



Scottish
Swimming

National Squad Programme

Selection Policy & Selection Times

2015 - 2016

Introduction

This paper sets out the principles guiding selection to Scottish Swimming Squads for the season 2015-16 and the overall direction of travel for the coming years. The document incorporates the outcomes of the review process concluded following the 2014 Commonwealth Games.

In revising the previous documentation, which itself was regularly updated from the original policy rationale in 2006¹, several sources of information were used;

1. Swimmer tracking process 2006-2014 – a comprehensive appraisal of swimmer progress through the squad system to their highest achievement level.²
2. Event depth research 2008-2014 – evaluation of the Top 25 GB rankings by gender, event and age each season.³
3. Performance Review 2014 – independently chaired, encompassing the views of swimmers, coaches, support staff and Scottish Swimming staff.⁴
4. Coaches Technical Panel minutes 2008-2014
5. Leadership Group feedback 2012-2014
6. National Swimming Committee feedback

Background Context

Scottish Swimming has operated a progressive series of National Squads for several years as part of what we now call the “Swimmer Pathway”. These have been questioned, challenged, refined and shaped continuously, however they have been a constant in the swimming landscape for over two decades. In recent years, initiatives such as Mindset and Long Term Athlete Development (LTAD) have influenced the policies guiding selection for squads. In addition to this, developmental projects such as Pathway to Performance, Flying Start and DRP have superseded the previously used District Squad structure for younger swimmers.

The selection policy & rationale document update (2009) stated that;

“The development of swimmers cannot be rushed and each athlete must be supported as an individual. A swimmer should improve over a range of abilities initially, and focus on specific events only when reaching a higher level of performance. Selections should be structured so that the appropriate physical development will be encouraged at the appropriate time.

Whatever the prevailing mood is in youth sport development or academic research, this statement is still a fitting description of what underpins our current thinking. Investment from sportscotland and the Scottish Swimming membership has been secured for the next cycle and we need to build on the successes of recent years taking into account lessons learned and feedback received.

Throughout the period of the previous Performance Plan, Scottish Swimming has developed the inclusive nature of our national squad structures with a view to providing a progressive development pathway for Scottish para-swimmers. Para-swimmers have been included in each of the three levels of squad structures (Gold, Silver and Bronze) at both junior and senior level over the last four year cycle. The explicit inclusion of para-swimming within this policy confirms Scottish

¹ Scottish Swimming National Squad Selection Policy Rationale, 2006

² The swimmer tracking exercise was completed on all swimmers who achieved National Squad selection times since 2008. A summary is included within Appendix 5.

³ Event depth research illustrates trends in performance development across all events and ages within the British top 25. A summary and examples are shown in Appendix 6.

⁴ A summary of relevant recommendations is presented in Appendix 7.

Swimming's continued commitment to the development of our para-swimmers and para-swimming pathway.

Another exciting season of both domestic and international swimming has demonstrated that global standards continue to move forward in both Olympic and Paralympic swimming. Furthermore, there also continues to be positive progress in Scotland in terms of our swimmers achieving better outcomes in the British and World rankings. As we develop our system and drive expectations upward, we need to focus on supporting our existing world-class swimmers and enhancing the long-term swimmer pathway.

The numbers shown in the table below represent the qualifying statistics for each of the squads over the past three (3) years. The figures show a reduction in numbers at Silver and Bronze level having applied a tightening of times over this period. Careful and further consideration around the numbers targeted and selected at the development stages is now required and will be reviewed on an annual basis. Furthermore, there is an ongoing need to consider capacity in the delivery of quality support to swimmers and coaches. There is a finite amount of resource (e.g. science, medicine and ancillary resources) available - and consequently overall numbers within each squad need to be considered.

Squad Year	2012-13	2013-14	2014-15
Bronze (11-14)	382	287	228
Bronze (15+)	60	55	41
Silver (13-16)	66	57	44
Gold (14-16)	27	17	24
Silver (17+)	32	29	20
Gold (17+)	31	39	36

Selection Policy Principles

Taking all of this into account, the following principles will underpin the selection policy for Scottish Swimming Squads 2015-16:

1. The policy is aimed at identifying swimmers progressing towards and expected to meet the specific Performance Plan target of 6-8 swimmers in the Top 16 world rankings (2 per nation) each year. In order to maintain consistency with previous policies, world top 15 times have been used to calculate base times and for this policy, these have been generated using an average top 15 placing from years 2011 - 2014 in the world rankings (2 per nation).
2. To reflect changing standards in world swimming, base times will be re-calculated on an annual basis.
3. The age for peak performance in an event continues to be used as a factor in generating base times and these have been recalculated using the average age of swimmers in the world top 15 from 2011 - 2014.
4. Having reduced the percentage gap between Bronze/Silver times and the Gold times over the past three years, the gap between will now remain the same with the expectation that this will continue until the 2017-18 season. Times will however be faster due to the re-calibration of Senior Gold. This will continue to be reviewed on an annual basis.
5. At age 17+, selection for Senior Gold and Senior Silver will use a combination of time based achievement and qualitative assessment.
6. A "broader-based" approach will be applied at younger ages (DRP) in order to allow for natural growth and development on an individual basis.
7. Distinctions for boys and girls, reflecting the trend in sport more widely will be applied to selection and squad programming to recognise gender differences in maturity and development.
8. Open Water will continue to be within the selection policy

9. Para-swimmers achieving selection criteria to the Scottish Talent Programme (STP) will be included within a squad suitable to their level of performance and development.
10. The STP times (contained within appendix 1) have been calculated utilising a progressive scale from World Class Podium qualifying standards.
11. Mindset assessment will play an increasing role within the selection policy and process.
12. The National Coach, in consultation with the Performance Director, will apply a discretionary approach to selection, ensuring that a measure of professional judgement is used to support potential across the pathway. Please see the “Discretionary Selections” section for details of how this approach will be applied.

Summary of changes to Selection Policy for 2015-16

General

- The selection ‘window’ qualification dates have been altered in line with the new competition calendar and to reflect the need for peak performances to be achieved at specified and planned competitions.
- The requirement for swimmers to achieve times in a specific number of events corresponding to each level has been modified according to the progression rates evidenced in the review process.
- Boys’ and girls’ criteria have been separated for the purposes of illustrating our commitment to gender specificity in selections.
- The age criteria for boys and girls have been altered in line with the gender split.
- Inclusion of the Scottish Talent Programme selection criteria for para-swimmers within the selection document.;

Levels

- Taking into account the above, alongside the outcome of recalibrating base times, Gold (14+ boys & 13+ girls), Silver (13+ boys & 12+ girls) and Bronze times (15+), have been tightened.
- Bronze (11-14, DRP) times will remain the same for 2015/16 selections and will be reviewed again at the end of this season.
- For swimmers aged 17+, standards have been tightened to an absolute measure rather than by age⁵. Those not achieving the required standard will be evaluated through a qualitative assessment in line with the areas described within the section headed “Discretionary Selections”.
- An additional factor applied for Gold & Silver aged 17+ qualification will be a much narrower window for achieving times, i.e. at specific selection Meets where performances have been planned for and delivered.

Discretionary Selections

- In order to apply a measure of professional judgement to the selection process, a system of “discretionary” selections is being introduced for 2015-16. These are the responsibility of the National Coach in conjunction with the Performance Director. It is important to recognise that swimmers do not progress in a linear fashion year-by-year and therefore inclusion of a discretionary process allows flexibility in safeguarding anyone who may drop out of the system. In addition, this allows qualitative assessment of potential outwith the time standards.
- Due to the complex nature of the para-swimming landscape, discretionary selections will be applied allowing professional judgement to ensure athletes who have achieved selection to the Scottish Talent Programme are best supported in the most appropriate squad for their development.

⁵ The Senior Gold, Senior Silver and Senior Bronze (17+) standards will be the calculated 20 year old times on the performance curve

'Mindset'

A few years ago, Scottish Swimming, in conjunction with the sportscotland Institute of Sport, took the innovative step of introducing the concept of 'Mindset' to the lower tiers of the National Squads Selection Policy (see Appendix 4 for additional explanation of 'Mindset'). This was done to highlight the importance of swimmers developing a 'growth mindset', and to encourage coaches to create a 'growth mindset' environment in their clubs and programmes. This work has been received positively by both coaches and swimmers. As the swimmers who have already been introduced to 'mindset' now begin to move into the upper tiers of the National Squad programme, it is imperative that the 'mindset' work continues as they develop further as athletes.

As such, the following will now apply:

- 'Mindset' will now feature as a primary element of the delivery programme to all Scottish National Squads for both swimmers and coaches
- 'Mindset' will remain a key theme in the DRP/Youth Development Squad programmes and selection process and will be extended to the selection process for Youth and Senior Squads (*please refer to the General Selection Notes for additional explanation of this point.*)
- Seminars and open sessions for parents will continue to be held in each District to further explain 'Mindset' in more detail.

Level and Ages

Swimmers are able to attain the three different levels of achievement (Gold, Silver, Bronze) at the following ages:

Level	Boys Age	Girls Age
Gold	14yrs+	13yrs+
Silver	13yrs+	12yrs+
Bronze	11yrs+	11yrs+

The age differential for Gold and Silver squads supports the recognition of the gender split noted in the principles of selection. The entry age for Bronze (DRP) is maintained at 11+ for boys and girls to enable a broad based approach to selecting and supporting potential.

Number of Times Required

It is widely recognised in effective long-term swimmer development planning that successful senior swimmers undergo a good background of multi-event aerobic training in their formative years. In order to continue promoting this practice among Scottish swimmers and coaches, swimmers are required to achieve selection times in one or more 200 metre or longer events from ages 11 through to 15. From 16 years onwards, swimmers are able to achieve the selection times in any event distance. Please note also that swimmers will only be able to achieve times in 50m events from age 16 upwards, and at the age of 16 only one 50m time can be used.

Within the para-swimming pathway, due to classification restrictions, there is a limitation on the number of events which are recognised as Paralympic championships events. Athletes will, therefore, be considered for selection on achieving one selection time regardless of stroke or distance. Athletes will, however, be encouraged to compete over a range of strokes and distances and the range of events in which times have been achieved will be considered when allocating swimmers to a National Squad.

