

# **BEJSC Squad Structure**

## **Issue 1 – March 2013**

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### **Club Restructure**

This document outlines the changes we are going to make to the squad structure for our swimming club this year.

This first issue explains the changes, the reasons for the changes and contains the timetable for informing, consulting and implementing these changes.

These changes have been agreed by the coaches and the swimming club committee. It has been tested by a small selection of our swimmers and parents.

### **Aims of Bourne End Swimming Club**

It is important that we state the objectives of our swimming club so that we can ensure that these are maintained as we move to the new structure.

The aims of Bourne End Swimming Club are to:

- Maintain the BEJSC club ethos of being a friendly inclusive swimming club open to all
- Continue to provide opportunity for senior club swimmers to develop by gaining leadership opportunities as helpers, coaches, teachers and lifeguards
- Provide an environment for swimmers wanting to develop competitively and for those that continue to swim actively in the club but not wanting to compete outside of club championships
- Enhance the ability of club swimmers whilst ensuring that we develop our competitive swimmers fully and to gain entry to our County swimming championships

## **Why do we need to restructure the Swimming Club ?**

For a long time now, we have been looking at ways we can improve how we deliver our training program to our swimmers and how that meets the varying needs and goals of the swimmers at Bourne End Swimming Club.

We have always been a club who provides the opportunity to swim in a competitive environment whilst allowing our swimmers to balance our sport with other activities within and outside school. However we also have a significant number of swimmers for whom swimming is their main sport and where they want to compete at their highest potential.

This restructuring allows us to align our squads to the three distinct types of swimmer at our club and deliver to the Long Term Athlete Development model. The three types of swimmer are defined as:

**Junior Swimmers** – These are our younger swimmers who are developing their skills in our sport and are starting to consider competing as part of their sport.

**Club Swimmers** – These swimmers take an active part in our swimming training sessions but do not take up the opportunity to compete outside of our Club Championships. These swimmers often do not attend all their available training sessions.

**Performance Swimmers** – These swimmers typically attend all or nearly all their training sessions and compete regularly in external galas and open competitions. These swimmers have set clear goals for their performance in competition and are training to achieve these goals.

## **The Current Squad Structure**

Our Club currently runs seven squads and our swimmers progress through these squads as they improve their technique and fitness.

This has suited our club in the main but has created problems where swimmers hit a level in the club where they are unable to progress. This can be caused by many factors, usually swimmers cutting back on training time due to pressure on their time from school or other activities.

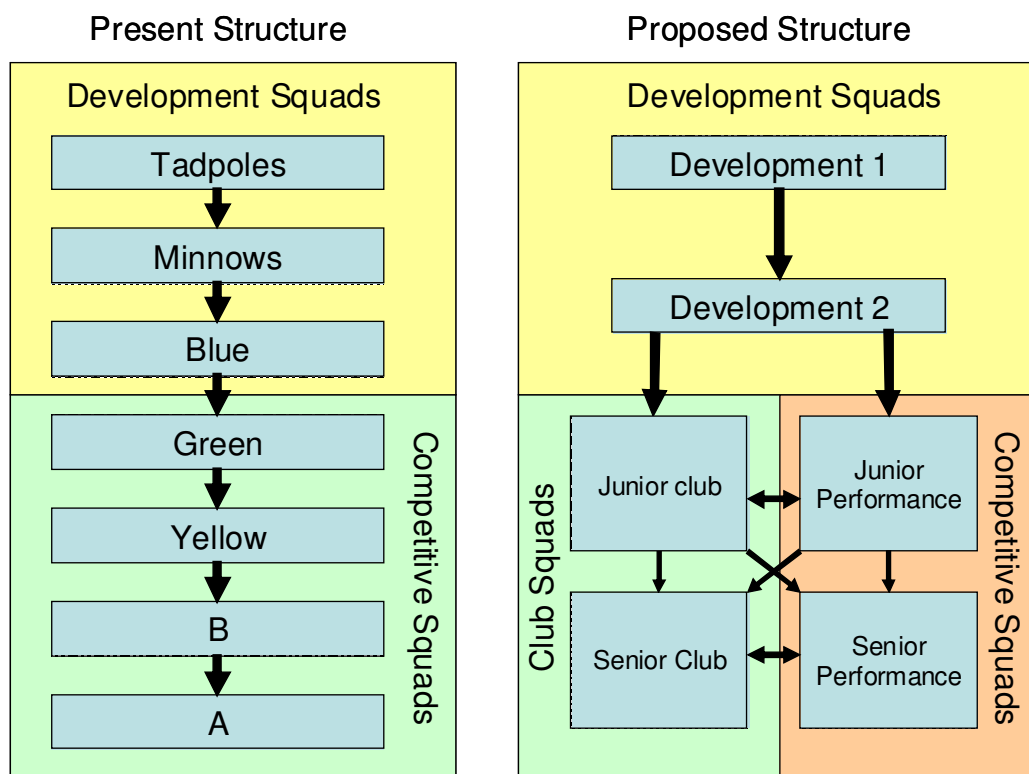
When this happens we see swimmers becoming disappointed in their lack of progress in their swimming and who do not enjoy swimming with younger swimmers who are moving through the squads. These older swimmers are then increasingly unable to complete the training program our coaches deliver to the squad and this is not a healthy position for the swimmers or for the coaches.

