



Scottish
Swimming

National Aquatics Programme

Selection Policy

2019 - 2020

Introduction

The Scottish Swimming Performance Plan 2017 – 2021 integrates three aquatic disciplines – swimming, para-swimming and diving in a strategic framework for the sport. In line with this strategy, the National Aquatics Programme Selection Policy sets out the philosophy and approach to select athletes for each of these disciplines.

The policy outlines the overall principles guiding selection to National Aquatics Programme Squads for the season 2019-20, and contains discipline specific selection criteria presented as appendices within the document as follows;

- Appendix 1 – Swimming Selection Policy (including Open Water)
- Appendix 2 – Scottish Talent Programme (Para)
- Appendix 3 – Diving Selection Policy

The document continues to incorporate the feedback we receive from coaches, parents and volunteers on an annual basis across aquatics and in addition sets out the guiding principles for selection and where possible, looks to influence coaching practice through establishing clear outcomes for each stage of development. Whilst not a prescriptive approach, it is intended that coaches, parents and athletes adhere to the expectations of progressive standards and incremental improvements by systematic, effective coaching processes.

In considering any changes to the existing policies, several sources of information and consultation were used:

1. Swimmer tracking process 2008-2018 – a comprehensive appraisal of swimmer progress through the squad system to their highest achievement.¹
2. Event depth research 2008-2018 – evaluation of the Top 25 GB rankings by gender, event and age each season.²
3. Diving depth stats from World standard competitions 2012 – 2016
4. Para-Swimming World Rankings – annually updated
5. Coaches Technical Panel minutes 2008-2018
6. National Swimming Committee feedback
7. National Diving Committee feedback
8. Aquatic High Performance Group Feedback

Background Context

Scottish Swimming has operated a progressive series of “national squads” in swimming for several years and diving has more recently adopted a similar approach as part of what we commonly call the “Athlete Pathway”. These concepts have been questioned, challenged, refined and shaped continuously; however, they have been a constant in the aquatic landscape for over two decades. In recent years, initiatives like Mindset, Long Term Athlete Development (LTAD), British Para-Swimming’s ROAR Ingredients and now the Optimal Athlete Development Framework (OADF) have influenced policies leading to selection for squads. In doing so, it is understood that athletes develop and progress at different rates and in different ways and therefore it is critical that the National Aquatics Programme Selection Policy reflects these values. Consequently, Scottish Swimming continues to consider the rationale for, process of and outcomes from the Selection Policy in an effort to best serve the needs and expectations of the competitive aquatic community.

¹ The swimmer tracking exercise was completed on all swimmers who achieved National Squad selection times since 2008.

² Event depth research illustrates trends in performance development across all events and ages within the British top 25.

The original swimming selection policy outlines the principles by which the selection policy was formulated still holds true and is available (including rationale and principles) to be viewed at;

<https://www.scottishswimming.com/media/2952791/2006-Selection-Criteria-Rationale.pdf>

Within the original document it is stated;

“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.”

The principles of this statement holds true across **all** disciplines and whatever the prevailing mood is in youth sport development or academic research, this statement is still a fitting description of what underpins the current thinking of Scottish Swimming and applies across sport.

Another exciting season of both domestic and international performances has seen some excellent achievements from Scottish athletes. However, global standards continue to move forward and therefore we cannot take future success for granted and must strive to ensure continued progress. As we develop our collective system and drive our expectations upward we need to focus on the future, more effectively supporting our existing world-class athletes and enhancing our approach to long-term athlete progression and development.

General Selection Policy Principles

The following principles will underpin the selection policy for National Aquatics Programme Squads 2019 – 2020:

1. The overall thrust of the policies remains a desire to identify & support athletes progressing towards meeting the specific Performance Plan target headline targets of;
 - 6-8 swimmers in the Top 16 world rankings (2 per nation) each year
 - 5 para-swimmers attaining top 8 in the world ranking (absolute and WPS Championship Events each year)
 - Scottish divers ranking in the top 18 in the world measured by achieving the average degree of difficulty on dives for 1m/3m/10m (individual or synchro) derived from the Olympic Games and World Championships 2004–2016 (focus 2018/2020)
2. Mindset principles will continue to play an important role within the selection policy and squad programming (reference Mindset table, page 10).
3. A measure of professional judgement is used to support potential across the aquatic pathway through the application of a discretionary approach to selection. (Please see the “Discretionary Selections” section for details of how this approach will be applied in swimming and diving.)

Eligibility

All athletes 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 (<https://www.scottishswimming.com/media/2462558/2018-Governance-Documents-Issue-10-March-2018.pdf>) be registered with SASA having paid their current registration fee.

- Coaches of athletes on Senior Gold/Silver/Bronze/Youth and Youth Development Squads will continue to be notified of selection by Scottish Swimming.
- Coaches of athletes on all squads will be required to complete and submit a “Mindset Assessment” before the deadline for athletes 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

The following appeals process is outlined for selections to the National Programme;

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 2018/19
2. Any athlete not selected for season 2019/20, 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 Tuesday 13th August 2019 on the Scottish Swimming web site, following which all appeals must be received, in writing **via email**, including the grounds upon which the appeal is made, to the Scottish Swimming Chief Executive, by 4pm Monday 19th August 2019.

The appeals panel will meet and complete any appeals, informing athletes by 4pm Friday 23rd August.

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, Scottish Talent Programme or District Regional Programme squads on the following basis only;

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

Appeals of this nature for DRP should, in the first instance, be made directly to the respective District Swimming Convenor **via email** by 4pm Monday 19th August 2019 (following notification by the District Convenor as described within the selection process). Any appeal made will be actioned no later than Friday 23rd August 2019.

Appeals of this nature for Youth Silver/Senior Bronze should be made directly to the Scottish Swimming Performance Director **via email** by 4pm Monday 19th August 2019 (following publication of selections on the Scottish Swimming web-site by Tuesday 13th August). Any appeal made will be actioned by no later than Friday 23rd August 2019.

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

APPENDIX 1

Swimming Selection Policy

The numbers shown in the tables below represent the qualifying statistics for each of the squads across Swimming and Para Swimming in the national programme over the past six (6) years. Careful and further consideration around the numbers targeted and selected at the development stages is still required and as noted in the revised document two years ago, continues to be reviewed on an annual basis³.

Swimming

Squad Year	2013-14	2014-15	2015-16	2016-17	2017-18	2018 - 19
Bronze (11-14)	287	228	246	247	248	251
Bronze (15+)	55	41	27	37	38	54
Silver (13-16)	57	44	47	62	52	62
Gold (14-16)	17	24	25	16	23	25
Silver (17+)	29	20	22	24	26	15
Gold (17+)	39	36	26	20	21	16

Para Swimming

Squad Year	2013-14	2014-15	2015-16	2016-17	2017-18	2018 - 19
Bronze (11-14)	3	5	2	5	2	1
Bronze (15+)	3	3	4	2	4	6
Silver (13-16)	3	2	4	4	3	4
Gold (14-16)	1	2	1	1	2	3
Silver (17+)	2	3	4	2	1	1
Gold (17+)	5	3	2	3	4	4

Summary

The following summarise the rationale and changes within the swimming policy;

1. Reflecting changing standards in World swimming, base times for all ages continue to be re-calculated on an annual basis.
2. 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 2015, 2016, 2017 & 2018.
3. The percentage gap between Bronze/Silver times and the Gold times (Ages 15+), remains the same with the expectation that this will continue for the 2019-20 season. In some instances, times may be faster due to the re calibration of Senior Gold.
4. Having modified the Bronze (11-14) times for boys by a consistent- factor last season to allow more young males from the pathway to be exposed to the National Programme, the percentage balance between males and females within the National Programme has changed from 37%/63% respectively to 43%/57% respectively. The change in numbers is somewhat due to an increase within the DRP and YDS male numbers however a drop in female swimmer numbers within the Senior Silver squad has also had an impact. This change will require on-going monitoring. The modification of the male times remains in place for the 2019/20 qualification period.

