county selected from long course **200m Individual Medley** rankings
- ◆ If counties do not have the minimum number of swimmers ranked in the long course **200m Individual Medley**, then short course 200m Individual Medley rankings may be utilised for selection
- ◆ If counties do not have the minimum number of swimmers for each sex they can reduce as required, or increase swimmers of one particular sex
- ◆ To reflect relative age, two selection bands will be implemented, with the aim of selecting equally between the two where possible;
 - Selection Band A – birthday between and including 1st January to 30th June
 - Selection Band B – birthday between and including 1st July to 31st December
- ◆ Additional selections, if required, can be made for either selection band from swimmers meeting the required minimum standard.
- ◆ Times used for selection to the CDP must be taken from the Swim England national rankings, and be achieved between 1st January 2024 and 4th August 2024
- ◆ Further selections can be made from second, third etc. ranked positions until maximum numbers are achieved
- ◆ Swimmers will be selected for their CDP based on the county their `ranked` club is affiliated to
- ◆ Swimmers will have worked with their home coach to achieve the standard of **levels 1 & 2** of the **Swim England Club Awards**. Confirmation of these standards being achieved will be signed off by the club head coach
- ◆ Para-swimmers will be selected nationally by the Swim England Talent Officers and selections will be communicated to the respective county
- ◆ Up to 6 para-swimmers per county (**nationally selected from 2 IPC events** and included within the total of 48 swimmers) **see general conditions for more information*
- ◆ As a minimum, swimmers will only be considered where they are in excess of the below World Aquatics Points (WAP) / British Para-Swimming Points (BPSP)
- ◆ **Please note, achieving these points does not guarantee selection to a talent programme;**

Sex	Age	WAP (long course)
Male & Female	12	175

Sex	Age	Impairment	BPSP (long course)
Male & Female	12	Physical (1-10)	250 event 1 & 200 event 2*
Male & Female	12	Visual (11-13)	250 event 1 & 175 event 2
Male & Female	12	Intellectual (14)	350 event 1 & 275 event 2

*PI selection 2 strokes where impairment allows

Swim England

Regional Para-Swimming Training (RPST)

This is an inclusive training opportunity for para-swimmers to receive impairment specific support, guidance and development of their stroke mechanics and racing skills on all four competitive strokes. The training sessions are delivered by each region and supported by the Swim England Talent team.

Para-Swimming Regional Training aims to:

- ◆ Increase the number of swimmers and coaches within the para-swimming pathway
- ◆ Identify and develop talented para-athletes
- ◆ Increase skills and knowledge of para-athletes to create a seamless transition onto national talent programmes
- ◆ Increase skills and knowledge of coaches / workforce within each region
- ◆ Develop knowledge of parents and guardians to support the para-swimmer

Key athlete eligibility criteria

- ◆ All swimmers attending training should be a member of a Swim England club with Swim England Club Compete membership
- ◆ 9+ years of age on 31st December 2024
- ◆ Swimmers with a para-swimming classification (S1-S14)
- ◆ Swimmers on the waiting list for para-swimming classification (S99)
- ◆ Swimmers with a hearing impairment (S15) or wishing to begin the process of classification with GB Deaf Swimming Club
- ◆ Swimming regularly and can swim 100m or more across multiple strokes (where impairment allows)
- ◆ Swimmers with an impairment that can be classified under the World Para-Swimming categories, who wish to compete and requiring a skills observation to begin the classification process
- ◆ Those swimmers attending for a classification skills observation to begin the process of classification can be members of a Swim England club with Swim England Club Train membership
- ◆ Para-Swimming Regional Training is aimed at those swimmers who are below Aquatics GB programme level

Swim England Regional Development Programme (RDP)

This is the second step on the Swim England Talent Pathway which is implemented and delivered by each region with support from the Swim England Talent team.

Programme aims to support athletes and the workforce to:

- ◆ Further develop fundamental movement skills and core aquatic skills to advance physical literacy
- ◆ Further develop technical and skills across all four competitive strokes and turns
- ◆ Understand the culture of Swim England and its associated talent programmes
- ◆ Develop the characteristics in-line with the swimmer's age and 'Development' stage of the Optimal Athlete Development Framework (OADF)
- ◆ Increase opportunities for the workforce delivering at this stage of the pathway, to experience and facilitate an integrated and inclusive training environment

