

## LEICESTERSHIRE & RUTLAND AMATEUR SWIMMING ASSOCIATION SWIMMER PATHWAY 2024 – 2025 MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MoU) outlines the processes, systems and agreements between Leicestershire Amateur Swimming Association (LASA), Leicestershire Competitive Swimming Clubs (Base Clubs) and City of Leicester (CoL), to assist the progression of talented swimmers within the county. The MoU and the swimmer pathway are in accordance with the LASA Swimming Development Plan.

### Primary Partners

- Leicestershire Amateur Swimming Association
- Base Clubs;

Braunstone SC	Market Harborough SC
Coalville SC	Melton Mowbray SC
Hinckley SC	Neptune SC
Leicester Penguins SC	Oadby & Wigston SC
Leicester Sharks SC	Shepshed SC
Loughborough Town SC	
- City of Leicester SC

### Secondary Partners

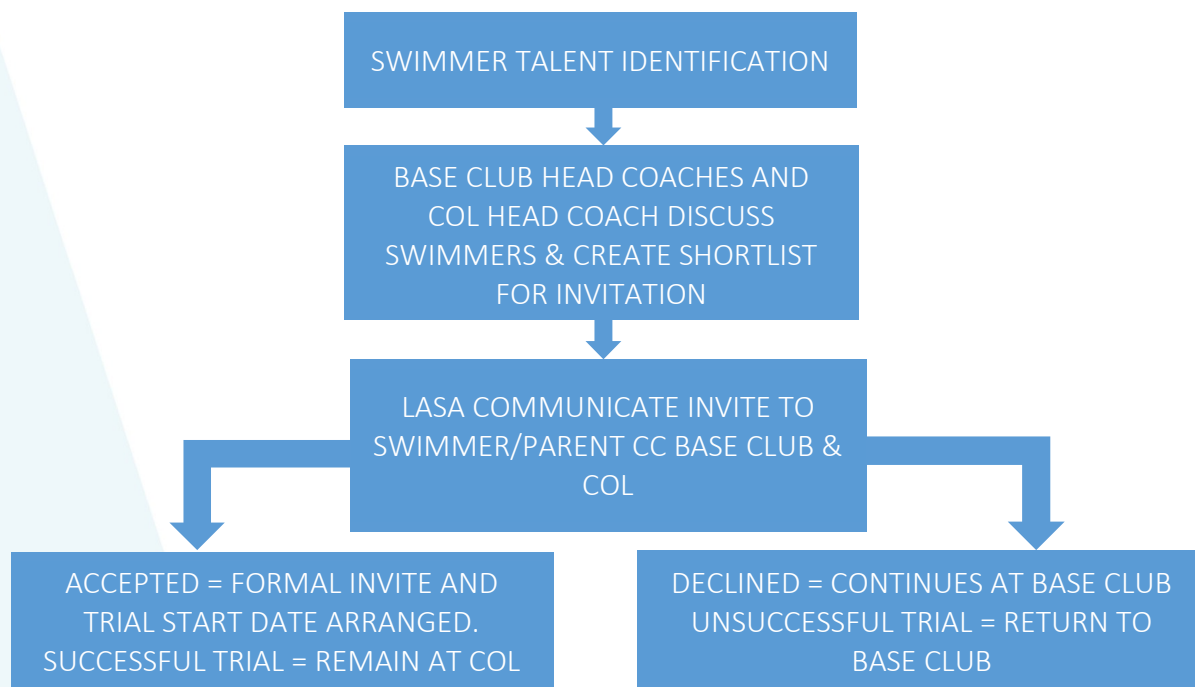
- Swim England East Midlands (EM)
- Swim England Development Team (SE Development)
- Swim England Swimming Talent Team (SE Talent)