³ Scottish Swimming Selection Policy document 2015-2016
http://www.scottishswimming.com/media/1672707/Scottish-National-Squad-Selection-Policy-Review-Summary-2016_FINAL.pdf

5. The age for senior males to reach the fastest selection standard is maintained at the elevated level of 21 years and the subsequent 'age' times adjusted in accordance with the progress curve.
6. Selection for Senior Squads (males & females) will continue to use a combination of time based achievement and qualitative assessment as established in the 2015 revised policy.
7. Distinctions for boys and girls reflecting the trend in sport more widely to recognise gender differences in maturity and development will be increasingly and specifically applied to selection and squad programming⁴.

Para-Swimmers

In line with Scottish Swimming's inclusive approach to supporting Para-Swimmers, athletes achieving selection to the Scottish Talent Programme (Appendix 2) will be supported within one squad of the national programme. This allows a consistent approach to athlete development and ensures Para-Swimmers are exposed to a progressive level of support appropriate to their age and development.

When selecting the appropriate National Squad for Scottish Talent Programme swimmers a matrix of factors will be considered including:

- Chronological, development and training age of the athlete,
- Number of qualifying times achieved across a spread of events,
- Current and previous training application and progression,
- Previous involvement in national squad programmes,
- Selection on to World Class Programmes,
- Likelihood of making GBR representative team in the benchmark meet of the season,
- Commonwealth standings.

The ideal experiential and developmental progression of Para-Swimmers will include involvement within each level of the squad programmes through the development period. However, experiences for swimmers MAY include some delivered out-with the identified squad.

⁴ For example, Project Ailsa or targeted events for female/male swimmers

Level and Ages

Swimmers are able to attain the three different levels of achievement (Gold, Silver, and 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 from the recognised championship events in their classification. 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
18	1*	1*	1*	1*	1*	1*
17+	2 (max 1 x 50m event)	1*	2 (max 1 x 50m event)	1*	2 (max 1 x 50m event)	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 should include 1 swim from 2 of the following 3 categories: <u>Freestyle, Form, I.M. (50m events excluded) #</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 into 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.

11-15yrs Event categories

- In the consideration of discretionary selections, swimmers with the correct number of times in only 1 x event category may be selected based on the published criteria and notes.

Ages as at 31st December 2019

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 selection based on the processes described in this document. The final stage of the selection process is ratification by the Aquatics High Performance Group (AHPG).

- 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 AHPG.

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 whom are either 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 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) – this includes comparison to the age development curves and times generated that are not visible within the selection document (18/19yrs specifically)
- Mindset
- Chronological, developmental and training age of the swimmer
- Discussion with home coach on some or all of the above factors before the selection meeting

All selected swimmers will be required to sign and abide by the Scottish Swimming Swimmer Athlete Agreement.

'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

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 2018 – 14 th July 2019
12 – 16 Silver Girls 13-17 Silver Boys 15- 17 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: 3 rd November 2018 – 28 th July 2019
13-16 Gold Girls 14-17 Gold Boys 18+ Bronze	Scottish & British National Championships, other meets agreed in advance with Director of Performance. (Long Course ONLY) Selection Period: 1 st January – 4 th August 2019
17+ Girls Gold & Silver 18+ Boys Gold and Silver	British Championships, 16 th – 21 st April 2019 British Summer Meet 23 rd July – 28 th July 2019 British Representative and International Meets as agreed in advance with the Director of Performance

	STP Eligible Selection Meets
Para-Swimmers	<ul style="list-style-type: none"> • District Championships between 29 October 2018 – 31 July 2019 • National Para-Swimming Championships 1-2nd December 2018 • SDS National Performance Championships 20th Jan & 9th June 2019 • British Para-Swimming International Meet 25-28th April 2019 • Scottish National Open Championships 27-30th June 2019 • British Summer Meet 23-28th July 2019 British Representative and International Meets as agreed in advance with the Director of Performance

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 2nd July 2019.

All selections for the DRP will be made after the Scottish Summer Meet, 15th July 2019

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 28th July 2019.

MALE LONG COURSE 2018-19 times to achieve for selection to the 2019-2020 squads

50 Freestyle				100 Freestyle				200 Freestyle			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
18+	00:22.31	00:22.65	00:22.98	18+	00:49.05	00:49.81	00:50.55	18+	01:48.20	01:49.83	01:51.45
17	00:23.46	00:23.81	00:24.17	17	00:51.58	00:52.35	00:53.12	17	01:53.79	01:55.49	01:57.20
16	00:24.06	00:24.66	00:25.03	16	00:52.90	00:54.22	00:55.02	16	01:56.70	01:59.62	02:01.37
15				15	00:54.54	00:55.90	00:57.81	15	02:00.31	02:03.32	02:07.53
14				14	00:56.22	00:57.63	01:01.28	14	02:04.04	02:07.14	02:15.20
13				13		01:00.03	01:06.18	13		02:12.43	02:26.00
12				12			01:11.06	12			02:36.77
11				11			01:17.88	11			02:51.83

400 Freestyle				800 Freestyle				1500 Freestyle			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
18+	03:50.41	03:53.86	03:57.32	18+	07:58.71	08:05.89	08:13.08	18+	15:12.57	15:26.26	15:39.95
17	04:02.30	04:05.93	04:09.57	17	08:23.42	08:30.97	08:38.52	17	15:59.66	16:14.06	16:28.45
16	04:08.51	04:14.72	04:18.45	16	08:36.33	08:49.24	08:56.98	16	16:24.27	16:48.88	17:03.64
15	04:16.20	04:22.60	04:31.57	15	08:52.30	09:05.60	09:24.23	15	16:54.71	17:20.08	17:55.59
14	04:24.12	04:30.72	04:47.89	14	09:08.76	09:22.48	09:58.15	14	17:26.09	17:52.25	19:00.24
13		04:42.00	05:10.89	13		09:45.91	10:45.93	13		18:36.92	20:31.34
12			05:33.83	12			11:33.60	12			22:02.21
11			06:05.88	11			12:40.19	11			24:09.15

50 Butterfly				100 Butterfly				200 Butterfly			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
18+	00:23.92	00:24.28	00:24.64	18+	00:52.62	00:53.41	00:54.20	18+	01:57.42	01:59.18	02:00.94
17	00:25.15	00:25.53	00:25.91	17	00:55.34	00:56.17	00:57.00	17	02:03.48	02:05.33	02:07.18
16	00:25.80	00:26.44	00:26.83	16	00:56.76	00:58.17	00:59.03	16	02:06.64	02:09.81	02:11.71
15				15	00:58.51	00:59.97	01:02.02	15	02:10.56	02:13.82	02:18.39
14				14	01:00.32	01:01.83	01:05.75	14	02:14.60	02:17.96	02:26.71
13				13		01:04.40	01:11.00	13		02:23.71	02:38.43
12				12			01:16.24	12			02:50.12
11				11			01:23.56	11			03:06.46

50 Backstroke				100 Backstroke				200 Backstroke			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
18+	00:25.44	00:25.82	00:26.20	18+	00:54.52	00:55.34	00:56.15	18+	01:58.47	02:00.25	02:02.03
17	00:26.75	00:27.15	00:27.55	17	00:57.33	00:58.19	00:59.05	17	02:04.58	02:06.45	02:08.32
16	00:27.44	00:28.12	00:28.54	16	00:58.80	01:00.27	01:01.15	16	02:07.78	02:10.97	02:12.89
15				15	01:00.62	01:02.14	01:04.26	15	02:11.73	02:15.02	02:19.64
14				14	01:02.49	01:04.06	01:08.12	14	02:15.81	02:19.20	02:28.03
13				13		01:06.73	01:13.56	13		02:25.00	02:39.85
12				12			01:18.99	12			02:51.65
11				11			01:26.57	11			03:08.13

