

## **1. INTRODUCTION**

- 1.1. The British Swimming World Class Swimming Programme (WCSP) aims to identify, develop and support talented athletes in winning medals on the world stage in 2018 and beyond. Through its World Class Performance Programme UK Sport is seeking to maximise the chances of athletes winning medals at major sporting events globally, culminating every four years in Olympic and Paralympic Games. Winning medals on the international sporting stage requires significant resources. To ensure the UK's most talented athletes maximise their chances UK Sport has devised a two-level World Class Performance Programme of Athlete Investment – Podium and Podium Potential. British Swimming receives a finite amount of money each quadrennial to invest in the WCSP and uses its discretion as to where and when the money is allocated. Direct Athlete Investment is a part of the wider WCSP investment provided by UK Sport.
- 1.2. The WCSP is overseen by a National Performance Director (NPD) who provides overall strategic leadership, inclusive of the performance structures and systems to ensure it achieves maximum medal potential for the current Olympic cycle and beyond. This paper outlines the background, guiding principles, eligibility and criteria for investment in targeted swimmers via the WCSP for the period 1<sup>st</sup> October 2017 to 30<sup>th</sup> September 2018. It also provides an overview of the conditions and benefits available to those athletes receiving support. Attaining the selection criteria listed in section 4.4, 4.8 and 4.10 of this document does not mean automatic qualification for any financial Athlete Investment support. Selected athletes will be invited to join the WCSP and must commit fully to the National Programme of activities before becoming eligible for WCSP membership.

## **2. ATHLETE NUMBERS – PODIUM AND PODIUM POTENTIAL LEVEL INVESTMENT**

- 2.1. For the Tokyo Olympic cycle (November 2016 – March 2021) British Swimming has a maximum of 54 places available on the WCSP at any one time at two levels – Podium and Podium Potential. The NPD has absolute discretion as to how many places are agreed with UK Sport at both Podium and Podium Potential within the maximum number of 54 places. In each year there is a maximum of 24 places at Podium level unless otherwise agreed with UK Sport. There is no requirement on the NPD to nominate all 54 places each year and all nominations will be selected in accordance with sections 4.4, 4.8 and 4.10 of these guidelines. These numbers cover both Pool and Marathon swimmers. The total number of places for 1<sup>st</sup> October 2017 to 30<sup>th</sup> September 2018 is subject to formal ratification from UK Sport.

## **3. OVERARCHING INVESTMENT PRINCIPLES**

- 3.1. Up to 54 athletes will be recommended to UK Sport according to the principles, investment criteria and processes detailed in this paper for support for the period 1<sup>st</sup> October 2017 to 30<sup>th</sup> September 2018. Ongoing membership of the Programme beyond this period will be determined by the WCSP Athlete Investment Guidelines covering 2018-19 and the subsequently revised guidelines covering future years.
- 3.2. A Podium level athlete is defined as an athlete possessing genuine and strong medal potential at the next (Tokyo 2020) Olympic Games. However, athletes should note that being the best in Britain, meeting all performance targets set, qualifying for an Olympic team, possessing a high world ranking or regularly repeating a 4<sup>th</sup> to 8<sup>th</sup> finish at World or Olympic level individually or in relays would not confer by right, inclusion of any athletes on British Swimming's WCSP at Podium level.

- 3.3. A Podium Potential level athlete is defined as an athlete possessing genuine potential to make the team at the 2020 Tokyo Games, and/or to medal at either these Games or the 2024 Olympic Games.
- 3.4. Any athlete targeted for investment must clearly demonstrate that they are capable of bridging the gap from their current performance status to the medal rostrum, or remain at Podium level if they have already achieved medal success in Olympic events at World Championships or the Olympic Games themselves.
- 3.5. By accepting membership to the WCSP athletes are committing to British Swimming performance plans, reviews and attendance at all compulsory National Programme activity as determined by the GB Head Coach for Podium athletes and the Head of Elite Development for Podium Potential athletes. Athletes will also be expected to abide by the Athlete Code of Conduct and any other conditions stipulated in their Programme offer letter.