### Swimmer Talent Identification

- Swimmers are observed, assessed and developed by all coaches within LASA this is a continual process and is the responsibility of all coaches
- The Base Club Head Coach and the CoL Head Coach shall discuss swimmers considered to have potential and talent for consideration to join CoL
- CoL coaches gather more insight on the swimmers considered to have potential and talent by observing LASA rankings in Olympic and Paralympic events
- A shortlist of swimmers who have potential and talent will be created from Base Club Head Coach recommendations and the insights gathered by CoL coaches
- Shortlisted swimmers are observed at LASA County Championships open meets and Base Club training, following which an agreed list of swimmers to be invited into CoL shall be agreed in consultation with swimmers Base Club head coach
- Should a swimmer be invited into CoL, the invitation and entry protocol is put into effect

## Invitation & Entry Protocol to CoL

1. Having agreed the list of swimmers the CoL Head Coach emails the final list of swimmers to be invited to CoL to the respective Base Club Head Coach and Chair and copied to LASA.
2. The Base Club discusses (sends) the invitation to the swimmer and their parent/guardian.
3. If the invited swimmer and their parent/guardian accept the invitation, CoL Head Coach will provide a trial date and copying the Base Club Head Coach, Chair, LASA and CoL Chair
4. Should the trial be successful and the swimmer accepts the offer of a place, the swimmers training at CoL will start on the date agreed with CoL.
5. If the trial is unsuccessful, or the swimmer declines the offer of a place the swimmer will train with their base club (should be noted that any swimmer who underwent an unsuccessful trial will have future opportunities to trial again at CoL following the identification and invitation protocols listed above)
6. The CoL Head Coach emails LASA, the Base Club Head Coach and Chair to advise the outcome of the trial and whether a swimmer has accepted their place on the pathway; if more than one swimmer from a base club this can be in a single email. Where the trial is unsuccessful the CoL Head Coach shall advise the reasons why the trial was unsuccessful.



## Entry Periods to CoL from Base Clubs

### 1. **September**

- a. At the start of the season
- b. Following discussion in June/July between the Base Club Head Coach and CoL Head Coach

### 2. **March**

- a. Post County Championships
- b. Following consultation in December between Base Club Head Coach and CoL Head Coach

## Entry into CoL from a club outside of LASA

- A swimmer from a club outside of LASA can join a training group within CoL providing the swimmer meets the entry criteria (page 2-4).
- Following a successful trial period (1 week) the swimmer will be invited by the CoL Head Coach to become a member.
- The swimmer must also become a member of a LASA affiliated Club which will act as the swimmers new Base Club.
- The CoL Head Coach will provide the new member with information of all the Base Clubs within LASA. Each Head Coach will provide a short statement to provide potential new swimmers with essential club information
- The swimmer and parent will decide which one to join.
- The CoL Head Coach will facilitate meetings with the Base Club Head Coach and Chair with the new swimmer and their parent/guardian

## Direct contact by a base club swimmer and or parent to CoL

Any approach to CoL from a swimmer and or parent(s) from a LASA base club will be acknowledged by CoL and the swimmer and or parent(s) will be advised that the correct protocol is for the initial discussion to be with the Base Club Head Coach.

## Entry Consideration Criteria to CoL

See below tables for additional information on each training squad criteria at City of Leicester.  
All ages are as of 31<sup>st</sup> December 2024

