



World Class Swimming Programme Athlete Investment Guidelines 1st October 2020 to 30th September 2021

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 2021 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 usually 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 funding 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. These guidelines outline the background, principles, eligibility and criteria for investment in targeted swimmers via the WCSP for the period 1st October 2020 to 30th September 2021. Due to the current extraordinary circumstances surrounding the COVID-19 pandemic, no swimming competitions are taking place in the April 2020 to September 2020 period. Therefore, the WCSP Performance Leadership Group has decided to make selections early for the 2020/21 programme year to provide athletes with some certainty in terms of the World Class performance programme (see 4.12 below).
- 1.3. It also provides an overview of the conditions and benefits available to those athletes receiving support. Attaining the selection criteria listed in section 4.3, 4.6 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 (as outlined in 5.1 and 5.2 below) and commit to annual plans as prescribed by the GB Head Coach or Head of Elite Development before becoming eligible for WCSP membership. These plans will be geared toward performances at the rearranged Tokyo Olympics in 2021 for Podium athletes and the agreed benchmark meet for Podium Potential athletes.

2. ATHLETE NUMBERS – PODIUM AND PODIUM POTENTIAL LEVEL INVESTMENT

- 2.1. For the Tokyo Olympic cycle (November 2016 – March 2022) 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. There is no requirement on the NPD to nominate all 54 places each year and all nominations will be selected in accordance with sections 4.3, 4.6 and 4.10 of these guidelines. These numbers cover both Pool and Marathon swimmers. The total number of places for 1st October 2020 to 30th September 2021 is subject to formal ratification from UK Sport.



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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 1st October 2020 to 30th September 2021. Ongoing membership of the Programme beyond this period will be determined by the WCSP Athlete Investment Guidelines covering 2021-2022 and the subsequent guidelines covering future years.
- 3.2. A Podium level athlete is defined as an athlete possessing genuine and strong medal potential at next year's Olympic Games (2021). 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 4th to 8th 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 Tokyo Games in 2021, 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 mandatory 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 British Swimming 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. Within the athletes nominated for Podium Level investment to UK Sport, the NPD will determine at his absolute discretion the number of Podium level athletes to be selected. Nominations will be based on the following criteria:

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- i. Athletes that are currently (2019/2020) WCSP Podium athletes
 - ii. A review of the athlete's British Swimming Performance Dashboard¹ (individual and/or relay)
 - iii. A review of performance at the athlete's respective 2019 Benchmark Meet²
 - iv. A review of the athletes' Individual Athlete Planning (IAP) engagement, goals and progress against these
 - v. A review of the commitment by both athlete and home coach to the National Programme as prescribed by the GB Head Coach - ensuring that IAPs (daily training, camps and competitions) are prepared to maximise performance at the Olympic Games in Tokyo in 2021
- 4.4 Once nominated for Podium level investment (according to 4.3 above), **to be considered** for inclusion at **A level**, athletes must be a 2019 World Championship medallist in an Olympic event with a Performance Dashboard profile that is on track for medal winning performance in Tokyo 2021.
- 4.5 Once nominated for Podium level investment (according to 4.3 above), **to be considered** for inclusion at **B level**, athletes must have achieved a top 8 finish in a final (Individual Olympic event or Olympic relay team) at the 2019 World Championships with a Performance Dashboard profile that is on track for medal winning performance in Tokyo 2021. In exceptional circumstances as determined by the NPD, nominations for inclusion at B level may be made in consideration of the athlete's Performance Dashboard (4.4 i.), a review of their commitment to the IAP process (4.4 iii.) and the athlete's and home coaches' commitment to the national programme (4.4 iv.).

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

- 4.6 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:
- i. Athletes that are currently (2019/2020) WCSP Podium Potential athletes
 - ii. A review of the athlete's British Swimming Performance Dashboard¹
 - iii. A review of performance at the athlete's respective 2019 Benchmark Meet²
 - iv. A review of the athlete's IAP targets and progress against these
 - v. Demonstrated commitment by both athlete and home coach to the National Programme as prescribed by the Head of Elite Coach Development – ensuring that IAPs (daily training, camps and competitions) are prepared to maximise performance at athlete's benchmark meet in the summer of 2021.
- 4.7 Once nominated for Podium Potential level investment (according to 4.6 above), athletes will be classified at C, D or E level in consideration to the criteria outlined in Table 1 (page 8).

