

"928"

# SWIMMING 2000

BILL BLACK, EDITOR, SASA HEADQUARTERS, HOLMHILLS FARM, GREENLEES ROAD, CAMBUSLANG, GLASGOW G72 8TD  
TEL: 041 641 8818; FAX 041 641 4443

SCOTTISH AMATEUR SWIMMING ASSOCIATION NEWSLETTER  
NOVEMBER 1994 VOLUME 2 NUMBER 2

## DEVELOPMENT PLAN COMPLETE

The Association has recently completed the four year Development Plan for the sport for the period 1995-1998. The strategic direction adopted at the AGM in February 1994 has been developed into a series of action points covering all aspects of the Association which will be completed in a phased programme over the next four years. The formal submission of this substantial document has been made to the Scottish Sports Council. Negotiations will shortly take place regarding the detailed content and potential funding.

## MAIN PURPOSE

- The main purpose of the 98 page Development Plan will be
- Provide a framework for development over the period 1995-1998 in all aspects of the Associations activities.
  - Be a vehicle for gaining longer term financial support from various agencies to assist us implement our plans.

Chairman, Ian Mason who will lead the Associations negotiations with the Scottish Sports Council said "This document brings together the hard work of a large number of people who have been endeavouring to put in place the four year Development Plan for our sport. The Scottish Amateur Swimming Association would like to thank the Scottish Sports Council for its support and encouragement both through the Governing Body Review process, and in the development planning work in the past twelve months. A further thank you

goes to Genesis Consulting for their guidance, hard work and support in assisting the sport achieve a clear strategic direction for the future. Our special thanks go to those members of the Association who have contributed to this plan either in the consultation phase or in the development of these exciting plans for our future development."

Clubs will in due course receive a number of copies of a summary document detailing the key aspects of the plan. Should any club wish a copy of the full document please contact Elaine Mackenzie, Administration Manager on:- Telephone : 041 641 8818.

The next two issues of the Swimming 2000 Newsletter will highlight various initiatives that will take place over the next four years in a variety of areas. - Further details inside

2222222222 /Page 7

## NATIONAL DEVELOPMENT OFFICERS APPOINTED

Ian McGregor, Team Sport Scotland Swimming Co-ordinator has been in post for several weeks now and is settling in at the SASA Headquarters. Ian is already well known in Scotland from his time as a swimmer and as Head Coach with Warrrender Baths Club when he was awarded Coach of the Year on a number of occasions by the Scottish Swimming Coaches Association.

Ian can be contacted at :- SASA Headquarters, Holmhills Farm, Greenlees Road, CAMBUSLANG, Glasgow, G72 8DT. Tel :- 0141 641 8818 Fax :- 0141 6414443.

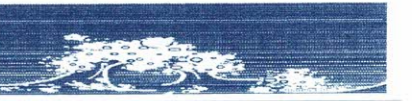
Briony Shimmons who recently completed a BSc at Moray House commenced working for the Association as a National Development Officer on the 1st November. Briony is also known to many members of the Association as a former swimmer. Moray House Institute of Education offered office accommodation and support for an NDO which the Board of Management was pleased to accept. Therefore, Briony will be returning to her place of study, she can be contacted at :-

Moray House Institute of Education, Cramond Campus, Cramond Road North, EDINBURGH, EH4 6JD. Tel/Fax: 0131 312 6001 ex295



**Views expressed in articles are those of the authors and do not necessarily reflect those of the Editor, the SASA Council or the Board of Management.**

**Clubs are encouraged to photocopy the Swimming 2000 Newsletter and distribute it to the members. News and articles about the activities of clubs and/or views of how you see swimming in Scotland are welcome. It is your newsletter so make the most of it! Letters and articles should be sent to the Editor Bill Black at the SASA Office.**



## PHONEDAY IT'S "1" TO REMEMBER!

As from 1st August 1994, British Telecom are running the new National Code changes side by side with the existing ones. On Easter Sunday, **16th April 1995**, **EVERY** UK area code will change and you will no longer be able to use the old ones.

