

WORLD CLASS SWIMMING PROGRAMMES

PODIUM PROGRAMME ATHLETE PERSONAL AWARDS POLICY

INTRODUCTION

Winning medals on the International sporting stage is incredibly tough, and the margins between success and failure become smaller with each passing year. To ensure that the UK's most talented athletes have every chance of realising their potential, UK Sport established the World Class Performance Programme.

This Programme covers all summer Olympic and Paralympic Sports together with high performing winter sports and operates at three distinct levels:

- Podium
- Development
- Talent

BACKGROUND INFORMATION

This document is the World Class Swimming Programme policy position targeted at Podium level athletes. Podium is defined by UK Sport as athletes possessing genuine and strong medal potential at the next Olympic Games (London 2012 - a maximum of four years away from the Podium).

Being the best in Britain, qualifying for a world championship team, possessing a high world ranking or even being able to regularly repeat a 4-8th finish at world and Olympic level would not confer by right, inclusion of any athlete on a sports world class programme at the Podium level.

UK Sport provide British Swimming with a limited number of World Class Podium places and membership must be based on future realistic medal potential at the next Olympics with reference to robust performance profiling and international benchmarking in the specific Olympic event(s) relevant to that athlete. Athletes should be on an upward and progressive performance profile and clearly demonstrate that they are capable of bridging the gap to the podium or remain at podium level if already having achieved medal success in Olympic events at World Championships or the Games themselves.

Swimmers will be nominated by British Swimming for inclusion in the world class programme at podium level to UK Sport who provide a programme award to British Swimming to fund essential elements of support to athletes such as coaching, training camps, competition and sports science.

Successful athletes agreed between British Swimming and UK Sport for inclusion in the programme at podium level will have the opportunity to access an Athlete Personal Award (APA). An athlete will subsequently receive documentation directly from UK Sport seeking financial information upon which an APA award letter would be offered outlining the level of

financial support. There is a means testing element applied to the financial considerations so athletes may see adjustments made to their award or indeed be means tested out completely depending upon what other income the athlete receives. This process is managed entirely by UK Sport.

GENERAL

APA's are offered for a maximum twelve month period at a time. For the World Class Swimming Programme this means from 1st November to 31st October each year.

Athletes receiving "A level" awards must be medallists at Olympic level or Senior World Championships in Olympic disciplines only, who by continuing to be members of the programme must by definition be striving to repeat this level of performance. *2008 Olympic medallists may in principle remain eligible for the A level award for up to 2 years provided they attain annual performance targets agreed with the National Performance Director, GB Head Coach and that these are agreed to by UK Sport.* There would be no exceptions to the above, i.e. substitution of world rankings, or finish places in other championships.

Athletes will be awarded a Podium APA based on either their Pool swimming performances or Open Water 10km swimming performances but not both i.e. a swimmer would not be eligible to receive 2 APAs.

At any time during the 12 month period, the National Performance Director can recommend to UK Sport that an athlete is added or withdrawn from the World Class programme. Nominations will be made to UK Sport to add athletes to the programme mid period if the GB Head Coach and National Performance Director are satisfied that a swimmer has met the membership criteria qualification guidelines set in this document. Recommendations to withdraw athletes from the programme and to terminate their APA will be made if in the opinion of the GB Head Coach, the athlete is no longer seen as a strong genuine medal prospect at Olympic level and the gap to the podium is deemed to not be bridgeable looking forwards; circumstances that warrant such action could be failure to make the required commitment to training.

It is highly recommended that swimmers receiving a Podium Level APA award review the information on the UK Sport website http://www.uksport.gov.uk/pages/athlete_personal_awards/ regarding the associated terms and conditions of the award and personal tax, NI and pension matters.

