

Swimming Performance Pathway in Derbyshire Consultation - Summary of Responses and a Proposed Model (02 June 2009)

This proposal for the re-structuring of Derwentio eXcel and the swimmer pathway in the county, has been developed from the previously circulated models and findings from the consultation which took place in May. The following principles were proposed at the start to guide this review process:

- The Performance Pathway is critical
- Selection needs to be against clear performance criteria and bar set high
- Model needs to become more financially robust and sustainable
- Pool time issues need to be resolved
- Travel time for swimmers needs to be reduced
- The “jump” for swimmers between levels must not be too great
- Clubs need to be more closely involved and feel a greater sense of contributing to the success of the pathway and be better recognised when swimmers achieve success
- Needs to be a strong coach pathway running alongside coach pathway and a sense of a coaching team in the county contributing to the success
- Need to eradicate sense of north south split in squad
- Need to ensure the pathway caters appropriately for swimmers all over the county – not just in the south

Comments made during the consultation process are presented within this proposal in the right hand column, against the relevant part of the proposal. This proposal will be subject to a further round of consultation within DX and clubs and coaches in the county during June. During the next month there will also be discussions held with the local authorities re pool time and finance. It is hoped that a model can be finalised and approved by end of June/early July and be operational from 01 September 2009.

Consultation in June

Those wishing to contribute further to this consultation exercise can do so in the following ways:
There will be a meeting for:

- DX members during week commencing prior to 15 June
- Coaches meeting for all coaches in the county on 15 June. Alfreton LC - 7.00pm
- Open meeting for clubs on 16 June. Alfreton LC - 7.00pm

Individual comments can be posted on DASA bulletin board at :

<http://www.derbyshireswimming.org.uk/Perfomance%20Pathway/PerformancePath.htm>

“How will consultation with local clubs be managed so that they all have an equal say – ensure all clubs/parents are properly consulted”

Level 1 – DX North and South Squads

Level 1 – relates to North and South DX Squads. Top swimmers in the county – probably youth Ages and above Midlands standard. Training 20 hours a week. North and South coming together at weekends, camps and competitions. Head Coach poolside with both squads on weekly basis, but spending more time in south. Team of asst coaches developed to work with squad. Asst coaches also involved in camps and selected meets. (more details below)

Description and (actions still required shown in brackets)

How proposal fits with consultation responses

Level 1 - DX (South)

Top swimmers in Southern Derbyshire. Training 20 hours/week.

Train within Derby / Amber Valley pools as required

Subscriptions and monthly fees go to DX

Ages and standards still to be agreed, but circa minimum Youth ages and above and Midlands Standards? (Coaches and DASA to agree entry requirements, ages, commitment levels/standards etc by end June)

Clear entry standards published annually.

Swimmers enter and exit through (not open ended) clear transition periods – careful liaison with Development club / Home Club coaches

Coached by Andi Manley and PT asst coaches – (Possibly Mel Marshall/ David Sankey/ Kim Hill)

“20 hours is for a senior squad – need to have more flexibility to allow younger swimmers to train less”

“Need to set selection criteria – is it age groups, is it midlands or national times or potential? General feeling that DX should provide for potential midlands to national swimmers”

“How will part timers be treated – part time works for some swimmers? Maybe look to introduce a probationary period for part timers”

“How/who is going to recruit the swimmers?”

“Movement criteria needed to be:

- Transparent/publicised process*
- Clear standards*
- Age and times need to be amalgamated “*

“Head coach time should be split proportional not equal – based on performance of swimmers”

<p>On planned basis some of the 20 hours a week sometimes made up of “whole squad sessions” away from Derby – Alfreton, camps, long course.</p> <p>Swimmers compete for DX at agreed meets. This planned at start of year.</p> <p>Swimmers entitled to attend DX camps. (Draft calendar for 09/10 drawn up by coaches and Strategic Group by end June 09.Meets agreed within calendar. Camps to be agreed in advance within calendar)</p>	<p><i>“The back up for coaches when away and quality of these was questioned, as was the criteria for these stepping in to the sessions.”</i></p> <p><i>“Club and Coach continues until 2011. How will this be managed for Kim”</i></p> <p><i>“Long course training needs building into the plan”</i> <i>“Need to ensure that proper consideration is being given to individual needs of swimmers to meet their age and skill level”</i> <i>“More support needed for non-swim services, such as psychology, sports medicine etc”</i></p> <p><i>“Best swimmers from smaller clubs will be forced to move to bigger clubs to get pool time; this damaging effect has been stopped recently with DX in place. This also impacts as friends may also leave “</i></p>
<p style="text-align: center;">Level 1 DX (North)</p> <p>Top swimmers in North Derbyshire. Training 20 hours/week</p> <p>Train within Chesterfield pool time but as a DX squad</p> <p>Membership goes to DX. Monthly Fees split between Chesterfield and DX (to be agreed)</p> <p>Ages and standards still to be agreed, but circa minimum Youth ages and above and Midlands Standards?</p>	<p><i>“North needs to be not just about Chesterfield swimmers – will there be separate lanes and extra lanes?”</i></p>

Clear entry standards published annually.

Swimmers enter and exit through (not open ended) clear transition periods – careful liaison with Development club / Home Club coaches

Coached by Joe Lack. Andi Manley contributes to/leads programme planning. AM on pool side for an agreed number of sessions each week. (agreed by end June)

Kim Hill and PT asst coaches also involved to ensure cover and continuity/coach team development

On planned basis some of the 20 hours a week made up of “whole squad sessions” away from Derby – Alfreton, camps, long course.