So that the changes can be phased in smoothly I would suggest that **from 1st August 1994** you start to use the new codes. You can also make a start on altering databases and any printing needing to be done **after 1st August 1994** should show the new code. All publications etc containing the existing number should be used up **by the end of March 1995**. Planning ahead is of paramount importance and you will all have a lead time of 8 months to sort everything out.

For most people the change simply means that a number "1" will be inserted after the initial "0" in the UK area code. So for example the code for **Loughborough "0509" will become "01509"** and the code for London "071" will become "0171". However, there are 5 exceptions to this rule. These 5 major cities will each get a new area code and an additional digit in front of the existing telephone number. They are as follows:

<b>Leeds</b>	<b>0532</b>
<b>becomes</b>	<b>01132</b>
<b>Sheffield</b>	<b>0742</b>
<b>becomes</b>	<b>01142</b>
<b>Nottingham</b>	<b>0602</b>
<b>becomes</b>	<b>01159</b>
<b>Leicester</b>	<b>0533</b>
<b>becomes</b>	<b>01162</b>
<b>Bristol</b>	<b>0272</b>
<b>becomes</b>	<b>01179</b>

There are a couple of smaller changes to bear in mind:

- All local 5 digit numbers in the Hull area (0482) will change to 6 digits with the addition of a "3" in front of all local numbers.

2. Some Jersey numbers (0534) will also change by the addition of an "8" in front of the existing local number. In both of these cases the area code will also change in line with the National Code:

e.g. <b>Hull</b>	<b>0482 23000</b>
<b>becomes</b>	<b>01482 323000</b>
<b>Jersey</b>	<b>053471234</b>
<b>becomes</b>	<b>01534871234</b>

**These two changes will take effect from 16th April 1995 NOT 1st August 1994**

### INTERNATIONAL CALLS

The International Access Code is also changing from "010" to "00" to make it consistent throughout Europe. Parallel working will also be running with this **as from 1st August 1994** to take effect **from 16th April 1995**.

### NON-GEOGRAPHIC CODES

Please note freephone numbers (0800) lo-call numbers (0645, 0325) premium rate numbers (0891, 0839, 0881, 0898) and mobile numbers will not be affected by this change.

One geographic code that will change is Mercury Paging "0523" which changes to "01523".

### EMERGENCY SERVICES.

### OPERATOR SERVICES.

### DIRECTORY ENQUIRIES

These numbers **WILL NOT** change.

*Carole Priestley*

## CITY OF GLASGOW SWIMMER OF THE MONTH

The Speedo Swimmer of the Month Award was won by junior squad member Ross Muir. This award will be shared on a monthly basis between the junior and intermediate squads and is designed to reward the commitment shown by members of these squads.

## STROKE CLINICS FOR 11 YEARS AND UNDER SWIMMERS

Glasgow City Council are running a series of free half day training camps for all swimmers aged 11 years and under who are members of a Glasgow based swimming club.

The first camp was held on 1st October 1994 at Crownpoint Swimming Pool, and was a freestyle clinic. The programme for the day included:

a) A pool session where children undertook a series of progressive practices and skills aimed at improving their freestyle.

b) A video of top class swimmers in action, identifying the major stroke points and corrective practices.

c) A gym session, providing overall flexibility, conditioning and strengthening exercises, as well as practices specific to freestyle.

Dates of other camps are as follows: Breaststroke camp 15 October 1994; Backstroke camp 21 January 1995; Butterfly camp 25 February '95.



## BRITISH SWIMMING DISABLED TEAM

City of Glasgow swimmer Neil Aitken travelled to Bratislava, Slovakia with an eight strong British Swimming Disabled Team, for the Uprising Cup, against teams from the Czech Republic, Hungary and Slovakia. This was Neil's first international and out of the five individual and two relays he achieved placings of Gold, Silver and Bronze at senior level and Golds in the junior events.

## MASTERS

Scotland had only three competitors out of 23,000 Masters participating in the 3rd World Masters Games in Brisbane, Australia.

The oldest competitor was 101 years old, Mary Maiwa who swam 50m Freestyle. The oldest diver was a 92 year old USA lady who won the 3m springboard event. The setting was the super Chandler Pool. Thirty two year old Emily MacDonald entered from Inverness but is now resident in Brisbane. This was her first entry into World Masters she swam well winning two bronze medals in the 100m and 200m Breaststroke.