Number of Times Required

Age	Gold		Silver		Bronze	
	Boys	Girls	Boys	Girls	Boys	Girls
17+	1*	1*	1*	1*	1*	1*
16 †	2 (max 1 x 50m event)	2 (max 1 x 50m event)	2 (max 1 x 50m event)	2 (max 1 x 50m event)	2 (max 1 x 50m event)	2 (max 1 x 50m event)
For 11-15 years selection events must include 1 swim from 2 of the following 3 categories – 50m events excluded: <u>Freestyle, Form, I.M.</u>						
15 †	3 (min 1 @ 200+)	3 (min 1 @ 200+)	3 (min 1 @ 200+)	3 (min 1 @ 200+)	3 (min 1 @ 200+)	3 (min 1 @ 200+)
14 †	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)
13 †	N/A	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)
12 †	N/A	N/A	N/A	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)
11 †	N/A	N/A	N/A	N/A	4 (min 2 @ 200+)	4 (min 2 @ 200+)

200+ = all 200m, 400m, 800m and 1500m events.

Example: A swimmer aiming to achieve Gold level at 16 years needs to achieve 2 Gold times in any two events, but only one 50m time can be used.

* Senior 17+

- Senior 17+ - swimmers achieving times in 50m events only will not be guaranteed selection, performances across 100m or 200m time (long course, same stroke as the 50m event) will also be taken in to consideration before selection.

† 11-14yrs Bronze and Silver 12 – 16yrs Girls and 13 – 16yrs Boys

- Swimmers will only be selected following the completion of the Mindset assessment questionnaire by the respective club Head Coach.

Ages as at 31st December 2015

Important Notes:

Achieving the selection standards does not guarantee a swimmer a place on a Scottish Swimming National Squad; however, all swimmers achieving the identified selection standards will be **considered** for respective places.

- Final selection to the various National Squads is subject to, (1) maximum number limits as determined each year by the Director of Performance & National Coach, and (2) financial resources available to Scottish Swimming at the time of selection.
- Support services from the sportscotland Institute of Sport Network are not obligatory at any level and are subject to agreement from the Swimming High Performance Group.

Discretionary Selections

Appreciating that delivering successful results on the international stage is both a difficult and highly complex process, Scottish Swimming has taken the view that it is important that all swimmers who demonstrate the capability to do this receive the support they require. It is recognised that some circumstances will inevitably arise whereby it is necessary for the National Coach, in consultation with the Performance Director, to place a swimmer within the appropriate level of the National Programme according to their developmental need, not necessarily their chronological age. This may include swimmers being offered National Squad positions which are both above or below that which they have achieved consideration times. It may also include swimmers being selected for squads without achieving a consideration time. This is a departure from the previous policy and is designed to apply a measure of professional judgement towards assessing swimmer potential.

When acting in these discretionary situations, the following will be reviewed:

- Past, current and planned level of training, including the daily training environment
- Rate of performance progression
- Achievement (or otherwise) of previously agreed targets
- Number and nature of qualifying times required and achieved
- Current level of support and the duration of support provided and required
- Percentage away from selection times (present and future)
- Mindset
- Chronological, developmental and training age of the swimmer
- Discussion with home coach on some or all of the above factors

All selected swimmers will be required to sign and abide by the Scottish Swimming Swimmer Code of Conduct.

Eligibility

All swimmers wishing to be considered for Youth Development, Youth Gold or Senior Gold/Silver/Bronze National Squad selection must be eligible to compete for Scotland as defined by Company Rule 4.5.3

(<http://www.scottishswimming.com/media/1400877/2015-2016-Governance-Documents-Issue-7.pdf>) and be registered with SASA having paid their current registration fee.

Selection Competitions

In order to be successful at international level, swimmers must be able to achieve their best performance in a single swim on a given day. The importance of this ability is recognised by identifying precise selection opportunities higher up the pathway. However, the philosophy of the 'Bronze' level is to be as inclusive as possible (11-14 years).

Age	Eligible Selection Meets
11-14 Bronze	Any <i>accredited</i> meet (Short Course or Long Course) Selection Period: 1 st October 2014 – 29 th June 2015*
12 – 16 Silver Girls 13-16 Silver Boys 15- 16 Bronze	District Championships, Scottish Short Course Championships plus any other accredited Long Course Meet. Additional accredited (or equivalent) Short Course meets may be used with the prior agreement of the Director of Performance. Selection Period: 1 st November 2014 – 2 nd August 2015
14-16 Gold 17+ Bronze	Scottish & British National Championships, other meets agreed in advance with Director of Performance. (Long Course ONLY) Selection Period: 1 st January – 2 nd August 2015
17+ Gold & Silver	British Championships / Trials event 14-18 April 2015 British Summer Championships / Meet in 28 th July – 2 nd August 2015 British Representative Meet (e.g. European Games, World University Games) as agreed in advance with the Director of Performance
STP Eligible Selection Meets	
Para-Swimmers	<ul style="list-style-type: none"> • Sainsbury's School Games 4 – 7 September 2014 • DSE Short Course Championships 22 & 23 November 2014 • SDS National Performance Meet (25m) 25 January 2015 • British Para-Swimming International Meet 26 – 29 March 2015 • SDS National Performance Meet (50m) 14 June 2015 • Scottish National Open Championships 25 – 28 June 2015 • IPC World Championships 13 – 19 July 2015 • Scottish Summer Championships 24 – 26 July 2015 • British Summer National Championships 28 July – 2 August 2015

*The Scottish Summer meet will be included for DRP selection – see "Selection Meet Notes" below.

Selection Process

The selection process will be managed by Scottish Swimming through the use of the Hy-Tek Team Manager National Database. All clubs and teams wishing to place swimmers on National Squads should use Hy-Tek Team Manager for maintaining results and must send relevant Hy-Tek results files to Scottish Swimming where necessary. Results from the following events will automatically be entered in to the database:

- All accredited meets held in Scotland (where those results have been submitted to Scottish Swimming as Hy-Tek results export files, or Sports Systems full meet archive files);
- Results of Scottish registered swimmers at British/ASA National Events;
- Results of Scottish swimmers competing at International Meets whilst representing Scottish/British Teams.

Selection Meet Notes:

- A list of selection meets will be maintained and regularly updated on the Scottish Swimming website www.scottishswimming.com during the selection period.
- The organisers of L1 & L2 licenced meets must, in addition to sending results to British Swimming Rankings, provide Scottish Swimming with the Hy-Tek results file for inclusion in the selection meet list.
- District Swimming Convenors will notify Scottish Swimming of any meets or sessions in meets where accreditation was withheld. These meets will be removed from or highlighted on the list.
- It is the responsibility of clubs/coaches to check the list regularly to ensure that eligible meets (including accredited time trials, internal meets e.g. club championships, and non-Scottish meets) where their swimmers may have achieved DRP selection times are in fact included and to notify Scottish Swimming of any omissions by 29th June.

An initial selection of the DRP will be made at this time (29th June) - meet results not submitted by this date will not be included for DRP selection purposes. Swimmers achieving times at the Scottish Summer Meet, 24th – 26th July (having not already been selected) will be added to the programme.

All results files and any queries should be emailed to: info@scottishswimming.com

Times that are not automatically entered into the database can be submitted as follows:

- Individual results from meets outwith Scotland but within the Home Countries at Level 1 & 2 should be submitted by the swimmer's club on electronic file within four weeks of completion. For verification purposes, these results must be accompanied by the relevant printed meet results.
- Individual results from meets outwith the Home Countries should be submitted by the swimmer's club on electronic file within four weeks. Meets of an equivalent standard to Scottish Swimming License level 2 will be considered. Inclusion of these results will be subject to ratification by the Director of Performance. For verification purposes, these results must be accompanied by the relevant printed meet results.
- Times achieved in Scotland at accredited meets that are not on the Scottish Swimming website list must be forwarded on electronic file by 26th July 2015.

General Selection Notes:

- Coaches of swimmers on Senior Gold/Silver/Bronze/Youth and Youth Development Squads will continue to be notified of selection by Scottish Swimming.
- Coaches of swimmers on all squads will be required to complete and submit a "Mindset Assessment" before the deadline for swimmers to confirm their acceptance of their squad place. On receipt of both the "Mindset Assessment" and the "squad acceptance", selection will be ratified.
- Coaches of swimmers identified for the District Regional Programme will initially be notified by their respective District Swimming Convenor. Swimmers achieving 11 - 14 years Bronze times and selection criteria will be invited to participate conditional on receipt of a 'Mindset Assessment questionnaire' by the Club Head Coach to Scottish Swimming.

Appeals Process:

Gold and Senior Silver Related Selections

For appeals relating to Senior/Youth Gold and Senior Silver squads, the following athletes meeting one of the criteria below may appeal;

1. Athletes currently on the identified squads for the season 2014/15
2. Any athlete not selected for season 2015/16, having met the selection standards

Appeals shall only be considered if they address:

1. Selection process
2. Clarification of fact

Squad selections will be published by 18th August 2015 on the Scottish Swimming web site, following which all appeals must be received, in writing, including the grounds upon which the appeal is made, to the Scottish Swimming Chief Executive, by 4pm, 21st August 2015.

The appeals panel will meet the following week and any appeals completed, with athletes informed by 4pm, 24th August 2015.

The appeals panel will normally consist of;

- Scottish Swimming Chief Executive
- Scottish Swimming Director of Services
- sportscotland swimming Partnership Manager

Scottish Swimming reserves the right to alter the composition of the appeals panel. Panel member replacements will not include those involved with the original decision. The decision of the appeals panel is final.

Youth Silver and Bronze Related Selections

Appeals will be received in relation to Youth Silver, Senior Bronze or District Regional Programme squads on the following basis only;

- Clarification of fact e.g. achievement of selection time standard.

Appeals of this nature for DRP should, in the first instance, be made directly to the respective District Swimming Convenor by 4pm, 21st August, 2015 (following notification by the District Convenor as described within the selection process). Any appeal made will be actioned by no later than 24th August 2015.

