

GUIDING PRINCIPLES

OUTLINING THE
ATHLETE TRANSITION PROCESS

BETWEEN

**SWIMMING AUSTRALIA (SA) HIGH-PERFORMANCE (HP) SWIMMING
HUB
DELIVERED BY THE
WESTERN AUSTRALIA INSTITUTE OF SPORT (WAIS)**

&

WESTERN AUSTRALIAN SWIMMING CLUBS

These guiding principles have been prepared outlining the opportunities and processes which underpin access to support for coaches and athletes and how a swimmer can transition into the SA High-Performance Hub Centre.

This version is an interim paper which is active between: 1 January 2021 – 31 December 2021 (to be updated when SA National Strategy is implemented in January 2022)

SA WA HUB, Review: October 2024, consisting of a formal review of this document and the success of WA Swimmers progressing to international standard.

High Performance Hub Centres - Background

At the end of 2020, SA launched the High Performance (HP) Strategy 2018-2028 that outlined provision of a 'SA HP HUB Swimming training & service centre' located at the WAIS. The HP Centres play a critical role in the delivery the strategy and span all five strategic priority areas, including Coaching and technical leadership, Daily performance and competition environments, World leading performance support, Athlete and coach development and, Innovation.

The aim of the SA HP HUB is to:

Increase the probability to win when it matters and build champions in and out of the water by

- o Organise and deliver quality DPE's within a connected national network
- o Individualise and integrate performance support for the highest potential athletes
- o Target and stabilise resourcing to the best coaches in the best environments
- o Align and leverage system and expertise and resources

With the HP Hub acting as a sustainable accelerator towards performance.

Western Australian Swimming Clubs have a strong record of developing swimmers who are competitive at both Age and Open Australian Championships . The HP Hub Centres are an opportunity to continue this proud tradition by supporting athletes and coaches' performances towards Paris 2024.

The SA HP HUB can provide athletes and coaches with a daily training environment (DTE) to enhance performance. Swimmers can be offered three DTE options to train in the SA HP HUB Centre

1. SA HP HUB WAIS Scholarship or "Training Agreement" level (pre-WAIS Swimming Club scholarship)
2. SA HP Hub additional training integration or:
3. SA HP Hub Coaching and Performance Support access throughout Swimming WA's Pathway activities (e.g. WA Flippers)

The guiding principles also outline an opportunity for the SA HP HUB to add value to the functioning of associated Swimming Clubs.

Guiding Principles

All parties will operate in line with the following SA HP Hub Centre Operating Principles:

- To function in an environment of transparency, open communication, mutual trust and respect.
- To work collaboratively and in good faith to achieve positive outcomes from the SA HP Hub Centre.
- To ensure that all decisions are 'athlete-focused' to produce the best high-performance outcomes possible for the athlete.
- SA HP HUB and the Swimming Club will support, foster and promote the hub and spoke model.

Agreed philosophy shared by SA HP HUB and the Swimming Club

- An effective HP Hub Centre seeks to enhance the benefits of the Swimming Club athlete/coach relationship and the Club training environment, to ensure that swimmers have multiple options to access different training options.

- Both the Swimming Club and SA HP HUB coaches will respect the existing athlete/coach relationships. Both parties agree to keep friendly, and will refrain from commenting to an athlete (who is not coached by themselves) regarding their individual pathway choices, transition, technique errors without the knowledge of their existing coach.
- Both the Swimming Club and SA HP HUB coaches will honestly engage in productive discussions regarding the Swimming Club members' performance and training requirements, with a view to identifying training options and support delivered to be of most benefit to the athlete by either party or a combination.
- The SA HP HUB, the Swimming Club and their respective coaches will be open and transparent in communications between themselves and with the Swimming Club members to ensure that the club members have all relevant information about training options to allow them to make an informed choice about the options which best suit the athlete.
- The SA HP HUB, the Swimming Club and their respective coaches acknowledge that the choice of training options is entirely at the discretion of the athlete and consensus between the parties is desirable as this provides the athlete with clear advice.
- Where it is identified that a swimmer can no longer continue as a SA HP HUB Training agreement swimmer or a WAIS Scholarship holder and may benefit from returning to the Club program, SA HP HUB and the club will work collaboratively to make any transition requested by the athlete as easy as possible and to reduce the risk of losing that athlete from the sport of swimming.