Sixty one year old Elenor McKay, Olympic medallist and triple Commonwealth Games Gold medallist showed her class with convincing wins in the Breaststroke events i.e.

50m Br/st	1st	00:46.16
100m Brs/st	1st	01:40.63
200m Brs/st	1st	03:40.43

New World Games record.  
Husband Ken was also in good form in the 65 - 70 years group

50m F/S	1st	00:32.00
---------	-----	----------

(new World Games record, 00:33.08 previous record)  
100m F/S 1st 01:14.15 (new-World Games record, 01:16.17 previous record)

200m F/S	1st	02:45.28
----------	-----	----------

(new World Games record 02:54.68 previous record)  
400m F/S 3rd 06:15.42  
200m I/M 3rd 03:25.58  
Ken and Elenor met many old friends in Australia and stayed with 71 year old Margaret Cunningham a FINA World Masters Champion who as Margaret Munro swam for Scotland just after the war.

Members of Motherwell Masters turned in fine displays at the recent ASA Masters Championships at Sheffield winning 9 gold and 6 silver with Pauline Harrington setting a new British and European record for 45-49 years in the 200m Breaststroke

### FINA RULES

A change in FINA Masters rules now means that anyone whose 25th birthday falls in the year can compete in Masters instead of the old rule that only those over 25 can compete.

### WARM WEATHER TRAINING

Places are still available for a weeks training in Lanzarote in January. Anyone interested please contact the SASA Headquarters for details.  
*Ken McKay*  
*SASA National Convener*

### Dear Editor,

May I, through your columns, raise the vexed subject of warm-up procedures at competitions. At the present time there appears to be no recognised arrangement; certainly not one which is being adhered to. Split warm-ups are a necessary evil at most meets due to numbers; division by age does not seem to work mainly through lack of co-operation and it would seem that male/female division, whilst not ideal, must be an improvement. The warm-up is important but too often this period is viewed by the competitors as an opportunity for conversation while standing at the shallow end or whilst sitting on the lane ropes. Too often also the proper procedure when leaving the water, i.e. via the steps, is ignored, swimmers preferring to climb over the touch pads. Safety is endangered by those who thoughtlessly use warm-up lanes for diving practice and for specific turn practice. The onus must be on Club Coaches to ensure that their swimmers adhere to sensible warm-up procedures and so avoid the "shambolic" situation which has become too common and which can leave competitors inadequately prepared for the event

*Bill Douglas, Dunoon ASC*



SCOTTISH AMATEUR SWIMMING ASSOCIATION

# HIND SCOTTISH NATIONAL WINTER SWIMMING CHAMPIONSHIPS 1994

AYR BATHS

16TH - 18TH DECEMBER 1994

OFFICIAL HOTELS

\*\*\* STATION HOTEL TEL: 0292 263268

Part of the Friendly Hotel Group

\*\*\* CALEDONIAN HOTEL TEL: 0292 269331

Part of the Jarvis Hotel Chain

Rates at both hotels are :-

Per person sharing twin room £21.00

single room supplement £6.00

All rates include full Scottish breakfast and VAT

When booking quote "Swimming Championships Rate"

## SCOTTISH SWIMMING COACHES ASSOCIATION (SSCA)

The Scottish Swimming Coaches Association (SSCA) was reformed on Sunday 11th September 1994.

At an extraordinary General Meeting in Perth, the unanimous decision to reform the SSCA was widely applauded throughout Scottish Swimming. First formed in 1977, the SSCA was the first National Association of Coaches in Scotland and remains one of the few to this day.

The constitution of the SSCA has three main objectives:

1. To work with, and offer assistance to the SASA.
2. To offer technical advice and leadership through education.
3. To facilitate effective communication to swimming coaches.

A programme of events and information packs has been agreed for 1994/95 and will shortly be sent to all clubs and current members on the mailing list.

