



Case study: City of Norwich SC

Supporting our coaches wellbeing through 'Waterfall' mentoring

“Our head coaching team work closely together and access mentoring and insight from external groups. They also mentor our lead coaches and are tasked with succession planning and developing new coaches. We operate a link-club scheme allowing our head coaches to work with coaches from other clubs offering guidance and support. All other club coaches and teaching assistants are partnered with experienced teachers and coaches to learn more about the club-specific ethos and methodology. The mentoring is one way we live our club values and ensures that our coaches and teams are open to learning and seen as a positive.

From a wellbeing perspective the mentoring helps us identify coaches experiencing difficulties and put support in place early. Support comes in many forms, including encouraging the team to take time off in lieu rather than work to the point of exhaustion.

City of Norwich SC is thriving thanks to the committee, coaching team and local facilities working together to create a positive club environment. This consistent approach has enabled us to retain all of our coaches, helping to bring long-term stability and benefit our swimmers and parents.”

Tracey Spinner and Alex Pinniger, City of Norwich Swimming Club

