

City of Coventry Swimming Club
Club Development Programme
2014 - 2018

WORKFORCE DEVELOPMENT Vision: The City of Coventry Swimming Club's workforce will be highly skilled and knowledgeable. The Club acknowledges that the workforce relies on substantial volunteer input. The Club's development programme will allow access to the many training needs in a modern swimming environment.

OUTCOMES 2014 - 18	HOW	TARGET BY 2018
<ul style="list-style-type: none"> • Coaches trained, qualified and mentored at the correct levels to teach/coach the various levels of membership. • Team Managers trained, qualified and mentored at the correct level to serve the membership to include local, regional, residential and international camps and competitions. • Officials and Meet Administrators developed (as above) to meet the needs of the events programme. • Volunteer Administrators/Committee Members recruited and developed to meet the needs of quality club development as outlined in Swim 21 requirements. • Volunteer Administrators/ Committee Members are equipped with skills to enable the club to play an influential role in the sport at County, District and National Level. • Workforce trained to UKCC standards in Safeguarding and Protecting Children, Equity in Coaching, Club for All and Working with Young Performers. • Staff trained in Health and safety Procedures and First Aid. 	<ul style="list-style-type: none"> • Establish the Club as a training centre to meet the needs in partnership with the other centres in the Region. • Programme Head Coach to set up mentoring programme for agreed coaches with regional officer. • Access funding to subsidise members' access to courses. • Links established with County Sports Partnership training programmes. • Members attend regular CPD. • Ensure that all Committee members have access to awareness of and training in their roles and responsibilities. • External recruitment where necessary to introduce expertise into the club. • Establish link with County Sports Partnership Coaching Officer. 	<ul style="list-style-type: none"> • Reaccreditation of Workforce section of Swim 21 at Teaching, Skills Development, Competition and Performance Levels. • 2014 = 2 Coaching Team gaining Level 3 UKCC, 2015 = 3, 2016 = 4, 2017 = 5 • 2014 = 10 Coaching Team gaining Level 2 UKCC, 2015 = 14, 2016 = 18, 2017 = 20 • 2014 = 10 Coaching Team gaining Level 1 UKCC, 2015 = 14, 2016 = 18, 2017 = 20 • 2014 = 30 members with either/both First Aid, Lifeguarding Qualifications, 2015 = 34, 2016 = 40, 2017 = 50 • 20 Level 1 or 2 Team Managers Qualifications. • Applied for relevant external funding stream for training (coach bursaries).

LIFE LONG PARTICIPATION Vision: Members of City of Coventry Swimming Club will have the opportunity to exit from the LTAD route and participate in Club activities designed for Master Swimmers and post high performance younger swimmers.

OUTCOMES 2014 - 18	HOW	TARGET BY 2018
<ul style="list-style-type: none"> • Provide structures and Partnerships with other water based sport providers within the City. • Evolve the participation strand in the Club Training Scheme (Junior Club). • Work with Schools to establish Schools Groups at school pools with exit pathways to other activity provision. • Further develop Club Masters Section including separate Ladies Only Section (cultural participation). • Establish routes to Young Aquatic Volunteering and Officials for further sports participation. • Further strengthen training opportunities for experienced swimmers to take part in volunteering/coaching/ teaching activities within the club. • Work with Local Council, P.C.T. to establish new swimming activity groups. 	<ul style="list-style-type: none"> • Work with other Partners/Agencies within the City to develop structured pathways from Learn to Swim upwards into the Club. • Establish links with pool providers on use of pool space. • Develop expertise at the Club in the delivery of non traditional training/participation environments. • Develop work with other providers of aquatic based activities as pointers for swimmers to other activities. • Regular meetings and communication with parents to explain further opportunities for themselves and their children. • Marketing and Promotion initiatives involving the Club website, newsletters, notices and enlisting students from both Universities needing working environment experiences for projects. 	<ul style="list-style-type: none"> • At least 4 new swimming initiatives. • Increase Junior Club numbers 2014 = 25, 2015 = 30, 2016 = 35, 2017 = 40 • 2014, 1 after school clubs in City, increase this to 2 in 2015, 3 in 2016 & 4 in 2017. • Master Swimmers targets 2014, 35 participants → 2018, 50 participants. • 2 official's course per year, 30 newly qualified. • 2 Young Aquatic Leaders Courses per year. • At least 2 Parental Meetings per year, monthly Squad Parent Rep meetings. • Involvement of one University in Marketing /PR exercise.

NETWORKING Vision: City of Coventry Swimming Club has good working relationships with Regional and Sub- regional clubs. The Club acts as a powerful, trusted resource based on the service it offers.