WORLD CLASS PODIUM PROGRAMME QUALIFICATION GUIDELINES

The nomination to UK Sport of a swimmer's inclusion onto the World Class Podium Programme is a 5 step process as follows:

1. Review of performance results in Olympic events to determine eligibility according to the established criteria set out in this policy document.
2. Review of performance profiling and international benchmarking in the specific Olympic event(s) relevant to each swimmer to determine medal potential for 2012. Please refer to Appendix 1 for specific details on individual Olympic Pool event profiling and benchmarking, and Appendix 2 for relay profiling information. Given that Open Water is a new Olympic discipline, profiling and benchmarking information is still being developed from 2008 and 2009 trends in the 10km events

3. National Performance Director forwarding nominations for individual Podium level funding to UK Sport.
4. UK Sport sending successful athletes a formal application (or review form for existing Podium athletes) for completion by the athlete.
5. UK Sport sending an APA offer letter to the athletes which must be formally accepted by the athlete to confirm their placement on the World Class Podium Programme.

Nomination is contingent upon each athlete agreeing to:

- An uncompromised commitment to a comprehensive training programme designed for peak performance in the 2012 Olympic Games.
- Establish an Annual Plan both in and out of the pool (Personal Improvement Needs) with the British Head Coach and Home Coach for the twelve month period.
- Attend all National Squad and Team activities unless excused by the British Head Coach.

The qualification guidelines set out in this document do not guarantee an individual a nomination to UK Sport for a place on the World Class Podium Programme (achievement of certain criteria e.g. world ranking does not in itself guarantee a place on the world class programme at podium level). Nominations will be made subject to the above being satisfied in the views of the Head Coach and National Performance Director.

Individual Event Podium APA Nomination Criteria 2009 – Pool Swimming

There will be a 3 tiered award system for individual event APA's as follows:

- Podium Level A - Medallist at the 2009 FINA World Championships - Rome
- Podium Level B - Finalist at the 2009 FINA World Championships - Rome
- Podium Level C – NGB Determined.

UK Sport Award Levels Applied From The 1st May 2009

2009/2010 Financial Year APA Awards

Age	Pool Swimming	Band	Living Costs	Sporting Costs	Total Award
Senior APA	World/Olympic Medallist	A	£14,125	£12,017	£26,142
	World/Olympic Finalist	B	£10,595	£9,013	£19,608
	NGB Determined	C	£7,062	£6,008	£13,070
Under 18 APA <i>Note: UK Sport Guidelines Are Under 21</i>	World/Olympic Medallist	A	£4,237	£12,017	£16,254
	World/Olympic Finalist	B	£4,237	£9,013	£13,250
	Determined by NGB (see below)	C	£4,237	£6,008	£10,245

Please note that the above funding levels are reviewed on an annual basis by UK Sport

Level C

As a guide, world ranked top 16 (2 per nation) long course performances at designated benchmark events (see Appendix 3) will be utilised to determine if an athlete is to be considered

for a C level award. However, swimmers world ranked top 16 (2 per nation) long course, whose performance profile does not reflect an upward and progressive performance profile and therefore future realistic medal potential, will not be recommended to UK Sport for a C level award.

Under exceptional circumstances, swimmers who have not achieved a top 16 (2 per nation) long course performances at designated benchmark events (see Appendix 3) may be nominated for an Individual APA if the GB Head Coach and the National Performance Director view that the inclusion of their nomination will assist and enhance the swimmer's and national senior team's preparation and performance for 2012, and they have satisfied the World Class Podium Programme Qualification Guidelines outlined above.

The National Performance Director and GB Head Coach will exercise their authority to ensure that the final Individual Podium APA nominations to UK Sport are in line with this policy and will result in the best possible achievements at the 2012 Olympic Games.

Relay Podium APA Nomination Criteria 2009

Inclusion of relay swimmers within the podium programme will be determined on their relay performances at the benchmark event each year during the Quadrennial period.

