



**World Class Programme**  
**(Swimming, Diving, Para-Swimming)**  
**ATHLETE INVESTMENT GUIDELINES**  
**1<sup>st</sup> October 2023 to 30<sup>th</sup> September 2024**

## **1. INTRODUCTION**

- 1.1 The World Class programme for Swimming (WCSP), Diving (WCDP) and Para-Swimming (WCPP) aims to identify, develop and support talented athletes in winning medals on the World stage in 2024 and beyond. 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, and to ensure the UK's most talented athletes maximise their chances, UK Sport has devised a two-level World Class programme of athlete investment - Podium and Podium Potential. British Swimming, as the national governing body for WCSP, WCDP and WCPP, receives a finite amount of funding each quadrennial to invest in its World Class programme and uses its discretion as to where and when the money is allocated. Direct athlete investment is a part of the wider World Class programme investment provided by UK Sport.
- 1.2 The WCSP, WCDP and WCPP are overseen by the Performance Director (PD) and Associate Performance Director (APD), supported by the World Class Leadership Team (WCLT) and sport specific leadership teams. Collectively they provide overall strategic leadership to ensure they achieve maximum medal return for the current Olympic and Paralympic cycle and beyond. These guidelines outline the background, principles, eligibility and criteria for investment in targeted athletes for the period 1<sup>st</sup> October 2023 to 30<sup>th</sup> September 2024.
- 1.3 These guidelines also provide an overview of the conditions and benefits available to those athletes receiving support. Attaining the selection criteria (Appendix A, B and C) detailed within these guidelines does not automatically qualify athletes for membership of the WCSP, WCDP or WCPP. Selected athletes will be invited to join a programme and can then choose to accept this

invitation, but must commit fully to the 'national programme' as prescribed by the respective sport leadership teams before becoming eligible for World Class programme membership. For Podium athletes these plans will be geared towards performances at the 2024 Paris Olympic or Paralympic Games and these Games and beyond for Podium Potential athletes.

## 2. ATHLETE NUMBERS

2.1 For the Paris Olympic and Paralympic cycle (October 2021- March 2025) British Swimming has a set maximum number of athlete places determined by UK Sport available for the World Class programme at any one time:

- i. Swimming (including Marathon) – maximum of 58 athlete places
- ii. Diving – maximum of 28 athlete places
- iii. Para-Swimming – maximum of 48 athlete places

2.2 There is no requirement for the PD or the APD to nominate all 134 places each year and all nominations will be selected in accordance with the overarching investment principles outlined and each individual sports' criteria appended to these guidelines. Programme numbers are subject to review by UK Sport and the total number of places for 1<sup>st</sup> October 2023 to 30<sup>th</sup> September 2024 is subject to formal ratification from UK Sport.

## 3. OVERARCHING INVESTMENT PRINCIPLES

3.1 Athletes (up to the totals detailed in 2.1) will be recommended to UK Sport according to the principles, investment criteria and processes detailed in this document for support for the period 1<sup>st</sup> October 2023 to 30<sup>th</sup> September 2024. Ongoing membership of the programme beyond this period will be determined by the Athlete Investment Guidelines covering 2024-2025 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 the 2024 Paris Olympic Games or 2024 Paris Paralympics Games. However, athletes should note that being the best in Britain, meeting all performance targets set, qualifying for an Olympic or Paralympic team,

possessing a high world ranking, regularly repeating a 4<sup>th</sup> to 8<sup>th</sup> finish at World Championship or Olympic level (swimming and diving), or medalling at the World Para Swimming Championships or Paralympics would not confer by right, inclusion of any athletes on a World Class programme at Podium level.

- 3.3 A **Podium Potential** level athlete is defined as an athlete possessing genuine potential to make the team at the Paris Olympic Games in 2024 or 2024 Paris Paralympic Games, and/or to medal at either these Games or the 2028 Olympic Games or Paralympic 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, or Paralympic events at the World Para Swimming Championships or Paralympic Games themselves.
- 3.5 By accepting membership to the WCSP, WCDP or WCPP, athletes are committing to British Swimming performance plans, reviews and attendance at all mandatory National Programme activity as determined by the Performance Director, Associate Performance Director and the head coach for each individual sport. Athletes will also be expected to abide by the Athlete Code of Conduct which includes the UK Sport Athlete Agreement, and the relevant British Swimming grievance and discipline policies, together with any other specific conditions stipulated in their World Class programme offer letter. If athletes require any explanation of the Athlete Code of Conduct they should contact Adam Clarke, Associate Director ([adam.clarke@swimming.org](mailto:adam.clarke@swimming.org)) in the first instance.

#### 4. ATHLETE NOMINATION AND NOTIFICATION

- 4.1 A long list of athletes to be considered for WCSP, WCDP and WCPP investment for 2023/2024 will comprise:
  - i. Athletes that are currently (2022/2023) WCSP, WCDP and WCPP Podium and Podium Potential athletes
  - ii. Additional athletes as identified and agreed by the PD, APD, Head of Performance Development, the National Performance Director Swim



Wales, Director of Aquatics Scottish Swimming, and Swim England Head of Talent.