OUTCOMES 2014 - 18	HOW	TARGET BY 2018
<ul style="list-style-type: none"> • Appropriate facilities secured. • Club represented on all local external sporting bodies and agencies. • Club represented at decision making bodies of swimming to represent club's views and gain information from others. • Close working relationship established with sub-regional clubs on the development of talented swimmers into the programme. • The Club is viewed by partners as a valuable resource in their club development. • Region recognises common ground and the value of the programme to the region. • Close links established with Universities and Further Education establishments on the use of their expertise and facilities for swimmers. 	<ul style="list-style-type: none"> • Work closely with and lobby facility providers for swimming. • Promote awareness of the programme with local providers. • Meetings to be arranged between the Programme and sub regional club Chairmen and Club Coaches, • Meetings to be arranged by Region with other interested bodies to explain the Programme role. • Work in partnership with other clubs in the area. • Have written agreements outlining services offered and benefits as well as expectations. • Have clear guidelines on swimmers competitive availability and representation • Have clear guidelines on club acknowledgement and membership for swimmer involvement in the programme. 	<ul style="list-style-type: none"> • 2014 Swimmer pathway established with 3 clubs from sub – region and Region. • 2015 Swimmer pathway established with 5 clubs from sub – region and Region. • 2016 pathways established with all sub - region clubs. • 2014-18 representatives from club regularly attend County and Regional Committees. • 2014-18 Reps at local Swimming Action Groups • 2014 – 18 reps at County, Region and National committees. • 2014 – 18 reps on and contact with County Sports Partnership and Community Sports Groups Sports in local area.

ATHLETE PARTICIPATION Vision: To ensure that all members are developed to their full potential by access to a suitable training environment and quality coaching at each stage of their development.

OUTCOMES 2014 - 18	HOW	TARGET BY 2018
<ul style="list-style-type: none"> • Quality controlled delivery structures at every LTAD stage for athletes. • Development of a co-ordinated network of delivery across the sub region and work with the Regional Team in the rest of the region. • A structure that maximises athlete development and retention opportunities. • Workforce development for coaches and Support Staff to promote talent. • Access to a programme of events enabling competitive opportunities at all levels. • Medal success at local, county, regional, national and international level (see National Championship participation sheet). • An established seamless pathway to World Class Performance for programme athletes. 	<ul style="list-style-type: none"> • Development of entry structure to Programme from Learn to Swim (Pathways Group) into competitive programme (Pathways Group works with Schools + all Learn to Swim Providers in City). • Work in partnership with other aquatic providers to have exit routes into other areas of the sport. • Raise the number of athletes taking part in the scheme as part of a competitive environment. • Further develop Junior Club to allow for exits from competitive levels into participation levels • Improve links with Further and Higher Education into projects to assist swimmers gain educational qualifications. • Improve links with Higher and Further Education for the programme to use their expertise in the development of athletes (sports science, nutrition, biomechanics etc.). • Improve links with Higher and Further Education for them to use the programme in the development of their students (work experience, research, projects). 	<ul style="list-style-type: none"> • 350 members in the Training Scheme in 2014. • 370 by 2015 • 400 by 2016 • 300 members in Learn to Swim scheme. • 2 University Programmes with 20 members in each. • 3 Pathway groups (8 and under), (9 – 11yrs), (12yrs). • 190 Athletes competing County Championships. • 110 Athletes competing in Regional Championships. • 75 Athletes competing in National Championships. • See separate sheet for Championship medals. • Attract funding bursaries for talent development.

Increase Athlete Participation – National

Championships Vision: To achieve success at National Level.

	AGE	YOUTH	SENIOR
ATTENDING	2015 = 10 2016 = 15 2017 = 20 2018 = 25	2015 = 10 2016 = 15 2017 = 20 2018 = 25	2015 = 10 2016 = 15 2017 = 20 2018 = 25
FINALING	2015 = 5 2016 = 7 2017 = 10 2018 = 12	2015 = 5 2016 = 7 2017 = 10 2018 = 12	2015 = 5 2016 = 7 2017 = 10 2018 = 12
MEDALING	2015 = 3 2016 = 5 2017 = 7 2018 = 9	2015 = 3 2016 = 5 2017 = 7 2018 = 9	2015 = 3 2016 = 5 2017 = 7 2018 = 9

INNOVATION Vision: The Club will demonstrate the ability to keep up to date and be innovative in new technologies or practices that keep the club moving forward.

OUTCOMES 2014 - 18	HOW	TARGET BY 2018
<ul style="list-style-type: none"> • Create new projects yearly. • Use of IT within club to monitor and evaluate swimmer's progress. • Establish better use of the Club Website for communication. • Establish reporting system on swimmer's progress to parents. • Through regular CPD and Conference attendance, coaches kept up to date with current thinking. • Regular work with Universities with student placement on various research projects. • Establish referral system for skeletal screening/talent ID. • Active input to local City Management Group. 	<ul style="list-style-type: none"> • Work with local University tutors and students to make them aware of the club resources. • Quarterly screenings for skeletal, talent ID and health related issues. • Work with the local educational establishments to gain expertise in sport science/ nutritional areas of the sport. • Work on club IT systems for record keeping and reporting. 	<ul style="list-style-type: none"> • By 2018 one innovative project per year. • 2015 work with one University student/tutor on a project. • 2016 work with two University students/tutor on a project. • 2017 work with three University students/tutor on a project. • 2018 work with four University students/tutor on a project. • Quarterly reports to be produced on projects and distributed to relevant partners.