50 Breaststroke				100 Breaststroke				200 Breaststroke			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
18+	00:27.81	00:28.22	00:28.64	18+	01:00.55	01:01.46	01:02.36	18+	02:11.37	02:13.34	02:15.31
17	00:29.24	00:29.68	00:30.12	17	01:03.67	01:04.63	01:05.58	17	02:18.15	02:20.22	02:22.30
16	00:29.99	00:30.74	00:31.19	16	01:05.31	01:06.94	01:07.92	16	02:21.69	02:25.24	02:27.36
15				15	01:07.33	01:09.01	01:11.36	15	02:26.08	02:29.73	02:34.84
14				14	01:09.41	01:11.14	01:15.65	14	02:30.59	02:34.36	02:44.15
13				13		01:14.11	01:21.70	13		02:40.79	02:57.26
12				12			01:27.73	12			03:10.34
11				11			01:36.15	11			03:28.62

200 IM				400 IM			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
18+	02:00.95	02:02.76	02:04.57	18+	04:19.12	04:23.00	04:26.89
17	02:07.19	02:09.10	02:11.00	17	04:32.49	04:36.58	04:40.66
16	02:10.45	02:13.71	02:15.67	16	04:39.48	04:46.46	04:50.66
15	02:14.48	02:17.85	02:22.55	15	04:48.12	04:55.32	05:05.41
14	02:18.64	02:22.11	02:31.12	14	04:57.03	05:04.46	05:23.76
13		02:28.03	02:43.19	13		05:17.14	05:49.63
12			02:55.24	12			06:15.43
11			03:12.06	11			06:51.47

FEMALE LONG COURSE 2018-19 times to achieve for selection to the 2019-20 squads

50 Freestyle				100 Freestyle				200 Freestyle			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
	00:25.11	00:25.36	00:25.86		00:54.64	00:55.19	00:56.28		01:58.89	02:00.08	02:02.46
17+				17+				17+			
16	00:26.41	00:26.93	00:27.20	16	00:57.46	00:58.61	00:59.18	16	02:05.03	02:07.53	02:08.78
15				15	00:58.63	01:00.10	01:01.56	15	02:07.58	02:10.77	02:13.96
14				14	01:00.14	01:01.64	01:05.24	14	02:10.85	02:14.12	02:20.79
13				13	01:02.06	01:03.61	01:09.22	13	02:15.04	02:18.42	02:29.37
12				12		01:06.06	01:13.83	12		02:23.73	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
	04:10.72	04:13.23	04:18.24		08:35.79	08:40.95	08:51.26		16:33.40	16:43.34	17:03.20
17+				17+				17+			
16	04:23.66	04:28.93	04:31.57	16	09:02.41	09:13.26	09:18.68	16	17:24.67	17:45.57	17:56.01
15	04:29.04	04:35.77	04:42.49	15	09:13.48	09:27.32	09:41.15	15	17:45.99	18:12.64	18:39.29
14	04:35.94	04:42.84	04:55.94	14	09:27.67	09:41.86	10:06.19	14	18:13.33	18:40.66	19:32.78
13	04:44.77	04:51.89	05:13.97	13	09:45.83	10:00.48	10:43.13	13	18:48.30	19:16.51	20:44.23
12		05:03.10	05:34.93	12		10:23.55	11:26.05	12		20:00.95	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
	00:26.47	00:26.74	00:27.27		00:58.76	00:59.35	01:00.52		02:10.06	02:11.36	02:13.96
17+				17+				17+			
16	00:27.84	00:28.40	00:28.67	16	01:01.79	01:03.03	01:03.65	16	02:16.77	02:19.51	02:20.88
15				15	01:03.06	01:04.63	01:06.21	15	02:19.57	02:23.05	02:26.54
14				14	01:04.67	01:06.29	01:10.02	14	02:23.14	02:26.72	02:32.89
13				13	01:06.74	01:08.41	01:14.29	13	02:27.72	02:31.42	02:42.20
12				12		01:11.04	01:19.25	12		02:37.23	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
	00:28.49	00:28.77	00:29.34		01:00.90	01:01.50	01:02.72		02:11.38	02:12.69	02:15.32
17+				17+				17+			
16	00:29.96	00:30.56	00:30.86	16	01:04.04	01:05.32	01:05.96	16	02:18.16	02:20.92	02:22.30
15				15	01:05.35	01:06.98	01:08.61	15	02:20.98	02:24.50	02:28.03
14				14	01:07.02	01:08.70	01:12.35	14	02:24.59	02:28.21	02:34.91
13				13	01:09.17	01:10.89	01:16.76	13	02:29.22	02:32.95	02:44.35
12				12		01:13.62	01:21.88	12		02:38.83	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
	00:31.38	00:31.69	00:32.32		01:08.14	01:08.82	01:10.19		02:26.36	02:27.82	02:30.75
17+				17+				17+			
16	00:33.00	00:33.66	00:33.99	16	01:11.66	01:13.09	01:13.81	16	02:33.91	02:36.99	02:38.53
15				15	01:13.12	01:14.95	01:16.78	15	02:37.05	02:40.98	02:44.90
14				14	01:15.00	01:16.87	01:21.37	14	02:41.08	02:45.10	02:54.69
13				13	01:17.40	01:19.33	01:26.32	13	02:46.23	02:50.39	03:05.34
12				12		01:22.38	01:32.09	12		02:56.93	03:17.71
11				11			01:38.88	11			03:32.30
200 IM				400 IM							
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze				
	02:14.26	02:15.60	02:18.29		04:43.52	04:46.36	04:52.03				
17+				17+							
16	02:21.19	02:24.01	02:25.42	16	04:58.16	05:04.12	05:07.10				
15	02:24.07	02:27.67	02:31.27	15	05:04.24	05:11.85	05:19.45				
14	02:27.76	02:31.46	02:38.40	14	05:12.04	05:19.84	05:33.32				
13	02:32.49	02:36.30	02:48.05	13	05:22.02	05:30.07	05:53.62				
12		02:42.31	02:59.26	12		05:42.76	06:17.23				
11			03:12.49	11			06:45.06				