**NATIONAL YOUTH SQUAD**

**NATIONAL AGE GROUP SQUAD**

**REGIONAL SQUAD**

**COUNTY SQUAD**

**LINK SQUAD**

NATIONAL YOUTH SQUAD		
LEAD COACH:	Jamie Evans	Senior Coach L3
SELECTION:	Top 50 in age (single age band) with a view for the top 40 Nationally (Long Course – Para/Olympic Events)	
AGE:	14 years Female, 15 years + Open/Male	
SQUAD FOCUS:	<ul style="list-style-type: none"> <li>○ Junior International Selection</li> <li>○ British Open/Trials Qualifier</li> </ul>	<ul style="list-style-type: none"> <li>○ British Summer Nationals Qualifier</li> <li>○ English Summer Meet Qualifier/Finalist</li> </ul>
Swimmers are expected to arrive 15 minutes before the start of the session and maintain a monthly attendance of 92%.	Swimmers are expected to attend 8-9 sessions per week, with a weekly training volume total of 48,000m to 68,000m.	The kick weekly training volume total should be between 7,200m to 10,000m, with intensity split as follows: 45% at 40BBM and lower, 25% at 30BBM, 10% at 20BBM, 5% at race pace + speed, and 15% kick.
<b>PERSON CRITERIA</b> Enjoys the journey, resilient and robust, driven, good learner, independent, takes ownership of training, possess a growth mindset, fulfilled and aspirational	<b>ATHLETE CRITERIA</b> Coachable, technically excellent, physically suitable, and winning habits Set Expectations 2024-25 (desirable); <ul style="list-style-type: none"> <li>○ 24x200 (HR @50BBM) Fc @2.40</li> <li>○ 20x200 (HR @50BBM) IM/Bk @2.50</li> <li>○ 18x100 kick No1 @1.45 or better</li> <li>○ 20x100 (HR @20BBM) Fc or No1 @1.45-1.55</li> </ul>	<b>PERFORMER CRITERIA</b> Perform when it matters at major meets, execute race plans, loves racing, arena skills, psychologically prepared, physically primed and race craft

NATIONAL AGE GROUP SQUAD		
LEAD COACH:	Harry Pickering                      Senior Coach L3	
SELECTION:	Top 80 in age (single age band) with a view for top 55 Nationally (Long Course – Para/Olympic Events)	
AGE:	12 – 16 years Female, 13 – 16 years Open/Male	
SQUAD FOCUS:	<ul style="list-style-type: none"> <li>○ British Summer Nationals Qualifier</li> <li>○ English Summer Meet Qualifier/Finalist</li> <li>○ Regional Finalist</li> </ul>	
Swimmers are expected to arrive 15 minutes before the start of the session and maintain a monthly attendance of 92%.	Swimmers are expected to attend 7-8 sessions per week, with a weekly training volume total of 35,000m to 50,000m.	The kick weekly training volume total should be between 5,300m to 7,000m, with intensity split as follows: 45% at 40BBM and lower, 25% at 30BBM, 10% at 20BBM, 5% at race pace + speed, and 15% kick
<b>PERSON CRITERIA</b> Enjoys the journey, resilient and robust, driven, good learner, independent, takes ownership of training, possess a growth mindset, fulfilled and aspirational	<b>ATHLETE CRITERIA</b> Coachable, technically excellent, physically suitable, and winning habits Set Expectations 2024-25 (desirable); <ul style="list-style-type: none"> <li>○ 18x200 (HR @50BBM) Fc @2.45-2.55</li> <li>○ 30x100 (HR @50BBM) IM @1.35-1.45</li> <li>○ 20x150 (HR @50BBM) Bk @2.30</li> <li>○ 15x100 kick No1 @1.55 or better</li> <li>○ 80x25 ((HR @40-50BBM) Fly and/or Brs @30</li> </ul>	<b>PERFORMER CRITERIA</b> Perform when it matters at major meets, execute race plans, loves racing, arena skills, psychologically prepared, physically primed and race craft

REGIONAL SQUAD		
LEAD COACH:	Gen Monroe	Coach L2
SELECTION:	Top 40 in age (single age band) with a view for top 25 Regionally (Long Course – Para/Olympic Events)	
AGE:	12 – 14 years Female and Open/Male	
SQUAD FOCUS:	<ul style="list-style-type: none"> <li>English Summer Meet Qualifier/Finalist</li> <li>Regional Qualifier/Finalist</li> <li>County Finalist</li> </ul>	
Swimmers are expected to arrive 15 minutes before the start of the session and maintain a monthly attendance of 92%.	Swimmers are expected to attend 6-7 sessions per week, with a weekly training volume total of 30,000m to 37,000m.	The kick weekly training volume total should be between 4,500m to 5,600m, with intensity split as follows: 50% at 40BBM and lower, 25% at 30BBM, 7% at 20BBM, 3% at speed, and 15% kick
<b>PERSON CRITERIA</b> Enjoys the journey, resilient and robust, driven, good learner, independent, takes ownership of training, possess a growth mindset, fulfilled and aspirational	<b>ATHLETE CRITERIA</b> Coachable, technically excellent, physically suitable, and winning habits Set Expectations 2024-25 (desirable); <ul style="list-style-type: none"> <li>15x200 (HR @50BBM) Fc @3.10</li> <li>20x100 (HR @50BBM) IM @1.50-1.55</li> <li>12x100 kick Fc, Fly and/or No1 @2 or better</li> <li>60x25 (HR @40-50BBM) Fly and/or Brs @30-40</li> <li>10x200 (HR @50BBM) Bk @3.30-3.40</li> </ul>	<b>PERFORMER CRITERIA</b> Perform when it matters at major meets, execute race plans, loves racing, arena skills, psychologically prepared, physically primed and race craft