LTAD Vision: Provide a seamless developmental pathway which allows all athletes to achieve their potential by accessing quality training environments at every stage of their development.

OUTCOMES 2014 – 18	HOW	TARGET BY 2018
<ul style="list-style-type: none"> • Club reaccreditation in Swim 21 at every LTAD level. From foundation to elite. • Routes/pathways established to maximise athlete success and retention. • Establish links with local clubs to provide additional resources as needed for athlete pathways. • Coordinate the coaching programme at the club to take account of LTAD developmental opportunities. • Regular CPD work with coaches to keep them updated with LTAD needs for their squads. • Criteria established for appropriate athlete movement from squads for promotion and retention needs. • Club will have sufficient trained coaches at all LTAD levels. • Club will have training facilities available to allow athlete access at required level. 	<ul style="list-style-type: none"> • Head coach to review programme regularly (at least quarterly) throughout the season. • Quarterly meetings group and reports for swimmers and parents on LTAD. • Quarterly meetings for all coaches to review and evolve coaching practice. • Meetings with Chairmen and Head Coaches of other clubs using the programme to review LTAD and agreements. 	<ul style="list-style-type: none"> • 4 group meetings per year with. Parents and swimmers. • 4 coaches group meetings per year. • Reports from the Programme Head Coach to each Executive Committee meeting outlining LTAD progress. • CPD work with the coaches as per Workforce Development Plan.

LEARN TO SWIM Vision: The Club gives members an opportunity to Learn to Swim through a fully inclusive programme linked to LTAD.

OUTCOMES 2014 - 18	HOW	TARGET BY 2018
<ul style="list-style-type: none"> • Everyone in the Club has the opportunity to learn to swim (LTS) under the guidance of quality, qualified teachers. • The Programme continues to run LTS using the ASA National Plan for Teaching Swimming. • The Club runs LTS sessions on a twin basis. Pay as you attend Club Membership and a prepay programme system. • Established links with other LTS providers within the City to establish quality standards for entry from their schemes into the first stages of the Club Training. • Links established with local school LTS programmes and National Curriculum performance indicators. • Links established with the Local Council to provide input into Performance Indicators. 	<ul style="list-style-type: none"> • Information and promotional material about LTS available on local Sports information networks. • Establish Club/School links with primary schools. • Sufficient availability of facilities. • Establish contact and hold Networking meetings with partners. • Regular reviews of the existing “Pathway” project. • Ensure sufficient trained teachers for the Club LTS programme. • Attendance of Club Staff at regular CPD meetings. • Regular Swimming Teacher appraisals. 	<ul style="list-style-type: none"> • 2014 Pathways established with 3 new LTS agencies. • 2015 Pathways established with 2 more LTS agencies. • 2016 Pathways established with 7 LTS agencies. • 2017 Pathways established with 9 LTS agencies. • Sufficient Swimming Teachers trained within the Club to run both Club Night and Prepay Programme. • At least quarterly meetings with Local Sports Trusts. • 30 swimmers transfer from Club Night or Prepay programme into LTAD Training programme per year.

COACH MENTORING Vision: The Coventry Programme is established as a West Midland Regional Centre that provides quality mentoring for coaches to develop their personal competencies.

OUTCOMES 2014 - 18	HOW	TARGET BY 2018
<ul style="list-style-type: none"> • Programme Coach appraisals + personal development plans produce. • Programme Coaches attend UKCC “A guide to Mentoring Coaches” in order to mentor each other. • One to one coaching evaluations + shadowing on poolside within the programme. • Beacon Programme Head Coach to act as in-service Mentor Coach to a specified number of identified coaches from the West Midland Region. • Beacon Programme Coach to act as Mentor Coach on asa courses held at the Coventry Centre. 	<ul style="list-style-type: none"> • Development plan produced for appraisals of Programme Coaches. • Development plan produced for CPD courses as a result of appraisals. • Establishment of “Buddy Coach” system. • Asa Education Centre established a Coventry. • Programme Head Coach to view sessions of other coaches and report findings to coach involved. • Programme Head Coach to produce report on appraisals to Executive Committee (generic findings not specific to individual coaches). 	<ul style="list-style-type: none"> • Mentoring Development Plan produced each year in September. • Mentoring plan reviewed 1 March. • 2014 2 coaches on UKCC mentoring training. • 2015 6 coaches on UKCC mentoring training. • 2016 Whole coaching team mentor trained. • Report to Committee each year. • Agreed number of coaches mentored through Regional Plan with Regional Development Coach.