



DEVELOPMENT PLAN 2019-2022



Our Vision



“To inspire and motivate all member clubs and partners to work together to develop themselves and all aquatic disciplines of the District, resulting in a thriving environment for all to have the ability to reach their own potential.”

Our Objectives



District Executive and Convenors to fully support clubs and make club visits through individual requirements and planning

Increase education and involvement in the District for succession planning. Allows people to register an interest when posts arise or are planned for change. Meet the 'Team' opportunities at District events

Direct implementation

District Executive to ensure all Disciplines and Convenors meet regularly to share good practice and drive forward common goals in all areas

Ensures we have a more coherent District across the Disciplines with a vision to increasing and retaining members whilst creating sustainability for our sport

3 - 12 months

Increase knowledge and education opportunities for all through a variety of sources such as webinars, video tutorials, e-guides and courses

Better connections across the District with a 'go to' place for everyone when looking for specific information

6 – 18 months

Clubs to work in a communicative way with help from the District to support education opportunities at every level and across disciplines

Increased number of STO's, young volunteers and succession planning in all roles. Fill courses to ensure we maximise training opportunities

Direct implementation

Our Objectives



Increase involvement for Young Leaders roles and develop each programme in conjunction with Scottish Swimming to best support the District in the future

Increased education and leadership opportunities for young people and development for roles with experienced mentors within current positions

Review once implemented

Regular sharing of good practice across a variety of topics from experienced clubs to grow clubs at all levels

Use of District Championships in all disciplines and Delegates Meetings to deliver topics

Direct implementation

Review all disciplines and competition delivery regularly and make changes where necessary to ensure we continue to deliver competition of the highest quality for all levels

Increase in retention of swimmers, improvements overall and solid foundation for continual improvement year on year

Initiated through discipline committees

Strong collaboration between coaches and committees on a regular basis to ensure planning is effective for all athletes at all levels

Delivery of high-quality meets whilst ensuring required changes in format are proactive and meet guidelines i.e. British Swimming meet criteria

3 - 12 months

Our Objectives



Develop methods of increasing the 'athlete experience' whilst not impacting at any event on current timeframes

Opportunity to bring back presentations, give athletes a voice and work in collaboration with senior athletes and make these sustainable and effective

12 - 18 months

Increase use of technology in all areas of the District whilst ensuring regular training is provided where necessary for all positions

Increased capacity and awareness with a sustainable structure in place for succession planning across all roles

12 - 18 months

Assist clubs to develop methods of increasing volunteers required to run effective competitions - ensuring all STO roles are covered whilst developing other necessary volunteer roles

Ensures accreditation where required removing any notion of 'crisis' over a period of time. Education and training become a byproduct of an increased volunteer network with clubs deeming success of their events

12 - 18 months

Coaches to work in a collaborative way to improve coach education across the District. Work should then be carried out with committees where necessary to facilitate opportunities

Responsibility should be on the coaches to organise and facilitate and find suitable times/gaps in the calendar

3 - 12 months



“Thank you to everyone who has made a contribution to the formulation of this plan and I look forward to seeing all clubs working together to develop our District in a positive manner for a successful and sustainable future for all of our disciplines”

Derek McGown, President

