

2021-22 England Para-Swimming Talent consideration policy

The England Para-Swimming talent team specialises in talent identification and development.

We work with British Para-Swimming to provide a seamless pathway that aims to progress swimmers onto the World Class Programme. We also work with Swim England Swimming Talent to develop integrated and aligned talent development opportunities for athletes and coaches, offering a blended approach of online learning and face to face.

Introduction

This consideration policy sets out the standards and process for Para-swimmers to be invited on to the England Para-Swimming Talent Programme. Due to Covid restrictions limiting both training and competitive opportunities across the majority of 2020 and 2021, the 2021-22 season will be split into two phases.

- **Phase 1** (September 2021 to December 2021) will be an extension of the 2020-2021 programme.
- **Phase 2** (January 2022 to August 2022) will be a shortened interim programme.
- The consideration policy for 2021-2022 season will reflect the above, with separate consideration standards across both phases.

The Para-Swimming Talent Team has reviewed the structure of the Talent Programme and the tiers have been changed to allow the following:

- A flexible approach to optimise the number of athletes accessing the programme and support services.
- To underpin the BPS World Class Programmes.
- To align more directly with and allow increased integration with the Swim England Swimming Talent Programme.

The reviewed structure is as follows:

Age (at 31 Dec)	England Para-Swimming Talent Programme	Swim England Programme alignment
11-12 years	Foundation	County/Regional Camps
13-14 years	Development 1	National Development Camp
15-16 years	Development 2	National Event Camp
17+ years	Development 3	Junior Squad
11-19 years		BPS Academy
16+		DiSE

Each tier has separate consideration criteria and it should be viewed as a pre-requisite for consideration. It does not guarantee invitation to the Talent Programme.

Consideration criteria

The consideration criteria is set out below:

Phase 1 (September 2021 to December 2021)

To reflect the lack of training and competition opportunities across the 2020-21 season the Talent Programme will be extended until December 2021

- Existing athletes will be reviewed against ROCK culture and programme engagement to remain/progress onto Phase 1 of the 21-22 England Para-Swimming Talent Programme.
- Athletes will be placed within the new structure tiers to allow opportunities to join other Swim England or British Para-Swimming opportunities that arise during that period.

New athletes may be considered based on the following:

- Meeting the consideration criteria for the Interim programme – Phase 2 (January 2022 to August 2022, see below table of consideration points) and demonstrate the ability to develop further along the pathway after that point.

Results from the following can be used for consideration:

- Swims since December 2019, Level X, 'Festival of Swimming' and other Open Meets to August 2021.
- For newly classified athletes, as above and times from Newcomers Meets will be used to allocate BPS points for consideration.
- Consideration will be ongoing throughout 21-22 season and reviewed at the end of each training phase (December 2021).
- Athletes are expected to follow the Programme / ROCK culture throughout phase 1 (for culture and behaviours see section ** within phase 2 criteria).

Phase 2 (January 2022 to August 2022)

National Foundation Programme: (20 athletes)

Age-group programme (11-12 years) for identified Para-Athletes displaying the potential to progress within the England Para-Swimming Talent Programme.

Programme aims

Athletes will develop technical and racing skills across multiple strokes and gain awareness of the pillars of athlete development. The ROCK culture associated with the England Para-Swimming Talent Programme will be focussed on providing sports specific Knowledge and monitoring Commitment.

Consideration criteria

Impairment	Criteria
Physical Impairment	11 years 200+ BPSP in event 1, 175+ BPSP in event 2* 12 years 250 + BPSP in event 1, 200+ BPSP in event 2*
Visual Impairment	11 years 200+ BPSP in event 1, 150+ BPSP in event 2 12 years 250+ BPSP in event 1, 200+ BPSP in event 2
Intellectual Impairment	11 years 300+ BPSP in event 1, 200+ BPSP in event 2 12 years 350+ BPSP in event 1, 275+ BPSP in event 2

National Development 1: (20 athletes)

Age Group programme (13-14 years) for identified Para-Athletes.

Programme aims

- Athletes will develop technical and racing skills across multiple strokes and begin to demonstrate understanding of the pillars of athlete development.
- The ROCK culture associated with the England Para-Swimming Talent Programme will be focussed on developing Responsibility whilst further developing Knowledge and Commitment.
- Para-athletes will be supported and prepared for potential progression onto the British Para-Swimming Academy Programme.

Consideration criteria

Physical Impairment	13 years 300+ BPSP in event 1, 250+ BPSP in event 2* 14 years 350+ BPSP in event 1, 300+ BPSP in event 2*
Visual Impairment	13 years 300+ BPSP in event 1, 250+ BPSP in event 2 14 years 350+ BPSP in event 1, 300+ BPSP in event 2
Intellectual Impairment	13 years 400+ BPSP in event 1, 350+ BPSP in event 2 14 years 475+ BPSP in event 1, 400+ BPSP in event 2

National Development 2: (10 athletes)

Age Group programme (15-16 years) for identified Para-Athletes.

Programme aims

- Athletes will develop technical and racing skills across multiple strokes, demonstrating understanding and some application throughout the key pillars of athlete development.
- The ROCK culture associated with the England Para-Swimming Talent Programme will be focussed on helping the athlete to take increased Ownership, whilst further developing Responsibility, Commitment and Knowledge, as required to potentially progress onto the British Para-Swimming Academy Programme.