This is an increasingly unhealthy situation and we need to ensure that we can provide an environment where all swimmers can continue to gain from swimming with our club in a program that is suited to the level of swimming training they are able to complete.

**The Proposed Squad Structure**

The proposed new squad structure splits the squads into three distinct groups, Development, Club and Performance.

**Figure 1 – Squad Structure**



The two development squads map onto our current junior teaching squads allowing our swimmers to continue their development from the excellent program at Court Garden and through to the competitive squads.

Once the swimmers are ready, we will consult with the swimmers and parents to decide whether the swimmer is best suited to the Performance or to the Club squads at which time they will join either Junior Club or Junior Performance squad.

The training program for Club squads will be designed around ensuring that the swimmers continue to enjoy training with our club, continue to improve their skills in our sport, to train for fitness and to develop their leadership skills. The club squads will have a little less swimming time than the Performance squads but the focus will still be on developing and improving these swimmers.

The Performance squads will have a small increase in training time and will train in an environment where we are able to focus on training regularly and to a higher level in order to increase the level of performance of these swimmers.

Once a swimmer has progressed to either of the two Junior Squads, they will be able to move across to / from performance as well as up to the senior level. This allows for swimmers whose level of commitment to training changes, as they focus more on swimming or limits their swim training hours to balance other activities such as school and alternative sports.

### **Squad Assignments**

We will publish each swimmers proposed new squad after the Easter break. These assignments will be based on our understanding of each swimmers swimming level, competitive status and training performance to date.

We will then enter into a period of consultation with you and your swimmers as to our reasons for your assignment and so that your swimmer can understand why we have assigned the particular squad and what we are looking for in order to reassign to another squad should that be looked for.

Please remember that this is an initial assignment based on our assessment of each swimmer and this is likely to require adjusting over the summer term and possibly also in the autumn term, though hopefully to a far lesser degree.

Assignment to the club or performance squads will be based

- Attending training sessions
- Approach and attitude to their training sessions
- Competing in Club Championships, Galas and Open Competitions
- Level of performance in competitive events

We do not see that it is practical to put hard and fast criteria on these guidelines as it is difficult to record these data fully and accurately and so we will be using these as a guideline in consultation with the swimmer, coaches and parents.

## **Squad Profiles**

### **Development 1**

Formally Tadpoles, this is the start of swimmers journey into the competitive section. Swimmers generally progress into Tadpoles from Court Garden, or alternatively can join through the assessment by Head Coach.

