

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 2023-2024

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 British Swimming/Para-Swimming to develop our pathway activities to further enhance the athletes 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:

- ◆ Chronological, developmental and training age of the swimmer
- ◆ A swimmers engagement, commitment, attitude and work ethic
- ◆ A discussion with the athlete's home coach on the commitment and potential of swimmer(s)
- ◆ Discussions with British Swimming/Para-Swimming

Pathway overview and rationale

“To guarantee the delivery of quality English swimmers and coaches on to British Swimming’s 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 of the future. 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 centered, process driven, talent development pathway. We encourage conversations with all stakeholders, on how to continually help, support and encourage selected athletes 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.

Swim England – Transgender and Non-Binary Competition Policy

From the 1st October 2023, Swim England's Transgender and Non-Binary Competition Policy will be implemented. Within domestic competition, this will see the existing competition categories of 'Female' and 'Male' replaced with the categories of 'Female' and 'Open'.

However, as per 7.1 of the policy, the following must be considered with regards to talent selection:

The eligibility policy of World Aquatics, and/or any major national or international Games Organisation regarding TRANS or NON-BINARY COMPETITORS will supersede the eligibility policy as outlined in this Policy.

As such, any TRANS or NON-BINARY COMPETITORS person 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).

Given World Aquatics 'Policy on Eligibility for the Men's and Women's Competition Categories' continues to use the terms Women/Female and Men/Male, this must be reflected in the document below. 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.

Swim England

Para-Swimming Regional Training (PSRT)

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 number of swimmers and coaches within the Para-swimming pathway
- ◆ Identify and develop talented athletes
- ◆ Increase skills and knowledge of 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 competitive member of a Swim England club
- ◆ 9+ years of age by 31st December 2023
- ◆ 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 training members of a Swim England club
- ◆ Para-Swimming Regional Training is aimed at those swimmers who are below British Swimming programme level

Swim England National Age Group Development Programme (NAGDP)

This is the third step on the Swim England Talent Pathway and is managed and delivered by the England Talent Team.

Programme aims to support athletes and the workforce to:

- ◆ Develop technically efficient and effective swimming skills
- ◆ Develop tactical awareness through development of race process goals
- ◆ Develop self-awareness and self-reflection
- ◆ Understand how the Swim England inclusion and culture policies encourage access to a supportive and innovative learning environment to all
- ◆ Develop characteristics in-line with 'Future Performance Potential (FPP)' stage of the Optimal Athlete Development Framework (OADF)
- ◆ Increase opportunities for the workforce delivering at the FPP stages of the pathway, to experience and facilitate an integrated and inclusive training environment

Athlete consideration criteria

- ◆ 14 years of age on 31st December 2023
- ◆ Up to 192 swimmers selected equally across **Male and Female**
- ◆ To reflect relative age, two selection bands will be implemented
 - Selection Band A – 1st January to 30th June
 - Selection Band B – 1st July to 31st December
- ◆ In line with minimum selection standards (World Aquatics Table Below), additional selections, if required can be made, for either selection band.
- ◆ Up to 48 swimmers per zone (4 zones nationally)
- ◆ Up to 6 para-swimmers per zone (included within the total of 48 swimmers) **see general conditions for more information*
- ◆ Times used for selection to the NAGDP will align to Olympic and Paralympic events and taken from the Swim England long course national rankings, to be achieved between 1st January 2023 and 6th August 2023
- ◆ Further selections can be made from second, third etc. ranked positions until maximum numbers are achieved. Where swimmers have an equal ranking, selections will be prioritised based upon the highest World Aquatic point score
- ◆ To be eligible for selection to the NAGDP swimmers will have worked with their home coach to achieve the standard of **levels 5 & 6** of the **Swim England Club Awards**. Confirmation of these standards being achieved will be signed off by the club head coach
- ◆ Swimmers will be expected to commit fully to all aspects of the programme
- ◆ It should be noted that any exceptional performances may be included at the Swim England Head of Swimming Talent
- ◆ As a minimum, standard times Swimmers will only be considered where they are equal to, or 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	14yrs	475
Female	14yrs	525

Sex	Age	Impairment	BPSP (long course)
Male & Female	14	Physical (1-10)	350 event 1 & 300 event 2*
Male & Female	14	Visual (11-13)	350 event 1 & 275 event 2
Male & Female	14	Intellectual (14)	475 event 1 & 400 event 2

**PI selection 2 strokes where impairment allows*

Swim England National Youth Development Programme (NYDP)

This is the fourth step on the Swim England Talent Pathway and is managed and delivered by the England Talent Team.