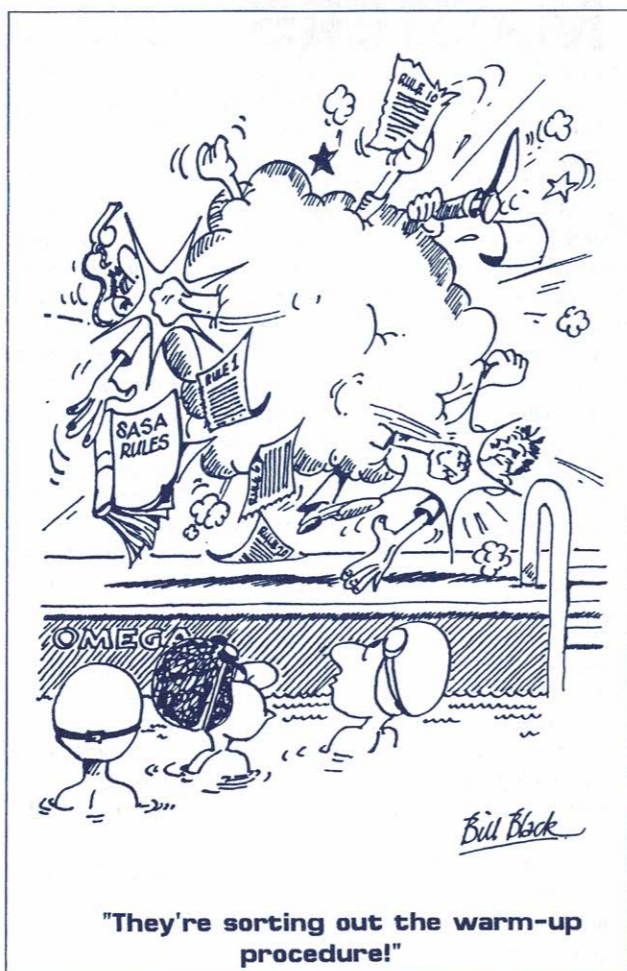
If you have any requests for inclusion in the programme, please contact a member of the Executive Committee.

Chairman Alan Lynn (Stirling ASC)  
 Vice Chairman Billy McGoldrick (St Thomas ASC - Arbroath)  
 Secretary Dave Bance (City of Glasgow) 4 Ravens Court BISHOPBRIGGS Glasgow, G64 1XO  
 Treasurer Ann O'Neill, (Hamilton Baths)  
 Representatives Eileen Adams (Aberdeen) Garrie Roberts (Carnegie ASC) Morag Venner (Eastwood) Dave Olsson (Banchory Beavers)

A regular item from the SSCA will feature in Swimming 2000, why not make a contribution yourself on swimming technical matters? For starters, what should we do about the organisation of warm-ups at swim meets? The Executive will be offering their views, let us know what you think.

Best wishes for the season ahead.

Alan S. Lynn  
 Chairman



### "HOW THEY TRAIN" MARTIN HARRIS

As you might or might not be aware, I have coached Martin Harris since January of this year. During that period I have helped Martin break six British records, up to and including the ASA Nationals at Crystal Palace this July. Also three Masters World records.

At the Borough of Waltham Forest we go off a ten week cycle, I would like to share with you, three of Martin's workouts, during his ten week cycle leading up to the Commonwealth Games.

#### Session No 1 Week One

Ten weeks out from the Commonwealth Games (Victoria) 100m Back.

Venue : Waltham Forest College 33.33yds pool

Time 11.30am - 1.30pm

This is just a loosener, but is a mixed workout consisting of drills/swim/kicking/sculling  
 6 x 1000 45 seconds rest interval between 1000.

1. 200 scull 100 (by 1Lswim/kick/drill) 300 (by 100's scull/kick/sz = 5m on surface 5m under H2o) 400 Individual Medley drill.

2. 200 (by 2L scull/kick/backstroke drill(touch and go) 100 3-2-1 300(by 100's R/A back/back/L/A back 300 (10 kicks L/side 10 kicks on back 10 kicks R/side 10 kicks on front) 100 O - C = own choice.
3. 400 alternating 1L C-U = catch up - 1L scull 200 alternating 1L beaver - 1L 2-1Br drill 400 MI drill.
4. 1000 alternating 1Lsz - 1L O-C.
5. Swim/kick/drill/scull/D.P. = dog paddle by 200's
6. 100 (10-1Bk = 10 kick to 1 stroke cycle) 200 (L/B = lung buster breathing every third stroke by 1L) 100 (3-1by = 3 kick under H2o 1 full stroke) 100 R/A free 100 L/A 400 Alternate 1L back - free. total 6000.