#### 4. ATHLETE NOMINATION

- 4.1. A British Swimming Nomination Panel consisting of the National Performance Director (NPD), GB Head Coach, Head of Elite Development and any other relevant personnel directed by the NPD will recommend to UK Sport up to 54 athletes for investment through the World Class Performance Programme.
- 4.2. Once selected onto the Programme, athletes will be nominated for investment at one of five (5) levels (A and B levels for Podium athletes, and C, D, and E for Podium Potential athletes).

##### Podium Level Investment – Pool (A and B Levels)

- 4.3. All athletes being considered for inclusion will be contacted and required to complete an online AIMS<sup>3</sup> questionnaire (available for completion between 7<sup>th</sup> to 25<sup>th</sup> August 2017 and all athletes being considered will be provided with a link/access instructions). **Failure to complete the online questionnaire by 25<sup>th</sup> August 2017 will result in an athlete no longer being eligible for WCSP membership.**
- 4.4. Within the athletes nominated for Podium Level investment to UK Sport (maximum 24), the NPD will determine at his absolute discretion the number of Podium level athletes to be selected. Nominations will be based on the following four criteria:
  - A review of the athlete's British Swimming Performance Dashboard<sup>1</sup> (individual and/or relay)
  - A review of performance at the athlete's respective 2016 and 2017 Benchmark Meet<sup>2</sup>
  - A review of the athletes' AIMS targets<sup>3</sup>
  - A review of the commitment by both athlete and home coach to the National Programme
- 4.5. Once nominated for Podium level investment (according to 4.4 above), to be considered for inclusion at A level, athletes must be either a 2016 Olympic Games or 2017 World Championship medallist.

<sup>1</sup> The British Swimming Performance Dashboard currently comprises 7 components that provide a combination of objective and subjective measures. These include performance history and assessment, ranking against world level performance indicators, demographic data and annual targets, together the "Performance Dashboard". Athletes will be notified during the year if any alternations are made to the Performance Dashboard

<sup>2</sup> The athlete's identified main meet of the season

<sup>3</sup> AIMS is an assessment tool that forms part of the Performance Dashboard.

- 4.6. Once nominated for Podium level investment (according to 4.4 above), to be considered for inclusion at B level, athletes must achieve a top 8 finish in the final at the 2016 Olympic Games or 2017 World Championships.

#### **Podium Potential Level Investment – Pool (C, D and E Levels)**

- 4.7. An initial profiling exercise will be conducted to develop a long list of up to 100 athletes for review and consideration for investment. This list will be compiled to include athletes who have the closest percentage deviation from their event's performance funnel<sup>4</sup>. All long listed athletes will be contacted and required to complete an online AIMS<sup>3</sup> questionnaire (available for completion between 7<sup>th</sup> to 25<sup>th</sup> August and all long listed athletes will be provided with a link/access instructions). **Failure to complete the online questionnaire by 25<sup>th</sup> August 2017 will result in an athlete no longer being eligible for WCSP membership.**
- 4.8. Within the total number of athletes nominated for investment to UK Sport (maximum 54), the NPD will determine the number of Podium Potential level athletes to be selected. Nominations will be based on the following four criteria:
- A review of the athlete's Performance Dashboard<sup>1</sup>
  - A review of performance at the athlete's respective 2017 Benchmark Meet<sup>2</sup>
  - A review of the athlete's AIMS<sup>3</sup> targets
  - Demonstrated commitment by both athlete and home coach to the National Programme
- 4.9. Once nominated for Podium Potential level investment (according to 4.8 above), athletes will be classified at C, D or E level in consideration to the criteria outlined in Table 1 (page 6).

#### **Podium and Podium Potential Investment – Marathon**

- 4.10. A number of Marathon places will be reserved on the World Class Programme each year. The number of Marathon places at Podium and Podium Potential level will be determined by the NPD at his absolute discretion. The British Swimming Marathon Lead will recommend to the British Swimming Nomination Panel athletes that are eligible for consideration of investment support in the WCSP. In making these recommendations consideration will be given to:
- A review of future marathon swimming senior medal potential
  - A review of the athlete's Performance Dashboard<sup>1</sup>
  - Performances at the athlete's respective 2016 and 2017 Benchmark meet, for example, at the 2016 Olympic Games, 2016 European Open Water Championships (Marathon), 2017 World Open Water Championships (Marathon), and 2017 European Junior Open Water Championships
  - Performances at selected FINA 10km races in 2016 and 2017, and benchmark meet selection process races
  - Demonstrated support and commitment to marathon swimming by both athlete and their home coach
- 4.11. Marathon swimming athletes on the WCSP will be expected to prioritise their training and competition programme to ensure peak performance at their marathon benchmark meet as designated by the British Swimming Marathon Lead.