Programme aims to support athletes and the workforce to:

- ◆ Develop effective technical and tactical racing skills
- ◆ Understand how training processes in the pool and on land underpin race day performance
- ◆ Develop self-awareness and reflective practice
- ◆ Understand how the Swim England inclusion and culture policies encourage access to a supportive and innovative learning environment to all
- ◆ Develop the characteristics in-line with 'Future Performance Potential (FPP)' stage of the Optimal Athlete Development Framework (OADF)
- ◆ Increase opportunities for the workforce delivering at the FPP stages of the pathway, to experience and facilitate an integrated and inclusive training environment

Athlete consideration criteria

- ◆ 15 years of age on 31st December 2023
- ◆ Up to 120 swimmers selected equally across **Male and Female**
- ◆ **Times used for selection to the NYDP** will align to Olympic and Paralympic events and taken from the Swim England long course national rankings, to be achieved between 1st January 2023 and 9th August 2023
- ◆ Further selections can be made from second, third etc. ranked positions until maximum numbers are achieved
- ◆ Swimmers ranked in multiple events will be selected on their highest ranked event
- ◆ Where swimmers have equal rankings for multiple events, the highest World Aquatics points score will be used to determine the event selected
- ◆ Up to 16 para-swimmers (included within the total of 120 swimmers) **see general conditions for more information*
- ◆ It should be noted that any exceptional performances may be included by any 16year old swimmers (age as of 31st December 2023) who are not already selected for Youth Performance Squad at the absolute discretion of Swim England Head of Swimming Talent
- ◆ Swimmers will be expected to commit fully to all aspects of the programme
- ◆ As a minimum, standard times Swimmers will only be considered where they are equal to, or 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	FINA Points (long course)
Male	15	550
Male	16	625
Female	15	600
Female	16	675

Sex	Age	Impairment	BPS Points (long course)
Male & Female	15	Physical (1-10)	400 event 1 & 300 event 2*
Male & Female	16	Physical (1-10)	450 event 1 & 350 event 2*
Male & Female	15	Visual (11-13)	400 event 1 & 300 event 2
Male & Female	16	Visual (11-13)	450 event 1 & 325 event 2
Male & Female	15	Intellectual (14)	550 event 1 & 450 event 2
Male & Female	16	Intellectual (14)	600 event 1 & 500 event 2

**PI selection 2 strokes where impairment allows*

Swim England

Diploma in Sporting Excellence (DiSE)

This is the fifth step on the Swim England Talent Pathway, aligned to the Youth Performance Squad, managed and delivered by Swim England in partnership with Loughborough College. The BTEC qualification is a bespoke programme, delivered over two academic years that supports and complements the athlete's further education and enhances their daily training environment.

DiSE aims to support athletes and the workforce to:

- ◆ Prepare athletes for a lifelong, high-performance journey in aquatics
- ◆ Enhance the club training environment
- ◆ Understand and develop the necessary skills, attributes and behaviours required to become a senior international athlete
- ◆ Take ownership and ensure knowledge gained impacts positively on future performance
- ◆ Gain sport specific experience through training camps, international competition and completion of the Diploma
- ◆ Gain skills and knowledge to receive the Pearson Edexcel Level 3 Diploma in Sporting Excellence Qualification

