



Swimmers Performance Policy

This policy will clearly outline the procedures required if a swimmer fails to meet the criteria in their current squad. To ensure equity within all squads, a Performance Panel will be set up. The panel will be made up of the Coaching Team and Two committee members. Quarterly, coaches will put forward suggestions to the panel with any recommended movements between squads. The panel will ensure all movements are based on squad criteria. In addition to the quarterly reviews, Personal plans will be implemented to help the swimmer re-evaluate and focus on the objectives. It is used to improve the swimmers overall performance. The coaches and the Panel will meet quarterly to assess the performance of ALL swimmers and have discretion, in consultation with the parents concerned, to move swimmers between squads during the season. All reviews and decisions will be made by the Panel.

There are 4 main sections which the criteria fall in to;

1. Performance during training, competition
2. Attendance
3. Behaviour
4. Punctuality

Performance

If a swimmers training deteriorates significantly the coach will hold a discussion with the swimmer and/or parent to help the swimmer focus and improve their training. The following steps will be taken

1. Detail what is required (objectives) to the swimmer and their parent/s
2. Monitoring
3. If the swimmer starts to achieve, no action is required. If the swimmer continues to fall below what is expected, then a Personal Plan will be implemented. The swimmer, parent/s and coach will then record goals and objectives. A Personal Plan will last 3 months.
4. Constant monitoring will be carried out. A meeting will take place between swimmer, parent/s and coach during the personal plan, where deemed necessary by mutual consent. If targets are not achieved, the swimmer may be moved into an alternative squad where they can continue to perform at their level and continue to compete.

Croydon Amphibians Swimming Club
Chief Coach – Chris Hatton

Attendance

Every squad has a number of sessions they must attend. However, swimmers with personal circumstances that prevent them from attending sessions (school, logistical & health), may be taken into consideration by both Head Coach and squad coach, as long as all of the other criteria is met. If a swimmer regularly falls below the minimum the following steps will need to be taken;

1. Establish why the swimmer has been unable to meet the minimum number of sessions
2. The coach will speak to the swimmer and their parent/s and inform them of the current situation and what is required. A next meeting date will be agreed (within 2 weeks) with all parties
3. 1 month (or an alternative period agreed by the Head Coach and coaches) will be given to the swimmer to improve their attendance record. If the targets are not achieved, the swimmer will be moved into a squad where they can continue to perform at their level and continue to compete.

Behaviour

Swimmers and parents are to abide by the Code of Conduct and the Clubs Constitution. Good, fair and respectful behaviour is expected at all pools during and after training sessions and galas. This also applies to outside of training when emails, texts and MSN can be accessed. Inappropriate communication (whether it be verbal or non verbal) and non-adherence to this Code of Conduct and Constitution violates the terms of your membership. Any incident must be brought to the attention of the Welfare Officer. The incident will then be reported to the Committee. A meeting will take place to resolve any issues. If the incident happens again, the committee will be in its right to revoke the swimmers/parents membership. Refer to Clubs Constitution.

Punctuality

All swimmers must arrive on poolside 10 minutes prior to the start of a session. If a swimmer arrives late for a session, the swimmer or parents must ensure that the Head Coach or coach is advised promptly of the reasons for lateness. Should a swimmer repeatedly arrive late to sessions a phone call will be made to the parents by the chair or a nominated other.

Swimmers on Trial

Swimmers on trial (internally to the club) must show that they have met or agree to achieve the criteria for the squad they are moving into. Swimmers on trial, by invitation, must satisfy the coach of their ability to adapt to the training and demonstrate dedication and commitment. A trial will last for 3 months and within that time the swimmer must

have achieved the criteria. If the swimmer does not achieve the criteria after 3 months, they will resume training in their original/appropriate group.

This policy relates to all swimmers here at CASC and gives everyone (including swimmers with a disability) the opportunity to progress within CASC and to be treated equally.

Croydon Amphibians Swimming Club
Chief Coach – Chris Hatton