MALE SHORT COURSE 2018-19 times to achieve for selection to the 2019-20 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
18+				18+				18+			
17		00:22.90	00:23.30	17		00:50.70	00:51.50	17		01:52.50	01:54.20
16		00:23.80	00:24.20	16		00:52.70	00:53.50	16		01:56.70	01:58.50
15				15		00:54.40	00:56.40	15		02:00.50	02:04.80
14				14		00:56.20	00:59.90	14		02:04.40	02:12.60
13				13		00:58.60	01:04.90	13		02:09.80	02:23.60
12				12			01:09.90	12			02:34.50
11				11			01:16.80	11			02:49.80
<u>400 Freestyle</u>				<u>800 Freestyle</u>				<u>1500 Freestyle</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
18+				18+				18+			
17		04:00.20	04:03.90	17		08:19.60	08:27.30	17		15:52.70	16:07.40
16		04:09.20	04:13.00	16		08:38.20	08:46.10	16		16:28.30	16:43.30
15		04:17.20	04:26.40	15		08:54.90	09:13.90	15		17:00.10	17:36.30
14		04:25.50	04:43.00	14		09:12.10	09:48.40	14		17:32.90	18:42.00
13		04:37.00	05:06.30	13		09:36.00	10:36.90	13		18:18.30	20:14.50
12			05:29.60	12			11:25.20	12			21:46.50
11			06:02.00	11			12:32.50	11			23:54.80
<u>50 Butterfly</u>				<u>100 Butterfly</u>				<u>200 Butterfly</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
18+				18+				18+			
17		00:24.80	00:25.20	17		00:54.80	00:55.70	17		02:02.80	02:04.70
16		00:25.70	00:26.10	16		00:56.90	00:57.70	16		02:07.40	02:09.30
15				15		00:58.70	01:00.80	15		02:11.40	02:16.10
14				14		01:00.60	01:04.60	14		02:15.70	02:24.50
13				13		01:03.20	01:09.90	13		02:21.50	02:36.40
12				12			01:15.20	12			02:48.30
11				11			01:22.60	11			03:04.80
<u>50 Backstroke</u>				<u>100 Backstroke</u>				<u>200 Backstroke</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
18+				18+				18+			
17		00:26.40	00:26.80	17		00:56.80	00:57.70	17		02:03.80	02:05.70
16		00:27.40	00:27.80	16		00:58.90	00:59.80	16		02:08.40	02:10.40
15				15		01:00.80	01:03.00	15		02:12.50	02:17.20
14				14		01:02.80	01:06.90	14		02:16.80	02:25.80
13				13		01:05.50	01:12.50	13		02:22.70	02:37.80
12				12			01:18.00	12			02:49.70
11				11			01:25.60	11			03:06.30
<u>50 Breaststroke</u>				<u>100 Breaststroke</u>				<u>200 Breaststroke</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
18+				18+				18+			
17		00:28.60	00:29.10	17		01:02.70	01:03.60	17		02:16.40	02:18.60
16		00:29.70	00:30.20	16		01:05.00	01:06.10	16		02:21.60	02:23.70
15				15		01:07.20	01:09.60	15		02:26.20	02:31.40
14				14		01:09.40	01:14.00	14		02:30.90	02:40.90
13				13		01:12.40	01:20.10	13		02:37.50	02:54.30
12				12			01:26.30	12			03:07.50
11				11			01:34.80	11			03:26.10
<u>200 IM</u>				<u>400 IM</u>							
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze				
18+				18+							
17		02:06.00	02:08.00	17		04:30.20	04:34.40				
16		02:10.70	02:12.70	16		04:40.30	04:44.60				
15		02:15.00	02:19.80	15		04:49.30	04:59.60				
14		02:19.30	02:28.50	14		04:58.60	05:18.30				
13		02:25.30	02:40.80	13		05:11.60	05:44.60				
12			02:53.00	12			06:10.70				
11			03:10.00	11			06:47.20				

FEMALE SHORT COURSE 2018-19 times to achieve for selection to the 2019-20 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		00:26.20	00:26.40	16		00:57.20	00:57.80	16		02:04.80	02:06.10
15				15		00:58.70	01:00.20	15		02:08.10	02:11.40
14				14		01:00.30	01:03.90	14		02:11.50	02:18.30
13				13		01:02.30	01:08.00	13		02:15.90	02:27.00
12				12		01:04.80	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
17+				17+				17+			
16		04:23.70	04:26.40	16		09:02.70	09:08.30	16		17:26.10	17:36.70
15		04:30.60	04:37.50	15		09:17.10	09:31.10	15		17:53.60	18:20.70
14		04:37.80	04:51.20	14		09:31.90	09:56.60	14		18:22.10	19:15.00
13		04:47.00	05:09.50	13		09:50.80	10:34.10	13		18:58.50	20:27.50
12		04:58.40	05:30.70	12		10:14.20	11:17.60	12		19:43.60	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
17+				17+				17+			
16		00:27.70	00:28.00	16		01:01.80	01:02.50	16		02:17.20	02:18.60
15				15		01:03.50	01:05.10	15		02:20.80	02:24.40
14				14		01:05.10	01:08.90	14		02:24.60	02:30.80
13				13		01:07.30	01:13.30	13		02:29.30	02:40.20
12				12		01:10.00	01:18.30	12		02:35.20	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
17+				17+				17+			
16		00:29.90	00:30.20	16		01:04.10	01:04.70	16		02:18.50	02:19.90
15				15		01:06.10	01:07.40	15		02:22.20	02:25.80
14				14		01:07.50	01:11.20	14		02:25.90	02:32.70
13				13		01:09.80	01:15.70	13		02:30.80	02:42.30
12				12		01:12.50	01:20.90	12		02:36.70	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
17+				17+				17+			
16		00:32.70	00:33.10	16		01:11.40	01:12.10	16		02:33.60	02:35.20
15				15		01:13.30	01:15.10	15		02:37.70	02:41.70
14				14		01:15.20	01:19.80	14		02:41.90	02:51.60
13				13		01:17.70	01:24.90	13		02:47.30	03:02.50
12				12		01:20.80	01:30.70	12		02:53.90	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				
17+				17+							
16		02:21.30	02:22.70	16		04:58.30	05:01.30				
15		02:25.00	02:28.60	15		05:06.20	05:13.90				
14		02:28.80	02:35.90	14		05:14.30	05:28.00				
13		02:33.80	02:45.70	13		05:24.70	05:48.60				
12		02:39.90	02:57.00	12		05:37.60	06:12.50				
11			03:10.40	11			06:40.70				

Open Water Selection Criteria - Senior Gold & Silver Squad

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
15:45.27	8:15.87	17:07.96	8:53.73

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 at the Great North Swim, 2019
- 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 Swim England Open Water Age Groups.
- 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 2019

Senior Silver (17+ years only)

Pool

MALE		FEMALE	
1500	800	1500	800
15:59.45	8:23.31	17:14.13	8:56.93

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 or 2nd place within the European Junior category at the Great North Swim, 2019
- 1st place among Scottish competitors in the Scottish Open Water 5km or 10km Championship.
- 1st or 2nd place at the Swim England Open Water Age Groups.
- 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 2019

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 30th 2019.
- Swimmers considered by Scottish Swimming Director of Performance and National Coach.
- Formal nominations made by Scottish Swimming to the Aquatics High Performance Group (AHPG).
- AHPG review and confirm all nominations.
- Confirmed swimmers notified of their selection to the Senior Gold/Silver Squad through Scottish Swimming Performance Team and, in conjunction with the sportscotland institute of sport, included within the established support process for athletes and coaches.
- 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 2

Scottish Talent Programme Selection Policy

The following is the criteria for athletes to be considered for invitation to the Scottish Talent Programme (STP) from 1st September 2019 to 31st August 2020

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” (C) or “Review” (R) WPS or British Swimming classification (S1-S13 inclusive), INAS-FID or WPS Registration (S14) or ICSD classification (S15).
2. Athletes must be members of Scottish Swimming.
3. Athletes from within the following age ranges (age as at 31st December 2018) 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 WPS events that are published in the WPS Swimming rulebook for WPS 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 athletes 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 2018/19 Scottish Talent programme must have achieved the published times for their age (as at 31st December 2019) in a designated Long Course or Short Course competition between 7th August 2018 and 1st August 2019 inclusive. For this period of time designated events will be:
 - District Championships - Period: 29th October 2018 – 31st July 2019
 - National Para-Swimming Championships 1-2nd December 2018
 - SDS National Performance Championships 20th Jan & 9th June 2019
 - British Para-Swimming International Meet 25-28th April 2019
 - Scottish National Open Championships 27-30th June 2019
 - British Summer Championships 23-28th July 2019
 - British Representative and International Meets as agreed in advance with the Performance Director
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 Aquatics High 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.