#### Session No 2 Week four

Venue : Waltham Forest College 33.33yds pool  
 Time 11.30 am - 1.45 pm

This was geared to threshold training, Martin's only recovery from 10 x 100's was 6 x 2's and 200 at the end.

1800 mixer	1800	
6 x 2L kick on 1:05	400	2200
10 x 100 on 1:15	1000	3200
6 x 2L I.M. drill 1:00	400	3600
10 x 100 on 1:10	1000	4600
6 x 2L M.I. drill 1:00	400	5000
10 x 100 on 1:05	1000	6000
6 x 2L kick 1:05	400	6400
1000 backstroke target time was 12:00 (1000) Martin's time was 11:33.41		7400
6 x 2L swim 1:00	400	7800
10 x 100 1:10	1000	8800
200 recovery	200	9000

#### Session No 3 Week Six

Three weeks, six days out of Commonwealth Games, Victoria 100m Backstroke. One day before senior Nationals

Venue : Crystal Palace 50m pool

Time 12:00 - 2:00 pm

1200 swim/kick/drill/scull/I.M. drill/M.I. drill x 2 1200

10 x 100 alternating odd [25m kick 50m swim 25m kick] 2:00 even [swim (100 O-C)]		
	1000	2200
200 recovery	200	2400
400 L/B = lung buster breath 3-5 by 50's	400	2800
8 x 50 build 1:15	400	3200
200 recovery	200	3400
4 x 50 backstroke bucket spins 1:30	200	3600
8 x 50 (go when athlete is ready)	400	4000

Martin's last 50 was 26:91 from a push 200 recovery 200 4200  
 Martin's workouts have now consisted of a lot more speedwork going into the Commonwealth Games Martin's yardage is as follows:-

15 minutes stretching and flexibility exercises before and after.

Monday	August 15th	2800m
Tuesday	August 16th	2700m
Wednesday	August 17th	2600m
Thursday	August 18th	2500m
Friday	August 19th	2400m
Saturday	August 20th	2200m
Sunday	August 21st	1600m w/u
	200 backstroke (the bonus swim)	
Monday	August 22nd	1800m
Tuesday	August 23rd	1400m
	100 backstroke	

I hope this gives you some ideas for your athletes, for their future workouts.

Paul Bance  
 Head Coach, Waltham Forest 'Gators Swim Club

### ALISON SHEPPARD JOINS CITY OF GLASGOW!

The City Team are very pleased to welcome double Olympian and Commonwealth Games representative Alison Sheppard together with Eleanor Reid, Sian Lewis - Dumfries Dolphins and Iain Gowans - Port Glasgow.

Alison has taken the major decision to quit her full-time employment and the Bank of Scotland to dedicate herself to reach medal status at the next Commonwealth Games in Kuala Lumpur in 1998. To achieve her ambition, Alison has joined the City of Glasgow Swim Team to increase her training commitments for future international competitions.

Alison has swum throughout her career with the Milngavie and Bearsden Swim Club where she enjoyed twelve very successful years, but at twenty one years old she felt that to improve further would require full-time commitment by herself and a programme that could provide such a range of training services and facilities. In joining the Glasgow Swim Team, Alison will have the opportunity to apply her vast competitive experience to the benefit of the whole swimming community with special clinics on what is required by athletes to compete at national and international level together with motivational talks and lectures to young athletes in the Glasgow Development Programme.

Alison is actively seeking sponsorship from Glasgow based businesses to help her achieve her goals.