COUNTY SQUAD		
LEAD COACH:	Gen Monroe	Coach L2
SELECTION:	Top 50 in age (single age band) with a view for top 35 Regionally (Long Course – Para/Olympic Events)	
AGE:	11-13 years Female and Open/Male (Swim Age Long Course Window) as 31 <sup>st</sup> December at the date of joining 5 sessions available (4 with CoLSC, 1 to 2 with base club) squad size minimum 24 maximum 28	
SQUAD FOCUS:	<ul style="list-style-type: none"> <li>English Summer Meet Qualifier</li> <li>Regional Qualifier/Finalist</li> <li>County Finalist</li> </ul>	
Swimmers are expected to arrive a minimum of 15 minutes before the start of the session to go through their pre pool and listen to the session briefing.	Swimmers are expected to maintain their individual monthly attendance of 85-92%, with a weekly training volume total of 18,000m to 24,000m.	The kick weekly training volume total should be between 2,700m to 3,600m, with intensity split as follows: 55% at 40BBM and lower, 25% at 30BBM, 5% speed, 15% kick
<b>PERSON CRITERIA</b> Enjoys the journey, Resilient and robust, Driven, Good Learner, Independent, takes ownership of training, possess a growth mindset, Fulfilled and Aspirational.	<b>ATHLETE CRITERIA</b> Coachable, technically excellent, physically suitable, and winning habits. Set Expectations 2024-25 (desirable); <ul style="list-style-type: none"> <li>10x200 (HR @50BBM) Fc @3.20</li> <li>15x100 (HR @50BBM) IM @2.00</li> <li>120x50 kick Fc and Fly @1.10 or better</li> <li>24x25 (HR @40-50BBM) Fly and/or Brs @40-45</li> <li>16x100 (HR @50BBM) Bk @1.50</li> </ul>	<b>PERFORMER CRITERIA</b> Perform at meets, execute race plans, loves racing, arena skills, psychologically prepared.

LINK SQUAD		
LEAD COACH:	Gen Monroe	Coach L2
SELECTION:	Top 15 in single age band with a view for top 8 County (Short/Long Course – ParaOlympic Events) Talent ID from: LASA Championships, Local Open Meets, coach recommendations and trial sessions	
AGE:	11– 12 years Female and Open/Male as at 31 <sup>st</sup> December at the date of joining	
SQUAD FOCUS:	<ul style="list-style-type: none"> <li>Regional Qualifier/Finalist</li> <li>County Qualifier/Finalist</li> </ul>	
Swimmers are expected to arrive 15 minutes before the start of the session and maintain a monthly attendance of 85 – 92%.	Swimmers are expected to attend 2-3 sessions per week, with a weekly training volume total of 9,000m to 12,000m.	The kick weekly training volume total should be between 1,400m to 1,800m, with intensity split as follows: 65% at 40BBM and lower, 15% at 30BBM, 5% at speed, and 15% kick
<b>PERSON CRITERIA</b> Enjoys the journey, resilient and robust, driven, good learner, independent, takes ownership of training, possess a growth mindset, fulfilled and aspirational	<b>ATHLETE CRITERIA</b> Coachable, technically excellent, physically suitable, and winning habits Set Expectations 2024-25 (desirable); <ul style="list-style-type: none"> <li>15x100 (HR @50BBM) Fc @1.55-2</li> <li>10x100 (HR @50BBM) IM @2.10</li> <li>16x50 kick Fc and Fly @1.15 or better</li> </ul>	<b>PERFORMER CRITERIA</b> Perform when it matters at major meets, execute race plans, loves racing, arena skills, psychologically prepared