2018/19 Scottish Talent consideration times for selection to the 2019/20 squad

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	2:30.83	2:19.58	2:08.32	1:59.32	1:52.56	1:48.06	1:43.56	1:40.86	1:39.06	1:36.80
S2	1:40.01	1:32.55	1:25.09	1:19.12	1:14.64	1:11.65	1:08.67	1:06.88	1:05.68	1:04.19
S3	1:12.85	1:07.41	1:01.97	0:57.62	0:54.36	0:52.19	0:50.01	0:48.71	0:47.84	0:46.75
S4	1:07.67	1:02.62	0:57.57	0:53.53	0:50.50	0:48.48	0:46.46	0:45.25	0:44.44	0:43.43
S5	0:55.01	0:50.90	0:46.80	0:43.51	0:41.05	0:39.41	0:37.77	0:36.78	0:36.12	0:35.30
50m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	0:51.24	0:47.41	0:43.59	0:40.53	0:38.24	0:36.71	0:35.18	0:34.26	0:33.65	0:32.88
S7	0:47.72	0:44.16	0:40.60	0:37.75	0:35.61	0:34.19	0:32.76	0:31.91	0:31.34	0:30.63
S8	0:45.66	0:42.25	0:38.85	0:36.12	0:34.07	0:32.71	0:31.35	0:30.53	0:29.99	0:29.30
S9	0:43.82	0:40.55	0:37.28	0:34.66	0:32.70	0:31.39	0:30.08	0:29.30	0:28.78	0:28.12
S10	0:39.83	0:36.86	0:33.89	0:31.51	0:29.73	0:28.54	0:27.35	0:26.63	0:26.16	0:25.56
S11	0:45.24	0:41.87	0:38.49	0:35.79	0:33.76	0:32.41	0:31.06	0:30.25	0:29.71	0:29.04
S12	0:40.30	0:37.29	0:34.29	0:31.88	0:30.07	0:28.87	0:27.67	0:26.95	0:26.47	0:25.86
S13	0:39.85	0:36.87	0:33.90	0:31.52	0:29.74	0:28.55	0:27.36	0:26.64	0:26.17	0:25.57
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	5:23.36	4:59.23	4:35.10	4:15.79	4:01.31	3:51.66	3:42.01	3:36.22	3:32.35	3:27.53
S2	4:29.88	4:09.74	3:49.60	3:33.48	3:21.40	3:13.34	3:05.29	3:00.45	2:57.23	2:53.20
S3	2:55.72	2:42.61	2:29.50	2:19.01	2:11.14	2:05.89	2:00.65	1:57.50	1:55.40	1:52.78
S4	2:24.92	2:14.11	2:03.29	1:54.64	1:48.15	1:43.82	1:39.50	1:36.90	1:35.17	1:33.01
S5	1:56.11	1:47.45	1:38.78	1:31.85	1:26.65	1:23.18	1:19.72	1:17.64	1:16.25	1:14.52
100m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	1:50.68	1:42.42	1:34.16	1:27.56	1:22.60	1:19.30	1:15.99	1:14.01	1:12.69	1:11.04
S7	1:44.60	1:36.80	1:28.99	1:22.75	1:18.06	1:14.94	1:11.82	1:09.94	1:08.70	1:07.13
S8	1:40.20	1:32.72	1:25.24	1:19.26	1:14.77	1:11.78	1:08.79	1:07.00	1:05.80	1:04.31
S9	1:34.29	1:27.25	1:20.21	1:14.58	1:10.36	1:07.55	1:04.73	1:03.04	1:01.92	1:00.51
S10	1:27.08	1:20.58	1:14.09	1:08.89	1:04.99	1:02.39	0:59.79	0:58.23	0:57.19	0:55.89
S11	1:40.15	1:32.67	1:25.20	1:19.22	1:14.74	1:11.75	1:08.76	1:06.96	1:05.77	1:04.27
S12	1:31.49	1:24.66	1:17.83	1:12.37	1:08.27	1:05.54	1:02.81	1:01.17	1:00.08	0:58.72
S13	1:28.05	1:21.48	1:14.91	1:09.66	1:05.71	1:03.08	1:00.46	0:58.88	0:57.83	0:56.51
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	8:35.73	7:57.25	7:18.76	6:47.97	6:24.88	6:09.48	5:54.09	5:44.85	5:38.69	5:30.99
S2	6:56.84	6:25.73	5:54.63	5:29.74	5:11.08	4:58.63	4:46.19	4:38.72	4:33.75	4:27.52
S3	5:54.06	5:27.64	5:01.22	4:40.08	4:24.22	4:13.66	4:03.09	3:56.75	3:52.52	3:47.23
S4	5:13.43	4:50.04	4:26.65	4:07.93	3:53.90	3:44.54	3:35.19	3:29.57	3:25.83	3:21.15
S5	4:18.25	3:58.98	3:39.71	3:24.29	3:12.72	3:05.02	2:57.31	2:52.68	2:49.60	2:45.74
200m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S14	3:17.40	3:02.67	2:47.94	2:36.15	2:27.31	2:21.42	2:15.53	2:11.99	2:09.64	2:06.69
400m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	8:43.50	8:04.44	7:25.37	6:54.12	6:30.68	6:15.05	5:59.42	5:50.04	5:43.79	5:35.98
S7	8:03.56	7:27.47	6:51.38	6:22.51	6:00.86	5:46.43	5:31.99	5:23.33	5:17.56	5:10.34
S8	7:45.00	7:10.30	6:35.59	6:07.83	5:47.01	5:33.13	5:19.25	5:10.92	5:05.37	4:58.43
S9	7:12.65	6:40.36	6:08.08	5:42.25	5:22.87	5:09.96	4:57.04	4:49.30	4:44.13	4:37.67
S10	6:53.07	6:22.25	5:51.42	5:26.76	5:08.26	4:55.93	4:43.60	4:36.20	4:31.27	4:25.11
S11	8:15.47	7:38.49	7:01.52	6:31.94	6:09.75	5:54.96	5:40.17	5:31.30	5:25.38	5:17.98
S12	7:31.50	6:57.80	6:24.11	5:57.15	5:36.94	5:23.46	5:09.98	5:01.90	4:56.50	4:49.77
S13	7:00.07	6:28.72	5:57.38	5:32.30	5:13.49	5:00.95	4:48.41	4:40.88	4:35.87	4:29.60
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	2:21.00	2:10.48	1:59.96	1:51.54	1:45.22	1:41.02	1:36.81	1:34.28	1:32.60	1:30.49
S4	1:17.07	1:11.32	1:05.56	1:00.96	0:57.51	0:55.21	0:52.91	0:51.53	0:50.61	0:49.46
S5	1:02.44	0:57.78	0:53.12	0:49.40	0:46.60	0:44.74	0:42.87	0:41.75	0:41.01	0:40.08
50m BUTTERFLY	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	0:54.89	0:50.79	0:46.70	0:43.42	0:40.96	0:39.32	0:37.69	0:36.70	0:36.05	0:35.23
S7	0:50.85	0:47.06	0:43.26	0:40.23	0:37.95	0:36.43	0:34.91	0:34.00	0:33.40	0:32.64
100m BUTTERFLY	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S8	1:44.94	1:37.11	1:29.28	1:23.01	1:18.31	1:15.18	1:12.05	1:10.17	1:08.92	1:07.35
S9	1:41.77	1:34.18	1:26.58	1:20.51	1:15.95	1:12.91	1:09.87	1:08.05	1:06.84	1:05.32
S10	1:33.57	1:26.58	1:19.60	1:14.01	1:09.83	1:07.03	1:04.24	1:02.56	1:01.45	1:00.05
S11	1:49.61	1:41.43	1:33.25	1:26.71	1:21.80	1:18.53	1:15.26	1:13.29	1:11.98	1:10.35
S12	1:37.10	1:29.85	1:22.61	1:16.81	1:12.46	1:09.56	1:06.67	1:04.93	1:03.77	1:02.32
S13	1:38.10	1:30.78	1:23.46	1:17.61	1:13.21	1:10.28	1:07.36	1:05.60	1:04.43	1:02.96
S14	1:36.92	1:29.68	1:22.45	1:16.66	1:12.33	1:09.43	1:06.54	1:04.80	1:03.65	1:02.20
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