Key consideration criteria

- ◆ 13 years of age on 31st December 2024
- ◆ Up to 48 swimmers (24 male and 24 female) per region selected from Long Course **200m Individual Medley** Rankings
- ◆ If regions do not have the minimum number of swimmers for each sex they can reduce as required, or increase the number of swimmers of one particular sex
- ◆ To reflect relative age, two selection bands will be implemented, with the aim of selecting equally between the two where possible;
 - Selection Band A – birthday between and including 1st January to 30th June
 - Selection Band B – birthday between and including 1st July to 31st December
- ◆ Additional selections, if required, can be made for either selection band from swimmers meeting the required minimum standard.
- ◆ Times used for selection to the RDP must be taken from the Swim England national rankings, and be achieved between 1st January 2024 and 4th August 2024
- ◆ Any exceptional short course performances can be considered at the discretion of the RDP Programme Lead/Head Coach
- ◆ Swimmers will be selected for their RDP based on the region their club is affiliated to
- ◆ Swimmers will have worked with their home coach to achieve the standard of **levels 3 & 4** of the **Swim England Club Awards**. Confirmation of these standards being achieved will be signed off by the head coach
- ◆ Para-swimmers will be selected nationally by the Swim England Talent Officers and selections will be communicated to the respective region **see general conditions for more information*
- ◆ Up to 6 para-swimmers per region (**nationally selected from 2 IPC events** included within the total of 48 swimmers) **see general conditions for more information*
- ◆ As a minimum, swimmers will only be considered where they are equal to, or in excess of the below World Aquatics Points (WAP) / Aquatics GB Para-Swimming Points (BPSP)
 - ◆ **Please note, achieving these points does not guarantee selection to a talent programme;**

Sex	Age	WAP (long course)
Male & Female	13	300

Sex	Age	Impairment	BPSP (long course)
Male & Female	13	Physical (1-10)	300 event 1 & 250 event 2*
Male & Female	13	Visual (11-13)	300 event 1 & 225 event 2
Male & Female	13	Intellectual (14)	400 event 1 & 350 event 2

**PI selection 2 strokes where impairment allows*

Swim England Regional Distance Development Programme (RDDP)

The RDDP runs parallel to the RDP and includes an open water swimming experience, aiming to educate swimmers and workforce, whilst increasing the standard of swimmers participating in distance events. The RDDP, is implemented and delivered by each region with support from the Swim England Talent team.

Programme aims to support athletes and the workforce to:

- ◆ Gain a greater understanding and insight of training requirements and opportunities within distance swimming
- ◆ Experience practical elements of open water environments
- ◆ Develop technical and racing skills in distance pool events and open water environments
- ◆ Understand the culture of Swim England and its associated talent programmes
- ◆ Develop the characteristics in-line with the swimmer's age and 'Development' stage of the (OADF)
- ◆ Increase opportunities for the workforce to gain knowledge, experience and understanding of effective distance swimming practices within different aquatic environments

Key consideration criteria

- ◆ Up to 48 swimmers (24 male and 24 female) per region
- ◆ 12 – 14 years of age on 31st December 2024
- ◆ To reflect relative age, two selection bands will be implemented, with the aim of selecting equally between the two where possible;
 - Selection Band A – birthday between and including 1st January to 30th June
 - Selection Band B – birthday between and including 1st July to 31st December
- ◆ Additional selections, if required can be made, for either selection band from swimmers meeting the required minimum standard.
- ◆ The top 4 long course ranked swimmers per age and sex in **800m and 1500m Freestyle**
 - 4 male and 4 female 800m 12 years
 - 4 male and 4 female 1500m 12 years
 - 4 male and 4 female 800m 13 years
 - 4 male and 4 female 1500m 13 years
 - 4 male and 4 female 800m 14 years
 - 4 male and 4 female 1500m 14 years
- ◆ Times used for selection to the RDDP must be taken from the Swim England national long course rankings, and be achieved between 1st January 2024 and 4th August 2024
- ◆ Further selections can be made from fifth, sixth etc. ranked positions until maximum numbers are achieved. Where swimmers have an equal ranking, selections will be prioritised based upon the highest World Aquatics point score
- ◆ Any exceptional short course performances in the 800m & 1500m events can be considered at the discretion of the RDDP Programme Lead / Head Coach
- ◆ Swimmers will be selected for RDDP based on the region their club is affiliated to
- ◆ Swimmers will be expected to commit fully to all aspects of the programme
- ◆ Any swimmer(s) selected for the RDDP may also be invited to additional Swim England National Talent activities
- ◆ As a minimum, swimmers will only be considered where they are equal to, or in excess of the below World Aquatics Points (WAP)
- ◆ **Please note, achieving these points does not guarantee selection to a talent programme;**

Sex	Event	Age	WAP (long course)
Male / Female	800m / 1500m	12yrs	175
Male / Female	800m / 1500m	13yrs	300
Male	800m / 1500m	14yrs	475
Female	800m / 1500m	14yrs	525