4.2 Relevant data and information (performance dashboards and other relevant performance metrics) will be collated and reviewed by a Nomination Panel. The Nomination Panels for each sport will comprise the following personnel:

- I. **WCSP:** PD, Head Coach Swimming, Head of Performance Development as voting members. The panel will be supported by the Performance Pathway and Distance Lead Swimming, Associate Director Performance Strategy and Operations, Associate Director Sports Science and Sports Medicine and Head of Performance Data and Information as non-voting members.
- II. **WCDP:** APD, Head Coach Diving, and Performance Pathway Lead Diving as voting members. The panel will be supported by the Associate Director Performance Strategy and Operations, Associate Director Sports Science and Sports Medicine, Head of Performance Development, and Head of Performance Data and Information or their designate as non-voting members.
- III. **WCPP:** APD, Head Coach Para Swimming, Performance Pathway Lead Para Swimming as voting members. The panel will be supported by the Associate Director Performance Strategy and Operations, Associate Director Sports Science and Sports Medicine, Head of Performance Development, and Head of Performance Data and Information or their designate as non-voting members.

4.3 Other personnel (as deemed necessary by the PD and APD) may be invited to attend the panels in a non-voting capacity. An independent (non-voting) observer is also in attendance at all programme selection meetings. All relevant information relating to the criteria detailed in the APA matrices (contained in Appendices A, B C) is reviewed and discussed accordingly, and on the basis of this the panels will recommend to UK Sport (up to the total numbers detailed in 2.1) athletes for Investment through the WCSP, WCDP and WCPP for the period 1<sup>st</sup> October 2023 – 30<sup>th</sup> September 2024.

4.4 The panels will meet on the following dates:

- I. **WCPP** – 6<sup>th</sup> September 2023, with athletes notified by 8<sup>th</sup> September 2023

- II. **WCSP** – 11<sup>th</sup> September 2023, with athletes notified by 14<sup>th</sup> September 2023
- III. **WCDP** – 4<sup>th</sup> September 2023, with athletes notified by 6<sup>th</sup> September 2023

4.5 To be eligible for nomination onto, and continued membership of the WCSP, WCDP or WCPP athletes must comply with the UK Sport [Eligibility Policy](#). Within the total number of athletes nominated for investment to UK Sport the PD and/or APD will determine the number of Podium and Podium Potential level athletes (within the maximum total number of places allocated by UK Sport to each programme) at their absolute discretion. Nominations will be based on the following overarching criteria (not a priority order):

- I. Athletes that are currently (2022/2023) WCSP, WCDP, WCPP athletes
- II. A review of the athletes Performance Dashboard and sport specific performance metrics, including ELO rankings for marathon swimming (summarised in the appendices)
- III. A review of performance at the respective 2023 benchmark meet/competition<sup>1</sup> for each athlete
- IV. A review of the athlete's Individual Athlete Planning (IAP) engagement, goals and progress against these.
- V. A review of the commitment by both athlete and home coach/programme coach to the national programme – ensuring that IAP's (daily training, camps and competitions) are prepared to maximise performance at athlete's benchmark competition in the summer of 2024 and engaging in all relevant and all mandatory activities (including providing wellbeing and training data, engaging fully in athlete reviews, agreeing competitive programme).

**NB The above comprise general criteria only. Specific criteria for each sport are detailed in the WCSP (Appendix A), WCDP (Appendix B) WCPP (Appendix C) and appendices.**

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<sup>1</sup> The athlete's identified and agreed main target meet/competition of the season

## 5. ATHLETE SUPPORT AND RESPONSIBILITIES

5.1 Athletes nominated for membership of the World Class programme (WCSP, WCDP or WCPP) are eligible to receive a range of support services, financial support (an Athlete Performance Award, subject to means testing) and National Programme activities. Ongoing World Class programme membership is subject to an athlete's annual programme (including daily training, camps and competitions up to 31<sup>st</sup> August 2024) being agreed by the relevant Head Coach for Podium athletes and relevant pathway lead for Podium Potential athletes. Failure to comply with the agreed National Programme at any point during the season may result in suspension from the World Class programme (and a suspension of an athlete's APA). Athletes are also expected to demonstrate a full commitment to agreed performance targets and fitness standards and as identified in 3.5 strict compliance with the 2019 Athlete Code of Conduct available at [www.britishswimming.org/about-us/policy-documents/athlete-code-conduct/](http://www.britishswimming.org/about-us/policy-documents/athlete-code-conduct/). Athletes are required to review and sign the code (which includes the UK Sport Athlete Agreement) as part of their programme offer acceptance. If athletes require any explanation of the Athlete Code of Conduct they should contact Adam Clarke, Associate Director ([adam.clarke@swimming.org](mailto:adam.clarke@swimming.org)) in the first instance.

### Support Services

- 5.2 World Class programme athletes will have prioritised access to the following services:
- i. **The UK Sport Athlete Medical Scheme** - provides medical insurance to World Class programme 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 or another British Swimming approved medical practitioner.
  - ii. **Physiotherapy and Sports Medicine services** – all World Class programme athletes will be directed to their nearest Performance Centre as the first option for physiotherapy, screening and sports medicine support. At the discretion of the Associate Director Sports Science and Sports Medicine and/or Sports Science and Sports Medicine Lead or other British Swimming appointed personnel, athletes may be provided with access to support services through World Class programme partners, in

particular the home nation sports institutes in England, Scotland, Wales and Northern Ireland.