For the 13th FINA World Championships in Rome 2009, the four relay swimmers swimming in relay finals will be considered for APA's (subject to the conditions outlined above). Relay medallists will be awarded the full A level APA. Relay finalists, will be considered for inclusion on the programme and if successful will be allocated 50% of the Individual Podium APA award based on the performance of the relay team as outlined below:

AGE	RELAY PODIUM LEVEL	PERFORMANCE STANDARDS	AWARD
Senior APA	Podium Level A Relay Swimmer	Medallist at the 2009 FINA World Championships, Rome	£26,142
	Podium Level B Relay Swimmer	4-6 th relay place at the 2009 FINA World Championships, Rome	£9,804
	Podium Level C Relay Swimmer	7 th -8 th relay place at the 2009 FINA World Championships, Rome	£6,535
Under 18 APA <i>Note: UK Sport Guidelines Are Under 21</i>	Podium Level A Relay Swimmer	Medallist at the 2009 FINA World Championships, Rome	£16,254
	Podium Level B Relay Swimmer	4-6 th relay place at the 2009 FINA World Championships, Rome	£9,804
	Podium Level C Relay Swimmer	7 th -8 th relay place at the 2009 FINA World Championships, Rome	£6,535

Funding levels are reviewed on an annual basis by UK Sport

Please note that relay nominations will not be awarded to swimmers who competed in the heats of the Relay but not selected to swim in the final of the event.

Under exceptional circumstances, swimmers that do not meet the nomination criteria may be nominated for a Relay APA if the GB Head Coach and the National Performance Director view that the inclusion of their nomination will assist and enhance the swimmer's and national senior team's preparation and performance for 2012 and they have satisfied the World Class Podium Programme Qualification Guidelines outlined above

The National Performance Director and GB Head Coach will exercise their authority to ensure that the final Relay Podium APA nominations to UK Sport are in line with this policy and will result in the best possible achievements at the 2012 Olympic Games.

Open Water Event Podium APA Nomination Criteria 2009

There will be a 3 tiered award system for individual event APA's as follows:

- Podium Level A – Medallist in the 10km at the 2009 FINA World Championships
- Podium Level B - 4th to 8th place in the 10km at the 2009 FINA World Championship
- Podium Level C – NGB Determined

UK Sport Award Levels Applied From The 1st May 2009

2009/2010 Financial Year APA Awards

Age	Open Water Marathon Swimming	Band	Living costs	Sporting costs	Total award
Senior APA	Olympic Or FINA OW World Championship Medallist in the 10km event	A	£14,125	£12,017	£26,142
	Top 4-8 place in the 10km OW At Olympics or FINA World Championships	B	£10,595	£9,013	£19,608
	Determined by NGB (see below)	C	£7,062	£6,008	£13,070
Under 18 APA <i>Note: UK Sport Guidelines Are Under 21</i>	Olympic Or FINA OW World Championship Medallist in the 10km event	A	£14,125	£12,017	£16,254
	Top 4-8 place in the 10km OW At Olympics or FINA World Championships	B	£10,595	£9,013	£13,250
	Determined by NGB (see below)	C	£7,062	£6,008	£10,245

Please note that the above funding levels are reviewed on an annual basis by UK Sport

Level C

As a guide, 9th to 16th place in the 10km event at the 2009 FINA World Championships or Top 8 place at the British OW 10km Trials designated LEN Cup plus World Top 25 (2 per nation) in the 800 (W) or 1500 (M) freestyle events, will be utilised to determine if an athlete is to be considered for a C level award. However, please note that swimmers who achieve the Level C award criteria but whose performance profile does not reflect an upward and progressive performance profile and therefore future realistic medal potential, will not be recommended to UK Sport for a C level award.

Under exceptional circumstances, swimmers who have not achieved the Level C award criteria may be nominated for an Individual APA if the Open Water Performance Manager and the National Performance Director view that the inclusion of their nomination will assist and enhance the swimmer's and national senior team's preparation and performance for 2012, and they have satisfied the World Class Podium Programme Qualification Guidelines outlined above.