Appeals of this nature for Youth Silver/Senior Bronze should be made directly to the Scottish Swimming Performance Director by 4pm, 21st August, 2015 (following publication of selections on the Scottish Swimming web-site by 18th August). Any appeal made will be actioned by no later than the 24th August, 2015.

This selection policy is being operated in accordance with the Scottish Swimming Equity Policy

APPENDIX 1

MALE LONG COURSE 2014-15 times to achieve for selection to the 2015-16 squads

<u>50 Freestyle</u>				<u>100 Freestyle</u>				<u>200 Freestyle</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
17+	00:22.51	00:22.84	00:23.18	17+	00:49.49	00:50.23	00:50.97	17+	01:48.72	01:50.35	01:51.98
16	00:24.15	00:24.76	00:25.12	16	00:53.11	00:54.44	00:55.23	16	01:56.67	01:59.59	02:01.34
15				15	00:54.75	00:56.12	00:58.04	15	02:00.28	02:03.29	02:07.50
14				14	00:56.85	00:58.28	01:01.57	14	02:04.90	02:08.02	02:15.31
13				13		01:01.02	01:05.66	13		02:14.06	02:24.31
12				12			01:10.67	12			02:35.32
11				11			01:16.85	11			02:48.90
<u>400 Freestyle</u>				<u>800 Freestyle</u>				<u>1500 Freestyle</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
17+	03:51.40	03:54.87	03:58.34	17+	08:02.79	08:10.03	08:17.28	17+	15:18.36	15:32.13	15:45.91
16	04:08.32	04:14.53	04:18.25	16	08:38.10	08:51.05	08:58.82	16	16:25.51	16:50.15	17:04.93
15	04:16.00	04:22.40	04:31.36	15	08:54.12	09:07.47	09:26.17	15	16:55.99	17:21.39	17:56.95
14	04:25.84	04:32.48	04:47.96	14	09:14.64	09:28.51	09:58.67	14	17:35.02	18:01.40	19:01.08
13		04:45.32	05:07.11	13		09:55.30	10:38.49	13		18:52.36	20:16.97
12			05:30.55	12			11:27.21	12			21:49.83
11			05:59.46	11			12:27.31	11			23:44.38
<u>50 Butterfly</u>				<u>100 Butterfly</u>				<u>200 Butterfly</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
17+	00:24.06	00:24.42	00:24.78	17+	00:53.09	00:53.89	00:54.68	17+	01:58.24	02:00.01	02:01.79
16	00:25.82	00:26.47	00:26.85	16	00:56.97	00:58.40	00:59.25	16	02:06.89	02:10.06	02:11.96
15				15	00:58.74	01:00.20	01:02.26	15	02:10.81	02:14.08	02:18.66
14				14	01:00.99	01:02.52	01:06.21	14	02:15.84	02:19.23	02:27.06
13				13		01:05.46	01:10.61	13		02:25.79	02:36.84
12				12			01:16.00	12			02:48.80
11				11			01:22.64	11			03:03.57
<u>50 Backstroke</u>				<u>100 Backstroke</u>				<u>200 Backstroke</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
17+	00:25.58	00:25.97	00:26.35	17+	00:55.05	00:55.88	00:56.70	17+	01:59.42	02:01.21	02:03.00
16	00:27.45	00:28.14	00:28.55	16	00:59.08	01:00.55	01:01.44	16	02:08.15	02:11.36	02:13.28
15				15	01:00.90	01:02.43	01:04.56	15	02:12.12	02:15.42	02:20.04
14				14	01:03.24	01:04.82	01:08.77	14	02:17.19	02:20.62	02:29.51
13				13		01:07.88	01:13.35	13		02:27.25	02:39.45
12				12			01:18.94	12			02:51.62
11				11			01:25.85	11			03:06.62
<u>50 Breaststroke</u>				<u>100 Breaststroke</u>				<u>200 Breaststroke</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
17+	00:28.09	00:28.51	00:28.93	17+	01:01.43	01:02.35	01:03.27	17+	02:13.15	02:15.15	02:17.14
16	00:30.15	00:30.90	00:31.35	16	01:05.92	01:07.57	01:08.56	16	02:22.89	02:26.46	02:28.60
15				15	01:07.96	01:09.66	01:12.04	15	02:27.31	02:30.99	02:36.14
14				14	01:10.57	01:12.33	01:16.81	14	02:32.97	02:36.79	02:45.91
13				13		01:15.74	01:21.92	13		02:44.18	02:56.94
12				12			01:28.17	12			03:10.45
11				11			01:35.88	11			03:27.10
<u>200 IM</u>				<u>400 IM</u>							
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze				
17+	02:00.97	02:02.78	02:04.60	17+	04:18.78	04:22.66	04:26.55				
16	02:09.81	02:13.06	02:15.01	16	04:37.70	04:44.65	04:48.81				
15	02:13.83	02:17.17	02:21.86	15	04:46.29	04:53.45	05:03.47				
14	02:18.97	02:22.44	02:31.45	14	04:57.29	05:04.73	05:22.16				
13		02:29.16	02:41.52	13		05:19.08	05:43.59				
12			02:53.85	12			06:09.80				
11			03:09.05	11			06:42.15				

FEMALE LONG COURSE 2014-15 times to achieve for selection to the 2015-16 squads

50 Freestyle				100 Freestyle				200 Freestyle			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
	00:25.44	00:25.69	00:26.20		00:55.03	00:55.58	00:56.68		01:58.88	02:00.06	02:02.44
17+				17+				17+			
16	00:26.75	00:27.29	00:27.55	16	00:57.87	00:59.02	00:59.60	16	02:05.01	02:07.51	02:08.76
15				15	00:59.05	01:00.52	01:02.00	15	02:07.56	02:10.75	02:13.94
14				14	01:00.56	01:02.07	01:05.24	14	02:10.83	02:14.10	02:20.79
13				13		01:04.06	01:09.22	13		02:18.39	02:29.37
12				12		01:06.52	01:13.83	12		02:23.71	02:39.34
11				11			01:19.28	11			02:51.10
400 Freestyle				800 Freestyle				1500 Freestyle			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
	04:10.91	04:13.42	04:18.44		08:34.76	08:39.91	08:50.21		16:31.58	16:41.50	17:01.33
17+				17+				17+			
16	04:23.86	04:29.14	04:31.78	16	09:01.33	09:12.16	09:17.57	16	17:22.76	17:43.62	17:54.05
15	04:29.25	04:35.98	04:42.71	15	09:12.38	09:26.19	09:40.00	15	17:44.05	18:10.65	18:37.25
14	04:36.15	04:43.06	04:55.94	14	09:26.54	09:40.71	10:06.19	14	18:11.33	18:38.61	19:32.78
13		04:52.11	05:13.97	13		09:59.29	10:43.13	13		19:14.40	20:44.23
12		05:03.34	05:34.93	12		10:22.31	11:26.05	12		19:58.75	22:07.27
11			05:59.64	11			12:16.68	11			23:45.22
50 Butterfly				100 Butterfly				200 Butterfly			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
	00:26.74	00:27.01	00:27.54		00:59.17	00:59.76	01:00.94		02:10.46	02:11.76	02:14.37
17+				17+				17+			
16	00:28.12	00:28.68	00:28.96	16	01:02.22	01:03.47	01:04.09	16	02:17.19	02:19.93	02:21.31
15				15	01:03.49	01:05.08	01:06.67	15	02:19.99	02:23.49	02:26.99
14				14	01:05.12	01:06.75	01:10.02	14	02:23.58	02:27.17	02:32.89
13				13		01:08.88	01:14.29	13		02:31.88	02:42.20
12				12		01:11.53	01:19.25	12		02:37.71	02:53.03
11				11			01:25.10	11			03:05.80
50 Backstroke				100 Backstroke				200 Backstroke			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
	00:28.70	00:28.99	00:29.56		01:00.98	01:01.59	01:02.81		02:11.21	02:12.52	02:15.15
17+				17+				17+			
16	00:30.18	00:30.79	00:31.09	16	01:04.13	01:05.41	01:06.05	16	02:17.98	02:20.74	02:22.12
15				15	01:05.44	01:07.07	01:08.71	15	02:20.80	02:24.32	02:27.84
14				14	01:07.12	01:08.79	01:12.35	14	02:24.41	02:28.02	02:34.91
13				13		01:11.00	01:16.76	13		02:32.75	02:44.35
12				12		01:13.72	01:21.88	12		02:38.62	02:55.32
11				11			01:27.93	11			03:08.26
50 Breaststroke				100 Breaststroke				200 Breaststroke			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
	00:31.65	00:31.97	00:32.60		01:08.56	01:09.24	01:10.62		02:27.20	02:28.67	02:31.62
17+				17+				17+			
16	00:33.29	00:33.95	00:34.29	16	01:12.10	01:13.54	01:14.26	16	02:34.80	02:37.89	02:39.44
15				15	01:13.57	01:15.41	01:17.25	15	02:37.96	02:41.91	02:45.85
14				14	01:15.45	01:17.34	01:21.37	14	02:42.01	02:46.06	02:54.69
13				13		01:19.82	01:26.32	13		02:51.37	03:05.34
12				12		01:22.88	01:32.09	12		02:57.95	03:17.71
11				11			01:38.88	11			03:32.30
200 IM				400 IM							
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze				
	02:13.97	02:15.31	02:17.99		04:41.84	04:44.66	04:50.29				
17+				17+							
16	02:20.89	02:23.71	02:25.12	16	04:56.39	05:02.31	05:05.28				
15	02:23.76	02:27.36	02:30.95	15	05:02.43	05:09.99	05:17.56				
14	02:27.45	02:31.14	02:38.40	14	05:10.19	05:17.94	05:33.32				
13		02:35.97	02:48.05	13		05:28.11	05:53.62				
12		02:41.97	02:59.26	12		05:40.72	06:17.23				
11			03:12.49	11			06:45.06				