- iii. **Performance Lifestyle support** - this is a tiered support service for programme 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 Performance Centres and from time to time at other locations or via partner institutions.

- iv. **Other tailored Sports Science and Sports Medicine (SSSM) services** – these will be quantified and prioritised on the basis of need, and may include but are not limited to strength and conditioning, performance analysis, biomechanics, physiology, performance nutrition, and psychology. In the first instance, athletes will be directed to their most appropriate Performance 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 World Class programme 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 programme.*

## **Athlete Performance Awards (APA)**

- 5.3 Athlete Performance Awards (APAs) are a contribution from UK Sport to the living costs (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. These awards are not designed to cover all of the costs associated with being a high-performance athlete. General information about APAs is available on the UK Sport website – [click here](#)
- 5.4 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 an APA may be recommended to use some of their APA sporting costs allocation to contribute towards additional optional national programme activities and services beyond the core programme offer, such as specialist training camps

and competition opportunities, where these are identified through individual athlete planning (IAP) and reviews as being critical to an athlete's further development toward performance goals.

- 5.5 It is the athlete's individual responsibility to manage the personal taxation, national insurance and pension aspects and it is highly recommended that athletes 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 accessed via the British Elite Athletes Commission [www.britisheliteathletes.org](http://www.britisheliteathletes.org)

### **Addition/Withdrawal/Suspension**

- 5.6 The PD and APD may recommend to UK Sport that an athlete be suspended or withdrawn from the World Class programme (WCSP, WCDP and WCPP) at any time during the investment period. Recommendations to withdraw athletes from the World Class 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 PD and APD, the athlete is no longer seen as a strong genuine medal prospect at Olympic or Paralympic level and the gap to the podium is deemed to be unbridgeable looking forwards. Such recommendations will be made in consultation with the respective nomination panels. In addition, circumstances that warrant withdrawal or suspension from the World Class 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 respective Head Coach, or the Performance Pathway Lead or other designated performance programme lead;
  - iii. failure to comply with and adhere to agreed Individual Athlete Plans (IAPs) as agreed with the Head Coach, Head of Performance Development or Performance Pathway Lead;
  - iv. failure to engage fully in designated review meetings and monitoring procedures;
  - v. failure to fully complete self-monitoring data as prescribed by the Associate Director Sports Science and Sports Medicine;



- vi. failure to meet athlete appearances as prescribed by UK Sport and/or British Swimming;
- vii. non-disclosure of medical or injury information to appropriate British Swimming staff’;
- viii. failure to comply with the Athlete Code of Conduct, Grievance and Discipline policies; or
- ix. in the sole opinion of the PD or APD, a failure to optimise their current training environment

5.7 Athletes may be assessed at any time during the funding period to demonstrate full engagement with Individual Athlete Plans (IAP), prescribed training programmes, protocols and support services.

5.8 Additional athletes may be selected onto the World Class programme during the programme year provided there are places available as outlined in clause 2.1. Any additional nominations will be agreed by the WCLT and respective sport leadership team if, in the opinion of the PD, APD, and respective technical lead an athlete’s performance indicates accelerated progress and an improved Performance Dashboard/WITTW profile in line with the principles outlined in 3.2 and 3.3. Selections onto the programme during the year would ordinarily be at the athlete six month review point, or immediately following the team selection event for the designated benchmark competition.

### **Overseas Athletes**

5.9 British Swimming will not **ordinarily** nominate athletes based overseas for the World Class programme. In exceptional circumstances the respective Head Coach and Head of Performance Development may nominate overseas athletes to the Nominations Panel if their overseas programme is key to maximising their progression towards podium performances at Olympic or Paralympic level. In such cases athletes will not be eligible to access the UK Sport Athlete Medical Scheme and may receive limited sport science and sports medicine support. Any World Class programme athletes based 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 World Class programme year without prior approval by the PD or APD, their programme membership will cease immediately.

## Programme choice

5.10 If an athlete opts to move to, or attends a programme (performance training environment) that is viewed as detrimental to their high-performance development by the PD or APD, then British Swimming reserves the right to remove them from the World Class programme or not support that individual's nomination for investment moving forward, regardless of previous levels of funding. An athlete's current daily training environment must be deemed suitable by the PD, APD, Head Coach or Head of Performance Development for world class preparation, monitoring and ultimately medal winning performance at the Olympic and Paralympic Games. In some cases, membership of the WCSP/WCDP/WCPP may be conditional upon an athlete moving to a programme advised by the PD, APD, Head Coach or Head of Performance Development.

