

Coaches Technical Panel Minutes

Minutes of the CTP held 6 February 2019, 1030hrs – 1230hrs
Room B11, Airthrey Castle, Hermitage Road, University of Stirling, Stirling FK9 4LH

Present

Phil Reid (PR)	Chair
Ally White (AW)	SS Performance Director
Alan Lynn (AL)	SS National Coach
Ian Wright (IW)	Coach Representative (West District)
Kostas Kalitsis (KK)	Coach Representative (East District)
Morag Mitchell (MM)	Coach Representative (Midland District)
Ross Douglas (RD)	Additional Coach Representative
Brad Hay (BH)	Additional Coach Representative
David Haig (DH)	Guest coach
Kerry Wood (KW)	Guest coach
Brian Dalgleish (BD)	Guest coach
Samir Ahmed (SA)	Guest coach
Andrew Addison (AA)	Guest coach
Shona McCallum (SMcC)	SS Executive Officer, Performance (minute taker)

Item

Action

1. **Apologies**
Ann Dickson (AD), Guest Coach;
Gregor McMillan (GMcM), Coach Representative (North District)
2. **Notes from previous Meeting**
Minutes agreed as a true and accurate record
3. **Actions from previous meetings**
9 October 2018
Item 4: AW advised action complete noting that document would not be ratified until 2020 AGM

28 November 2018
Item 3: AW noted that whilst mixed medley relays were on BS radar they would not be part of this season Championships
Item 9: AW updated that discussion had taken place with the Districts commenting on the costs involved and the need to balance cost versus impact
Item 10: AL commented on lack of progress so far, with IW suggesting contact be made with Glasgow Life to take forward. IW to provide AL with Jill O'Neill contact details. IW

All other items complete or ongoing as noted on running actions sheet.

4. **2019/20 National Programme Selection Policy**
AW gave apologies for the delay in providing a draft policy, commenting on the challenges in creating the overarching policy for Aquatics with generic principles for selection to ensure sustained long term athlete development whilst ensuring the integrity of the philosophy behind each discipline, along with Swimming, Para-Swimming and Diving appendices. AW commented on the appendices noting that Para-Swimming was included in both Swimming and Para-Swimming due to the integrated pathway; adding that times were calculated on the same basis as previous years to keep consistency.
Discussion took place on various elements of the policy with PR enquiring as to whether the principles of mindset were having any impact. AW advised that no objective measurements had yet been taken, although work was ongoing with the YDS and baseline measurements were in

place allowing for any future objective measurements to be taken with coaches commenting that growth mindset was much more at the forefront of athlete/coaches behaviours. In addition the principles of OADF were considered and whether they would make any difference to the process, with AW commenting that these were more applicable to discretionary selections and could assist in improving this area of the selection process.

Progression of times/standards within Para-Swimming and Diving were discussed, noting the difficulties of establishing curves in both disciplines, along with whether the standard is equivalent across all 3 disciplines and the need for the focus to be on outcomes rather than equalising.

AW requested any further feedback to be with him by noon on Monday 11th, to allow for circulation of the document to the other stakeholders with the aim of having the document published on the website by middle of the week.

PR thanked AW for the work carried out on the Policy.

All
AW

5. **Coach Development Strategic Paper**

AL introduced the draft paper commenting that it was an attempt to provide structure to the opportunities and support available for coaches and their development, and whilst the paper was for AHPG he felt that as the content related to coaching it was important to have coach input, requesting feedback.

Coaches raised questions on the practical application and implementation along with discussion on employee/employer relationships and complexities therein with roles and responsibilities, acknowledging that not all coaches have an employer, many working for Clubs with Boards of volunteers. Discussion followed on ownership for coach development and with whom that lies, giving consideration to the elements of guidance and provision of opportunities but with the coach ultimately being responsible, which should be reflected in the document.

AL highlighted that whilst working in an environment containing many complexities there was a need to have a document that provided clarity at a strategic level, ensuring a balanced approach to support for coaches, with targeted resources enabling provision of the right support to the right people. CTP were supportive of the draft document and made a suggestion to involve marketing in creating a promotional type video of a coach detailing their experience, commenting on the support/opportunities received from SS and how this had assisted in progressing their development.

AL thanked everyone for their input and requested any further feedback be with him by noon on Monday 11th Feb. to allow any necessary changes to be made prior to submitting to AHPG.

AW highlighted the importance of taking forward this crucial area as part of the performance plan.

AL

All
AL

6. **Event Depth Analysis**

AW presented on the data that was compiled on an annual basis in order to review events to highlight where strengths and weaknesses lay with the aim of progressing. AW advised that DMcK produced the data, providing stats on Top 25, Top 8 and Top 2 for all age groups over a period of years and asked CTP for their initial thoughts.

Discussion took place on the importance of looking at trends with it being noted that whilst Scotland were well represented in certain events this was not the case for others with distance events being highlighted as poor, times slower now than 4 years ago. Comment was made on distance events regressing across the sport in general and whether this provided an opportunity. Consideration was given to why this was the case with various theories put forward including coach decisions, swimmer commitment, meet organisation and finance with recognition of the need to figure out the best way forward in order to capitalise whilst remaining cognisant of the fact that whatever the plan/action, it will not be a quick fix. Suggestions were made around focussing on age group swimmers and the need to encourage and motivate them to want to swim longer distances with the challenge of how to do this.

It was concluded that further discussion was required before agreement could be reached on priorities and actions, with the possibility of forming a sub-group. AW/AL to take forward.

AW/AL

7. **Calendar Planning**

AL advised he was in the process of updating the calendar following a recent Performance Team planning meeting and that he would circulate by end of week.

AL

8. **Performance Centre Coaches meeting**

AW reported on the recently formed Performance Centre Coaches meeting where 2 coaches from each of the 4 Performance Centres in Scotland would meet to discuss a variety of subjects and identify potential areas for collective working with any pertinent/relevant subjects brought to CTP. AW updated on the previous meeting with discussions taking place on both planning for next season and longer term planning for Commonwealth Games, along with a presentation from Mat Trodden on female athletes with data reflecting that whilst progress has been made in developing

depth further work is required in order to convert this to results. Athletes transitioning to Further Education was discussed including recruitment principles with a plan agreed for the 4 Centres to market themselves at the British Championships and an Education Session for parents to be held during Scottish National Age Groups Championships.

AW confirmed the next meeting would take place on 27 February in advance of the next CTP meeting.

9. Scottish Short Course – programme of events

AW requested consideration be given to the format of the finals at Scottish Short Course Championships following suggestion to have either Senior/Junior finals or A, B & Junior finals. Discussion took place on the effect of having 3 finals on the timing of the Championships with CTP questioning the rationale of ensuring juniors have the opportunity of a second swim, noting that 40% of the swimmers in the Short Course finals were junior swimmers.

CTP confirmed no appetite for junior finals with AW to advise the Convenors of the preference to remain with A&B finals.

AW

10. British Swimming update

AW updated on the recent PIG meeting where athlete welfare and mental wellbeing were discussed with forums taking place yesterday and today for athletes and coaches, respectively, focussing on a more coherent approach.

AW advised that BS had made a commitment to publish the qualifying times for the British Championships soon and that opting options for the British Summer Meet were being reviewed with the potential to opt-in to events rather than the whole meet.

AW commented that the deadline to note interest in competing at the World University Games is 9 April 2019.

11. AOB

none

12. Date of next meeting: 20 March 2019 1030 – 1230hrs

Room NGB2, Emirates Arena, 1000 London Road, Glasgow G40 3HG