MALE SHORT COURSE 2014-15 times to achieve for selection to the 2015-16 squads

<u>50 Freestyle</u>				<u>100 Freestyle</u>				<u>200 Freestyle</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
17+				17+				17+			
16				16		00:52.90	00:53.70	16		01:56.70	01:58.50
15				15		00:54.60	00:56.60	15		02:00.50	02:04.80
14				14		00:56.80	01:00.20	14		02:05.30	02:12.70
13				13		00:59.60	01:04.40	13		02:11.50	02:21.90
12				12			01:09.50	12			02:33.10
11				11			01:15.80	11			02:46.80
<u>400 Freestyle</u>				<u>800 Freestyle</u>				<u>1500 Freestyle</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
17+				17+				17+		15:09.80	
										15:19.50	
										15:30.20	
										15:42.00	
16		04:09.00	04:12.80	16		08:40.10	08:48.00	16		16:29.60	16:44.60
15		04:17.00	04:26.10	15		08:56.80	09:15.90	15		17:01.40	17:37.60
14		04:27.30	04:43.00	14		09:18.30	09:48.90	14		17:42.20	18:42.90
13		04:40.40	05:02.50	13		09:45.50	10:29.40	13		18:34.00	19:59.90
12			05:26.30	12			11:18.70	12			21:34.00
11			05:55.50	11			12:19.50	11			23:29.80
<u>50 Butterfly</u>				<u>100 Butterfly</u>				<u>200 Butterfly</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
17+				17+				17+			
16		00:25.80	00:26.10	16		00:57.10	00:58.00	16		02:07.60	02:09.60
15				15		00:58.90	01:01.00	15		02:11.70	02:16.40
14				14		01:01.30	01:05.10	14		02:17.00	02:24.90
13				13		01:04.30	01:09.50	13		02:23.60	02:34.80
12				12			01:15.00	12			02:46.90
11				11			01:21.70	11			03:01.80
<u>50 Backstroke</u>				<u>100 Backstroke</u>				<u>200 Backstroke</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
17+				17+				17+			
16		00:27.40	00:27.80	16		00:59.20	01:00.10	16		02:08.80	02:10.80
15				15		01:01.10	01:03.30	15		02:12.90	02:17.60
14				14		01:03.60	01:07.60	14		02:18.20	02:27.30
13				13		01:06.70	01:12.30	13		02:25.00	02:37.30
12				12			01:17.90	12			02:49.70
11				11			01:24.90	11			03:04.80
<u>50 Breaststroke</u>				<u>100 Breaststroke</u>				<u>200 Breaststroke</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
17+				17+				17+			
16		00:29.90	00:30.30	16		01:05.70	01:06.70	16		02:22.80	02:25.00
15				15		01:07.80	01:10.30	15		02:27.50	02:32.70
14				14		01:10.60	01:15.20	14		02:33.40	02:42.70
13				13		01:14.10	01:20.40	13		02:40.90	02:53.90
12				12			01:26.70	12			03:07.70
11				11			01:34.60	11			03:24.50
<u>200 IM</u>				<u>400 IM</u>							
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze				
17+				17+							
16		02:10.10	02:12.10	16		04:38.40	04:42.70				
15		02:14.30	02:19.10	15		04:47.40	04:57.60				
14		02:19.70	02:28.80	14		04:58.90	05:16.70				
13		02:26.50	02:39.10	13		05:13.50	05:38.40				
12			02:51.60	12			06:05.00				
11			03:07.00	11			06:37.70				

FEMALE SHORT COURSE 2014-15 times to achieve for selection to 2015-16 squads

<u>50 Freestyle</u>				<u>100 Freestyle</u>				<u>200 Freestyle</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
20				17+				17+			
19											
18											
17											
16		00:26.50	00:26.80	16		00:57.60	00:58.20	16		02:04.80	02:06.00
15				15		00:59.10	01:00.60	15		02:08.10	02:11.30
14				14		01:00.70	01:03.90	14		02:11.50	02:18.30
13				13		01:02.70	01:08.00	13		02:15.90	02:27.00
12				12		01:05.30	01:12.70	12		02:21.30	02:37.10
11				11			01:18.20	11			02:49.10

<u>400 Freestyle</u>				<u>800 Freestyle</u>				<u>1500 Freestyle</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
20				17+				17+			
19											
18											
17											
16		04:23.90	04:26.60	16		09:01.60	09:07.10	16		17:24.10	17:34.70
15		04:30.90	04:37.70	15		09:15.90	09:30.00	15		17:51.60	18:18.60
14		04:38.10	04:51.20	14		09:30.70	09:56.60	14		18:20.00	19:15.00
13		04:47.30	05:09.50	13		09:49.60	10:34.10	13		18:56.40	20:27.50
12		04:58.70	05:30.70	12		10:13.00	11:17.60	12		19:41.40	21:51.60
11			05:55.70	11			12:08.80	11			23:30.60

<u>50 Butterfly</u>				<u>100 Butterfly</u>				<u>200 Butterfly</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
20				17+				17+			
19											
18											
17											
16		00:28.00	00:28.30	16		01:02.30	01:02.90	16		02:17.70	02:19.10
15				15		01:03.90	01:05.50	15		02:21.30	02:24.80
14				14		01:05.60	01:08.90	14		02:25.00	02:30.80
13				13		01:07.80	01:13.30	13		02:29.80	02:40.20
12				12		01:10.50	01:18.30	12		02:35.70	02:51.20
11				11			01:24.20	11			03:04.10

<u>50 Backstroke</u>				<u>100 Backstroke</u>				<u>200 Backstroke</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
20				17+				17+			
19											
18											
17											
16		00:30.10	00:30.40	16		01:04.20	01:04.80	16		02:18.40	02:19.80
15				15		01:05.90	01:07.50	15		02:22.00	02:25.60
14				14		01:07.60	01:11.20	14		02:25.80	02:32.70
13				13		01:09.80	01:15.70	13		02:30.60	02:42.30
12				12		01:12.60	01:20.90	12		02:36.50	02:53.40
11				11			01:27.00	11			03:06.50

<u>50 Breaststroke</u>				<u>100 Breaststroke</u>				<u>200 Breaststroke</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
20				17+				17+			
19											
18											
17											
16		00:33.00	00:33.40	16		01:11.80	01:12.60	16		02:34.50	02:36.10
15				15		01:13.70	01:15.60	15		02:38.60	02:42.60
14				14		01:15.70	01:19.80	14		02:42.90	02:51.60
13				13		01:18.20	01:24.90	13		02:48.30	03:02.50
12				12		01:21.30	01:30.70	12		02:55.00	03:15.00
11				11			01:37.60	11			03:29.80

<u>200 IM</u>				<u>400 IM</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
20				17+			
19							
18							
17							
16		02:20.90	02:22.40	16		04:56.50	04:59.50
15		02:24.70	02:28.30	15		05:04.30	05:12.00
14		02:28.50	02:35.90	14		05:12.40	05:28.00
13		02:33.40	02:45.70	13		05:22.70	05:48.60
12		02:39.50	02:57.00	12		05:35.50	06:12.50
11			03:10.40	11			06:40.70