A swimmer can enter any CoL training squad from Base clubs, clubs outside of LASA and from the Link squad, providing they achieve the consideration criteria. E.G. a Link Squad swimmer must achieve the Regional Squad consideration criteria to progress from Link to Regional Squad, or a swimmer at a Base Club may be a late developer and enter the National Age Group Squad directly, rather than progressing from Link and Regional Squads.



## Exit Protocol from CoL to Base Clubs

1. CoL will support and guide all swimmers within the programme to be the best they can be and their place with the programme will be secured for a minimum of two training phases (8 months).
2. During each phase CoL coaches will assess and report the progression of all swimmers to their parents, Base Clubs, LASA and most importantly to the swimmer themselves. The swimmers progress will be tracked in relation to the consideration criteria and agreed goals established at the start of the season. New goals/targets may be agreed following discussion and agreement by all interested parties
3. Should a swimmer struggle to achieve the consideration criteria, their place within the programme will come under review and this will firstly be discussed with the swimmers Base Club Head Coach, and secondly communicated to all interested parties during the reporting procedure, with guidance of targets the swimmer must achieve to retain their place at CoL
4. Should a swimmer fail to meet the consideration criteria, and targets agreed within the review and reporting procedure, the swimmer may be asked to leave the programme and train back at their Base Club.
5. At the end of each phase the CoL Head Coach will communicate to Base Club Head Coaches which of their swimmers are to remain at CoL and which are to return to their Base Club (swimmers will remain for a minimum of 8 months as stated in point 1 above). An agreed date for return is communicated to the swimmer and their parent/guardian by the CoL coaches
6. If a swimmer who has returned to their Base Club from CoL achieves the relevant entry criteria for a CoL training group, and the group has space for new members, he/she may be invited back to train again following the invitation & entry protocol

## Exit Periods from CoL to Base Clubs

1. **August**
  - a. August exit at the end of the season
  - b. Settled back at Base Club for the start of training in September
2. **February**
  - a. February exit after the conclusion of County Championships
  - b. Settled back at Base Club for the start of training in March

## Training Split with Base Clubs & CoL

- Link Squad
  - 50% / 50% split of training with Base Club and CoL
  - Link Squad swimmers are expected to attend the three key sessions a week (outlined by the CoL Head Coach) and 2/3 other sessions with their Base Club as agreed by the Base Club Head Coach
  - minimum of 2 sessions a week with COL plus 2 a week with Base Club
- County Squad
  - 5 sessions available (4 with CoLSC, 1 to 2 with base club) squad size minimum 24 maximum 28
- Regional, National Age Group and National Youth Squads
  - 100% training with CoL under the guidance of CoL Head Coach

## Link Squad Training

The Link Squad training programme in conjunction with the base club training programmes, will give the swimmers an introduction to aerobic conditioning, speed injections and bursts, pre/post pool routines and injury prevention.

The Link Squad is ideal for Level 1 and 2 Coaches from the Base clubs to work alongside the CoL coaching team as a learning opportunity, and take the stroke development techniques back into their base clubs for discussion with Base Club Head Coach.

The programme is focused on stroke and skill development over a 3 x 15-17 week period within each phase of the season. The programme develops all four competitive strokes, starts, turns and finishes with IM swimming and speed introduction. After each training block (15-17 weeks) the swimmers and primary partners will receive a report on their progress.