The National Performance Director and Open Water Performance Manager will exercise their authority to ensure that the final Open Water Podium APA nominations to UK Sport are in line with this policy and will result in the best possible achievements at the 2012 Olympic Games.

TRANSITIONAL FUNDING

World Class Podium athletes retiring from the sport will be offered transitional funding for a 3 month period following the announcement of their retirement. APAs of all other athletes will be ceased immediately following notification that they will be coming off the World Class Podium programme.

APA POLICY PERTAINING TO OFFSHORE SWIMMERS

Significant resources are being invested to provide a world-class daily training environment for swimmers based in Great Britain i.e. Intensive Training Centres, Podium and Development Clubs, and in the Individual Athlete Support Scheme.

Given the extensive investment in the daily training environment in Great Britain, a policy was introduced on the 1st November 2008, whereby athletes selecting to train overseas are no longer eligible to receive an Athlete Personal Award.

However, swimmers who have been training prior to September 2007 with a coach based off shore will be exempt from this policy and will be eligible for funding if the performance and commitment criteria are achieved. (Note: Swimmers who are participating in the American NCAA programme are not eligible to receive APA funding as per NCAA rules.)

Overseas athletes not entitled to an APA will be offered financial assistance for National Team assembly and access to in-kind training support whilst in Britain preparing for major competitions. In exceptional circumstances, an Athlete Personal Award may be granted to an athlete based overseas and this will be at the total discretion of the National Performance Director and GB Head Coach.

The purpose of this policy is to ensure that British swimming maximises its investment of resources and services in the ITC network, Podium Clubs, Development Clubs and Individual.

ANNUAL POLICY REVIEW AND REVISIONS

The World Class Swimming Programme APA Policy for Podium Level athletes will be reviewed on an annual basis with the updated policy being posted on the website by British Swimming in advance of the British Championships each year.

The next APA Policy document review will be completed by the end of December 2009 and the revised policy posted on the World Class Swimming Programme section of the website two months prior to the staging of the British Long Course Championships on 29th March 2010.

APPEALS

Any appeals against nomination recommendations in relation to this World Class Swimming Programme Policy must be made in accordance with the British Swimming Funding Appeals Review procedures. Please refer to the British Swimming website for further information.

APPENDIX 1

Individual Event Podium APA Profiling and Benchmarking Information

2008 Beijing Olympic Games. Medallist and Finalist Ages as at 31 Dec 2008

Men	Gold	Silver	Bronze	4th	5th	6th	7th	8th	Event Avg
50 Free	21	23	25	29	24	23	28	27	25
100 Free	25	23	33	21	30	25	23	27	25.88
200 Free	23	19	24	21	22	24	25	20	22.25
400 Free	19	21	23	24	24	28	24	20	22.88
1500 Free	24	28	20	24	23	23	21	17	22.50
100 Back	25	23	24	24	22	23	22	25	23.50
200 Back	24	25	24	26	18	24	28	29	24.75
100 Breast	26	23	27	27	25	28	24	26	25.75
200 Breast	26	25	27	24	19	20	25	23	23.63
100 Fly	26	23	27	27	25	28	24	26	25.75
200 Fly	26	25	27	24	19	20	25	23	23.63
200 IM	23	23	24	22	23	25	25	23	23.50
400 IM	23	23	24	27	22	20	26	22	23.38
Average	23.92	23.38	25.31	24.62	22.77	23.92	24.62	23.69	24.03

	Mean Average	Median Middle	Mode Most Frequent
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Male Medal (1-3)	24.21	24	23
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Male Final (4-8)	23.92	24	24
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Male Top 8 (1-8)	24.03	24	23
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**Youngest Male
Finalist**

17yrs - 1500m Free (8th)