<sup>4</sup> The performance funnel forms part of an athlete's Performance Dashboard

## Notification

- 4.12. Nominations will be finalised by 15<sup>th</sup> September 2017 and all athletes being nominated for investment through the WCSP **will be notified in writing by 20<sup>th</sup> September 2017**. The Performance Director (Welsh Swimming), Performance Director (Scottish Swimming), and the England Programmes Team Leader will be invited to contribute to discussions as determined by the British Swimming Nomination Panel.

## Addition/Withdrawal/Suspension

- 4.13. The British Swimming NPD may recommend to UK Sport that an athlete is added, suspended or withdrawn from the WCSP at any time during the investment period. Recommendations to withdraw athletes from the Programme and / or to terminate membership of the Programme and the associated funding and benefits will be made if, at the absolute discretion of the NPD, the athlete is no longer seen as a strong genuine medal prospect at Olympic level and the gap to the podium is deemed to not be bridgeable looking forwards. In addition, circumstances that warrant withdrawal or suspension from the Programme include but are not limited to:
- i. failure to make the required commitment to training or meet the required fitness standards;
  - ii. failure to engage fully in National Programme activities;
  - iii. failure to engage fully in British Swimming review meetings and monitoring procedures;
  - iv. failure to fully complete self-monitoring data as prescribed by the Head of Sport Science and Medicine
  - v. failure to meet UK Sport athlete voluntary appearances; or
  - vi. in the sole opinion the NPD, a failure to optimise their current training environment.
- 4.13 Athletes may be assessed at any time during the funding period to demonstrate full engagement with prescribed training programmes, protocols and support services.

## 5. ATHLETE SUPPORT AND COMMITMENTS

- 5.1. Athletes nominated for investment are eligible to receive a range of support services and financial support (an Athlete Performance Award). Ongoing WCSP membership is subject to full engagement in the National Programme (as directed by the GB Head Coach or Head of Elite Development), engaging fully in British Swimming reviews and monitoring procedures, full commitment to agreed performance targets and fitness standards, and strict compliance with the Athlete Code of Conduct (available on request, from [adam.clarke@swimming.org](mailto:adam.clarke@swimming.org) ).

### Support Services and activity

- 5.2. Investment in Podium and Podium Potential athletes will include the following activity and services:
- i. **Athlete Planning and Review meetings by British Swimming technical staff** – the GB Head Coach, Head of Elite Development and/or other national staff will consult with all Podium and Podium Potential swimmers and their home coach, to discuss annual targets, areas of development and performance progression over the season. For all WCSP athletes, there will be an online process for setting, assessing and reviewing process goals and outcome targets.
  - ii. **National Programme** – athletes will be required to attend British Swimming national programme activities that are designated as compulsory by the GB Head Coach for