Athlete consideration criteria

- ◆ Born between 1st September 2006 and 31st August 2007
- ◆ Athletes must fulfill the funding criteria as laid out by the Department of Education (Refer to DiSE eligibility paragraph in appendices)
- ◆ Up to 114 swimmers selected equally across Male and Female
- ◆ Times used for selection to the DiSE programme will align to Olympic and Paralympic events and taken from the Swim England long course national rankings, to be achieved between 1st January 2023 and 9th August 2023
- ◆ The highest ranked swimmer from long course performances in each Olympic/Paralympic event will be selected
- ◆ Further selections can be made from second, third etc. ranked positions until maximum numbers are achieved
- ◆ Swimmers ranked in multiple events will be selected on their highest ranked event
- ◆ Where swimmers have equal rankings for multiple events, the highest World Aquatics points score will be used to determine the event selected
- ◆ It should be noted that any exceptional performances may be included at the absolute discretion of the Swim England Head of Swimming Talent
- ◆ Swimmers will be expected to commit fully to all aspects of the programme
- ◆ As a minimum, standard times Swimmers will only be considered where they are equal to, or 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	WAP (long course)
Male	600
Female	650

Sex	Impairment	BPSP (long course)
Male & Female	Physical (1-10)	450 event 1 & 350 event 2*
Male & Female	Visual (11-13)	450 event 1 & 325 event 2
Male & Female	Intellectual (14)	600 event 1 & 500 event 2

*PI selection 2 strokes where impairment allows

Para-Swimming

- ◆ Hold BS/IPC classification S1 to S14.
- ◆ Swimmers who are part of the Para-Swimming Talent Programme 2023 and meet the above performance criteria will receive automatic nomination. Not all nominations will be awarded places as there are limited spaces available on DiSE programme.

Open Water Swimming

- ◆ Podium placed swimmers at the following events will be considered for selection at the discretion of the Swim England Head of Swimming Talent and **DiSE Manager**: Swim Wales Challenge Series incorporating British team selection (24th June, Llandegfedd), Open Water National Age Group Championships (29th July, Thrybergh).

All selections are made at the absolute discretion of the Swim England Head of Swimming Talent

Swim England Youth Performance Squad (YPS)

The fifth step of the Swim England Talent Pathway is the Youth Performance Squad. The primary objective for this squad is to develop international arena skills and prepare swimmers for international competitions.

Programme aims to support athletes and the workforce to:

- ◆ Expand knowledge and understanding to achieve technical excellence
- ◆ Master and execute consistently, race process goals in multiple environments
- ◆ Apply training and race data to formulate detailed race models for specific events
- ◆ Understand and apply a range of strategies, that deliver high quality arena skills to perform under pressure
- ◆ Understand how the Swim England inclusion and culture policies encourage access to a supportive and innovative learning environment to all
- ◆ Develop the characteristics in-line with 'Future Performance Potential (FPP)' stage of the Optimal Athlete Development Framework (OADF)
- ◆ Increase opportunities for the workforce delivering at the FPP stages of the pathway, to experience and facilitate an integrated and inclusive training environment

Athlete consideration criteria

- ◆ 16 - 17 years of age on 31st December 2023
- ◆ Up to 36 swimmers, selected equally across **Male and Female**
- ◆ Swimmers will be identified at the absolute discretion of Swim England Head of Swimming Talent
- ◆ Times used for selection to the YPS will align to Olympic and Paralympic events and- taken from the Swim England long course national rankings, to be achieved between 1st January 2023 and 13th August 2023
- ◆ Swimmers that display excellent performance behaviours and skills
- ◆ Swimmers that have displayed a positive performance curve over the last two swimming seasons in their main event
- ◆ Swimmers with the potential to represent England at the Commonwealth Games Victoria 2026
- ◆ Swimmers ranked in multiple events will be selected on their highest ranked event
- ◆ Where swimmers have equal rankings for multiple events, the highest World Aquatics points score will be used to determine the event selected
- ◆ Swimmers will be expected to commit fully to all aspects of the programme
- ◆ Up to 8 para-swimmers (included within the total of 36 swimmers) **see general conditions for more information*
- ◆ As a minimum, standard times Swimmers will only be considered where they are equal to or 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	World Aquatic Points (long course)
Male	16	625
Male	17	650
Female	16	675
Female	17	700