The programme will be based on the following format;

Week	Technical Focus	Skill Focus	Physical Focus
1	Freestyle	Underwater	Aerobic Capacity
2	Backstroke	Underwater	Aerobic Capacity
3	Breaststroke	Underwater	Aerobic Capacity
4	Butterfly	Underwater	Aerobic Capacity
5	Freestyle	Turns	Aerobic Capacity
6	Backstroke	Turns	Aerobic Capacity
7	Breaststroke	Turns	Aerobic Capacity
8	Butterfly	Turns	Aerobic Capacity
9	Individual Medley	Turns	Aerobic Capacity
10	Individual Medley / Fly	Starts	Aerobic Cap. & Speed
11	Individual Medley / Back	Starts	Aerobic Cap. & Speed
12	Individual Medley / Breast	Starts	Aerobic Cap. & Speed
13	Distance Free / Fly	Starts	Aerobic Cap. & Speed
14	Distance Free / Back	Underwater / turns	Aerobic Cap. & Speed
15	Distance Free / Breast	Underwater / turns	Aerobic Cap. & Speed
16	Distance Free / IM	Finishes	Aerobic Cap. & Speed
17	Distance Free / IM	Finishes	Aerobic Cap. & Speed

The training weeks will be decided by the CoL Head Coach and the programme outline will be communicated to the Base Club Head Coaches. 4 x 1.5 hour sessions a week will be available for the Link Squad with the minimum attendance a week of 3 sessions.

The amount of sessions / training fits in with Learning to Train stage of LTAD guidelines. Main Focus on stroke technique across all four strokes including starts, turns and finishes to develop well rounded and well skilled swimmers.

## Link Squad Training Sessions

	Mon	Tue	Wed	Thur	Fri	Sat	Sun
AM						07:15-08:45  09:00-09:30 Land (BLC)	
PM	19:00-20:30 (DMU)		19:00-20:30 (DMU)				

*\*Link Squad swimmers must attend a minimum of two, of the three sessions available with CoL, plus 2 with their Base Club on the other days or mornings that there is no Link Squad session taking place Eg Tuesday, Thursday or Friday evening*

*\*\*Flexibility to the above allocation of session can be implemented if both the Base Club Head Coach and CoL Head agree it's the best for the swimmers development*

## Competitions

- Link Squad – Swimmers who are members of the Link Squad will follow their Base Clubs competition calendar and compete under their Base Club
- Regional, National Age Group and National Youth Squads – Swimmers who are full time members of CoL will follow the CoL competition calendar and represent CoL. CoL swimmers will also represent their Base Club at the following competitions;
  - Base Club Championships
  - Base Club Open Meet
  - National Junior League
  - National Arena League
  - Leicestershire County Championships
- All Base Club Head Coaches must share their season competition calendar in June/July with LASA and the CoL Head Coach. This is to allow the CoL Head Coach sufficient time to manage the training and competition demands of the swimmers in CoL
- CoL Head Coach must share the competition calendar of CoL with LASA and all Base Club Head Coaches. This is to ensure all Base Clubs are aware of when their members are racing and what they are achieving

*\*It's critical that Base Club and CoL Head coaches work collaboratively to ensure swimmers are not over competing and under training, which will have a negative impact on the swimmers longevity in the sport.*

## Communication

To ensure the success of the swimmer pathway within Leicestershire, all primary partners must communicate regularly and effectively. The table below outlines communication guidance and direction;

WHAT	WHEN	WHO	HOW
<b>Swimmer Talent ID</b>	Ongoing	CoL & Base Clubs Head Coaches	Email & Face to Face 1-1 meetings
<b>Phase Summary &amp; Next Phase Plans</b>	September January April (start of phase)	COL & Base Club Head Coaches	Face to Face Group Meeting
<b>Swimmer Invites &amp; Movements</b>	August December March (start of phase)	CoL & Base Clubs Head Coaches & Chairs	Email & Face to Face 1-1 meetings
<b>Swimmer Progress Reports</b>	December April August (end of phase)	CoL	Email

## Workforce

By working collaboratively all primary partners can unite their resources and provide support and ongoing development to their workforce. Qualifications, topics of development and ongoing CPDs can be requested and centralised through LASA. All partners can complete a Training Needs Analysis (TNA) every year, send to LASA and a delivery plan can be implemented in partnership with EM, SE Development, IOS & SE Talent.