- Podium athletes or the Head of Elite Development for Podium Potential athletes. These will include but are not limited to National Event Camps, National Team Camps, National Relay Camps, National Head 2 Head programme and other designated competitions or events.
- iii. **Access to the UK Sport Athlete Medical Scheme** - provides medical insurance to WCSP athletes to ensure that they have speedy and effective access to medical consultations, investigations and treatment. This is through referral by a British Swimming Medical Officer or another British Swimming appointed medical practitioner.
  - iv. **Access to Physiotherapy and Sports Medicine services** – all WCSP athletes will be directed to their nearest National Centre as the first option for physiotherapy, screening and sports medicine support. At the discretion of the Head of Sports Science and Sports Medicine or other British Swimming appointed personnel, athletes may be provided with access to support services through Programme partners in particular the home country sports institutes in England, Scotland and Wales.
  - v. **Performance Lifestyle support** - this is a tiered support service for WCSP athletes which includes education and training advice, career development guidance, financial advice, and specific lifestyle coaching and mentoring. The support will be provided through practitioners operating in National Centres and from time to time at other locations or institutes.
  - vi. **Other tailored Sports Science and Sports Medicine (SSSM) services** – these will be scoped and quantified on the basis of need and may include but are not limited to Strength and Conditioning, Performance Science, Performance Nutrition, and Performance Psychology. Any British Swimming national protocols or prescribed SSSM service/programme, including providing self-monitoring data, must be adhered to by all WCSP Podium and Podium Potential athletes. This is an investment condition and failure to do so may result in suspension or withdrawal from the World Class Swimming Programme.
  - vii. **Priority consideration for membership of British Swimming National Centres (NC)** for those athletes not currently training there. This will be in the context of consultation with the NPD, GB Head Coach, Head of Elite Development, Marathon Lead (where applicable) and NC Coach to ensure 'best fit' regarding the current composition and capacity of the respective NC training groups. Please note that any recommendation to move to a National Centre will be made in accordance with the published Right Athlete Right Environment (RARE) policy.

**All of the above support is subject to funding and availability. Where demand for a service exceeds capacity, prioritisation for access will be determined by the NPD at his absolute discretion.**

#### **Athlete Performance Award (APA)**

- 5.3. Athlete investment will include personal financial support on a tiered basis. Once selected to the WCSP, athletes will be entitled to one of five bands of financial support based on their current performance levels as outlined in Table 1 (Pool) and Table 2 (Marathon) below and overleaf. Athletes will be nominated for investment as either a Pool swimmer or Marathon swimmer, **but not both**.



**TABLE 1 – APA levels – Pool consideration standards**

BAND/ LEVEL	TOTAL APA ANNUAL AWARD	CONSIDERATION STANDARDS
		POOL
Podium		
A	£28,000	In consideration of the measures outlined in 3.2 and 4.4. 2016 Olympic Games or 2017 World Championship medalist (see 4.4)
B	£21,500	In consideration of the measures outlined in 3.2 and 4.4. Minimum of top 8 finish in the final at the 2016 Olympic Games or 2017 World Championships (see 4.5)
Podium Potential		
C	£15,000	In consideration of the measures outlined in 3.3 and 4.8. Typically, but not limited to, athletes who have been selected for the World Class Swimming Programme for 3 or more consecutive years.
D	£10,000	In consideration of the measures outlined in 3.3 and 4.8. Typically, but not limited to, athletes who have been selected for the World Class Swimming Programme for their second consecutive year.
E	£6,000	In consideration of the measures outlined in 3.3 and 4.8. Typically, but not limited to a new addition athlete who has been selected for the World Class Swimming Programme for their first year.

**NB** All APA amounts detailed above are subject to approval by UK Sport. APAs are normally paid in equal 12 monthly installments.

**TABLE 2 – APA levels – Marathon consideration standards**

BAND/ LEVEL	TOTAL APA ANNUAL AWARD	CONSIDERATION STANDARDS
		MARATHON
Podium		
A	£28,000	Recommendations to the British Swimming Nomination Panel are based on 4.10 and will be made at the absolute discretion of the British Swimming Marathon Lead in consideration to performances at benchmark meets.
B	£21,500	
Podium Potential		
C	£15,000	Recommendations to the British Swimming Nomination Panel are based on 4.10 and will be made at the absolute discretion of the British Swimming Marathon Lead in consideration to performances at benchmark meets
D	£10,000	
E	£6,000	

**NB** All APA amounts detailed above are subject to approval by UK Sport. APAs are normally paid in equal 12 monthly installments.