Consideration Criteria

Physical Impairment	15 years 400+ BPSP in event 1, 300+ BPSP in event 2* 16 years 450+ BPSP in event 1, 350+ BPSP in event 2*
Visual Impairment	15 years 300+ BPSP in event 1, 250+ BPSP in event 2 16 years 400+ BPSP in event 1, 300+ BPSP in event 2
Intellectual Impairment	15 years 550+ BPSP in event 1, 450+ BPSP in event 2 16 years 600+ BPSP in event 1, 500+ BPSP in event 2

National Development 3: (five athletes)

Youth programme (17years +)

Programme aims

- Develop technical and racing skills, sport specific knowledge and processes for enhanced training and race performance, whilst preparing athletes for potential progression onto the British Para-Swimming Academy and World Class Programmes.
- Athletes will be expected to demonstrate understanding and application throughout the pillars of athlete development and demonstrate Commitment to increased Ownership of their own development.

Physical Impairment	17 years 500+ BPSP in event 1, 400+ BPSP in event 2* 18 years 550+ BPSP in event 1, 450+ BPSP in event 2* 19 years 650+ BPSP in event 1, 500+ BPSP in event 2*
Visual Impairment	17 years 450+ BPSP in event 1, 350+ BPSP in event 2 18 years 500+ BPSP in event 1, 400+ BPSP in event 2 19 years 600+ BPSP in event 1, 500+ BPSP in event 2
Intellectual Impairment	17 years 700+ BPSP in event 1, 550+ BPSP in event 2 18 years 750+ BPSP in event 1, 600+ BPSP in event 2 19 years 800+ BPSP in event 1, 650+ BPSP in event 2

*2 strokes where impairment allows.

British Para-Swimming Academy

British Para-Swimming and Home Nation programme for athletes displaying the skills, behaviours and potential to progress onto World Class Programmes

Programme aims:

- To develop the application of technical skills, sport specific knowledge and processes for enhanced training and race performance, with increased understanding and access to Sports Science.
- The programme will provide each athlete with support and development to prepare them for potential progression onto British Para-Swimming World Class programmes.

Diploma in Sporting Excellence

A programme to support young athletes in the talent system to combine sport and education.

Programme aims

To develop the athlete's skills, knowledge and competence to pursue sporting excellence, alongside developing the skills and qualifications required for a post athletic career.

Consideration criteria

BPS Academy	Selection based on published British Para-Swimming consideration criteria.
DiSE	<ul style="list-style-type: none">• Selection based on published DiSE criteria.• Born 1 Septemeber 2004-31 August 2005.• Or age 19-24 if the athlete has an Education Health Care Plan (EHC).• 500+ BPS Points in at least one event.

Athletes will have to meet the additional consideration criteria below:

- 1) Athletes are classified with a British Para-Swimming S1-S13, World Para-Swimming (WPS) or VIRTUS (INAS-FID) S14 classification.
- 2) Any change in an athlete's classification at any time for whatever reason during the year will result in a review of the athletes place on the programme. If the athlete has not achieved a consideration points for their new classification within a minimum of 3 months from the date of classification change, the athlete will be withdrawn from the programme.
- 3) Athletes are registered to a swimming club affiliated to Swim England and are eligible to represent Great Britain at international competitions.
- 4) Athletes are aged between 11 and 24 (age as at 31 December 2022).
- 5) BPSP points must have been achieved in a designated Long Course or Short Course competition between July 2020 and December 2021.
 - a) British International Para-Swimming Meet (LC).
 - b) Swim England Level X (SC).

- c) Swim England National Para-Swimming Championships (LC).
 - d) Swim England Licensed Open Meets - Level 3 and above (SC /LC).
 - e) Consideration will be ongoing throughout 21-22 season and reviewed at the end of each training phase, (April 2022).
- 6) Split times or performances at time trials will not be considered.
 - 7) Only results from electronic timing equipment will be considered – with the exception of times gained at 'Level X' competitions and 'Newcomers' events.
 - 8) BPS points (BPSP) must be in an event that is a WPS event for the classification of the athlete.
 - 9) Additional athletes may be selected who may not have met all of the required consideration criteria but are showing performances that are progressive. This will be at the discretion of the Para-Swimming Talent Coaches.

**Selected athletes are expected to demonstrate the following behaviours:

- Athletes are reminded that their place on the programme is a privilege not a right.
- Athletes are expected to be fully committed to training, learning and developing in line with their identified process goals and progressing along the Para-swimming pathway.
- All athletes will be reviewed whilst on the programme. If an athlete has failed to show that they are progressing or displaying the expected behaviors then they will be removed from the programme.
- Athletes to embrace and live the ROCK culture associated with the England Para-Swimming Talent Programme: (Responsibility, Ownership, Commitment and Knowledge).
- Athletes to complete schemes of work or assigned tasks that check understanding and development.
- Athletes to attend all identified training and competition opportunities by the England Para-Swimming Talent Programme.

Please note the following:

- That there is no right to appeal if an athlete is unsuccessful in being selected for the England Para-Swimming Talent Programme.
- There is no individual funding support as part of this programme.