# CARNEGIE Swim Club

One of the oldest clubs in Scotland is still going strong and producing quality swimmers. Here is their story from the (British) ASA National Age Group Championships. Carnegie SC returned from the "British" Age Group Championships held in Coventry from the 1st to 6th August 1994 with their heads held high. Five swimmers achieved six finals plus one first reserve. "British" 13 year old 100m Breaststroke Champion LYNN MCLAREN who had an excellent week's swimming had a superb 100m Breaststroke winning in a time of 1:17.44 secs., which was a full second inside the qualifying time for the Scottish Youth Squad and also nearly a full second inside the East District record and the Scottish Age Group 13 years female record of Scotland's ex-British Youth Squad swimmer Lynda McLaren, both girls having been coached by Carnegie Coach Garrie Roberts. Lynn who is an all round swimmer also picked up a silver in the 200m Breaststroke in a time of 2:47.99 beating the South African age group champion into third place.

The boys 13 year old group saw JOHN GALLOWAY take his first "foreign" visit south of the border and despite having two excellent swims finished in fourth place in the 100m Breaststroke in an excellent time of 1:15.96 and also 5th place in the 200m Breaststroke final in a time of 2:45.49, considering there was only just over one second between first and fourth place, John's 100m certainly looks good for the future. 14 years old Scottish Youth Internationalist BRYAN MORGAN had a good week finishing the 100m Backstroke in an excellent time of 1:04.11 breaking his own East District record, Bryan also finished fourth in the 200m Back

stroke in a new East District record time of 2:20.78 knocking off two full seconds. Other Carnegie swimmers who swam well were 12 year old LYNDA KINNELL and 13 year old JILLIAN REES. This annual competition which brings together the best of Scotland's, England's, Ireland's and Welsh age group swimmers also had a few South African champions competing and was certainly a feather in the club's cap.

*Garrie Roberts,  
Head Coach*



*"National Development Plan Enforcer!"*

**COMMONWEALTH SWIMMING RECORDS** as at 12 Sept. 1994 compiled by S.W.Alldritt, Honorary Records Officer ASI

Freestyle		Freestyle Relay		Backstroke		Breaststroke		Butterfly		Individual Medley		Medley Relay					
50m	0:22.43	Mark Foster	ENG	Sheffield	24.05.92	4 x 100m	3:19.68	Australia	AUS	Los Angeles	02.08.84	100m	0:53.98	Mark Tewksbury	CAN	Barcelona	30.07.92
100m	0:49.80	Andrew Baildon	AUS	Auckland	27.01.90	4 x 200m	7:15.23	Australia	AUS	Seoul	21.09.88	200m	1:59.79	Scott Miller	AUS	Brisbane	17.03.94
200m	1:47.25	Duncan Armstrong	AUS	Seoul	19.09.88	100m	1:01.33	Nick Gillingham	ENG	Sheffield	21.05.92	400m	4:17.01	Matthew Dunn	AUS	Victoria	20.08.94
400m	3:43.80	Kieren Perkins	AUS	Rome	09.09.94	200m	2:11.29	Nick Gillingham	ENG	Barcelona	29.07.92	50m	0:25.80	Lisa Curry-Kenny	AUS	Auckland	30.01.90
800m	7:46.00	Kieren Perkins	AUS	Victoria	24.08.94	100m	1:07.69	Samantha Riley	AUS	Rome	09.09.94	100m	0:55.79	Karen Pickering	ENG	Rome	05.09.94
1500m	14:41.66	Kieren Perkins	AUS	Victoria	24.08.94	200m	2:24.76	Rebecca Brown	AUS	Brisbane	16.03.94	200m	1:59.74	June Croft	ENG	Brisbane	04.10.82
						400m	4:06.28	Tracey Wickham	AUS	West Berlin	24.08.78	400m	4:06.28	Tracey Wickham	AUS	West Berlin	24.08.78
						800m	8:22.93	Julie McDonald	AUS	Seoul	25.09.88	800m	8:22.93	Julie McDonald	AUS	Seoul	25.09.88
						1500m	16:04.84	Hayley Lewis	AUS	Kobe	12.08.93	1500m	16:04.84	Hayley Lewis	AUS	Kobe	12.08.93
						4 x 100m	3:45.38	Australia	AUS	Rome	07.09.94	Freestyle Relay					
						4 x 200m	8:08.06	Australia	AUS	Victoria	19.08.94	4 x 100m	3:45.38	Australia	AUS	Rome	07.09.94
						100m	1:01.78	Nicole Stevenson	AUS	Barcelona	28.07.92	4 x 200m	8:08.06	Australia	AUS	Victoria	19.08.94
						200m	2:10.20	Nicole Stevenson	AUS	Barcelona	31.07.92						
						100m	1:07.69	Samantha Riley	AUS	Rome	09.09.94						
						200m	2:24.76	Rebecca Brown	AUS	Brisbane	16.03.94						
						100m	0:59.69	Susan O'Neill	AUS	Barcelona	21.09.88						
						200m	2:09.03	Susan O'Neill	AUS	Barcelona	29.07.92						
						200m	2:14.88	Elli Overton	AUS	Brisbane	19.03.94						
						400m	4:41.46	Hayley Lewis	AUS	Perth	07.01.91						
						4 x 100m	4:06.95	Australia	AUS	Rome	10.09.94						