Sex	Age	Impairment	BPS Points (long course)
Male & Female	16	Physical (1-10)	475 event 1 & 350 event 2*
Male & Female	17	Physical (1-10)	525 event 1 & 400 event 2*
Male & Female	16	Visual (11-13)	475 event 1 & 325 event 2
Male & Female	17	Visual (11-13)	500 event 1 & 350 event 2
Male & Female	16	Intellectual (14)	575 event 1 & 450 event 2
Male & Female	17	Intellectual (14)	725 event 1 & 550 event 2

**PI selection 2 strokes where impairment allows*

Swim England

Senior Performance Squad (SPS)

The sixth step of the Swim England Talent Pathway is the Senior Performance Squad. The Senior Performance Squad is a combination of swimmers that are demonstrating a level of performance that could lead to inclusion onto British Swimming's World Class programme or representation for Swim England at Senior International Level.

Programme aims to support athletes and the workforce to:

Create resilient and robust athletes and inspire them to achieve world class status. In addition the squad aims to identify athletes that show clear potential in achieving podium success in Victoria 2026 and LA 2028.

This programme will:

- ◆ Help swimmers to identify and enhance their performance behaviours and skill
- ◆ Provide individual performance plans
- ◆ Continue to drive the end of season performance philosophy
- ◆ Create bespoke programme direction and philosophy for each individual
- ◆ To ensure success and ultimately increase medal count at Victoria 2026 and future Olympics
- ◆ Develop the Great British Swimmer OADF skills and attributes
- ◆ International competition opportunity will be bespoke through out 2023-2024 swimming season

Athlete consideration criteria

- ◆ Age 18+ years of age on 31st December 2023
- ◆ Up to 20 athletes selected equally across male and female can be selected at the absolute discretion of the Swim England Head of Swimming Talent
- ◆ Swimmers that display excellent performance behaviours and skills
- ◆ Swimmers that have displayed a positive performance curve over the last two swimming seasons in their main event
- ◆ Swimmers that have the potential to represent England at the Commonwealth Games Victoria 2026
- ◆ Times used for selection to the SPS will be taken from the Swim England long course national rankings, and be achieved between 1st January 2023 and 13th August 2023
- ◆ Priority will be given to ranked times achieved at the following 2023 competitions;
 - World Championships.
 - British Para-Swimming International Meet
 - European U/23 championships
 - British Swimming Championships
 - European Junior Championships
 - Commonwealth Youth Games
 - British Summer Championships
 - English National Summer Meet
- ◆ Up to 4 para-swimmers (included within the total of 20 swimmers) *see *general conditions for more information*
- ◆ Selected Para-swimmers must be eligible to compete for England or Britain at future major international competitions
- ◆ As a minimum, standard times Swimmers will only be considered where they are equal to, or 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	18+	750

Sex	Age	Impairment	BPSP (long course)
Male & Female	18+	Physical (1-10)	600 event 1 & 450 event 2*
Male & Female	18+	Visual (11-13)	550 event 1 & 400 event 2
Male & Female	18+	Intellectual (14)	800 event 1 & 600 event 2

**PI selection 2 strokes where impairment allows*

Selections will be finalised after World Class Programme selections in October 2023

Athletes selected for world class podium and podium potential will not be eligible for selection

Athletes that attend the British Swimming National Centres are not eligible for selection.

Swim England

Distance Swimming Project (DSP)

Swim England are working in partnership with British Swimming to further develop international success in the distance swimming events; 800m Freestyle, 1500m Freestyle and Marathon Swimming.