## Pregnancy

5.11 Being pregnant and being an elite athlete should not be mutually exclusive. Athletes in receipt of APA funding will remain eligible to access their full APA (subject to means testing) for the duration of the pregnancy at the APA level they were on at the time of becoming pregnant and for up to nine months' post childbirth. Continued access to an APA post child birth will be:

- i. dependent upon the athlete's intention to return to the sport and programme being discussed and confirmed no later than six months' post childbirth
- ii. subject to, at the point where the intention of the athlete is clear, a mutually agreed plan for a return to training and competition being formulated and monitored accordingly. If the level of commitment and/or progress against this plan is not evident, the athlete will be given notice and a period of transition (as per other athletes retiring from the sport)
- iii. subject to an assessment of future medal potential at nine months' post childbirth

5.12 Athletes announcing their retirement during their pregnancy or in the initial six months' post childbirth will not be eligible for a further period of notice before the APA terminates.

### **Transition Support - athletes leaving the programme and athlete retirement**

5.13 Transitional funding will usually be offered at the current award level for a period of time dependent on the total continuous period of programme membership. This transitional funding will be provided as follows:

- >1 year but <2 years = 1-month transitional award**
- >2 years but <3 years = 2 months' transitional award**
- >3 years = 3 months' transitional award**

**Please note that athletes are nominated to the WCSP, WCDP or WCPP for a maximum of 12 months, and notice of this is given at the time of the programme offer. Athletes who are leaving the programme during the programme year for performance reasons will be entitled to a minimum of a one month's notice, and one month's APA payment as part of their transition from the programme.**

Where a current Podium athlete has not met the competition standard required for nomination for 2024/25, the athlete will be invited to meet with a member of the sport leadership team. This meeting will explore any extenuating circumstances and may also be used to provide notice to athletes of their transition from the programme.

5.14 All athletes transitioning from the programme will continue to receive the following service support:

- i. 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.
- ii. Home Nation Institute medical and physiotherapy support will continue for two months only if the athlete is currently under treatment for an existing condition.
- iii. Home Nation Institute strength and conditioning and performance support will continue for one month.



- iv. Home Nation Institute performance lifestyle support will continue for six months.

### **Injury/illness transition support**

5.15 Continued investment for those athletes suffering a long-term major injury or illness (and subsequently unable to compete at the season's benchmark competition) will be considered by the PD, APD, respective Head Coach and/or Head of Performance Development in consultation with the British Swimming Chief Medical Officer (CMO). Medical prognosis provided by the CMO and previous performances will be reviewed to assess whether or not the athlete 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 PD and APD at their absolute discretion.

### **Performance expectations and culture**

5.16 It is the responsibility of all British Swimming's World Class Programmes to facilitate a positive performance culture and drive the performances of the athlete cohort, whilst at the same time upholding the highest athlete welfare standards. At times this will involve challenging conversations with athletes, high levels of expectation with pressure to perform and uncomfortable training demands. On occasions, this will require athletes to work outside of their comfort zone.

## **6. FURTHER INFORMATION**

### **Appeals**

6.1 The independent appeals process for both team selections and World Class programme selection is available (for all sports) at [click here](#). In the case of programme selection this appeal period is extended to five working days. Athletes are asked to note that appeals can only be made on the grounds outlined and are required to be submitted within five working days of programme nominations. For clarity, any appeal must be received by email to [legal@swimming.org](mailto:legal@swimming.org) by **15<sup>th</sup> September for the WCPP, 21<sup>st</sup> September for the WCSP, and 13<sup>th</sup> September for the WCDP.**



6.2 Please direct any queries or requests for further information to Adam Clarke, Associate Director, Performance Strategy and Operations 07825 768858 or via email [adam.clarke@swimming.org](mailto:adam.clarke@swimming.org)

**APPENDIX A**  
**Athlete Investment Guidelines – specific criteria for Swimming**  
**(WCSP)**  
**1<sup>st</sup> October 2023 to 30<sup>th</sup> September 2024**

**Athlete Performance Award (APA)**

Athlete investment will include personal financial support on a tiered basis, subject to 5.1. 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**.

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

BAND/ LEVEL	TOTAL APA ANNUAL AWARD	CONSIDERATION STANDARDS
		POOL
<b>Podium</b>		
<b>A+</b> <b>A</b>	<b>£28,000</b> <b>£26,500</b>	In consideration of the measures outlined in 3.2 and 4.5. 2023 World Aquatics Championships medal (Olympic event, individual or relay) with a Performance Dashboard profile that is on track for medal winning performance at future World Championships or Olympic Games.
<b>B+</b> <b>B</b> <b>B (Paris Potential)</b>	<b>£23,000</b> <b>£21,500</b> <b>£19,000</b>	In consideration of the measures outlined in 3.2 and 4.5. Top 8 finish in an individual Olympic event final or Top 6 in an Olympic relay final at the 2023 World Aquatics Championships with a Performance Dashboard profile that is on track for medal winning performance at future World Championships or Olympic Games. In exceptional circumstances nominations for inclusion at B ‘Paris Potential’ level may be made, in consideration to 4.5