Women	Gold	Silver	Bronze	4th	5th	6th	7th	8th	Event Ave.
50 Free	25	41	16	23	29	23	24	23	25.5
100 Free	25	23	26	24	21	27	29	18	24.13
200 Free	20	20	23	19	26	23	19	18	21
400 Free	19	19	22	23	20	26	19	22	21.25
800 Free	19	21	20	26	14	18	17	21	19.50
100 Back	26	25	25	21	18	26	22	23	23.25
200 Back	25	25	26	18	16	17	20	18	20.63
100 Breast	23	21	22	16	24	27	19	21	21.63
200 Breast	21	23	25	22	16	25	20	22	21.75
100 Fly	23	23	22	24	18	18	20	23	21.38
200 Fly	19	18	22	25	27	26	20	18	21.88
200 IM	20	25	26	19	21	21	21	21	21.75
400 IM	20	25	19	16	21	19	20	14	19.25
Average	21.92	23.77	22.62	21.23	20.85	22.77	20.77	20.15	21.76

	Mean Average	Median Middle	Mode Most Frequent
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Female Medal (1-3)	22.77	23	25
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Female Final (4-8)	21.15	21	18 & 21
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Female Top 8 (1-8)	21.76	20	21 & 23
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**Youngest Female
Finalist**

14yrs - 400 IM / 800 Free

APPENDIX 2

Relay Podium APA Profiling and Benchmarking Information

2008 Beijing Olympic Games. Freestyle Relay Medallist and Finalist Ages as at 31 Dec 2008

The highlighted grey shows the individual event final at the 2008 Olympic Games as a comparison

Men	Gold	Silver	Bronze	4th	5th	6th	7th	8th	Event Avg
Nation:	USA	FRA	AUS	ITA	SWE	CAN	RSA	GBR	
<u>4x100 Free</u>									
Swimmer1	23	23	23	25	25	25	25	25	
Swimmer2	23	24	21	26	34	20	24	19	
Swimmer3	24	27	29	20	27	24	28	22	
Swimmer4	33	25	23	26	25	29	31	24	
Average	25.75	24.75	24.00	24.25	27.75	24.50	27.00	22.50	25.06
100 Free	25	23	33	21	30	25	23	27	25.88

Nation:	USA	RUS	AUS	ITA	CAN	GBR	JPN	RSA	
<u>4x200 Free</u>									
Swimmer1	23	20	24	20	24	27	25	21	
Swimmer2	24	23	28	30	26	22	21	24	
Swimmer3	20	17	21	30	25	20	23	20	
Swimmer4	24	20	22	26	26	24	24	18	
Average	22.75	20.00	23.75	26.50	25.25	23.25	23.25	20.75	23.19
200 Free	23	19	24	21	22	24	25	20	22.25

Women	Gold	Silver	Bronze	4th	5th	6th	7th	8th	Event Avg
Nation:	NED	USA	AUS	CHN	GER	FRA	GBR	CAN	
<u>4x100 Free</u>									
Swimmer1	23	26	16	27	25	25	18	21	
Swimmer2	18	23	22	15	29	29	23	19	
Swimmer3	21	23	22	24	21	18	21	21	
Swimmer4	29	41	23	23	30	26	26	25	
Average	22.75	28.25	20.75	22.25	26.25	24.50	22.00	21.50	23.53
Individual	25	23	26	24	21	27	29	18	24.13

Nation:	AUS	CHN	USA	ITA	FRA	HUN	JPN	SWE	
<u>4x200 Free</u>									
Swimmer1	20	23	18	19	23	20	20	28	
Swimmer2	19	18	26	21	18	19	18	23	
Swimmer3	18	21	22	22	26	18	25	23	
Swimmer4	25	23	19	20	19	19	23	21	
Average	20.50	21.25	21.25	20.50	21.50	19.00	21.50	23.75	21.16
Individual	20	20	23	19	26	23	19	18	21

APPENDIX 3

2009 Benchmark Events

- British Long Course Championships Sheffield 2009
- Scottish Nationals Glasgow 2009
- European Youth Olympic Festival 2009
- European Junior Championships Prague 2009
- World University Games Belgrade 2009
- World LC Championships Rome 2009
- British Tri-Nations London 2009