

# Pathways

- Athlete Recognition
- Training guidance/structure/standards for first few years in a club – coaches/parents/clubs
- Guidance for coaches, parents and athletes on what's involved in clubs (training and competition)
- Competition guidance & structure (fun/shorter meets)
- Improved links to disciplines and masters
- Volunteer Pathway (Committee & Support)
- Young Volunteer Recognition
- Successor to LTAD
- L2S-Club Links (Club Ready as part of NF)
- Agreed delivery of Club Ready
- Disability pathway from LTS-Clubs
- Range of Competitions (not well distributed – need to deregulate lower level comps)
- Feedback (parents on how swimmer is progressing)
- University Links
- Para pathway @ National level
- Composite Teams/PD Environments
- National Programme
- STO pathway
- Diversity of clubs



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# Culture

- Guidance on the delivery of social & fun activities
- Reward & recognition for clubs (more than coaching)
- Help clubs understand what the club is/the environment it is trying to create
- Understand needs of participants (delivery of this)
- Engage district and clubs
- Sharing best practice
- Coach & Committee – Ways of working, R&R
- Planning sessions – need to include culture in sessions
- Variety of clubs



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# Quality Workforce

- Online resource for coaches (sets, activity cards)
- Interpersonal CPDs
- Advanced CPD
- Training for committee roles
- Risk Assessment Skills
- Assessing/measuring coaching & committee standards – observe & feedback process
- Young TO pathway
- Mentoring (sporadic/disparate provision/access/willingness)
- Relevant development opportunities for sub-national programmes
- Improve discipline TO pathway
- Licensing - (Needs more promotion/should this be compulsory)
- Culture of sharing amongst coaches
- Volunteer recruitment & retention (committee roles)
- UKCC/CPDs
- Tutor training
- STO training
- CP training
- Disability training
- Development opportunities via national programmes



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# Programme Management

- Leadership training for Chairs
- Pool programming – lanes/ratios
- Committee Induction process (Club process and SS policy)
- Development of negotiation skills, managing relationships, managing conflict
- Volunteer management
- Supporting Coaches
- Effective communication (SS/Clubs)
- Governance & Planning for composites
- Guidance & support on employment, legal status, HMRC, expenses, honorariums (for coach & committee)
- Marketing Tool kit – needs to be made LIVE
- Club Accreditation – need to up date resources
- Governance Sessions
- Planning Sessions
- Online Club Plan tool – need to encourage clubs to utilise
- RSDM support
- Investment in clubs
- Club of the Year



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# Facilities

- Pool programming:
  - Capacity v Occupancy v Lane Management
  - Pool Access & Costs (training and competitions)
  - Workforce to deliver
  - Risk assessments
  - Access agreements
  - Pool operator guidance
- Access Agreements
- Facility strategy
- Discipline specific pool requirements
- Support discussions with clubs/facility operators as and when required



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# Partnerships

- Networking for composites
- Engage out with an aquatic context – volunteer development, other sports, schools, other voluntary organisations, businesses, CSH, Active Schools
- Support clubs to engage with local, regional and national forums to network and share good practice – (more relevant to their environment)
- L2S-Club Links
- Chairs Networking – National & Regional
- Districts (Modernisation recommendations to improve relationships/engagement)
- Work with Scottish Student Sport
- Partnership Agreements - Locally
- Aquatic Forums
- CPO Networking
- Investment into Clubs
- Club – Club
- Scottish Disability Sport – Shared Plan



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