Role of the Parties

SA HP HUB

- To provide development opportunities for identified Swimming Club members. These development opportunities for identified swimmers could be in the form of:
 - Forming a mentoring relationship between the identified swimmer's coach and a SA HP HUB coach.
 - Collaborative planning sessions between the SA HP HUB and Swimming Club coach to cater to the athlete's transition training needs.
 - Invitations to attend SA HP HUB Swimming Program training sessions.
 - Regular invitation for coach to observe the SA HP HUB training sessions.
 - Opportunities for the SA HP HUB SP to train alongside identified Swimming Club members for occasional sessions out at their clubs pool; providing both a role modelling opportunity for Swimming Club members and increased visibility of the specified member to the SA HP HUB coach.
 - Part-time and full-time SA HP HUB Training Agreement opportunities within the SA HP HUB Swimming Program. (Explanation of a SA HP HUB Training Agreement is available in Appendix A).
 - SA HP HUB Swimming Program membership as a SA HP HUB Scholarship holder.
- SA HP HUB Swimming Program Performance Support staff will provide opportunities for the Swimming Club to access industry knowledge under the direction of the SA State Technical Director.
- SA HP HUB coaches will convene monthly meetings with the Swimming Club coaches to support the SA HP Hub Centre transitions. (Where possible, these meetings will be attended by the SA WA Technical Director)
- SA HP HUB will encourage all athletes entering the SA HP HUB Centre to maintain their current club membership (The SA HP HUB is not a club, it is a training and service program).
- SA HP HUB will inform the Swimming Club of changes to the HUB governance, coaching and structures likely to impact the success of the relationship on a regular basis.
- SA HP HUB mandates that SA HP HUB Training Agreement swimmers will pay their Swimming Club fees of the amount equal to the equivalent squad. Failure to do so will result in a termination of the SA HP HUB Training Agreement.
- SA HP HUB will encourage SA HP HUB Training Agreement swimmers and WAIS Scholarship holders, who are Club members, to compete for the Swimming Club at the Club Premierships and participate by either volunteering or competing at the Club's annual meet, and participating in Club social events.
- SA HP HUB acknowledges that participation in the Swimming Club relay teams is governed by the Swimming Club relay selection policy and will encourage SA HP HUB Training Agreement Swimmers and WAIS Scholarship athletes to participate in the Swimming Club's relay teams at State and National events where this is consistent with their training program.
- Will liaise with the designated Swimming Club representative to manage HP Hub Centre Transitions
- Embrace the guiding principles' philosophy and commit to the aim of the program.

SWIMMING CLUB

- Will maintain annual affiliation with SWA.
- Will manage and maintain a sustainable club environment providing opportunities for swimmers towards the achievement of their swimming goals; athlete/coach ratios which enable the Club to function and be financially viable and an athlete/coach pathway that supports the HP Hub Centre.

- Appoint SA Accredited qualified experienced coaches with a current SWA membership and WA WWCC qualifications who are willing to work collaboratively with the SA State Technical Director, SA HP HUB Head coaches. ('Working collaboratively' infers tracking and supporting the progression of athletes through the pathway to the timeline and in the manner agreed to in the coaches meetings.)
- Provide a representative (s) from within the Swimming Club committee to meet with the SA HP HUB SP Director quarterly to Manage HP Hub Centre Transitions.
- Inform SA HP HUB of changes to governance, coaching and Swimming Club structures likely to impact any transitions.
- Inform SA HP HUB of Swimming Club competitions, events and opportunities available for their Club members (who is training at the HUB) involvement.
- Embrace the Guiding Principles philosophy and commit to the aim of the program.