SCOTTISH TALENT PROGRAMME QUALIFICATION TIMES 2015/16 - MALE

50m FREESTYLE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	2:11.92	2:02.08	1:52.23	1:44.36	1:38.45	1:34.51	1:30.57	1:28.21	1:26.64	1:24.67
S2	1:42.26	1:34.63	1:27.00	1:20.89	1:16.31	1:13.26	1:10.21	1:08.38	1:07.16	1:05.63
S3	1:15.16	1:09.55	1:03.94	0:59.45	0:56.09	0:53.84	0:51.60	0:50.25	0:49.36	0:48.24
S4	1:05.43	1:00.54	0:55.66	0:51.75	0:48.83	0:46.87	0:44.92	0:43.75	0:42.97	0:41.99
S5	0:56.01	0:51.83	0:47.65	0:44.31	0:41.80	0:40.13	0:38.46	0:37.45	0:36.78	0:35.95
50m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	0:50.35	0:46.59	0:42.84	0:39.83	0:37.58	0:36.07	0:34.57	0:33.67	0:33.07	0:32.31
S7	0:47.05	0:43.54	0:40.03	0:37.22	0:35.11	0:33.71	0:32.30	0:31.46	0:30.90	0:30.20
S8	0:44.07	0:40.78	0:37.49	0:34.86	0:32.89	0:31.57	0:30.26	0:29.47	0:28.94	0:28.28
S9	0:42.83	0:39.63	0:36.44	0:33.88	0:31.96	0:30.68	0:29.41	0:28.64	0:28.13	0:27.49
S10	0:39.51	0:36.56	0:33.62	0:31.26	0:29.49	0:28.31	0:27.13	0:26.42	0:25.95	0:25.36
S11	0:44.09	0:40.80	0:37.51	0:34.87	0:32.90	0:31.58	0:30.27	0:29.48	0:28.95	0:28.29
S12	0:40.23	0:37.23	0:34.23	0:31.83	0:30.03	0:28.82	0:27.62	0:26.90	0:26.42	0:25.82
S13	0:40.20	0:37.20	0:34.20	0:31.80	0:30.00	0:28.80	0:27.60	0:26.88	0:26.40	0:25.80
S15	0:40.20	0:37.20	0:34.20	0:31.80	0:30.00	0:28.80	0:27.60	0:26.88	0:26.40	0:25.80
100m FREESTYLE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	4:31.28	4:11.04	3:50.79	3:34.60	3:22.45	3:14.35	3:06.25	3:01.40	2:58.16	2:54.11
S2	3:31.18	3:15.42	2:59.66	2:47.06	2:37.60	2:31.30	2:24.99	2:21.21	2:18.69	2:15.54
S3	2:45.76	2:33.39	2:21.02	2:11.12	2:03.70	1:58.75	1:53.80	1:50.84	1:48.86	1:46.38
S4	2:22.32	2:11.70	2:01.08	1:52.59	1:46.21	1:41.96	1:37.72	1:35.17	1:33.47	1:31.34
S5	2:06.26	1:56.84	1:47.42	1:39.88	1:34.23	1:30.46	1:26.69	1:24.43	1:22.92	1:21.03
100m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	1:53.92	1:45.42	1:36.91	1:30.11	1:25.01	1:21.61	1:18.21	1:16.17	1:14.81	1:13.11
S7	1:43.01	1:35.32	1:27.64	1:21.49	1:16.87	1:13.80	1:10.72	1:08.88	1:07.65	1:06.11
S8	1:36.85	1:29.62	1:22.39	1:16.61	1:12.28	1:09.38	1:06.49	1:04.76	1:03.60	1:02.16
S9	1:34.57	1:27.51	1:20.46	1:14.81	1:10.58	1:07.75	1:04.93	1:03.24	1:02.11	1:00.69
S10	1:28.39	1:21.79	1:15.20	1:09.92	1:05.96	1:03.32	1:00.69	0:59.10	0:58.05	0:56.73
S11	1:39.83	1:32.38	1:24.93	1:18.97	1:14.50	1:11.52	1:08.54	1:06.75	1:05.56	1:04.07
S12	1:28.54	1:21.93	1:15.33	1:10.04	1:06.07	1:03.43	1:00.79	0:59.20	0:58.15	0:56.82
S13	1:27.62	1:21.08	1:14.54	1:09.31	1:05.39	1:02.77	1:00.16	0:58.59	0:57.54	0:56.23
S15	1:27.62	1:21.08	1:14.54	1:09.31	1:05.39	1:02.77	1:00.16	0:58.59	0:57.54	0:56.23
200m FREESTYLE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	9:22.60	8:40.61	7:58.63	7:25.04	6:59.85	6:43.06	6:26.26	6:16.19	6:09.47	6:01.07
S2	7:42.60	7:08.08	6:33.56	6:05.94	5:45.23	5:31.42	5:17.61	5:09.32	5:03.80	4:56.89
S3	6:04.80	5:37.57	5:10.35	4:48.57	4:32.24	4:21.35	4:10.46	4:03.92	3:59.57	3:54.12
S4	5:04.21	4:41.51	4:18.81	4:00.65	3:47.03	3:37.94	3:28.86	3:23.41	3:19.78	3:15.24
S5	4:33.26	4:12.87	3:52.47	3:36.16	3:23.93	3:15.77	3:07.61	3:02.72	2:59.45	2:55.38
200m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S14	3:20.70	3:05.72	2:50.74	2:38.76	2:29.77	2:23.78	2:17.79	2:14.20	2:11.80	2:08.81
400m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	8:41.91	8:02.96	7:24.02	6:52.86	6:29.49	6:13.91	5:58.33	5:48.98	5:42.75	5:34.96
S7	7:53.25	7:17.94	6:42.62	6:14.37	5:53.17	5:39.05	5:24.92	5:16.44	5:10.79	5:03.73
S8	7:33.12	6:59.31	6:25.49	5:58.44	5:38.15	5:24.62	5:11.10	5:02.98	4:57.57	4:50.81
S9	7:06.22	6:34.41	6:02.61	5:37.16	5:18.08	5:05.35	4:52.63	4:45.00	4:39.91	4:33.54
S10	6:53.02	6:22.20	5:51.38	5:26.72	5:08.22	4:55.90	4:43.57	4:36.17	4:31.24	4:25.07
S11	7:51.90	7:16.68	6:41.47	6:13.29	5:52.16	5:38.08	5:23.99	5:15.54	5:09.90	5:02.86
S12	7:06.74	6:34.89	6:03.05	5:37.57	5:18.46	5:05.72	4:52.99	4:45.34	4:40.25	4:33.88
S13	6:51.80	6:21.07	5:50.34	5:25.75	5:07.31	4:55.02	4:42.73	4:35.35	4:30.44	4:24.29
S15	6:51.80	6:21.07	5:50.34	5:25.75	5:07.31	4:55.02	4:42.73	4:35.35	4:30.44	4:24.29
50m BUTTERFLY	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00
S2	4:01.50	3:43.48	3:25.46	3:11.04	3:00.23	2:53.02	2:45.81	2:41.48	2:38.60	2:34.99
S3	1:46.28	1:38.35	1:30.42	1:24.07	1:19.31	1:16.14	1:12.97	1:11.06	1:09.80	1:08.21
S4	1:19.14	1:13.24	1:07.33	1:02.61	0:59.06	0:56.70	0:54.34	0:52.92	0:51.98	0:50.79
S5	1:02.31	0:57.66	0:53.01	0:49.29	0:46.50	0:44.64	0:42.78	0:41.66	0:40.92	0:39.99
50m BUTTERFLY	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	0:52.65	0:48.72	0:44.79	0:41.64	0:39.29	0:37.72	0:36.14	0:35.20	0:34.57	0:33.79
S7	0:51.51	0:47.66	0:43.82	0:40.74	0:38.44	0:36.90	0:35.36	0:34.44	0:33.82	0:33.06
100m BUTTERFLY	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S8	1:42.48	1:34.83	1:27.18	1:21.06	1:16.47	1:13.42	1:10.36	1:08.52	1:07.30	1:05.77
S9	1:40.35	1:32.86	1:25.37	1:19.38	1:14.89	1:11.89	1:08.90	1:07.10	1:05.90	1:04.40
S10	1:35.31	1:28.19	1:21.08	1:15.39	1:11.13	1:08.28	1:05.44	1:03.73	1:02.59	1:01.17
S11	1:46.55	1:38.60	1:30.64	1:24.28	1:19.51	1:16.33	1:13.15	1:11.24	1:09.97	1:08.38
S12	1:37.43	1:30.16	1:22.89	1:17.08	1:12.71	1:09.80	1:06.90	1:05.15	1:03.99	1:02.53
S13	1:34.40	1:27.36	1:20.31	1:14.68	1:10.45	1:07.63	1:04.81	1:03.12	1:02.00	1:00.59
S15	1:34.40	1:27.36	1:20.31	1:14.68	1:10.45	1:07.63	1:04.81	1:03.12	1:02.00	1:00.59

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50m BACKSTROKE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	2:15.27	2:05.18	1:55.08	1:47.01	1:40.95	1:36.91	1:32.87	1:30.45	1:28.84	1:26.82
S2	1:42.01	1:34.39	1:26.78	1:20.69	1:16.12	1:13.08	1:10.03	1:08.21	1:06.99	1:05.47
S3	1:17.85	1:12.04	1:06.23	1:01.59	0:58.10	0:55.78	0:53.45	0:52.06	0:51.13	0:49.97
S4	1:16.78	1:11.05	1:05.32	1:00.74	0:57.30	0:55.01	0:52.72	0:51.34	0:50.42	0:49.28
S5	1:02.91	0:58.22	0:53.52	0:49.77	0:46.95	0:45.07	0:43.19	0:42.07	0:41.32	0:40.38
100m BACKSTROKE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	04:29.99	04:09.84	03:49.70	03:33.58	03:21.49	03:13.43	03:05.37	03:00.53	02:57.31	02:53.28
S2	03:39.21	03:22.85	03:06.49	02:53.40	02:43.59	02:37.04	02:30.50	02:26.57	02:23.96	02:20.69
100m BACKSTROKE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	2:05.16	1:55.82	1:46.48	1:39.00	1:33.40	1:29.66	1:25.93	1:23.69	1:22.19	1:20.32
S7	1:59.44	1:50.53	1:41.62	1:34.49	1:29.14	1:25.57	1:22.01	1:19.87	1:18.44	1:16.66
S8	1:48.71	1:40.59	1:32.48	1:25.99	1:21.13	1:17.88	1:14.64	1:12.69	1:11.39	1:09.77
S9	1:46.75	1:38.78	1:30.82	1:24.44	1:19.66	1:16.48	1:13.29	1:11.38	1:10.10	1:08.51
S10	1:41.72	1:34.13	1:26.54	1:20.47	1:15.91	1:12.88	1:09.84	1:08.02	1:06.80	1:05.28
S11	1:54.27	1:45.74	1:37.21	1:30.39	1:25.28	1:21.86	1:18.45	1:16.41	1:15.04	1:13.34
S12	1:41.81	1:34.21	1:26.61	1:20.53	1:15.97	1:12.94	1:09.90	1:08.07	1:06.86	1:05.34
S13	1:39.55	1:32.12	1:24.69	1:18.74	1:14.29	1:11.32	1:08.34	1:06.56	1:05.37	1:03.89
S14	1:45.54	1:37.67	1:29.79	1:23.49	1:18.76	1:15.61	1:12.46	1:10.57	1:09.31	1:07.74
S15	1:39.55	1:32.12	1:24.69	1:18.74	1:14.29	1:11.32	1:08.34	1:06.56	1:05.37	1:03.89
50m BREASTSTROKE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SB1	3:35.99	3:19.87	3:03.75	2:50.86	2:41.19	2:34.74	2:28.29	2:24.42	2:21.84	2:18.62
SB2	1:38.00	1:30.69	1:23.38	1:17.53	1:13.14	1:10.21	1:07.29	1:05.53	1:04.36	1:02.90
SB3	1:24.05	1:17.78	1:11.51	1:06.49	1:02.73	1:00.22	0:57.71	0:56.20	0:55.20	0:53.94
100m BREASTSTROKE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SB4	2:42.86	2:30.71	2:18.55	2:08.83	2:01.54	1:56.68	1:51.81	1:48.90	1:46.95	1:44.52
100m BREASTSTROKE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
SB5	2:40.25	2:28.29	2:16.33	2:06.76	1:59.59	1:54.80	1:50.02	1:47.15	1:45.24	1:42.85
SB6	2:18.97	2:08.60	1:58.23	1:49.94	1:43.71	1:39.56	1:35.42	1:32.93	1:31.27	1:29.19
SB7	2:17.42	2:07.16	1:56.91	1:48.70	1:42.55	1:38.45	1:34.35	1:31.88	1:30.24	1:28.19
SB8	1:58.96	1:50.08	1:41.20	1:34.10	1:28.78	1:25.22	1:21.67	1:19.54	1:18.12	1:16.35
SB9	1:52.89	1:44.47	1:36.04	1:29.30	1:24.25	1:20.88	1:17.51	1:15.49	1:14.14	1:12.45
SB11	2:01.07	1:52.03	1:43.00	1:35.77	1:30.35	1:26.74	1:23.12	1:20.95	1:19.51	1:17.70
SB12	1:52.17	1:43.80	1:35.43	1:28.74	1:23.71	1:20.36	1:17.02	1:15.01	1:13.67	1:11.99
SB13	1:52.33	1:43.94	1:35.56	1:28.85	1:23.82	1:20.47	1:17.12	1:15.11	1:13.77	1:12.09
SB14	1:53.82	1:45.32	1:36.83	1:30.03	1:24.94	1:21.54	1:18.14	1:16.10	1:14.75	1:13.05
SB15	1:52.33	1:43.94	1:35.56	1:28.85	1:23.82	1:20.47	1:17.12	1:15.11	1:13.77	1:12.09
150m INDIVIDUAL MEDLEY	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SM1	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00
SM2	9:46.80	9:03.01	8:19.22	7:44.19	7:17.91	7:00.40	6:42.88	6:32.37	6:25.36	6:16.60
SM3	5:03.44	4:40.80	4:18.15	4:00.04	3:46.45	3:37.39	3:28.33	3:22.90	3:19.28	3:14.75
SM4	4:24.30	4:04.57	3:44.85	3:29.07	3:17.24	3:09.35	3:01.46	2:56.72	2:53.57	2:49.62
200m INDIVIDUAL MEDLEY	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SM5	5:33.79	5:08.88	4:43.97	4:24.05	4:09.10	3:59.14	3:49.17	3:43.19	3:39.21	3:34.23
200m INDIVIDUAL MEDLEY	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
SM6	4:35.34	4:14.79	3:54.24	3:37.80	3:25.47	3:17.26	3:09.04	3:04.11	3:00.82	2:56.71
SM7	4:23.28	4:03.63	3:43.98	3:28.26	3:16.47	3:08.62	3:00.76	2:56.04	2:52.90	2:48.97
SM8	4:05.59	3:47.26	3:28.93	3:14.27	3:03.28	2:55.94	2:48.61	2:44.21	2:41.28	2:37.62
SM9	3:50.85	3:33.62	3:16.39	3:02.61	2:52.28	2:45.38	2:38.49	2:34.36	2:31.60	2:28.16
SM10	3:41.70	3:25.16	3:08.61	2:55.38	2:45.45	2:38.83	2:32.21	2:28.24	2:25.60	2:22.29
SM11	4:05.30	3:47.00	3:28.69	3:14.05	3:03.06	2:55.74	2:48.42	2:44.02	2:41.10	2:37.43
SM12	3:42.78	3:26.15	3:09.53	2:56.23	2:46.25	2:39.60	2:32.95	2:28.96	2:26.30	2:22.98
SM13	3:38.02	3:21.75	3:05.48	2:52.46	2:42.70	2:36.19	2:29.68	2:25.78	2:23.18	2:19.92
SM14	3:51.65	3:34.37	3:17.08	3:03.25	2:52.88	2:45.96	2:39.04	2:34.90	2:32.13	2:28.67
SM15	3:38.02	3:21.75	3:05.48	2:52.46	2:42.70	2:36.19	2:29.68	2:25.78	2:23.18	2:19.92