¹ 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

² The athlete's identified main target meet of the season

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Podium and Podium Potential Investment – Marathon

- 4.8 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.
- 4.9 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.
- 4.10 In making these recommendations consideration will be given to:
- i. Athletes that are currently (2019/2020) WCSP athletes
 - ii. A review of future marathon swimming Olympic medal potential.
 - iii. A review of the athlete's Performance Dashboard¹ and ELO rankings³
 - iv. Performances at the athlete's respective 2019 Benchmark meet. For consideration for Podium, this will be the 2019 World Open Water Championships.
 - v. Performances at FINA 10km and LEN Cup races in 2019 and 2020, and the designated benchmark meet selection process races.
 - vi. 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.

Notification

- 4.12 As indicated in 1.2, due to the early curtailment of the 2019/20 season and no summer benchmark meets, early nominations will be made. Athletes under 4.3i, 4.6i and 4.10i will be notified that they have been nominated for investment through the WCSP for the 2020/21 in writing (via email) by 30th June 2020. Additional athletes may be nominated in the period through to end of September 2020, subject to available places and consideration to 4.6ii, 4.6iii, 4.6iv, 4.6v and 4.10. The National Performance Director Swim Wales, National Performance Director Scottish Swimming, and the Swim England Head of Talent will be invited to contribute to discussions as determined by the British Swimming Nomination Panel.
- 4.13 Those athletes selected for the Podium Programme, and a number of targeted Podium Potential athletes will be required to attend an athlete health screening day on either the 22nd September 2020 at the University of Stirling, the 24th or 25th September 2020 at the Loughborough National Centre, and the 30th September or 2nd October 2020 the Bath National Centre. IAP for athletes may also take place on these days. Due to current uncertainties, athletes are advised that these dates are subject to change depending on facility access status. Dates will be confirmed closer the time.

³ ELO rankings are British Swimming's head to head performance rankings system developed in collaboration with UK Sport

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Addition/Withdrawal/Suspension

- 4.14 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 be unbridgeable 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 as outlined by the GB Head Coach or the Head of Elite Development
 - iii. failure to comply with and adhere to agreed Individual Athlete Plans (IAPs) as agreed with the GB Head Coach or Head of Elite Development
 - iv. failure to engage fully in British Swimming review meetings and monitoring procedures;
 - v. failure to fully complete self-monitoring data as prescribed by British Swimming's Head of Sport Science and Medicine;
 - vi. failure to meet athlete appearances as prescribed by UK Sport or British Swimming;
 - vii. non-disclosure of medical or injury information to appropriate British Swimming staff; or
 - viii. in the sole opinion the NPD, a failure to optimise their current training environment.
- 4.15 Athletes may be assessed at any time during the funding period to demonstrate full engagement with Individual Athlete Planning goals, prescribed training programmes, protocols and support services.
- 4.16 Additional athletes may be selected onto the WCSP during the Programme year provided there are places available. Any additional nominations will be agreed by the WCSP Performance Leadership Group (PLG) if in the opinion of the NPD, GB Head Coach and Head of Elite Development an athlete's performance indicates accelerated progress and an improved Performance Dashboard¹ profile in line with the principles outlined in 3.2 and 3.3.

5 ATHLETE SUPPORT AND RESPONSIBILITIES

- 5.1 Athletes nominated for membership of the WCSP are eligible to receive a range of support services, financial support (an Athlete Performance Award) and National Programme activities (as indicated in 5.2 below). Ongoing WCSP membership is subject to an athlete's annual programme (including daily training, camps and competitions up to 31st August 2021) being agreed by the GB Head Coach for Podium athletes and Head of Elite Development for Podium Potential athletes. Failure to comply with the agreed programme at any point during the season may result in suspension from the WCSP. Athletes are also expected to demonstrate a full commitment to agreed performance targets and fitness standards and strict compliance with the 2019 Athlete Code of Conduct available at <https://www.britishswimming.org/about-us/policy-documents/athlete-code-conduct/> (or available on request, from adam.clarke@swimming.org).

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National Programme Activity

- 5.2 WCSP Podium and Podium Potential athletes will be required to engage fully in the following:
- i. **National Camps and Competition Programme** – athletes will be required to attend WCSP 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 Camps and targeted WCSP competitions and events such as the National Race Strategy for Podium athletes and Out of Comfort Tours for Podium Potential athletes. Competition programmes outside of the athletes agreed programme should be approved by the GB Head Coach or Head of Elite Development respectively. If any competitions outside the national programme are deemed to conflict with the targeting of the athlete's identified benchmark meet in the summer of 2021, then this may affect an athlete's place on the WCSP.
 - ii. **Athlete Health Screening Activity** – identified WCSP athletes will be required to attend an athlete health screening day on either the 22nd September 2020 at the University of Stirling, the 24th or 25th September 2020 at the Loughborough National Centre, and the 30th September or 2nd October 2020 the Bath National Centre. This day may also include athlete performance planning and goal setting.
 - iii. **Athlete Wellbeing Monitoring** – to assist staff manage athlete health and wellbeing, athletes will be required to complete daily monitoring as advised by British Swimming.
 - iv. **Individual Athlete Planning (IAP) and Review Meetings** by British Swimming technical staff – the GB Head Coach, Head of Elite Development, Marathon Lead 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 to culminate in a season best performance for the benchmark summer meet. Agreement to participate in any competition and training camp activity outside of the National Programme will be based on priorities identified in an athlete's IAP.