Swimmers compete for DX at agreed meets. This planned at start of year Can attend DX camp. (Draft calendar for 09/10 drawn up by coaches and Strategic Group by end June 09. Meets agreed within calendar. Camps to be agreed in advance with the global calendar)

Level 2 – Pathway Clubs

Level 2 relates to “Pathway Clubs” – those clubs that feed DX with swimmers. There was many comments made about the pros and cons of Part-Time swimmers within DX, questions about how the Hub Clubs/Squads may work and how DX relates to the clubs in the county and DASA. These comments have all been considered within the consultation process and this model now proposes that swimmers stay within the clubs until they move into the DX North or South Squads. The model also proposes however that strategic alliances are developed between DX and those clubs in the county that aspire to be Competitive development Clubs within Swim 21 criteria – Pathway clubs. It is also proposed that the Head Coaches from within these clubs become part of the DX Coaching Team – DX asst coaches. It is proposed that this level of club becomes the likely stepping stone for swimmers into DX – as they will have their own top squads which will be training and competing at the appropriate level to feed into DX. This will probably result in swimmers moving from feeder clubs into these pathway clubs and then into DX. This is the pathway presented by Swim 21. Selected swimmers and coaches from these pathway clubs will be invited to join DX camps and compete at selected meets. These will be identified within the calendar at the start of the year. Agreements reached at the start of each year about which clubs swimmers swim for in various meets and competitions in the year so that an association with “Home Clubs” is maintained.(more details below).

“All clubs need to buy in to the model, and should use swim21, including allocating pool time.”

“All coaches to buy in and move swimmers”

Description and (actions still required shown in brackets)

Pathway/Development Clubs

These clubs will provide support and development for swimmers at next level down below DX

Clubs aspiring/on journey to becoming Competitive Development Clubs will be recognised as Pathway clubs

Potentially 3 clubs at moment – City of Derby, Chesterfield and Long Eaton – all need to start work on S21 Comp Dev. (Further discussion with all clubs in June/July)

How proposal fits with consultation responses

“Are hub clubs/squads prepared to restructure pool time and squads to take in DX swimmers”

“Will the establishment of hub club sites lead to a two tier structure of clubs in the county”

“Are 3 hubs enough for Derbyshire given its size – what about northwest corner and extreme north east”

“What happens when swimmers opt not to join DX – with hubs in Chesterfield and Derby, they may not need to join – there needs to be greater cross over between clubs and DX”

“What powers will hub clubs have”

Potential to consider setting same standards for Top Squads within these clubs as part of establishing the county pathway. (Coaches/clubs consider value in this/standards to be agreed by July)

Pathway swimmers developed in clubs with club coaches

Swimmers pay membership and fees to clubs.

Swimmers with potential identified by coaching team and invited to DX sessions and camps that are planned on calendar. Improved process between coaches to determine when swimmer moves up from and back to Pathway/Home clubs. (Discussion between coaches to agree process for identification and invitations to camps)

Club coaches part of coaching team at camps and meets. Kim Hill involved in club coaching when coaches with DX

Possibly these potential swimmers compete for DX in selected and agreed meets as part of the transition process.(Draft, indicative calendar for 09/10 drawn up by coaches and Strategic Group by end June 08)

Swimmers moving from other clubs to swim for “feeder” clubs at agreed meets.

Clubs and coaches to work with feeder clubs / coaches – incl mentor and be an advocate for DX format.

“There needs to be a better relationship between home club and swimmers when moved/coming back. This includes, athletes recognising their attitudes may have an impact.”

“Do clubs have the capacity to release coaches to support DX coach – coaches of right ability working with swimmers?”

“Needs to help prepare other swimmers for aspects – like experiencing camps”

“Swimmers should go back to home club more often and become ambassadors and role models”

“Best swimmers from smaller clubs will be forced to

	<p><i>move to bigger clubs to get pool time; this damaging effect has been stopped recently with DX in place. This also impacts as friends may also leave “</i></p>
<p align="center">Level 3- Feeder Clubs</p> <p>Provide support and development for swimmers at next level down below Pathway Clubs. (Discussion with all clubs about how the system is proposed to work by mid July)</p> <p>Swimmers developed in clubs with club coaches</p> <p>Mentoring programme established for clubs and coaches – input by Kim Hill, DX and Development club coaches</p> <p>Swimmers pay membership and fees to clubs</p> <p>Swimmers with potential identified by coaching team and invited to Pathway/Development clubs for additional sessions</p> <p>Swimmers compete occasionally for Pathway Clubs as well as home clubs</p> <p>Selected/Invited club coaches part of DX coaching team at camps and meets</p>	<p><i>“What is the motivation for smaller club coaches with Hub Squads?”</i></p> <p><i>“Needs to help prepare other swimmers for aspects – like experiencing camps”</i></p> <p><i>“Want swimmers to swim for feeder/home club when appropriate”</i></p> <p><i>“Need to change things to buy in the club coaches and swimmers and clubs”</i></p>

Financial Planning

Comments from consultation:

“Resources and costs need to match”

“Can DASA levy on ASA registration to support DX”

*“Will DX parents transfer their efforts back to clubs – smaller number of swimmers means smaller number of parents”
“Has to be better financial commitment from partners”*

The financial planning to sit alongside this model has begun and will be finalised in the next 4-6 weeks. It is considered that this model is financially viable, but will require some costs savings or additional income to be secured.

This financial modelling focuses on Level 1 – DX squads, as the funding required to sustain and develop levels 2 and 3 is currently within the clubs – there would be little or no change required within the clubs if this model was adopted.