2018/19 Scottish Talent consideration times for selection to the 2019/20 squad (cont'd)

MALE

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	2:02.38	1:53.24	1:44.11	1:36.80	1:31.32	1:27.67	1:24.02	1:21.83	1:20.37	1:18.54
S2	1:30.77	1:23.99	1:17.22	1:11.80	1:07.74	1:05.03	1:02.32	1:00.69	0:59.61	0:58.25
S3	1:20.94	1:14.90	1:08.86	1:04.02	1:00.40	0:57.98	0:55.57	0:54.12	0:53.15	0:51.94
S4	1:16.15	1:10.46	1:04.78	1:00.23	0:56.83	0:54.55	0:52.28	0:50.92	0:50.01	0:48.87
S5	1:00.58	0:56.06	0:51.54	0:47.93	0:45.21	0:43.40	0:41.60	0:40.51	0:39.79	0:38.88
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	2:13.46	2:03.50	1:53.54	1:45.58	1:39.60	1:35.62	1:31.63	1:29.24	1:27.65	1:25.66
S7	2:01.96	1:52.86	1:43.75	1:36.47	1:31.01	1:27.37	1:23.73	1:21.55	1:20.09	1:18.27
S8	1:55.02	1:46.44	1:37.85	1:30.99	1:25.84	1:22.40	1:18.97	1:16.91	1:15.54	1:13.82
S9	1:48.42	1:40.33	1:32.24	1:25.77	1:20.91	1:17.68	1:14.44	1:12.50	1:11.20	1:09.58
S10	1:39.33	1:31.91	1:24.50	1:18.57	1:14.13	1:11.16	1:08.20	1:06.42	1:05.23	1:03.75
S11	2:02.14	1:53.03	1:43.91	1:36.62	1:31.15	1:27.50	1:23.86	1:21.67	1:20.21	1:18.39
S12	1:42.95	1:35.26	1:27.58	1:21.43	1:16.82	1:13.75	1:10.68	1:08.84	1:07.61	1:06.07
S13	1:41.89	1:34.29	1:26.68	1:20.60	1:16.04	1:13.00	1:09.95	1:08.13	1:06.91	1:05.39
S14	1:43.41	1:35.70	1:27.98	1:21.81	1:17.17	1:14.09	1:11.00	1:09.15	1:07.91	1:06.37
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	3:03.58	2:49.88	2:36.18	2:25.22	2:17.00	2:11.52	2:06.04	2:02.75	2:00.56	1:57.82
SB2	1:37.55	1:30.27	1:22.99	1:17.17	1:12.80	1:09.89	1:06.98	1:05.23	1:04.06	1:02.61
SB3	1:23.70	1:17.45	1:11.21	1:06.21	1:02.46	0:59.96	0:57.47	0:55.97	0:54.97	0:53.72
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	2:56.08	2:42.94	2:29.80	2:19.28	2:11.40	2:06.14	2:00.89	1:57.73	1:55.63	1:53.00
100m BREASTSTROKE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
SB5	2:44.95	2:32.64	2:20.33	2:10.49	2:03.10	1:58.18	1:53.25	1:50.30	1:48.33	1:45.87
SB6	2:21.54	2:10.97	2:00.41	1:51.96	1:45.62	1:41.40	1:37.17	1:34.64	1:32.95	1:30.84
SB7	2:15.12	2:05.04	1:54.95	1:46.89	1:40.84	1:36.80	1:32.77	1:30.35	1:28.74	1:26.72
SB8	2:00.45	1:51.46	1:42.47	1:35.28	1:29.89	1:26.29	1:22.70	1:20.54	1:19.10	1:17.30
SB9	1:52.06	1:43.69	1:35.33	1:28.64	1:23.63	1:20.28	1:16.93	1:14.93	1:13.59	1:11.92
SB11	2:09.23	1:59.58	1:49.94	1:42.22	1:36.44	1:32.58	1:28.72	1:26.41	1:24.86	1:22.94
SB12	1:57.67	1:48.89	1:40.11	1:33.08	1:27.81	1:24.30	1:20.79	1:18.68	1:17.28	1:15.52
SB13	1:53.38	1:44.92	1:36.46	1:29.69	1:24.61	1:21.23	1:17.84	1:15.81	1:14.46	1:12.77
SB14	1:53.01	1:44.58	1:36.14	1:29.40	1:24.34	1:20.96	1:17.59	1:15.57	1:14.22	1:12.53
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	8:19.85	7:42.55	7:05.25	6:35.41	6:13.02	5:58.10	5:43.18	5:34.23	5:28.26	5:20.80
SM3	5:13.83	4:50.41	4:26.99	4:08.25	3:54.20	3:44.83	3:35.46	3:29.84	3:26.10	3:21.41
SM4	4:27.92	4:07.92	3:47.93	3:31.93	3:19.94	3:11.94	3:03.94	2:59.14	2:55.95	2:51.95
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	5:42.34	5:16.79	4:51.24	4:30.80	4:15.48	4:05.26	3:55.04	3:48.91	3:44.82	3:39.71
200m INDIVIDUAL MEDLEY	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
SM6	4:41.43	4:20.43	3:59.43	3:42.63	3:30.03	3:21.62	3:13.22	3:08.18	3:04.82	3:00.62
SM7	4:22.07	4:02.51	3:42.96	3:27.31	3:15.58	3:07.75	2:59.93	2:55.24	2:52.11	2:48.19
SM8	4:03.58	3:45.40	3:27.22	3:12.68	3:01.77	2:54.50	2:47.23	2:42.87	2:39.96	2:36.33
SM9	3:52.66	3:35.30	3:17.93	3:04.04	2:53.62	2:46.68	2:39.73	2:35.57	2:32.79	2:29.32
SM10	3:42.19	3:25.61	3:09.03	2:55.76	2:45.81	2:39.18	2:32.55	2:28.57	2:25.92	2:22.60
SM11	4:14.72	3:55.71	3:36.70	3:21.49	3:10.09	3:02.48	2:54.88	2:50.32	2:47.28	2:43.48
SM12	3:51.07	3:33.82	3:16.58	3:02.78	2:52.44	2:45.54	2:38.64	2:34.50	2:31.75	2:28.30
SM13	3:46.18	3:29.30	3:12.42	2:58.91	2:48.79	2:42.04	2:35.28	2:31.23	2:28.53	2:25.16
SM14	3:42.31	3:25.72	3:09.13	2:55.85	2:45.90	2:39.26	2:32.63	2:28.65	2:25.99	2:22.67
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

2018/19 Scottish Talent consideration times for selection to the 2019/20 squad (cont'd)
FEMALE