Project aims to support athletes and the workforce to:

- ◆ Deliver and monitor effective distance training programmes within the swimmers daily training environment
- ◆ Create a network with other athletes, coaches and club programmes to share best practice in distance swimming
- ◆ Achieve performance outcomes displaying potential to be successful at the Olympic Games Los Angeles 2028 and beyond, in the distance and marathon swimming events
- ◆ Develop the characteristics in-line with 'Future Performance Potential (FPP)' stage of the Optimal Athlete Development Framework (OADF)
- ◆ Increase opportunities for the workforce delivering at the FPP stages of the pathway, to experience and facilitate an integrated and inclusive training environment to support the development of distance swimming within club programmes

Athlete consideration criteria

- ◆ 13+ years of age on 31st December 2023
- ◆ Up to 60 swimmers will be identified at the absolute discretion of Swim England Head of Swimming Talent in agreement with British Swimming's Performance Pathway & Distance Lead
- ◆ To reflect relative age, two selection bands will be implemented for the 13 and 14yr old age groups.
 - Selection Band A – 1st January to 30th June
 - Selection Band B – 1st July to 31st December
- ◆ Additional selections, if required can be made, for either selection band.
- ◆ Times used for selection to the DSP will be taken from the Swim England long course national rankings, and be achieved between 1st January 2023 and 13th August 2023
- ◆ Long course performances in **400m Individual Medley, 400m, 800m and 1500m Freestyle** will be considered for selection
- ◆ Swimmers and their home coaches will be expected to commit fully to all aspects of the project
- ◆ Upon acceptance to the project, the swimmers home coach must provide evidence they have access to appropriate training hours per week in accordance with long term athlete development (LTAD) recommendations. This can be achieved within the swimmers home club, or by working in collaboration with neighbouring clubs and networks.

Swim England

Para-Swimming 'Bespoke' Talent Programme

This programme runs parallel to all programmes on the Talent Pathway. The primary objective is to underpin all Swim England integrated programmes, through supporting para-swimmers and wider workforce with additional opportunities to develop the skills and experience required for successful integration.

Para-Swimming 'Bespoke' Talent Programme aims to:

- ◆ Increase the skills and knowledge of Para-swimmers and wider workforce within the talent pathway
- ◆ Further develop talented athletes
- ◆ Provide talent provision where athletes have not been selected to integrated programmes, or where a 'bespoke' option is considered the most effective option for the athlete.
- ◆ Provide additional activities for athletes on an integrated programme, requiring some focused work in a highlighted development area.
- ◆ Develop knowledge of parents and guardians and support network to support the para-swimmer

Key athlete eligibility criteria

- ◆ All swimmers must be classified with a British Para-Swimming S1-S13, World Para-Swimming or VIRTUS (INAS-FID) S14 classification.
- ◆ 11+ years of age on 31st December 2023
- ◆ There is no limit to the number of athletes on the programme and therefore relative age effect will not be employed across the programme.
- ◆ As a minimum, standard times Swimmers will only be considered where they are equal to, or in excess of the below British Para-Swimming Points (BPSP)
- ◆ **Please note, achieving these points does not guarantee selection to a talent programme;**
- ◆ *Additional athletes may be selected who may not have met all of the required consideration criteria but are showing performances that are progressive.
- ◆ **Athletes may be added throughout the season in line with classification opportunities.
- ◆ (*,**) These along with all other selections will be at the discretion of the Swim England Head of Swimming Talent
- ◆ For all other criteria, please **see general conditions for more information*

Sex	Age	Impairment / Classification	BPS Points (long course)
Male & Female	11	Physical (1-10)	200 event 1 & 175 event 2*
Male & Female	11	Visual (11-13)	200 event 1 & 150 event 2
Male & Female	11	Intellectual (14)	300 event 1 & 200 event 2
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
Male & Female	13	Physical (1-10)	300 event 1 & 250 event 2*
Male & Female	14	Physical (1-10)	350 event 1 & 300 event 2*
Male & Female	13	Visual (11-13)	300 event 1 & 225 event 2
Male & Female	14	Visual (11-13)	350 event 1 & 275 event 2
Male & Female	13	Intellectual (14)	400 event 1 & 350 event 2
Male & Female	14	Intellectual (14)	475 event 1 & 400 event 2
Male & Female	15	Physical (1-10)	400 event 1 & 300 event 2*
Male & Female	16	Physical (1-10)	450 event 1 & 350 event 2*
Male & Female	15	Visual (11-13)	400 event 1 & 300 event 2

