



Scottish Swimming Coaching Qualifications Expression of Interest

Introduction

Scottish Swimming is the Governing Body for Swimming, Diving, Masters Swimming, Open Water Swimming, Artistic Swimming and Water Polo. Swimming is a sport for everyone and we are committed to developing the sport in an inclusive, equitable and fair way.

Our Vision is simple and clear: **Everyone can Swim!** Our Mission is to inspire our members and partners in the development of aquatics, providing leadership and expert support, resulting in more people taking part and reaching their full potential.

Our Strategic Objectives are:

- To increase the number of people of all ages and abilities participating in swimming for health, fitness and fun
- To support and develop stronger, sustainable clubs that will provide increased and quality opportunities for people to participate at all level
- To enhance the aquatic pathway, ensuring high performance results through effective athlete development and quality coaching

For further information on Scottish Swimming, please view a copy of the [Corporate Plan \(2015-2021\)](#) on the Scottish Swimming website.

Background

Coaching is central to developing, sustaining and increasing participation in aquatic activities. It drives better performances and increased success across sport as well as supporting key social and economic objectives throughout Scotland. At all levels of Scottish Swimming, coaches guide improvements in a range of areas (technical, tactical, physical, mental, lifestyle skills), overall contributing to personal and social development. Coaching continues to play a pivotal role in our organisation.

In 2020, Scottish Swimming developed a new strategic Coaching Framework that aims to create a cohesive, inclusive and valued coaching system with skilled coaches at every stage of a swimmer's journey. A key objective from this framework focuses on creating a 'fit-for-purpose education system' therefore at the beginning of 2021; we engaged a team of external consultants to support us with the following:

- Appraise our current coach education offer
- Outline future learning programmes and qualification specifications
- Identify future developments to the Scottish Swimming Educator workforce

The Consultant Team developed a range of recommendations that Scottish Swimming now need to translate into tangible outputs for qualification delivery via Virtual Learning Environment, Brightspace (please refer to Appendix 1 to view a summary of said recommendations). The development and release of new qualifications will be phased, with immediate priority focused on the new 'Scottish Swimming Coaching Qualification' (SSCQ) intended to launch in Autumn 2021. Please refer to Appendix 2 and 3 to view the new qualification and CPD structure.

We are seeking Expressions of Interest from Coaches, Tutors and other expert practitioners to assist us to develop new coach education resources and to implement our new qualification structure. We are keen to build a team that comprises experience in education delivery (including blended delivery), up-to-date coaching practices and technical knowledge across the coaching domains and disciplines. We therefore welcome a number of Expressions of Interest submitted either individually or as part of a wider collective in order to enable us to establish a comprehensive working group. Scottish Swimming reserve the right to construct one or a number of groups to complete the intended work. Please provide details of your qualifications and relevant experience when submitting an Expression of Interest. Those involved should be able to commit to regular group meetings and have capacity to complete work related to the above aims and objectives in between these points of whole-group engagement. Please also provide an indication of your commitment availability over the next few months as part of your Expression of Interest.

Expression of Interest submissions should be no longer than two pages.

Those involved in the project will be remunerated at a rate of £150 per day.

Aim and Objectives for the Working Group:

1. Guided by proposed new syllabi, support Scottish Swimming to create a package of coach education material including:
 - Blended learning resources (e.g. general information, self-directed tasks, 'on-course' tasks, knowledge checks)
 - Educator delivery resources
 - Appropriate assessment materials
2. Support Scottish Swimming to agree the approach to qualification delivery in relation to learning design
3. Signpost the intended work as above for Coaching Assistant and Senior Coach.

Timescale

The project timetable is shown below and may be subject to change.

Milestone	Responsibility	Completion Date
Expression of Interest information issued	Scottish Swimming	16 th April 2021
Submission of Expressions of Interest	Applicant	26 th April 2021
Outcome of evaluation exercise	Scottish Swimming	29 th April 2021
Appoint working group team	Scottish Swimming	30 th April 2021
Effective Date of Service Commencement	Scottish Swimming	10 th May 2021
Intended launch of SSCQ	Scottish Swimming	Autumn 2021



Submissions of Expression of Interest

Expressions of Interest must be submitted electronically to education@scottishswimming.com by **12:00 on Monday 26th April**. Proposals must be received for submission before the date and time specified as being the latest time and date for the receipt of tenders. Scottish Swimming reserves the right not to proceed to evaluate any proposal received by Scottish Swimming past this deadline.