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50m FREESTYLE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	2:20.88	2:10.37	1:59.86	1:51.45	1:45.14	1:40.93	1:36.73	1:34.20	1:32.52	1:30.42
S2	1:56.97	1:48.24	1:39.51	1:32.52	1:27.29	1:23.80	1:20.30	1:18.21	1:16.81	1:15.07
S3	1:20.37	1:14.37	1:08.37	1:03.57	0:59.98	0:57.58	0:55.18	0:53.74	0:52.78	0:51.58
S4	1:15.07	1:09.47	1:03.87	0:59.39	0:56.03	0:53.78	0:51.54	0:50.20	0:49.30	0:48.18
S5	1:01.14	0:56.58	0:52.01	0:48.36	0:45.63	0:43.80	0:41.97	0:40.88	0:40.15	0:39.24
50m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	0:58.94	0:54.54	0:50.15	0:46.63	0:43.99	0:42.23	0:40.47	0:39.41	0:38.71	0:37.83
S7	0:55.78	0:51.62	0:47.45	0:44.12	0:41.62	0:39.96	0:38.29	0:37.30	0:36.63	0:35.80
S8	0:52.14	0:48.25	0:44.36	0:41.25	0:38.91	0:37.36	0:35.80	0:34.87	0:34.24	0:33.46
S9	0:48.93	0:45.28	0:41.62	0:38.70	0:36.51	0:35.05	0:33.59	0:32.72	0:32.13	0:31.40
S10	0:47.47	0:43.93	0:40.38	0:37.55	0:35.42	0:34.01	0:32.59	0:31.74	0:31.17	0:30.47
S11	0:51.94	0:48.07	0:44.19	0:41.09	0:38.76	0:37.21	0:35.66	0:34.73	0:34.11	0:33.34
S12	0:46.08	0:42.64	0:39.20	0:36.45	0:34.39	0:33.01	0:31.64	0:30.81	0:30.26	0:29.57
S13	0:46.51	0:43.04	0:39.57	0:36.80	0:34.71	0:33.32	0:31.94	0:31.10	0:30.55	0:29.85
S15	0:46.51	0:43.04	0:39.57	0:36.80	0:34.71	0:33.32	0:31.94	0:31.10	0:30.55	0:29.85
100m FREESTYLE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	6:58.13	6:26.93	5:55.72	5:30.76	5:12.04	4:59.56	4:47.07	4:39.59	4:34.59	4:28.35
S2	3:54.82	3:37.29	3:19.77	3:05.75	2:55.24	2:48.23	2:41.22	2:37.01	2:34.21	2:30.70
S3	2:56.56	2:43.39	2:30.21	2:19.67	2:11.76	2:06.49	2:01.22	1:58.06	1:55.95	1:53.32
S4	2:42.02	2:29.93	2:17.84	2:08.17	2:00.91	1:56.08	1:51.24	1:48.34	1:46.40	1:43.98
S5	2:16.83	2:06.62	1:56.41	1:48.24	1:42.11	1:38.03	1:33.94	1:31.49	1:29.86	1:27.82
100m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	2:04.77	1:55.46	1:46.15	1:38.70	1:33.11	1:29.39	1:25.66	1:23.43	1:21.94	1:20.08
S7	2:00.70	1:51.69	1:42.69	1:35.48	1:30.08	1:26.47	1:22.87	1:20.71	1:19.27	1:17.46
S8	1:50.10	1:41.88	1:33.67	1:27.09	1:22.16	1:18.88	1:15.59	1:13.62	1:12.30	1:10.66
S9	1:46.35	1:38.41	1:30.47	1:24.12	1:19.36	1:16.19	1:13.01	1:11.11	1:09.84	1:08.25
S10	1:42.31	1:34.67	1:27.04	1:20.93	1:16.35	1:13.30	1:10.24	1:08.41	1:07.19	1:05.66
S11	1:56.21	1:47.54	1:38.87	1:31.93	1:26.73	1:23.26	1:19.79	1:17.71	1:16.32	1:14.58
S12	1:40.50	1:33.00	1:25.50	1:19.50	1:15.00	1:12.00	1:09.00	1:07.20	1:06.00	1:04.50
S13	1:42.36	1:34.72	1:27.08	1:20.97	1:16.39	1:13.33	1:10.28	1:08.44	1:07.22	1:05.69
S15	1:42.36	1:34.72	1:27.08	1:20.97	1:16.39	1:13.33	1:10.28	1:08.44	1:07.22	1:05.69
200m FREESTYLE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00
S2	9:39.00	8:55.79	8:12.58	7:38.01	7:12.09	6:54.80	6:37.52	6:27.15	6:20.24	6:11.60
S3	6:50.88	6:20.22	5:49.55	5:25.02	5:06.63	4:54.36	4:42.09	4:34.74	4:29.83	4:23.70
S4	5:41.15	5:15.69	4:50.23	4:29.86	4:14.59	4:04.40	3:54.22	3:48.11	3:44.04	3:38.95
S5	4:49.56	4:27.95	4:06.34	3:49.05	3:36.09	3:27.44	3:18.80	3:13.61	3:10.16	3:05.84
200m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S14	3:40.82	3:24.34	3:07.86	2:54.67	2:44.79	2:38.20	2:31.60	2:27.65	2:25.01	2:21.72
400m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	9:19.00	8:37.28	7:55.57	7:22.19	6:57.16	6:40.48	6:23.79	6:13.78	6:07.10	5:58.76
S7	8:54.21	8:14.34	7:34.48	7:02.58	6:38.66	6:22.72	6:06.77	5:57.20	5:50.82	5:42.85
S8	8:30.12	7:52.05	7:13.98	6:43.53	6:20.69	6:05.46	5:50.23	5:41.10	5:35.01	5:27.39
S9	7:49.02	7:14.02	6:39.01	6:11.01	5:50.01	5:36.01	5:22.01	5:13.61	5:08.01	5:01.01
S10	7:44.36	7:09.71	6:35.05	6:07.33	5:46.54	5:32.68	5:18.81	5:10.50	5:04.95	4:58.02
S11	8:49.87	8:10.33	7:30.78	6:59.15	6:35.43	6:19.61	6:03.79	5:54.30	5:47.97	5:40.07
S12	7:48.58	7:13.61	6:38.64	6:10.67	5:49.69	5:35.70	5:21.71	5:13.32	5:07.72	5:00.73
S13	7:59.25	7:23.49	6:47.72	6:19.11	5:57.65	5:43.34	5:29.04	5:20.45	5:14.73	5:07.58
S15	7:59.25	7:23.49	6:47.72	6:19.11	5:57.65	5:43.34	5:29.04	5:20.45	5:14.73	5:07.58
50m BUTTERFLY	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00
S2	3:12.51	2:58.14	2:43.78	2:32.28	2:23.66	2:17.92	2:12.17	2:08.72	2:06.42	2:03.55
S3	1:55.59	1:46.97	1:38.34	1:31.44	1:26.26	1:22.81	1:19.36	1:17.29	1:15.91	1:14.19
S4	2:49.58	2:36.92	2:24.27	2:14.14	2:06.55	2:01.49	1:56.43	1:53.39	1:51.36	1:48.83
S5	1:13.72	1:08.22	1:02.71	0:58.31	0:55.01	0:52.81	0:50.61	0:49.29	0:48.41	0:47.31
50m BUTTERFLY	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	1:03.50	0:58.76	0:54.02	0:50.23	0:47.39	0:45.49	0:43.60	0:42.46	0:41.70	0:40.75
S7	0:59.80	0:55.34	0:50.87	0:47.30	0:44.63	0:42.84	0:41.06	0:39.98	0:39.27	0:38.38
100m BUTTERFLY										
S8	1:56.58	1:47.88	1:39.18	1:32.22	1:27.00	1:23.52	1:20.04	1:17.95	1:16.56	1:14.82
S9	1:57.37	1:48.61	1:39.85	1:32.84	1:27.59	1:24.08	1:20.58	1:18.48	1:17.08	1:15.33
S10	1:55.46	1:46.84	1:38.23	1:31.33	1:26.16	1:22.72	1:19.27	1:17.20	1:15.82	1:14.10
S11	2:21.94	2:11.35	2:00.75	1:52.28	1:45.92	1:41.69	1:37.45	1:34.91	1:33.21	1:31.10
S12	1:54.85	1:46.28	1:37.71	1:30.86	1:25.71	1:22.28	1:18.86	1:16.80	1:15.43	1:13.71
S13	1:53.20	1:44.75	1:36.30	1:29.54	1:24.48	1:21.10	1:17.72	1:15.69	1:14.34	1:12.65
S15	1:53.20	1:44.75	1:36.30	1:29.54	1:24.48	1:21.10	1:17.72	1:15.69	1:14.34	1:12.65