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	2:36.14	2:24.49	2:12.84	2:03.52	1:56.52	1:51.86	1:47.20	1:44.41	1:42.54	1:40.21
S3	1:16.70	1:10.97	1:05.25	1:00.67	0:57.24	0:54.95	0:52.66	0:51.28	0:50.37	0:49.22
S4	1:06.70	1:01.72	0:56.74	0:52.76	0:49.78	0:47.78	0:45.79	0:44.60	0:43.80	0:42.81
S5	1:04.15	0:59.37	0:54.58	0:50.75	0:47.87	0:45.96	0:44.04	0:42.90	0:42.13	0:41.17
50m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	0:57.10	0:52.84	0:48.58	0:45.17	0:42.61	0:40.91	0:39.20	0:38.18	0:37.50	0:36.65
S7	0:57.64	0:53.34	0:49.03	0:45.59	0:43.01	0:41.29	0:39.57	0:38.54	0:37.85	0:36.99
S8	0:51.54	0:47.69	0:43.85	0:40.77	0:38.46	0:36.92	0:35.39	0:34.46	0:33.85	0:33.08
S9	0:49.55	0:45.85	0:42.15	0:39.19	0:36.98	0:35.50	0:34.02	0:33.13	0:32.54	0:31.80
S10	0:46.95	0:43.45	0:39.94	0:37.14	0:35.04	0:33.64	0:32.23	0:31.39	0:30.83	0:30.13
S11	0:52.03	0:48.14	0:44.26	0:41.15	0:38.82	0:37.27	0:35.72	0:34.79	0:34.17	0:33.39
S12	0:48.71	0:45.07	0:41.44	0:38.53	0:36.35	0:34.90	0:33.44	0:32.57	0:31.99	0:31.26
S13	0:46.43	0:42.97	0:39.50	0:36.73	0:34.65	0:33.26	0:31.88	0:31.05	0:30.49	0:29.80
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	5:33.71	5:08.81	4:43.90	4:23.98	4:09.04	3:59.08	3:49.11	3:43.14	3:39.15	3:34.17
S3	2:47.85	2:35.33	2:22.80	2:12.78	2:05.26	2:00.25	1:55.24	1:52.24	1:50.23	1:47.73
S4	2:25.93	2:15.04	2:04.15	1:55.43	1:48.90	1:44.54	1:40.19	1:37.57	1:35.83	1:33.65
S5	2:19.51	2:09.10	1:58.69	1:50.36	1:44.11	1:39.95	1:35.78	1:33.28	1:31.62	1:29.54
100m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	2:03.08	1:53.89	1:44.71	1:37.36	1:31.85	1:28.18	1:24.50	1:22.30	1:20.83	1:18.99
S7	2:02.17	1:53.06	1:43.94	1:36.65	1:31.17	1:27.53	1:23.88	1:21.69	1:20.23	1:18.41
S8	1:49.95	1:41.74	1:33.54	1:26.97	1:22.05	1:18.77	1:15.49	1:13.52	1:12.20	1:10.56
S9	1:46.30	1:38.36	1:30.43	1:24.08	1:19.33	1:16.15	1:12.98	1:11.08	1:09.81	1:08.22
S10	1:42.24	1:34.61	1:26.98	1:20.88	1:16.30	1:13.25	1:10.20	1:08.36	1:07.14	1:05.62
S11	1:56.40	1:47.71	1:39.02	1:32.07	1:26.86	1:23.39	1:19.91	1:17.83	1:16.44	1:14.70
S12	1:42.02	1:34.41	1:26.80	1:20.71	1:16.14	1:13.09	1:10.05	1:08.22	1:07.00	1:05.48
S13	1:41.61	1:34.02	1:26.44	1:20.37	1:15.82	1:12.79	1:09.76	1:07.94	1:06.73	1:05.21
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	11:05.70	10:16.02	9:26.34	8:46.59	8:16.79	7:56.92	7:37.04	7:25.12	7:17.17	7:07.24
S2	11:39.04	10:46.88	9:54.71	9:12.98	8:41.68	8:20.81	7:59.94	7:47.42	7:39.07	7:28.64
S3	8:18.97	7:41.73	7:04.49	6:34.70	6:12.36	5:57.47	5:42.57	5:33.64	5:27.68	5:20.23
S4	5:46.54	5:20.68	4:54.82	4:34.13	4:18.61	4:08.27	3:57.92	3:51.72	3:47.58	3:42.41
S5	4:48.47	4:26.94	4:05.41	3:48.19	3:35.27	3:26.66	3:18.05	3:12.89	3:09.44	3:05.14
200m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S14	3:33.21	3:17.30	3:01.39	2:48.66	2:39.11	2:32.75	2:26.38	2:22.56	2:20.02	2:16.84
400m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	9:07.67	8:26.80	7:45.93	7:13.24	6:48.71	6:32.36	6:16.02	6:06.21	5:59.67	5:51.49
S7	8:58.01	8:17.86	7:37.71	7:05.59	6:41.50	6:25.44	6:09.38	5:59.74	5:53.32	5:45.29
S8	8:21.68	7:44.24	7:06.80	6:36.85	6:14.39	5:59.41	5:44.44	5:35.45	5:29.46	5:21.97
S9	8:00.44	7:24.59	6:48.73	6:20.05	5:58.54	5:44.20	5:29.85	5:21.25	5:15.51	5:08.34
S10	7:39.57	7:05.27	6:30.98	6:03.54	5:42.96	5:29.24	5:15.53	5:07.29	5:01.81	4:54.95
S11	9:14.26	8:32.90	7:51.53	7:18.44	6:53.63	6:37.08	6:20.54	6:10.61	6:03.99	5:55.72
S12	8:03.57	7:27.49	6:51.40	6:22.53	6:00.88	5:46.44	5:32.00	5:23.34	5:17.57	5:10.35
S13	7:52.84	7:17.55	6:42.26	6:14.03	5:52.86	5:38.75	5:24.63	5:16.16	5:10.52	5:03.46
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	3:54.15	3:36.67	3:19.20	3:05.22	2:54.74	2:47.75	2:40.76	2:36.56	2:33.77	2:30.27
S3	1:57.32	1:48.56	1:39.81	1:32.80	1:27.55	1:24.05	1:20.55	1:18.44	1:17.04	1:15.29
S4	1:41.49	1:33.91	1:26.34	1:20.28	1:15.74	1:12.71	1:09.68	1:07.86	1:06.65	1:05.13
S5	1:18.19	1:12.35	1:06.52	1:01.85	0:58.35	0:56.02	0:53.68	0:52.28	0:51.35	0:50.18
50m BUTTERFLY	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	1:01.61	0:57.01	0:52.41	0:48.73	0:45.98	0:44.14	0:42.30	0:41.19	0:40.46	0:39.54
S7	1:01.64	0:57.04	0:52.44	0:48.76	0:46.00	0:44.16	0:42.32	0:41.22	0:40.48	0:39.56
100m BUTTERFLY	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S8	2:08.57	1:58.98	1:49.38	1:41.71	1:35.95	1:32.11	1:28.27	1:25.97	1:24.44	1:22.52
S9	1:56.19	1:47.52	1:38.85	1:31.92	1:26.71	1:23.24	1:19.78	1:17.69	1:16.31	1:14.57
S10	1:53.60	1:45.12	1:36.64	1:29.86	1:24.78	1:21.38	1:17.99	1:15.96	1:14.60	1:12.91
S11	2:20.98	2:10.46	1:59.94	1:51.53	1:45.21	1:41.00	1:36.80	1:34.27	1:32.59	1:30.48
S12	1:53.80	1:45.31	1:36.81	1:30.02	1:24.93	1:21.53	1:18.13	1:16.09	1:14.73	1:13.04
S13	1:50.21	1:41.99	1:33.76	1:27.19	1:22.25	1:18.96	1:15.67	1:13.70	1:12.38	1:10.74
S14	1:49.66	1:41.48	1:33.29	1:26.75	1:21.84	1:18.56	1:15.29	1:13.33	1:12.02	1:10.38
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

2018/19 Scottish Talent consideration times for selection to the 2019/20 squad (cont'd)
FEMALE