It should be noted that the person submitting the Expression of Interest to Scottish Swimming is solely responsible for it being received.

Late Expressions of Interest will not be considered.

Please send all information in digital format.

Scottish Swimming will be happy to clarify or discuss any issues arising from the brief in advance of the submission date.

Unless there is an unexpected delay Scottish Swimming will seek to advise all interest parties of the decision by **1700 hours on Friday 30th April 2021**. Subject to the successful group's availability, a briefing online meeting will be held during **week commencing 3rd May 2021**. Contracts will be prepared immediately thereafter.

Questions?

If you wish further clarification or additional information you can contact Elaine Murdoch (People Development Officer) on 07801 578966 or e.murdoch@scottishswimming.com

Appendix 1 – Summary of Consultant Recommendations

Recommendation 1 – Blended Learning

Embrace the digital economy and ensure future provision is 'blended'

- Blended - a combination of face-to-face, experiential learning interventions combined with formal and informal online provision
- There is an expectation from coaches and in industry (and the wider general public) that future learning and development opportunities will be blended
- Brightspace to become a primary resource for coaches and the Aquatic Educator workforce to plan and navigate the 'learning journey'

Recommendation 2 – Learning Design

Create and implement a learning ecosystem that is right for Scottish Swimming

- A learning ecosystem is a system of people, content, technology, culture, and strategy, existing both within and outside of an organisation, all of which has an impact on both the formal and informal learning that goes on
- Evolve coach education provision to become 'programmes of learning', with a 'shift' from courses being **the** intervention, to programmes that comprise, for example; face-to-face learning; online learning; peer-to-peer support; mentored support; non-formal learning tasks
- In building the ecosystem, embed a social learning narrative appropriate to the level of qualification

Recommendation 3 – Coaching Qualifications

Commit to a three-level coaching qualification structure

- Provide improved definitions of the role and responsibilities of coaches at each qualification level
- Structure content using a combination of the following headings; 'What is coaching?'; 'How do I coach?'; 'What am I coaching?'
- Much greater emphasis required on a holistic approach to 'coaching the person' not just the swimmer
- Revise complexity and relevance of sports science content and include 'new' content related to; land training/S&C; competition; designing sets and programmes; injury prevention and management (non-exhaustive list)
- Embed continuous assessment strategies (removing end-of-unit exams)

Recommendation 4 – Support for high-performing coaches

Establish a programme of development for high-performing coaches

- Adopt a policy of supporting high-performing coaches to the highest level of development rather than delivering qualifications for coaches *only* working in the High Performance domain
- Provide opportunities for individualised, bespoke learning opportunities for coaches operating 'beyond Level 3'

Recommendation 5 – Aquatics Educator Workforce

Invest in Scottish Swimming's Aquatics Educator workforce

- Support Aquatic Educators to buy-in to core principles of modern learning and development and to reach competency in leading 'social-learning' led programmes

Appendix 2 – New Qualification Structure

	Children’s Development Coach works with swimmers who are in the early stages of the club environment, primarily with children aged 8-12 years.	Age-Group Coach works with swimmers competing at District or National level, usually with young people aged 12-18 years.	Performance Development Coach works with swimmers, who aspire to, or have been selected for, the Scottish Swimming National Programme and/or qualified for the British Summer Championships	High Performance Coach works with swimmers who are competing at the highest level and selection to National Senior teams and International Championships	SCQF
Coaching Mastery	Bespoke learning programmes, individualised, needs-driven and resulting in award of ‘coaching mastery’ status by invitation following submission of evidence, including swimmer outcomes.				11
Senior Coach	Equivalent to Level 3, new learning programme, specific to coaching context in clubs		Equivalent to Level 3, building on existing course, specific to performance development context		9
Coach	SSCQ – industry standard for coaches operating across the pathway				7
Coaching Assistant	Introductory / Pre-SSCQ learning programme, delivered in clubs, including logged hours of coaching/helping and acting as pre-requisites for SSCQ. ‘Bridged’ by online learning module.				5

Appendix 3 – Visual representation of qualification structure and intended CPD support