Support Services

- 5.3 WCSP Podium and Potential athletes will have access to the following services:
- v. **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 the British Swimming Chief Medical Officer (CMO) or another British Swimming approved medical practitioner.
 - vi. **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.



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- vii. **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 partner institutions.
- viii. **Other tailored Sports Science and Sports Medicine (SSSM) services** – these will be quantified on the basis of need, and may include but are not limited to Strength and Conditioning, Race Analysis, Biomechanics, Physiology, Performance Nutrition, and Psychology. In the first instance, athletes will be directed to their nearest National Centre for service access.

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.

- ix. **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 Coaching staff 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 British Swimming Athlete Transition Pathway.

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)

- 5.4 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 as outlined in Table 1 (Pool) and Table 2 (Marathon) below. Athletes will be nominated for investment as **either** a Pool swimmer or Marathon swimmer, **but not both**.

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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. 2019 World Championship medalist (Olympic event) with a Performance Dashboard profile that is on track for medal winning performance in Tokyo 2021
B	£21,500	In consideration of the measures outlined in 3.2 and 4.5. Top 8 finish in a final (individual Olympic event or Olympic relay team) at the 2019 World Championships with a Performance Dashboard profile that is on track for medal winning performance in Tokyo 2021. In exceptional circumstances nominations for inclusion at B level may be made in consideration of 4.3 ii., 4.3 iv. and 4.3 v. only.
Podium Potential		
C	£15,000	In consideration of the measures outlined in 3.3 and 4.6. Typically, but not limited to, athletes who have been selected for the World Class Swimming Programme for three or more consecutive years.
D	£10,000	In consideration of the measures outlined in 3.3 and 4.6. 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 4.6. 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.

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TABLE 2 – APA levels – Marathon consideration standards

BAND/ LEVEL	TOTAL APA ANNUAL AWARD	CONSIDERATION STANDARDS
		MARATHON
Podium		
A	£28,000	In consideration of the measures outlined in 3.2 and 4.10. 2019 World Open Water Championships medalist (10km) with a Performance Dashboard profile that is on track for medal winning performance in Tokyo 2021
B	£21,500	In consideration of the measures outlined in 3.2 and 4.10. Top 10 finish at the 2019 World Open Water Championships (10km). In exceptional circumstances nominations for inclusion at B level may be made in consideration of 4.10 ii., 4.10 iii., 4.10 v and 4.10 vi. only.
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.

- 5.5 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](#)
- 5.6 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.
- 5.7 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)

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Overseas Athletes

- 5.8 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 maximising their progression towards podium performances at Olympic level. In such cases athletes will not be eligible to access the UK Sport Athlete Medical Scheme. All WCSP athletes overseas 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 during the course of the Programme year without prior approval by the NPD, their programme membership will cease immediately.

Programme Choice

- 5.9 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 to remove them from the WCSP or not support that individual's nomination for investment moving forward, regardless of previous levels of funding. An athlete's current programme must be deemed suitable by the NPD, GB Head Coach or 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 British Swimming Athlete Transition Pathway.

Pregnancy

- 5.10 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

- 5.11 Athletes who are retiring from the sport **may** be offered transitional support and funding at their current APA 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.
- 5.12 Transition support (up to a maximum of 3 months) may also be **considered** for Podium athletes who have been on the WCSP for more than 5 years who are not retiring but no longer meet the performance criteria for inclusion. **All cases will be considered on an individual basis and there is no obligation to offer any transition support to athletes.**



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- 5.13 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 support will continue for one month
 - EIS Performance Lifestyle support will continue for six months.

Injury/illness transition support

- 5.14 Continued investment for those athletes suffering a long term 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 the British Swimming CMO. Medical prognosis provided by the CMO 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/Programme year. The final decision to continue funding will be made by the NPD at his absolute discretion.

6 FURTHER INFORMATION

- 6.1 Further information about the World Class Programme can be obtained from the British Swimming website <https://www.britishswimming.org/performance/swimming/world-class-pathway/>. 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