Podium Potential		
C+ C	£17,000 £14,000	<p>In consideration of the measures outlined in 3.3 and 4.5. Typically, but not limited to, athletes who have been selected for the WCSP for three or more consecutive years and with a Performance Dashboard profile that is on track for medal winning performance in Paris 2024 or Los Angeles 2028 Olympic Games.</p> <p><b>C+ is for athletes who are living away from home accessing a recognised performance training environment as approved by the PD and Head Coach</b></p>
D	£12,000	<p>In consideration of the measures outlined in 3.3 and 4.5. Typically, but not limited to, athletes who have been selected for the WCSP for their second consecutive year and with a Performance Dashboard profile on track for medal winning performance in Paris 2024 or Los Angeles 2028 Olympic Games.</p>
Entry	£7,000	<p>In consideration of the measures outlined in 3.3 and 4.5. Typically, but not limited to a new addition athlete who has been selected for the World Class Swimming Programme for their first year and with a Performance Dashboard profile on track for medal winning performance in Paris 2024 or Los Angeles 2028 Olympic Games.</p>

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

BAND/ LEVEL	TOTAL APA ANNUAL AWARD	CONSIDERATION STANDARDS
		MARATHON
<b>Podium</b>		
<b>A+</b> <b>A</b>	<b>£28,000</b> <b>£26,500</b>	In consideration of the measures outlined in 3.2 and 4.5. 2023 World Aquatic (Open Water) Championships medallist (10km) with a Performance Dashboard profile that is on track for medal winning performance at future World Championships and Olympic Games
<b>B+</b> <b>B</b> <b>B (Paris Potential)</b>	<b>£23,000</b> <b>£21,500</b> <b>£19,000</b>	In consideration of the measures outlined in 3.2 and 4.5. Top 8 finish at the 2023 World Aquatic Championships (10km) with a Performance Dashboard profile that is on track for medal winning performance at future World Championships and Olympic Games. In exceptional circumstances nominations for inclusion at B ‘Paris Potential’ level may be made, in consideration to 4.5
<b>Podium Potential</b>		
<b>C+</b> <b>C</b>	<b>£17,000</b> <b>£14,000</b>	Recommendations to the British Swimming Nomination Panel are based on the outcome of a review of the criteria in 4.5 and will be made at the absolute discretion of the Performance Pathway and Distance Swimming lead in consideration to performances at benchmark meets and an athlete’s performance dashboard profile.
<b>D</b>	<b>£12,000</b>	
<b>Entry (E)</b>	<b>£7,000</b>	
<b>C+ is for athletes who are living away from home accessing a recognised performance training environment as approved by the PD and Head Coach</b>		



## NB

- i. In accordance with clause 5.4 athletes at any level may be asked to contribute towards additional optional national programme activity
- ii. Consideration for inclusion at A+ level can be given to athletes who achieved World or Olympic medal winning performances more than once in different competitive seasons
- iii. Consideration for inclusion at a B+ level can be given to athletes who have achieved the top 8 individual/ top 6 relay standard on more than one occasion in different competitive seasons. In exceptional circumstances as determined by the NPD, nominations for inclusion at B level may be made for existing Podium athletes in consideration of the athlete's Performance Dashboard, a review of their commitment to the IAP process and the athlete's and home coaches' commitment to the national programme where the athlete has not achieved the required competition standard performance level (top 8/top 6). Subject to a Performance Dashboard profile and strong evidence to suggest the athlete can bridge the gap to medal success in Paris, then they can be nominated for a B Level 'Paris Potential' place - this level comes with a reduced APA, and athletes can only be considered where they have previously been in receipt of A or B level awards.
- iv. All APA amounts detailed above are subject to approval by UK Sport. APAs are normally paid in equal 12 monthly instalments.

## Performance Dashboard

The British Swimming Performance Dashboard (pool) comprises key components that provide a combination of objective and subjective measures. These include performance history and assessment, ranking against world level performance indicators, gap to predicted podium, demographic data and annual targets; together the "Performance Dashboard".

For marathon swimmers the performance dashboard also includes an ELO based ranking system<sup>2</sup>. This ranks athlete performance and progression relative to the competitiveness and quality of races completed.

## National Programme Activity

WCSP Swimming Podium and Podium Potential athletes will be required to engage fully in the following:

- i. **National Programme (Camps and Competitions)** – athletes will be required to attend WCSP activities that are designated as mandatory by the Head Coach for Podium athletes or the Head of Performance Development and/or Performance Pathway and Distance Swimming Lead 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 development tours for Podium Potential athletes. Competition programmes outside of the athletes agreed programme require approval by the Head Coach, Head Performance Development or Performance Pathway and Distance swimming lead 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 2024, then this may affect an athlete's place on the WCSP.
- ii. **Athlete Health Screening Activity** – WCSP athletes may be required to attend an athlete health screening day at one of the British Swimming Performance Centres or designated Home Nation performance centre. Loughborough Monday 18<sup>th</sup>, Tuesday 19<sup>th</sup>, Bath Thursday 21<sup>st</sup>, Friday 22<sup>nd</sup>, Stirling Monday 25<sup>th</sup> and Tuesday 26<sup>th</sup> September 2023.
- iii. **Athlete Wellbeing Monitoring** – to assist staff to support 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 Head Coach, Head of Performance Development and/or other national staff will consult with all Podium and Podium Potential swimmers and their home coach, to discuss annual

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<sup>2</sup> The ELO based ranking system is British Swimming's head to head rankings system developed in collaboration with UK Sport



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.