SCOTTISH TALENT PROGRAMME QUALIFICATION TIMES 2015/16 - FEMALE

50m BACKSTROKE										
S1	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	3:47.65	3:30.66	3:13.67	3:00.08	2:49.89	2:43.09	2:36.30	2:32.22	2:29.50	2:26.10
S2	1:49.14	1:41.00	1:32.85	1:26.34	1:21.45	1:18.19	1:14.93	1:12.98	1:11.68	1:10.05
S3	1:50.67	1:42.41	1:34.15	1:27.54	1:22.59	1:19.28	1:15.98	1:14.00	1:12.68	1:11.03
S4	1:30.13	1:23.41	1:16.68	1:11.30	1:07.26	1:04.57	1:01.88	1:00.27	0:59.19	0:57.85
S5	1:13.48	1:08.00	1:02.51	0:58.13	0:54.84	0:52.64	0:50.45	0:49.13	0:48.26	0:47.16
100m BACKSTROKE										
S1	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S2	04:02.14	03:44.07	03:26.00	03:11.54	03:00.70	02:53.47	02:46.24	2:41.91	2:39.02	2:35.40
100m BACKSTROKE										
S6	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	2:24.44	2:13.66	2:02.88	1:54.25	1:47.79	1:43.48	1:39.16	1:36.58	1:34.85	1:32.70
S7	2:22.31	2:11.69	2:01.07	1:52.57	1:46.20	1:41.95	1:37.70	1:35.16	1:33.46	1:31.33
S8	2:11.77	2:01.94	1:52.10	1:44.24	1:38.34	1:34.40	1:30.47	1:28.11	1:26.54	1:24.57
S9	1:58.89	1:50.02	1:41.15	1:34.05	1:28.73	1:25.18	1:21.63	1:19.50	1:18.08	1:16.30
S10	1:55.61	1:46.98	1:38.35	1:31.45	1:26.27	1:22.82	1:19.37	1:17.30	1:15.92	1:14.20
S11	2:13.40	2:03.44	1:53.49	1:45.52	1:39.55	1:35.57	1:31.59	1:29.20	1:27.60	1:25.61
S12	1:56.04	1:47.38	1:38.72	1:31.80	1:26.60	1:23.14	1:19.67	1:17.59	1:16.21	1:14.48
S13	2:04.05	1:54.79	1:45.54	1:38.13	1:32.57	1:28.87	1:25.17	1:22.95	1:21.47	1:19.61
S14	1:51.76	1:43.42	1:35.08	1:28.40	1:23.40	1:20.06	1:16.73	1:14.73	1:13.39	1:11.72
S15	2:04.05	1:54.79	1:45.54	1:38.13	1:32.57	1:28.87	1:25.17	1:22.95	1:21.47	1:19.61
50m BREASTSTROKE										
SB1	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SB1	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00
SB2	2:07.84	1:58.30	1:48.76	1:41.12	1:35.40	1:31.58	1:27.77	1:25.48	1:23.95	1:22.04
SB3	1:50.62	1:42.36	1:34.11	1:27.50	1:22.55	1:19.25	1:15.95	1:13.96	1:12.64	1:10.99
100m BREAST STROKE										
SB4	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SB4	3:14.58	3:00.06	2:45.54	2:33.93	2:25.21	2:19.40	2:13.60	2:10.11	2:07.79	2:04.88
100m BREAST STROKE										
SB5	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
SB5	3:03.06	2:49.40	2:35.74	2:24.81	2:16.61	2:11.15	2:05.68	2:02.40	2:00.22	1:57.49
SB6	2:48.00	2:35.46	2:22.93	2:12.90	2:05.37	2:00.36	1:55.34	1:52.34	1:50.33	1:47.82
SB7	2:36.11	2:24.46	2:12.81	2:03.49	1:56.50	1:51.84	1:47.18	1:44.38	1:42.52	1:40.19
SB8	2:18.10	2:07.80	1:57.49	1:49.25	1:43.06	1:38.94	1:34.82	1:32.34	1:30.69	1:28.63
SB9	2:10.33	2:00.61	1:50.88	1:43.10	1:37.26	1:33.37	1:29.48	1:27.15	1:25.59	1:23.65
SB11	2:30.73	2:19.48	2:08.24	1:59.24	1:52.49	1:47.99	1:43.49	1:40.79	1:38.99	1:36.74
SB12	2:13.58	2:03.61	1:53.64	1:45.67	1:39.69	1:35.70	1:31.71	1:29.32	1:27.72	1:25.73
SB13	2:13.25	2:03.30	1:53.36	1:45.40	1:39.44	1:35.46	1:31.48	1:29.10	1:27.51	1:25.52
SB14	2:09.76	2:00.08	1:50.39	1:42.65	1:36.84	1:32.96	1:29.09	1:26.77	1:25.22	1:23.28
SB15	2:13.25	2:03.30	1:53.36	1:45.40	1:39.44	1:35.46	1:31.48	1:29.10	1:27.51	1:25.52
150m INDIVIDUAL MEDLEY										
SM1	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SM1	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00
SM2	8:48.98	8:09.51	7:30.03	6:58.45	6:34.76	6:18.97	6:03.18	5:53.71	5:47.39	5:39.50
SM3	5:51.08	5:24.88	4:58.68	4:37.72	4:22.00	4:11.52	4:01.04	3:54.75	3:50.56	3:45.32
SM4	5:25.75	5:01.44	4:37.13	4:17.69	4:03.10	3:53.38	3:43.65	3:37.82	3:33.93	3:29.07
200m INDIVIDUAL MEDLEY										
SM5	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SM5	5:49.37	5:23.30	4:57.23	4:36.37	4:20.72	4:10.30	3:59.87	3:53.61	3:49.44	3:44.22
200m INDIVIDUAL MEDLEY										
SM6	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
SM6	5:25.42	5:01.13	4:36.85	4:17.42	4:02.85	3:53.14	3:43.42	3:37.59	3:33.71	3:28.85
SM7	5:06.59	4:43.71	4:20.83	4:02.53	3:48.80	3:39.65	3:30.50	3:25.00	3:21.34	3:16.77
SM8	4:31.00	4:10.77	3:50.55	3:34.37	3:22.24	3:14.15	3:06.06	3:01.20	2:57.97	2:53.92
SM9	4:21.65	4:02.13	3:42.60	3:26.98	3:15.26	3:07.45	2:59.64	2:54.96	2:51.83	2:47.93
SM10	4:14.57	3:55.57	3:36.57	3:21.37	3:09.97	3:02.38	2:54.78	2:50.22	2:47.18	2:43.38
SM11	4:57.88	4:35.65	4:13.42	3:55.64	3:42.30	3:33.41	3:24.52	3:19.18	3:15.62	3:11.18
SM12	4:09.12	3:50.53	3:31.94	3:17.07	3:05.91	2:58.48	2:51.04	2:46.58	2:43.60	2:39.88
SM13	4:11.85	3:53.06	3:34.26	3:19.23	3:07.95	3:00.43	2:52.91	2:48.40	2:45.40	2:41.64
SM14	4:11.97	3:53.17	3:34.36	3:19.32	3:08.04	3:00.52	2:52.99	2:48.48	2:45.47	2:41.71
SM15	4:11.85	3:53.06	3:34.26	3:19.23	3:07.95	3:00.43	2:52.91	2:48.40	2:45.40	2:41.64

APPENDIX 2

Scottish Swimming Senior Gold & Silver Squad Open Water Selection Criteria 2015-16

Swimmers achieving the following criteria will be considered for selection to the Scottish Swimming Senior Silver or Senior Gold Squads. The policy will be operated as part of the Scottish Swimming National Squad Selection Policy and Selection Times.

To be considered, swimmers must achieve pool and open water based criteria;

Senior Gold (18 years+ only)

Pool

MALE		FEMALE	
1500	800	1500	800
15:49.34	8:19.08	17:06.08	8:52.67

Times are to be achieved as per the Senior Gold meet achievement opportunities identified within the main selection document.

Open Water

Achieve one of the following;

- 1st or 2nd place in an accredited domestic or overseas National Open Water Championship, LEN or FINA event over a distance of at least 5km (competition agreed in advance with the Scottish Swimming Performance Director).
- 1st or 2nd place at the ASA Open Water Youth Championships.
- Achieved 1st place among Scottish competitors in the Scottish Open Water 5km or 10km Championship and performed with distinction whilst representing GB (agreed between Scottish Swimming Performance Director and British Swimming Open Water Coach)

Age as at 31st December 2015

Senior Silver (17+ years only)

Pool

MALE		FEMALE	
1500	800	1500	800
16:03.58	08:26.57	17:12.24	8.55.87

Times are to be achieved as per the Senior Silver meet achievement opportunities identified within the main selection document.