Typically swimmers are expected to be at around the A.S.A Standard Levels 10/11/12. They should have legal front crawl, back crawl and breaststroke and the stamina to swim around 1000m in 1 hour. The focus in these squads is to teach the swimmers butterfly and to start to develop legal turns in all four strokes.

### **Development 2**

Time is spent on stroke correction to ensure that all strokes are as efficient as possible and to further refine the effective starts, turns and finishes introduced in Tadpoles.

### **Junior Club Squad**

This squad is aimed at swimmers who do not want to commit to a competitive training program, but still want to swim and compete. Progression through the squad will be based on ensuring effective training sessions and maintaining a good social balance.

### **Senior Club Squad**

This squad will contain swimmers who are typically 14 and over and will continue the training program from Junior Club squad ensuring that our swimmers are able to swim socially, retain a good level of fitness and compete when suitable for them either internally or at external competitions.

### **Junior Performance Squad**

These swimmers have shown that they are training regularly and training well. The early indications are that these swimmers are committed to performance swimming and are developing into competitive swimmers. The training program for these swimmers is focused on competitive skills and high levels of fitness to prepare these swimmers for high level competitive swimming.

### **Senior Performance Squad**

It is expected that swimmers will progress to the senior performance squad when they are regularly attending external competitions and have the potential to achieve County times. These swimmers will have the most training time in our club and will develop a high level of fitness and develop strategies for competing effectively at a wide range of competitive events.

### **Change in Fees**

We will be changing the fee structure by a small amount to reflect the small changes in swimming time available to Club and Performance swimmers.

These will be published ahead of the Autumn Term once we have verified the numbers with our Club Committee.

## Change in Swimming Time

We are adding a little to the performance squads and taking a little from the club squads in order to balance the head count in the lanes through the sessions we run each week. This allows our performance swimmers to train harder and allows our club swimmers to continue to train regularly.

**Figure 2 – Change in Pool Time**

<b>Present</b>	<b>Time (Hrs/ Week)</b>	<b>Proposed</b>	<b>Time (Hrs/ Week)</b>
Tadpoles	2	Development 1	2.0
Minnows	2	Development 2	2.5
Blue	3.5	Junior Club	3.5
Green	3.5	Junior Performance	4.0
Yellow	5.25	Senior Club	3.75
B	5.25	Senior Performance	5.75
A	5.25		

Whilst there are only partial correlations between the current and the new squads, we can see that the swimming times for our squads has not changed too much by making these changes.

The main focus of the changes is the type of training we are able to achieve with our performance squads.

**Figure 3 - Proposed swimming time**

	<b>Time</b>	<b>Group</b>	<b>Length (hr)</b>
Monday	7:00 - 8:00 pm	Junior Performance	1
	7:00 - 8:30 pm	Senior Performance	1.5
Tuesday	6:30 - 7:30 pm	Development 1	1
		Development 2	1
		Junior Club	1
	7:30 - 8:30 pm	Senior Club	1
		Senior Performance	1
Thursday	6:00 - 7:00 pm	Junior Club	1
	6:00 - 7:30 pm	Junior Performance	1.5
	7:00 - 8:30 pm	Senior Performance	1.5
	7:30 - 8:30 pm	Senior Club	1
Saturday	7:00 - 8:00 am	Development 1	1
		Development 2	1
		Junior Club	1
		Junior Performance	1
		Senior Club	1
		Senior Performance	1
Sunday	7:00 - 8:00 pm	Development 2	1
		Junior Club	1
		Junior Performance	1
	7:00 - 8:30 pm	Senior Club	1.5
		Senior Performance	1.5



**The Next Steps**

Please read this document and if you have any concerns about the content or the reasons behind what we are doing, please send an email to [rulerfamily@hotmail.co.uk](mailto:rulerfamily@hotmail.co.uk) and we will respond directly or publish an FAQ page on the website as appropriate.

A handwritten signature in black ink, appearing to be 'D. M. C.', written in a cursive style.