**APPENDIX B –  
Athlete Investment Guidelines – specific criteria for Diving (WCDP)  
1<sup>st</sup> October 2023 to 30<sup>th</sup> September 2024**

**Athlete Performance Award (APA)**

Athlete investment will include personal financial support on a tiered basis. Once selected to the WCDP, athletes will be entitled to one of five bands of financial support as outline in the table below.

<b>BAND/LEVEL</b>	<b>TOTAL APA ANNUAL AWARD</b>	<b>CONSIDERATION STANDARDS</b>
<b>Podium</b>		
<b>A+</b> <b>A</b>	<b>£28,000</b> <b>£26,500</b>	In consideration of the measures outlined in 3.2 and 4.5.  2023 World Aquatic Championships medal (Olympic event, individual or synchro) with a Performance Dashboard profile that is on track for medal winning performance at a future Olympic Games or World Championships.
<b>B+</b> <b>B</b> <b>B (Paris Potential)</b>	<b>£23,000</b> <b>£21,500</b> <b>£19,000</b>	In consideration of the measures outlined in 3.2 and 4.5.  Top 8 finish in an individual Olympic event final or Top 6 in an Olympic synchro event at the 2023 World Aquatic Championships with a Performance Dashboard profile that is on track for medal winning performance at a future Olympic Games or World Championships; Or  Gold medal finish in an Olympic individual event final at the 2023 European Games (achieving a 2024 Paris Olympic Qualification quota place).  In exceptional circumstances nominations for inclusion at B 'Paris Potential' level may be made, in consideration to 4.5.

Podium Potential		
C+	£17,000	<p>In consideration of the measures outlined in 3.3 and 4.5.</p> <p>C level athletes will be competing internationally, targeting medal success at a future Olympic Games or World Championships, and will normally have met the stated performance outcome and targets defined in the performance matrix, and one of the following competition results:</p> <ul style="list-style-type: none"> <li>• 2023 World Championships top 18 position, Olympic individual event</li> <li>• 2023 European Games medal (Olympic event, individual or synchro)</li> <li>• 2023 World Aquatics Diving World Cup (Olympic event, individual or synchro)</li> </ul> <p>In exceptional circumstances athletes with a strong performance dashboard (4.5) may be considered for selection to the WCDP at level C without the specified competition result above.</p> <p><b>C+ is for athletes who are living away from home accessing a recognised performance training environment as approved by the APD and Head Coach Diving</b></p>
C	£14,000	

BAND/LEVEL	TOTAL APA ANNUAL AWARD	CONSIDERATION STANDARDS  OLYMPIC DIVING
D	£12,000	<p>In consideration of the measures outlined in 3.3 and 4.5.</p> <p>D level athletes will be competing internationally, targeting medal success at a future Olympic Games or World Championships, and will normally have met the stated performance outcome and targets defined in the performance matrix, and one of the following competition results:</p> <ul style="list-style-type: none"> <li>• 2023 European Games (Olympic events, top 8 individual / top 6 synchro)</li> <li>• 2022 World Junior Championship medallist (Olympic event, individual or synchro)</li> </ul> <p>In exceptional circumstances athletes with a strong performance dashboard (4.5) may be considered for selection to the WCDP at level D without the specified competition result above.</p>

BAND/LEVEL	TOTAL APA ANNUAL AWARD	CONSIDERATION STANDARDS  OLYMPIC DIVING
<b>E (Entry)</b>	<b>£7,000</b>	<p>Entry level athletes have been identified as having the performance characteristics and attributes to pursue success in the Olympic Games or World Championships and have committed to engage in the World Class Programme. Athletes will have met the standards against performance requirements in their performance matrix, and one of the following competition results:</p> <ul style="list-style-type: none"> <li>• World Aquatics-sanctioned international (Olympic individual event top 12)</li> <li>• 2022 World Juniors (Olympic individual event, top 6 Group A and Group B 3m and platform)</li> <li>• 2023 European Junior (Olympic event, individual medal winner Group A and B)</li> </ul> <p>In exceptional circumstances athletes with a strong performance dashboard (4.5) may also be considered for selection to the WCDP without a competition result.</p>
<p><i>*Results in Olympic events only are applicable: 1m, mixed 3m, mixed 10m and synchro events are excluded. World cup results are only applicable in a non-Olympic Year.</i></p> <p><i>** + level indicated the funding level for athletes living away from Home.</i></p>		

**NB**

- i. In accordance with clause 5.4 athletes at any level may be asked to contribute towards additional optional national programme activity

- ii. Consideration for inclusion at A+ level can be given to athletes who achieved World or Olympic medal winning performances more than once (in different competitive seasons)
- iii. Consideration for inclusion at a B+ level can be given to athletes who have achieved the top 8 individual/ top 6 synchro standard on more than one occasion (in different competitive seasons). In exceptional circumstances as determined by the APD, nominations for inclusion at B level may be made for existing Podium athletes in consideration of the athlete's Performance Dashboard, a review of their commitment to the IAP process and the athlete's and home coaches' commitment to the national programme where the athlete has not achieved the required competition standard performance level (top 8/top 6). Subject to a Performance Dashboard profile and strong evidence to suggest the athlete can bridge the gap to medal success in Paris, then they can be nominated for a B Level 'Paris Potential' place - this level comes with a reduced APA and athletes can only be considered where they have previously been in receipt of A or B level awards.
- iv. All APA amounts detailed above are subject to approval by UK Sport. APAs are normally paid in equal 12 monthly instalments