# DEVELOPMENT PLAN UP-DATE

## KEY ACTION AREAS

1. International Success Programmes
2. Centres of Swimming Excellence
3. Education Development Plan
4. Elite Swimmer Support Partnership Programmes
5. Discipline Development Plans
6. Coach Development Programmes
7. Developing Swimming the Sport
8. District Development Plans
9. Marketing the Smaller Disciplines
10. Technical Officials Development Plan
11. International Events Programme
12. Income Generation.

These thirteen flagship project areas will consist of some 53 separate initiatives across all areas of the sport.

## HIGHLIGHTS

Highlighted are a few examples of the new initiatives :-

### International Success Programme

**1. National Team Plan** - This will involve the implementation of a series of training camps for the national team. During 1995 - 1996 there will be three sea level training camps progressing to eight altitude camps from 1996 - 1998.

**2. National Event Coaching Programme** - Coaches will be appointed to develop quality coaching programmes in all strokes and distances. Specific event training for international swimmers shall be introduced. Programmes shall be monitored and evaluated in order to improve coaching practices.

**3. National Youth Squad Development** - This will involve identifying and providing

talented swimmers with advice and guidance on training and lifestyle. Suitable access to training facilities and coaching programmes will be made available.

### Centres of Swimming Excellence

**1. National Swim Centre** - The new 50m pool in Glasgow will provide a focal facility to develop national and international competitions. Facility access for all disciplines will be negotiated.

**2. Technical Panel** - The first phase of a technical panel of Scotland's leading coaches has been set up under the leadership of the Director. The panel will advise on policies such as selection, management, conduct and science testing.

**3. Top Club Programme** - This will involve the development of top clubs into centres of excellence with full-time professional coaching staff. Financial incentives will be introduced to encourage clubs to promote themselves.

**4. University Support** - A new bursary system with Stirling University which has the full backing of the Association is now in place. The Director will also be looking at ways/new initiatives to encourage other Universities to offer bursary grants to high level swimmers.

### Elite Swimmer

**1. Performance Related Funding** - Financial incentives for swimmers who break Scottish or British records will be introduced.

**2. Lifestyle Support** - In 1997 financial assistance shall be made available to enable swimmers to train and compete full-time and also to support those swimmers returning to Education/Occupation.

**3. Competition Support** - Funding required to compete at major events outwith the national plan will be available to enable Elite Swimmers to broaden their

competition programme.

### Coach Development Programmes

**1. Club Coach Development** - Through the introduction of both certificated and non-certificated coach education programmes club coaches will have the opportunity to progress.

**2. Coach Talent Identification** - Assistance will be provided to all clubs with their development plans. Talented coaches will be identified and developed through to national and international standards.

**3. National Team Staff Development** - Opportunities to attend world coaching clinics and to observe other countries national teams will be made available to all national team staff.

### International Events Programme

**1. Attraction of International Competitive Events** - The Association will work in close partnership with specific Local Authorities to design a calendar of events across various disciplines that can be hosted in Scotland thus providing quality experiences, here in Scotland.

**2. Attraction of Conferences/Educational Events** - Partnerships with various agencies will be set up to provide a calendar of educational and coaching events which shall be open to personnel across various disciplines here in Scotland.



*"Writing the Development Plan!"*