TNA covers the following;

Qualifications	CPD & Other
Assistant (L1) & Coach (L2) Team Manger (L1) & (L2) Safeguarding Time to Listen Lifeguard Young Volunteers Programme Referee Judge 1 & 2 Starter & Timekeeper Strength & Conditioning	Introduction to Para-Swimming Equity in Coaching Coach Development (topics that the partnership want or have identified) - Age Group Programme - Youth Training Programmes - LTAD - Stroke Technique - Energy Systems - Planning & periodization

## Statement of Partnership

As a partner of this MoU, each Club within Leicestershire ASA understands, and commits to working collaboratively within to the protocols and objectives contained within this document.

Primary Partner	Role	Sign	Print	Date
LASA	Chair	<i>Ursula Beck</i>		
	Treasurer	<i>Judy Leader</i>		
	Swimming	<i>Paul Sippitt</i>		
	Development	<i>Sue Wainscot</i>		
Braunstone SC	Head Coach			
	Chair			
Coalville SC	Head Coach			
	Chair			
Hinckley SC	Head Coach			
	Chair			
Leicester Penguins SC	Head Coach			
	Chair			
Leicester Sharks SC	Head Coach			
	Chair			
Loughborough Town SC	Head Coach			
	Chair			
Market Harborough	Head Coach			
	Chair			
Melton Mowbray SC	Head Coach			
	Chair			
S.A.S. Neptune SC	Head Coach			
	Chair			
Oadby & Wigston SC	Head Coach			
	Chair			
Shepshed SC	Head Coach			
	Chair			
City of Leicester SC	Head Coach			
	Chair			

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As a partner of this MoU, each Club within Leicestershire ASA understands, and commits to working collaboratively within to the protocols and objectives contained within this document.

Primary Partner	Role	Sign	Print	Date
LASA	Chair	<i>Ursula Beck</i>	Ursula Beck	05/10/2024
	Treasurer	<i>Judy Leader</i>	Judy Leader	04/10/2024
	Swimming	<i>Paul Sippitt</i>	Paul Sippitt	07/10/2024
	Development	<i>Sue Wainscot</i>	Sue Wainscot	07/10/2024
Braunstone SC	Head Coach	<i>[Signature]</i>	<i>STUART HANSON</i>	12.10.24
	Chair	<i>T. HICKS</i>	Trevor Hicks	12.10.24
Coalville SC	Head Coach			
	Chair			
Hinckley SC	Head Coach	<i>[Signature]</i>	<i>M. GYRCH</i>	12/10/24
	Chair	<i>[Signature]</i>	<i>R. TRAMERMAN</i>	12/10/24
Leicester Penguins SC	Head Coach	<i>L. Freeman</i>	L. FREEMAN	12/10/24
	Chair	<i>N. Burdett</i>	N. BURDETT	12/10/24
Leicester Sharks SC	Head Coach			
	Chair			
Loughborough Town SC	Head Coach	<i>[Signature]</i>	<i>JIM WEST</i>	12/10/2024
	Chair	<i>[Signature]</i>	ANGELA LAKE	12/10/2024
Market Harborough	Head Coach	<i>[Signature]</i>	<i>Christopher Mayall</i>	12/10/2024
	Chair			
Melton Mowbray SC	Head Coach			
	Chair			
Leicester Neptune SC	Head Coach			
	Chair	<i>[Signature]</i>	<i>STEVAN MAIN</i>	12/10/24
Oadby & Wigston SC	Head Coach			
	Chair	<i>[Signature]</i>	<i>JON DEXTER</i>	12/10/2024
Shepshed SC	Head Coach			
	Chair			
City of Leicester SC	Head Coach	<i>[Signature]</i>	Jamil Evans	12/10/24
	Chair	<i>[Signature]</i>	M. GRAMHAM-BROWN	12/10/24