## Performance Dashboard

The British Diving Performance Dashboard comprises key components that provide a combination of objective and subjective measures. These include measures that identify current position and historic development against World Class standards in each athlete's event. In combination with Performance Matrix ratings, it adds data to the assessment of an athlete's current state and future potential. Data tracked include:

- Performance funnel (prediction of future potential based on historic scoring)
- Score, Degree of Difficulty and Consistency, compared to World Class opposition
- Measures of number of competition starts, round progress and performance under pressure

Key metrics contained within the British Diving performance matrix:



Individual	Synchro
1. Position and Score	1. Position and score
2. Degree of difficulty	2. Degree of difficulty
3. Experience	3. Experience
4. Single System elements	4. In- Age
5. In-age	5. Performance under pressure
6. Performance under pressure	6. Synchro training – time on task

### National Programme Activity

WCDP Swimming Podium and Podium Potential athletes will be required to engage fully in the following:

- i. **National Programme (Camps and Competitions)** – athletes will be required to attend WCDP activities that are designated as mandatory by the Head Coach Diving for Podium athletes and the Performance Pathway Lead Diving for Podium Potential athletes. These will include, **but are not limited to**, National Camps and targeted WCDP competitions. Competition programmes outside of the athletes agreed programme require approval by the Head Coach Diving or Performance Pathway Lead Diving respectively. If any competitions outside the national programme are deemed to conflict with the targeting of the athlete’s identified benchmark competition in the summer of 2023, then this may affect an athlete’s place on the WCDP.
- ii. **Athlete Health Screening Activity** – WCDP athletes may be required to attend an athlete health screening day at one of the British Diving Performance Centres or designated Home Nation performance centre between Thursday 7<sup>th</sup> – Saturday 9<sup>th</sup> September 2023.
- iii. **Athlete Wellbeing Monitoring** – to assist staff to support athlete health and wellbeing, athletes will be required to complete daily monitoring as advised by the Diving Leadership team.
- iv. **Individual Athlete Planning (IAP) and Review Meetings** by British Diving technical staff – the Head Coach Diving, Performance Pathway Lead Diving and/or other national staff will consult with all Podium and Podium Potential divers 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 competition. 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.

**APPENDIX C**  
**Athlete Investment Guidelines – specific criteria for Paralympic Swimming (WCPP)**  
**1<sup>st</sup> October 2023 to 30<sup>th</sup> September 2024**

**Athlete Performance Award (APA)**

Athlete investment will include personal financial support on a tiered basis. There is a maximum number of places for S1-S14 athletes on the WCPP. If more athletes achieve the criteria than places available, athletes may be prioritised based on a range of criteria including World Para Swimming world rankings and British Para Swimming rankings in addition to the criteria outlined in 4.5.

To be eligible for consideration for the WCPP, athletes must be internationally classified.

Once selected to the WCPP, athletes will be entitled to one of five bands of financial support as outlined in Table below.

BAND/ LEVEL	TOTAL APA ANNUAL AWARD	CONSIDERATION STANDARDS
		PARALYMPIC SWIMMING
<b>Podium</b>		
<b>A+</b> <b>A</b>	<b>£28,000</b> <b>£26,500</b>	In consideration of the measures outlined in 3.2 and 4.5. Gold Medal winner (Paris 2024 Paralympic event, individual or relay) at the 2023 WPS World Championships with a Performance Dashboard profile that is on track for medal winning performance at future WPS World Championships and Paralympic Games

BAND/ LEVEL	TOTAL APA ANNUAL AWARD	CONSIDERATION STANDARDS PARALYMPIC SWIMMING
<b>B+</b> <b>B</b> <b>B (Paris Potential)</b>	<b>£23,000</b> <b>£21,500</b> <b>£19,000</b>	<p>In consideration of the measures outlined in 3.2 and 4.5.</p> <p>Silver or Bronze medal winners (Paris 2024 Paralympic event, individual or relay) at the 2023 WPS World Championships. In exceptional circumstances nominations for inclusion at B 'Paris Potential' level may be made, in consideration to 4.5</p>
<b>Podium Potential</b>		
<b>C+</b> <b>C</b>	<b>£17,000</b> <b>£14,000</b>	<p>In consideration of the measures outlined in 3.3 and 4.5. Typically, but not limited to, athletes who have been selected for the WCPP for three or more consecutive years with a Performance Dashboard profile that is on track for medal winning performance in Paris 2024 or Los Angeles 2028 Paralympic Games</p> <p><b>C+ is for athletes who are living away from home in a performance training environment approved by the APD and Head Coach Para Swimming.</b></p>