- 5.4. Athlete Performance Awards (APAs) are a contribution from UK Sport to the living (Podium) and sporting costs (Podium and Podium Potential) incurred whilst competing and training as an elite athlete. They are offered for a maximum of 12 months and subject to UK Sport's

Athlete Performance Awards' Terms and Conditions. General information about APAs is available on the UK Sport website – [click here](#)

- 5.5. Athletes in receipt of an APA will be required to demonstrate appropriate use of their funding in supporting an appropriate performance lifestyle. Athletes in receipt of a Podium level APA may be required to use some of their APA sporting costs allocation to contribute towards essential National Programme activities and services beyond the core programme offer, such as specialist training camps and competition opportunities, where these are identified through the athlete reviews as being critical to an athlete's further development and progress.
- 5.6. It is the athlete's individual responsibility to manage the Personal Taxation, National Insurance and Pension aspects and it is highly recommended that swimmers receiving APAs seek appropriate expert advice from an accountant or financial advisor. Further information, including guidance notes and a list of recommended accountants, can be found on the British Athletes Commission website [/www.britishathletes.org/athlete-advisory-services](http://www.britishathletes.org/athlete-advisory-services)

### **Overseas Athletes**

- 5.7. British Swimming will not ordinarily fund athletes based overseas. In exceptional circumstances the GB Head Coach and Head of Elite Development may nominate overseas athletes to the British Swimming Nominations Panel if their programme is key to their further development and progression towards podium performances at World Senior Championship and Olympic level. In such cases athletes will not be eligible to access the UK Sport Athlete Medical Scheme. All WCSP athletes will be expected to complete National Programme activity, attend review meetings and complete monitoring procedures irrespective of their location. Athletes are advised that should they decide to move overseas without prior approval during the course of the Programme year, some repayment of their APA may be required.

### **Programme Choice**

- 5.8. If a swimmer opts to move to, or attends a club programme that is viewed as detrimental to their performance development by the NPD, GB Head Coach or Head of Elite Development, then British Swimming reserves the right not to support the individual's nomination for investment moving forward, regardless of previous levels of funding. An athlete's current programme must be deemed suitable by the GB Head Coach and Head of Elite Development for world class preparation, monitoring and performance. Membership of the WCSP may in some cases also be conditional upon an athlete moving to a programme advised by the NPD, GB Head Coach or Head of Elite Development. Any such move will be administered in accordance with the published Right Athlete Right Environment (RARE) policy.

### **Pregnancy**

- 5.9. To continue to receive funding during pregnancy (and post childbirth), an athlete would be required to agree an appropriate training and competition programme with the NPD that would clearly map the return of the athlete post childbirth to full competitive level. At the end of the three-month period following the childbirth, the NPD will undertake a review with the athlete to assess the commitment and progress of the athlete against agreed performance targets. If this commitment is not demonstrated by the time of the three-month review, the athlete would be given a three-month notice period before being removed from APA support.

### Retirement Transition Support

- 5.10. Athletes at Podium level who are retiring from the sport **may** be offered transitional support (e.g. SSSM, Performance Lifestyle support etc.) and funding at their current Award level. Athletes on the World Class Swimming programme for 3 years or more may receive up to 3 months transitional support and athletes with 2 years membership may receive up to 2 months transitional support. These decisions are entirely at the absolute discretion of the NPD.
- 5.11. Funding for all other athletes will be ceased immediately following notification of their retirement, although athletes will continue to receive the following transitional service support:
- If an athlete is receiving medical treatment via the Athlete Medical Scheme, cover will be maintained for the completion of that particular course of treatment for up to 3 months.
  - EIS Medical and physiotherapy support will continue for two months only if the athlete is currently under treatment for an existing condition. EIS Strength and Conditioning and Performance Lifestyle support will continue for one month.

### Major injury/illness transition support

- 5.12. Continued funding for those athletes suffering major injury or illness (and subsequently unable to compete at the season's benchmark meet) will be considered by the NPD, GB Head Coach and/or Head of Elite Development in consultation with a British Swimming Medical Officer (MO). Medical prognosis provided by the MO and previous performances will be reviewed to assess whether or not the swimmer is likely to return to the podium pathway and desired level of performance in the following season. There will be no automatic extension to athlete investment beyond the 12 month annual award. The final decision to continue funding will be made by the NPD at his absolute discretion.

## 6. FURTHER INFORMATION

7. Please direct any queries or requests for further information to Adam Clarke, Head of Performance Services on 07825 768858 or via email at [adam.clarke@swimming.org](mailto:adam.clarke@swimming.org)