Management of the HP Hub Centre Transitions

SA HP HUB and the Swimming Club representative will meet quarterly to assess the success of the relationship and to collaborate on initiatives that enhance the program's performance objectives. The SA HP HUB Swimming Director will convene the meeting and circulate minutes.

The management meeting will assess the success of the HP Hub Centre transitions by confirming each quarter:

- An audit of athlete movements and training opportunities.
- Audit the success of coach meetings and interaction.
- Monitor/Tracking of developmental progress and focus area interventions of WA swimmers accessing the HP Hub Centre through:
 - Australian Championship/International BME conversions (coaches and swimmers)
 - improvement rate of athlete profile from the SA Assessment Protocols
 - implementation of intervention individual athlete plans/focus areas and actions from the above two points
- Audit of payment of Swimming Club fees by SA HP HUB Training Agreement athletes.
- The Swimming Club will confirm the club targeted meets and expectations for the Swimming Club members for the next quarter.
- SA HP HUB will confirm for the next quarter:
 - Their planned annual competition calendar for SA HP HUB Swimming Program members. SA HP HUB will be cognisant of aligning athlete and Club objectives where possible.
 - Their availability to participate in competitive relay events as club members.
 - Their availability to participate or volunteer at club events.
- The SA HP HUB Swimming Performance Support staff availability/opportunities for the Swimming Club to access industry knowledge in the next quarter.
- Inform each party of changes to governance, coaching and structures likely to impact the success of the relationship.

Questions?

Please direct all questions to:

SA National Youth Coach / acting WA State Technical Director - Glenn Beringen SA:

Glenn.Beringen@swimming.org.au

SA HP HUB director – Jo Richards WAIS: jrichards@wais.org.au

To Commence your clubs involvement

If your club is interested in getting involved, please email the above staff.

SA welcomes WA Swimming Clubs to join this opportunity to take advantage of the HP Hub Centre.

Appendix A. SA HP HUB Swimming Training Agreement Information

What is a SA HP HUB Swimming Training Agreement?

A SA HP HUB Training Agreement allows identified swimmers to train with the SA HP HUB Swimming Program as an invited guest swimmer. The swimmer maintains their Club membership.

The purpose of the SA HP HUB Training Agreement is to provide an opportunity to a talented swimmer to train in a High-Performance daily training environment, which may accelerate an individual athlete's learning & progression. SA HP HUB Training Agreements also provide the opportunity for the SA HP HUB coach to verify the talent of potential SA HP HUB Scholarship holders. Sometimes, a SA HP HUB Training Agreement Swimmer might be offered solely to provide a training partner for an already existing SA HP HUB SP Swimming Club scholarship holder.

Once offered a training agreement the athlete has the choice to decline or accept.

How long is a Training Agreement?

Training Agreements are offered for a fixed term. Following the expiry, the swimmer may be offered a renewal or may be asked to return to the Club.

How much does it cost?

Swimmers accepting a SA HP HUB TA with the HUB will pay their Swimming Club 100% squad fees of the amount of the equivalent training squad. (Failure to do so will result in a termination of the SA HP HUB Training Agreement for the swimmer.

The reason fees are asked to be paid to the is the athlete has not earned the right to have no swimming fees until the swimmer gains SA HP HUB Scholarship status.

How does the swimmer receive a Training Agreement?

- The WA State swimming coach, SA HP HUB coaches and Club coaches meet regularly to track progress of swimmers and identify swimmers for development opportunities.
- The Swimming Club Talent Pathway Relationship representative is notified if an athlete is identified as suitable for a SA HP HUB development opportunities (the Club notifies the Club coach responsible for that athlete).
- The athlete (and parents if U/18) will receive written advice about what opportunities are available to the swimmer, which may be a SA HP HUB Training Agreement invitation.
- If a swimmer accepts the invitation, the SA HP HUB coach, Club coach and swimmer determine the most suitable transition into the SA HP HUB DTE.
- Any discussions about Swimming Club members participating in SA HP HUB programs shall be based on a consensus position of the State Coach, the Swimming Club coach and SA HP HUB coaches, but with the ultimate decision to be made by the athlete (with input from their parents if u 18).