Open Water

Achieve one of the following;

- 1st place among Scottish competitors in the Scottish Open Water 5km or 10km Championship.
- 1st or 2nd place at the ASA Open Water Youth Championships.
- 1st, 2nd, or 3rd place in an accredited overseas National Open Water Championship over distance of at least 5km (competition agreed in advance with the Scottish Swimming Performance Director).
- 1st place in an accredited overseas sub-national event (French Cup or similar) over a distance of at least 5km (competition agreed in advance with the Scottish Swimming Performance Director).

Ages as at 31st December 2015

Process

- The process will be operated jointly by the Scottish Swimming Performance Team, and the Scottish Open Water Committee.
- Scottish Open Water Committee to review the Senior Silver and Senior Gold Squad selections following the qualifying events held during the summer.
- Names of identified swimmers to be forwarded to Scottish Swimming by the 30th September 2015.
- Swimmers considered by Scottish Swimming Director of Performance and Leadership Group.
- Formal nominations made by Scottish Swimming to the Swimming High Performance Group.
- Swimming High Performance Group review and confirm all nominations.
- Confirmed swimmers notified of their selection to the Senior Gold/Silver Squad through Scottish Swimming Performance Team. Support agreed by Scottish Swimming with the Institute Network commences 1st September 2015.
- Coaches of swimmers identified for selection through "Open Water" will be required to fill in a "Mindset Assessment questionnaire" as per selection process for Senior Gold and Silver Squads.

APPENDIX 3

'Mindset'

Having a 'growth mindset' as opposed to a 'fixed mindset' is considered by many as critical to the likelihood of an athlete progressing over the long term. The table set out below highlights examples of both:

	More Fixed Mindset	More Growth Mindset
Belief that...	...talent is something you are born with and you have it or you don't and therefore you have a tendency to...	...talent is a process of learning and is not set in stone and therefore you have a tendency to...
Effort	...believe things will come easily if you have talent or that there are some things you just can't do. The danger is you don't learn how to work hard, understand how to improve or just don't try	...believe anything is possible and see effort as the path to mastery. The key is to endeavour to <u>understand</u> the development process and where to focus that effort
Challenges	.. avoid challenges you struggle with that make you look less talented. This can lead to you developing weaknesses in key areas	...embrace challenges as learning opportunities whether you can do them yet or not
Set backs	...give up easily in areas that you find difficult and stick with what you can do	...persist following setbacks and see them as part of the development process and <u>not</u> as a way of defining your ability
Negative feedback	...ignore useful negative feedback as it can undermine your talent	...learn from criticism and see it as an important part of understanding how to improve
Ownership	...feel it's not your fault if things don't work out	...understand you need to drive the process
As a result...	...plateau early and under achieve	...maximise potential

APPENDIX 4

Scottish Swimming Selection Policy for Scottish Talent Programme 2015-16

The following is the criteria for athletes to be considered for invitation to the Scottish Talent Programme (STP) from 1st September 2015 to 31st August 2016

This is subject to reviews in relation to both competition performance targets and commitment to achieving trainability in a home based programme.

Qualification:

1. Athletes will only be considered for invitation to the programme providing they have either a confirmed IPC or British Swimming classification (S1-S13 inclusive), INAS-FID or IPC Registration (S14) or ICSD classification (S15).
2. Athletes must be registered to a swimming club affiliated to SASA and must be eligible to compete for Scotland as defined by Company Rule 4.5.3.
3. Athletes from within the following age ranges (age as at 31st December 2015) will be eligible for consideration:

Classifications	Age Range
S1 – S5	10 to 23+ years
SB1 – SB4	
SM1 – SM5	
S6 – S15	10 to 19+ years
SB5 – SB9, SB11 – SB15	
SM6 – SM15	

4. Only times achieved in IPC events that are published in the IPC Swimming rulebook for IPC Regional, World or Paralympic Games may be considered (S15 swimmers will align with events available to S13 athletes).
5. Any change in an athlete's classification at any time for whatever reason during the year will result in a review of the athlete's place on the programme. If the athlete has not achieved a consideration time for their new classification within an agreed period of time (minimum 3 months from the date of classification change) the athlete will be withdrawn from the programme.
6. Athletes wishing to be considered for the 2015/16 Scottish Talent programme must have achieved the published times for their age (as at 31st December 2015) in a designated Long Course or Short Course competition between 12th August 2014 and 10th August 2015 inclusive. For this period of time designated events will be:
 - Sainsbury's School Games 4 – 7 September 2014
 - DSE Short Course Championships 22 & 23 November 2014
 - SDS National Performance Meet (25m) 25 January 2015
 - British Para-Swimming International Meet 26 – 29 March 2015
 - SDS National Performance Meet (50m) 14 June 2015
 - Scottish National Open Championships 25 – 28 June 2015
 - IPC World Championships 13 – 19 July 2015
 - Scottish Summer Championships 24 – 26 July 2015
 - British Summer National Championships 28 July – 2 August 2015
7. Split times will not be considered.
8. Only results from Electronic Timing will be considered.

General:

To be considered for invitation to the Scottish Talent Programme athletes must meet the above criteria. Although the criteria should be seen as a pre-requisite for consideration it does not necessarily guarantee invitation.

Any appeals against selection in relation to this selection policy must be made in accordance with the Scottish Swimming appeals procedure.

The Disability Swimming Performance Group reserve the right to include a swimmer within the Scottish Talent Programme in the case of exceptional circumstances – e.g. acquired disability, injury, illness. In these instances the Disability Performance Development Manager will discuss the swimmers situation with the swimmer's coach prior to any final decision.

APPENDIX 5

Swimmer Tracking Exercise Summary

The swimmer tracking process (2006-2014) is a comprehensive appraisal of swimmer progress through the squad system to their highest achievement level. It was undertaken by Scottish Swimming as part of a wide-ranging exercise to evaluate the effectiveness of the squad system and selection process.

The “Swimmer Tracking Exercise” is an ongoing piece of work and to date in excess of 1800 swimmers have been monitored with progress trends identified as summarised below;

1. There is a clear pathway through the squads with evidence of the progressive, structured approach operating effectively, e.g. all of the Scottish based Youth Silver Squad (2014-15) entered the pathway previously at DRP.
2. Progress rates vary;
 - a. Some swimmers make expected, conventional advances upwards through the squads on an annual basis, e.g. a male swimmer entered DRP in season 2008-09 and ascended through Youth Silver, Youth Gold, Senior Silver to Senior Gold in season 2014-15
 - b. Some swimmers accelerate their improvement ‘bypassing’ a squad as they progress, e.g. a female swimmer entered DRP in 2012-13, progressed to Youth Silver the following year and is now in Senior Gold (2014-15)
 - c. Occasionally, due to later development, swimmers enter the National Squad Structure later, e.g. a male swimmer entered at Senior Bronze in 2011-12 for one season and has been in Senior Gold since
3. The average duration spent in Gold Squad towards peak performance is five (5) years.
4. The current Senior Gold Squad (2014-15) have all progressed through the pathway at some stage of their development, i.e. all Senior Gold level athletes have spent time in a developmental squad at some stage (with the exception of those not previously eligible for selection).

APPENDIX 6

Event Depth Research Summary

This extensive piece of work details the statistical analysis of Scottish swimmers in the GB Top 25 rankings by age, gender and event since 2008.

A summary of the key findings is illustrated below;

1. Currently Scottish male swimmers occupy 26.8% of GB Open rankings with female swimmers inhabiting 20.8%. Both of these figures have increased in the 7 years studied.
2. Examining the rankings by age shows improvements over the period since 2008. Scottish swimmers tend to appear fewer times in the younger age groups and steadily increase in number in the rankings as they get older. This is evidence of a sound developmental strategy where performance improves as the swimmers get older.
3. Certain strokes and events feature more prominently than others, e.g. currently men's breaststroke is the 'best' statistical performer in the open rankings and girl's IM is the strongest contemporary event in the age group rankings. These examples are for illustration only and abbreviated for the purposes of this Appendix.
4. There is strong supporting evidence of the correlation between the Scottish Swimming squad structure and performance in the GB rankings, e.g. more than 90% of men & women in the GB Open rankings are in Gold or Silver squads.
5. In the Age Group rankings, there are several positive trends verifying the approach taken by Scottish Swimming in the developmental squad structure;
 - a. At age 14, 70% of Youth and YDS squad members make it into the Age Group Top 25. By Age 18 this increases to 97%.
 - b. At Age 14 around 72% of Scottish swimmers in the Top 25 are already in the squad structure. This increases to over 80% at age 15, 16 and 17.

APPENDIX 7

Performance Review Summary of Recommendations

The Performance Plan, 2006 – 2014 was reviewed in the period January – June 2014, with additional reflection after the Commonwealth Games in Glasgow. The group undertaking the review was independently chaired, and all stakeholders were included in the evaluation process. Recommendations were submitted to the Scottish Swimming Board for consideration.

The bullet points below are the key outcomes of the review with particular relevance to this policy document.

1. Consistency of support – continue to support the performance framework with a progressive series of squads, based on learning and challenge for swimmers and coaches.
2. Consistency of approach – continue to identify swimmers in a systematic, development based manner with evidence based decision making at its core.
3. Sharper focus on “elite” performance – set challenging standards at the highest level towards meeting the outcome of 6-8 swimmers ranked in the world top 16 each year. Provide world-class, bespoke support to these swimmers and their coaches.
4. Improved technical focus – develop and target improvement in key technical areas towards supporting the achievement of improved performances across the swimmer pathway.
5. Quality coaching - coaching remains central to the development process - supporting the learning and development of quality coaches through effective education and learning opportunities remains a priority. As does increasing the capacity of coaches to become more knowledgeable and better decision makers.
6. Emphasis on female development – develop a targeted programme aimed at improving female swimmers across the pathway.