BAND/ LEVEL	TOTAL APA ANNUAL AWARD	CONSIDERATION STANDARDS PARALYMPIC SWIMMING
<b>D</b>	<b>£12,000</b>	<p>In consideration of the measures outlined in 3.3 and 4.5. Typically, but not limited to, athletes who have been selected for the WCPP for their second consecutive year and with a Performance Dashboard profile on track for medal winning performance in Paris 2024 or Los Angeles 2028 Paralympic Games. Athletes who are:</p> <ol style="list-style-type: none"> <li>i. Delivering seasons best times in identified summer benchmark meet.</li> <li>ii. Accessing an appropriate daily training environment, e.g. not exclusive to having appropriate training time available and a coach qualified to an appropriate level.</li> </ol>
<b>E</b>	<b>£7,000</b>	<p>In consideration of the measures outlined in 3.3 and 4.5. Typically, but not limited to, athletes who are new to the WCPP. Athletes who:</p> <ol style="list-style-type: none"> <li>I. Have a performance dashboard profile that demonstrates the attributes of a Podium Potential athlete.</li> <li>II. Have shown progression in line with or ahead of the progression of their event(s)</li> <li>III. are considered by the Performance Pathway Lead as being a future Paralympic podium prospect</li> <li>V. Have demonstrated adherence to programme and athlete responsibilities</li> <li>V. Have the support of the Home programme and home programme coach</li> </ol>

Athletes who are adhering to a long-term injury /illness (physical/mental)/reclassification plan may be nominated to continue on the programme but the decision as to their funding level is at the complete discretion of the APD and Head Coach.

## **NB**

- i. In accordance with clause 5.4 athletes at any level may be asked to contribute towards additional optional national programme activity
- ii. Consideration for inclusion at A+ level can be given to athletes who achieved World or Paralympic gold medal winning performances more than once (in different competitive seasons within the Paris cycle)
- iii. Consideration for inclusion at a B+ level can be given to athletes who have achieved medal winning standards on more than one occasion (in different competitive seasons within the Paris cycle). In exceptional circumstances as determined by the APD, nominations for inclusion at B level may be made for existing Podium athletes in consideration of the athlete's dashboard, a review of their commitment to the IAP process and the athlete's and home coaches' commitment to the national programme where the athlete has not achieved the required competition standard performance level (medallist). Subject to a dashboard profile and strong evidence to suggest the athlete can bridge the gap to medal success in Paris, then they can be nominated for a B Level 'Paris Potential' place - this level comes with a reduced APA and athletes can only be considered where they have previously been in receipt of A or B level awards.
- iv. All APA amounts detailed above are subject to approval by UK Sport. APAs are normally paid in equal 12 monthly instalments.

## **Performance Dashboard**

The British Paralympic Swimming Performance Dashboard comprises key components that provide a combination of objective and subjective measures. These include criteria for programme adherence, availability to train and

compete, annual target achievement, performance history and performance position (ranking)/progression against world level.

## **Re- Classification**

An Individual re-classification plan will be drawn up for any athlete who has been affected by re-classification during the WCPP funding period. Athletes must comply with all requirements and requests made by British Para-Swimming in relation to the World Para Swimming International Classification review process

## **National Programme Activity**

- I. **National Camps and Competition Programme** – athletes are required to attend WCPP activities that are designated as obligatory by the APD, Head Coach Para Swimming, Head of Performance Development and/or Performance Pathway Lead Para Swimming. These will include, but are not limited to:
  - International selection throughout the season
  - Designated benchmark meets and targeted meets
  - National Camps
  - Classification
  - Core race strategy opportunities
  - Internal Programme racing opportunities

During the programme period additional extra opportunities may be offered to athletes to participate in such as but not limited to additional competition opportunities, performance training camps, lifestyle training opportunities, and individual training opportunities bespoke for an athlete.

- ii. **Athlete Health Screening Activity** – WCPP athletes may be required to attend an athlete health screening day at one of the British Swimming Performance Centres or designated Home Nation performance centre Wednesday 13<sup>th</sup> – Saturday 16<sup>th</sup> September 2023.

- iii. **Athlete wellbeing and performance monitoring** – to assist staff to support athlete health and wellbeing, athletes will be required to complete daily monitoring as advised by the Paralympic Swimming Leadership team. Athletes must complete all aspects of Smartabase or other advised monitoring platform accurately, guidance will be issued on how to complete Smartabase or any advised alternative platform with quality information and BPS have an expectation of a rolling 90% minimum adherence level. Athletes must comply with all WCPP Programme monitoring and testing requirements in alignment with IAP. These shall include, but not be limited to:
- the British Para-Swimming step test;
  - anaerobic capacity test;
  - all other agreed monitoring sets and regular measurements of body composition (i.e., body mass, skinfolds, limb circumferences).
- iv. **Individual Athlete Planning (IAP) and Review Meetings** by British Swimming technical staff – the Head Coach Para Swimming, Performance Pathway Lead Para Swimming 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
- v. **Performance Lifestyle (PL) Plan** - All athletes must have a plan in place which is reviewed on a regular basis with PL Advisor which is in line with the IAP process and Optimal Athlete Development Framework (OADF) Curriculum. If in full time education the Athlete must identify exam periods and any high workload periods as soon as possible to the PL. As part of the PL plan, athletes are expected to develop and work towards their long-term transition plan using the support and guidance resources that the programme provides.

Athletes should not participate in any other physical activities outside their programmes without the prior consent of their designated point of contact





within the WCPP which may endanger their health or have a negative impact on their swimming preparation.