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	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	2:12.76	2:02.85	1:52.95	1:45.02	1:39.07	1:35.11	1:31.15	1:28.77	1:27.19	1:25.20
S3	1:33.97	1:26.96	1:19.94	1:14.33	1:10.13	1:07.32	1:04.52	1:02.83	1:01.71	1:00.31
S4	1:27.27	1:20.76	1:14.24	1:09.03	1:05.13	1:02.52	0:59.92	0:58.35	0:57.31	0:56.01
S5	1:16.51	1:10.80	1:05.09	1:00.53	0:57.10	0:54.82	0:52.53	0:51.16	0:50.25	0:49.11
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										
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	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	2:22.88	2:12.21	2:01.55	1:53.02	1:46.63	1:42.36	1:38.10	1:35.54	1:33.83	1:31.70
S7	2:21.49	2:10.93	2:00.37	1:51.92	1:45.59	1:41.36	1:37.14	1:34.61	1:32.92	1:30.81
S8	2:10.48	2:00.74	1:51.01	1:43.22	1:37.37	1:33.48	1:29.58	1:27.25	1:25.69	1:23.74
S9	2:00.63	1:51.63	1:42.63	1:35.43	1:30.02	1:26.42	1:22.82	1:20.66	1:19.22	1:17.42
S10	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
S11	2:16.26	2:06.09	1:55.92	1:47.79	1:41.69	1:37.62	1:33.55	1:31.11	1:29.49	1:27.45
S12	2:01.72	1:52.64	1:43.55	1:36.29	1:30.84	1:27.20	1:23.57	1:21.39	1:19.94	1:18.12
S13	1:56.08	1:47.42	1:38.75	1:31.82	1:26.62	1:23.16	1:19.70	1:17.62	1:16.23	1:14.50
S14	1:52.86	1:44.44	1:36.02	1:29.28	1:24.22	1:20.86	1:17.49	1:15.47	1:14.12	1:12.43
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	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SB1	3:47.50	3:30.52	3:13.54	2:59.96	2:49.78	2:42.98	2:36.19	2:32.12	2:29.40	2:26.01
SB2	2:19.49	2:09.08	1:58.67	1:50.35	1:44.10	1:39.94	1:35.77	1:33.27	1:31.61	1:29.53
SB3	1:36.51	1:29.31	1:22.11	1:16.35	1:12.03	1:09.14	1:06.26	1:04.53	1:03.38	1:01.94
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	3:09.34	2:55.21	2:41.08	2:29.78	2:21.30	2:15.65	2:10.00	2:06.60	2:04.34	2:01.52
100m BREASTSTROKE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
SB5	2:49.58	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
SB6	2:48.66	2:36.07	2:23.48	2:13.41	2:05.86	2:00.83	1:55.79	1:52.77	1:50.76	1:48.24
SB7	2:35.29	2:23.70	2:12.11	2:02.84	1:55.89	1:51.25	1:46.62	1:43.84	1:41.98	1:39.66
SB8	2:21.87	2:11.28	2:00.70	1:52.23	1:45.87	1:41.64	1:37.40	1:34.86	1:33.17	1:31.05
SB9	2:10.52	2:00.78	1:51.04	1:43.24	1:37.40	1:33.50	1:29.61	1:27.27	1:25.71	1:23.76
SB11	2:41.37	2:29.33	2:17.28	2:07.65	2:00.42	1:55.61	1:50.79	1:47.90	1:45.97	1:43.57
SB12	2:17.27	2:07.02	1:56.78	1:48.58	1:42.44	1:38.34	1:34.24	1:31.78	1:30.14	1:28.10
SB13	2:12.44	2:02.56	1:52.67	1:44.77	1:38.84	1:34.88	1:30.93	1:28.56	1:26.98	1:25.00
SB14	2:10.15	2:00.44	1:50.72	1:42.95	1:37.13	1:33.24	1:29.35	1:27.02	1:25.47	1:23.53
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	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	8:14.58	7:37.67	7:00.76	6:31.23	6:09.09	5:54.32	5:39.56	5:30.70	5:24.80	5:17.42
SM4	5:03.14	4:40.52	4:17.90	3:59.80	3:46.23	3:37.18	3:28.13	3:22.70	3:19.08	3:14.55
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	6:12.27	5:44.49	5:16.71	4:54.48	4:37.81	4:26.70	4:15.59	4:08.92	4:04.48	3:58.92
200m INDIVIDUAL MEDLEY	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
SM6	5:07.20	4:44.27	4:21.35	4:03.01	3:49.25	3:40.08	3:30.91	3:25.41	3:21.74	3:17.16
SM7	5:05.74	4:42.92	4:20.11	4:01.85	3:48.16	3:39.04	3:29.91	3:24.43	3:20.78	3:16.22
SM8	4:43.04	4:21.92	4:00.80	3:43.90	3:31.22	3:22.78	3:14.33	3:09.26	3:05.88	3:01.65
SM9	4:26.76	4:06.85	3:46.95	3:31.02	3:19.08	3:11.11	3:03.15	2:58.37	2:55.19	2:51.20
SM10	4:09.46	3:50.84	3:32.23	3:17.33	3:06.16	2:58.72	2:51.27	2:46.80	2:43.82	2:40.10
SM11	5:03.24	4:40.61	4:17.98	3:59.88	3:46.30	3:37.25	3:28.20	3:22.76	3:19.14	3:14.62
SM12	4:22.54	4:02.95	3:43.35	3:27.68	3:15.93	3:08.09	3:00.25	2:55.55	2:52.41	2:48.50
SM13	4:05.66	3:47.32	3:28.99	3:14.32	3:03.32	2:55.99	2:48.66	2:44.26	2:41.33	2:37.66
SM14	4:02.89	3:44.77	3:26.64	3:12.14	3:01.26	2:54.01	2:46.76	2:42.41	2:39.51	2:35.89
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 3

Scottish Diving Selection Policy

As part of the Scottish Swimming Performance Plan, a National Diving Programme will continue to be developed over the coming years. The purpose of the programme is to support the effective development of divers as progress is made through the diving pathway. The numbers tabled below outline the number of divers within the Aquatics National Programme since 2016/17;

Squad Year	2016 - 17	2017 - 18	2018 – 19
Silver (13-16)	0	5	7
Gold (14-16)	0	3	4
Silver (17+)	0	1	2
Gold (17+)	2	2	2

The numbers highlight an incremental increase in numbers within the programme over the past three seasons with currently a male/female ratio of 66.6%/33.3% respectively – similar to that of last season (64%/36%). In line with the initial approach taken to swimming, further research will be undertaken throughout the 2018/19 season in order to better understand the reasons behind this gender balance.

Selection

Two “tiers” of the programme will be implemented linked to the established Scottish Swimming National Squads structure;

- 1. Gold**
- 2. Silver**

Delivery of National Programme activity for all aquatic disciplines within the performance plan will, where appropriate, be fully integrated.

Eligible divers achieving the following criteria will be **considered** for selection for the Scottish National Aquatics Programme 2019/2020.

Gold – Senior & Youth

- Divers aged 13+ who are selected to the British Diving World Class Podium or Potential Programme following the completion of the 2018-19season.

Silver – Senior & Youth

- Divers who place individually, 1st or 2nd at the Junior Elite Championships, age categories A - C.
- Divers who place top 6 individually, or medal in synchro at a FINA Diving Grand Prix

Silver – Senior & Youth (cont'd)

- Divers aged 13+ identified by the Scottish Swimming Performance Team* for selection utilising a range of data and information including;
 - Past, current and planned level of training, including the daily training environment
 - Rate of performance progression
 - Achievement (or otherwise) of previously agreed targets
 - Competition performances at British/International level e.g. National Cup, FINA Grand Prix, Junior Elites, British Championships
 - Current level of support and the duration of support provided and required
 - Mindset
 - Chronological, developmental and training age
 - Discussion with home coach on some or all of the above

Silver - Youth Development

- Divers aged 11yrs – 16yrs identified for selection to Dive England “Team Z” from the British Diving Talent Games, 2018
- Divers aged 11yrs – 16yrs who place individually in the top 6 at the Junior Elite Championships 2019
- Divers aged 11yrs – 16yrs identified by the Scottish Swimming Performance Team* for selection utilising a range of data and information including;
 - Past, current and planned level of training, including the daily training environment
 - Rate of performance progression
 - Achievement (or otherwise) of previously agreed targets
 - Competition performances at British meets
 - Mindset
 - Chronological, developmental and training age
 - Discussion with home coach on some or all of the above

***For the purposes of Diving, the Scottish Swimming Performance Team will include the Scottish National Coach for Diving.**