Male & Female	16	Visual (11-13)	450 event 1 & 325 event 2
Male & Female	15	Intellectual (14)	550 event 1 & 450 event 2
Male & Female	16	Intellectual (14)	600 event 1 & 500 event 2
Male & Female	17	Physical (1-10)	500 event 1 & 400 event 2*
Male & Female	18 +	Physical (1-10)	550 event 1 & 450 event 2*
Male & Female	17	Visual (11-13)	475 event 1 & 350 event 2
Male & Female	18 +	Visual (11-13)	500 event 1 & 400 event 2
Male & Female	17	Intellectual (14)	700 event 1 & 550 event 2
Male & Female	18 +	Intellectual (14)	750 event 1 & 600 event 2

**PI selection 2 strokes where impairment allows*

General Conditions

- a) Selections can be made at the absolute discretion of the Swim England Swimming Head of Swimming Talent.
- b) To allow Swim England to maximise its limited resources, we will be asking all selected swimmers to make a financial contribution to the cost of their activities.
- c) Contributions from swimmers are reinvested into the programme to allow it to function in its best form. Contributions are not used for any other purpose by Swim England.
- d) Swimmers accepting selection must commit to all aspects of the programme, which takes priority over ALL club activities and must provide information when requested by set deadlines.
- e) Swimmers will receive communication of their selection to a talent programme directly from Swim England National Talent administration team.
- f) Any swimmer who has withdrawn without appropriate communication or has been removed for non-adherence to the code of conduct, may be ineligible for future talent programme selections.
- g) Should further opportunities arise outside of this criteria, Swim England reserve the right to make further selections at the absolute discretion of Swim England Head of Swimming Talent.
- h) All swimmers participating in Swim England Talent activities must have selected England as their country of representation on their Swim England membership. For para-swimmers please see additional information below.
- i) Additional swimmers may be selected who have not met all of the required consideration criteria, but are showing performances that are progressive. This will be at the discretion of the Swim England Head of Swimming Talent.
- j) All swimmers will be reviewed whilst on the talent programme. If a swimmer has failed to show that they are progressing or displaying the expected behaviors, then they may be removed from the programme.
- k) There is no automatic individual funding support as part of Swim England Talent programmes.
- l) British Swimming's World Class programme swimmers may be considered for selection to Swim England Talent Activities following consultation with British Swimming.
- m) There is no right to appeal if a swimmer is unsuccessful in being selected for the Swim England Talent Programme.
- n) Swimmers are reminded that their place on a Swim England Talent programme is a privilege not a right.
- o) Additional swimmers may be selected throughout the swimming season to access bespoke, targeted activities or programmes at the absolute discretion of the Swim England Head of Swimming Talent.
- p) Any exceptional performances by swimmers at the following open water competitions may be considered for selection to a Talent programme activity;
 - a. Swim England National Open Water Championships
 - b. LEN European Junior Open Water Championships
 - c. World Aquatics World Junior Open Water Championships

Note; Upon selection to a Swim England National Talent programme, swimmers becoming unfit due to illness or injury (physical or mental), or leaving the sport at any time following their selection must notify Swim England Talent administration team immediately. The swimmers continued level of involvement in a talent programme and talent team support will be made on an individual basis.

We want to ensure the Talent Pathway is as accessible as possible and wish to remove all potential barriers for selected swimmers. Please contact the Swim England Talent Administration Officer on swimmingtalent@swimming.org (in confidence) if you require any reasonable adjustments or if you have any queries regarding your selection:

Information for Para-Swimmers in addition to the above

- a) Consideration will be given to para-swimmers from other home nations to access elements of the England Talent programme following consultation with British Swimming.
- b) Para-swimmers must be classified with a British Para-Swimming S1-S13, World Para-Swimming or VIRTUS (INAS-FID) S14 classification.
- c) Any change in a swimmers classification at any time, for whatever reason during the season will result in a review of the swimmers place on the programme. If the swimmer has not achieved a consideration time for their new classification within an agreed period of time (minimum 3 months from the date of classification change) the swimmer may be withdrawn from the programme.
- d) British Para-Swimming Points (BPSP) must be in an event that is a World Para-Swimming (WPS) event for the classification of the swimmer.
- e) BPS points must have been achieved a designated Long Course (LC) or Short Course (SC) competition between November 2022 and the conclusion of the British Summer Championships 2023 and the Swim England National Summer Meet 2023 across Paralympic events. Split times or performances at time trials will not be considered, only results from electronic timing equipment will be considered.
- f) Priority for swimmer selections will be given to the following competitions;
 - a. British Para-Swimming Winter Meet (LC)
 - b. County Championships (LC/SC)
 - c. British International Para-Swimming Meet (LC)
 - d. Swim England Para-Swimming Regional Development Meets subject to license (SC)
 - e. Swim England Regional Summer Championships (LC)
 - f. Swim England National Junior Para-Swimming Championships (SC)
 - g. British Summer Championships (LC)
 - h. Swim England National Summer Meet (LC)

World Aquatics / British Para-Swimming points progression

World Aquatics/BPS points are produced by the world governing body and are used as a tool to aggregate performances linked to the world record in an individual event and classification. These points, while not conclusive or exhaustive allow us to have an informed opinion on relatable performances. The stepped progressions in World Aquatics/BPS points we have used, take into account the age and development stage of both male and female swimmers. We are using this as a minimum performance consideration to select athletes.

Coach selections

- a) Selection of coaches to contribute to the delivery of Swim England Talent activities will be made by the Swim England Coach Development Manager, in consultation with Swim England National Talent Team for each specific event and/or programme. Selections will seek to achieve a balance of staff to ensure quality of delivery and offer coach development opportunities.
- b) To promote inclusion, continued professional development and Swim England Talent philosophies, coaches interested in attending programme activities on a voluntary basis to assist in the programme or observe activities should note their interest to an England National Talent Team member.
- c) We expect coaches expressing an interest in coaching national programmes to have previously engaged in county and regional activities.
- d) Coaches must hold a current and in date Swim England DBS and Safeguarding certificates.

DiSE Appendices

Once allocated places, NGBs can only select athletes who meet the Department for Education [\(DfE\)](#) student eligibility criteria below.

1. To be eligible for DiSE programme funding, a student must meet the following criteria:
 - a. Be aged 16 to 18 (or aged 19 to 24 if they have an Education, Health, and Care (EHC) plan), when they start the programme.
 - b. Subject to paragraph 2 below, be enrolled on a state funded study programme and be studying towards an academic (e.g., A levels) or technical qualification (e.g., NVQs or City and Guilds).
 - c. Be on a talent pathway managed by their sport's National Governing Body (NGB).
 - d. Must not be employed by their sport body or club on a professional contract.
2. The requirement in paragraph 1b. "be enrolled on a state funded study programme", does not apply to students who attend a fee-paying school for their main study programme in the following circumstances:
 - a. The student is in receipt of the school's means-tested bursary of at least 50% fee remission; or
 - b. The student is in receipt of a talent / ability-based scholarship of at least 50% but were this not to be the case then they would have otherwise qualified for the school's means-tested bursary of at least 50% fee remission; or
 - c. At least 50% of the student's fees are being paid by a third sector organisation but were this not to be the case then they would have otherwise qualified for the school's means-tested bursary of at least 50% fee remission.
 - d. With regard to students eligible under paragraph 2 a., 2 b. or 2c., the relevant NGB should take all reasonable steps to confirm a student's eligibility with the student's fee-paying school before the student is enrolled on or starts the DiSE programme. The NGB should retain the relevant documentation for audit purposes.
3. DfE will consider other exceptional circumstances. Where an NGB believes that a student, who would otherwise be ineligible, should be considered for DiSE programme funding for exceptional reasons, it must contact DfE to seek agreement before the student is awarded a place.