

Aquatics High Performance Group

Introduction and Background

The Aquatics High Performance Group [AHPG], formerly the Swimming High Performance Group, has been in existence since 2008 and is the key aquatics forum (out-with the Scottish Swimming Board) for discussion, review and evaluation of Scottish Aquatic Performance. The main focus of the group through this period was to monitor and support the implementation of the Scottish Swimming Performance Plan 2006 – 2014, along with evaluating progress against the strategic objectives and key performance indicators within the plan. In addition, the group provided a forum for strategic and operational discussions around integrated support services delivered through the sportscotland institute of sport.

In addition to the AHPG, the Scottish Swimming Performance Team engages with a number of stakeholders through different committees and groups including National Swim Committee, Coaches Technical Panel and Performance Centre leads. Ultimately however, the Board of Scottish Swimming has overall responsibility and accountability for monitoring the delivery of the Scottish Swimming Performance Plan (as part of the Corporate Plan), including the resources required for implementation.

The AHPG currently consists of nine people;

- Scottish Swimming Performance Director (Chair)
- Scottish Swimming National Coach
- Scottish Swimming Swim Programme Manager
- Scottish Swimming Disability Performance Development Manager
- Scottish Swimming nominated Performance Diving Coach
- Sportscotland High Performance Manager (Aquatics)
- Sportscotland Assistant High Performance Manager (Aquatics)
- Minimum one independent member

Scottish Swimming engages and consults with coaches through the Coaches Technical Panel (CTP) and, further to the recent publication of the new Scottish Swimming Performance Plan (2015 – 2021), has established the Swimming National Operations Group (S.N.O.G.) involving Scottish Swimming performance staff and lead practitioners of the sportscotland institute of sport, and is looking to further engage with the Head Coaches of the four Performance Centres to enhance technical leadership. It is, therefore, an appropriate time for fresh “Terms of Reference” including “Group Purpose”, “Makeup” “Frequency” and “Operation” to be developed and established for the Aquatic High Performance Group (AHPG).

AHPG Terms of Reference

Group Purpose

The purpose of the Aquatics High Performance Group is to support sustainable improvement in international aquatic performance in Scotland by;

1. Providing challenge, support and a critical overview/evaluation of the development and implementation of the Scottish Swimming Performance Plan (including Swimming, Diving and Para Swimming) 2015 – 2021. Specific areas include;
 - Philosophy, culture and approach
 - 4 Centre Lanes
 - Headline “Key Performance Indicators” (KPI’s)
 - Coaching – CTP, Performance Centres (including Diving)
 - Resources (finance, support services, personnel)
2. Offering challenge, support and input to the development of the aquatics system utilising agreed underpinning KPI’s specifically related to the strength and depth of aquatics within Scotland
3. Evaluating and supporting the implementation of integrated support services linking specifically to the sportscotland institute of sport/Scottish Swimming service level agreement and the Scottish National Operations Group.
4. Developing and implementing appropriate National Programme Selection Policies across disciplines in line with overall philosophy and approach
5. Providing a forum for discussion and debate on the wider area of performance sport impacting on aquatics and ensuring an environment for idea generation and innovation
6. Providing a key link and forum for discussion around UK Sport and British Swimming strategy, approach and investment.

Group Composition

The AHPG will be composed of the following personnel;

Core Group

Scottish Swimming Performance Team

- Performance Director
- National Coach
- Swimming Programme Manager

Plus where appropriate and linked to specific agenda items;

- Disability Performance Development Manager, Performance Diving Coach

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- Sportscotland High Performance Manager (Aquatics)



In addition to the core members of the group, two further members will be identified;

- Independent Chair
- Minimum one independent member (non-aquatic specific but involved in high performance sport e.g. Performance Director from another sport out-with Scotland)

Both the chair and additional independent member will be appointed by core members following discussion and agreement with the Scottish Swimming Board Chair. Both shall be appointed for a period of two years.

On the agreement of the group, additional attendees may be invited to attend meetings relevant to agenda items, e.g. performance coaches from Scottish Swimming aquatics disciplines

Meeting Frequency

- The group shall meet on a quarterly basis linked to the swimming season.

Method of Operation

Core agenda items for all meetings include;

- Performance Plan – KPI's and 4-centre lanes all disciplines update
- SNOG update and actions
- Para swimming updates
- Diving updates
- British Swimming updates
- Finance
- Coaching - Coaches Tech Panel/Performance Centres
- Commonwealth Games (at relevant times)

Additional items will be added at each quarterly meeting as noted below;

Meeting 1 (August): Two part meeting – Part 1: National Squads Selections
Part 2: Institute Provision Agreement

Meeting 2 (November): National Squad Selection Policies for the next season
Review of Support Services (driven through SNOG)

Meeting 3 (February): Provision of Institute Support for next season

Meeting 4 (May): Review of season's performances

The AHPG Terms of Reference will be reviewed every two years.

