



Scottish
Swimming

National Aquatics Programme

Selection Policy

2020 - 2021

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1. Introduction

The Scottish Swimming Performance Plan 2017 – 2021 integrates three aquatic disciplines – swimming, para-swimming and diving in a strategic framework for the sport. In line with this strategy, the National Aquatics Programme Selection Policy sets out the philosophy and approach to selecting athletes for each of these disciplines.

The policy outlines the overall principles guiding selection to National Aquatics Programme Squads for the season 2020-21, and contains discipline specific selection criteria, presented as appendices within the document as follows;

- Appendix 1 – Swimming Selection Policy (including Marathon Swimming)
- Appendix 2 – Scottish Talent Programme (Para)
- Appendix 3 – Diving Selection Policy

The document continues to incorporate the feedback we receive from coaches, parents and volunteers across aquatics on an annual basis. In addition, it sets out the guiding principles for selection and where possible, looks to influence coaching practice through establishing clear outcomes for each stage of development. Whilst not a prescriptive approach, it is intended that coaches, parents and athletes adhere to the expectations of progressive standards and incremental improvements through systematic, effective coaching processes.

In considering any changes to the existing policies, several sources of information and consultation were used:

1. Swimmer tracking process 2008-2019 – a comprehensive appraisal of swimmer progress through the squad system to their highest achievement¹
2. Event depth research 2008-2019 – evaluation of the Top 25 GB rankings by gender, event and age each season²
3. Diving depth stats from world-standard competitions 2012 – 2018
4. Para-swimming world rankings – annually updated
5. Coaches Technical Panel minutes 2008-2019
6. National Swimming Committee feedback
7. National Diving Committee feedback
8. Aquatic High Performance Group feedback

2. Background Context

Scottish Swimming has operated a progressive series of “national squads” in swimming for several years and diving has more recently adopted a similar approach as part of what is more commonly called the “Athlete Pathway”. These concepts have been questioned, challenged, refined and shaped continuously; however, they have been a constant in the aquatic landscape for over two decades. In recent years, initiatives like Mindset, Long Term Athlete Development (LTAD), British Para-Swimming’s ROAR Ingredients and now the Optimal Athlete Development Framework (OADF) have influenced policies leading to selection for squads. In doing so, it is understood that athletes develop and progress at different rates and in different ways and therefore it is critical that the National Aquatics Programme Selection Policy reflects this. Consequently, Scottish Swimming continues to consider the rationale for, process of and outcomes from the Selection Policy in an effort to best serve the needs and expectations of the competitive aquatic community.

¹ The swimmer tracking exercise was completed on all swimmers who achieved National Squad selection times since 2008.

² Event depth research illustrates trends in performance development across all events and ages within the British top 25.

The original swimming selection policy which outlines the principles by which the selection policy was formulated still holds true and is available (including rationale and principles) to be viewed at;

<https://www.scottishswimming.com/media/2952791/2006-Selection-Criteria-Rationale.pdf>

Within the original document it is stated;

“The development of swimmers cannot be rushed and each athlete must be supported as an individual. A swimmer should improve over a range of abilities initially, and focus on specific events only when reaching a higher level of performance. Selections should be structured so that the appropriate physical development will be encouraged at the appropriate time.”

The principles of this statement hold true across **all** disciplines and whatever the prevailing mood is in youth sport development or academic research, this statement is still a fitting description of what underpins the current thinking of Scottish Swimming.

Another exciting season of both domestic and international performances has seen some excellent achievements from Scottish athletes. However, global standards continue to rise and therefore we cannot take future success for granted and must strive to ensure continued progress. As we develop our collective system and drive our expectations upward we need to focus on the future, more effectively supporting our existing world-class athletes and enhancing our approach to long-term athlete progression and development.

3. General Selection Policy Principles

The following principles will underpin the selection policy for National Aquatics Programme Squads 2020 – 2021:

1. The overall thrust of the policies remains a desire to identify & support athletes progressing towards meeting the specific Performance Plan target headline targets of;
 - 6-8 swimmers in the Top 16 world rankings (2 per nation) each year
 - 5 para-swimmers attaining top 8 in the world ranking (absolute and WPS Championship Events each year)
 - Scottish divers ranking in the top 18 in the world measured by achieving the average degree of difficulty on dives for 1m/3m/10m (individual or synchro) derived from the Olympic Games and World Championships 2004–2018 (focus 2018/2020)
2. A measure of professional judgement is used to support potential across the aquatic pathway through the application of a discretionary approach to selection. (Please see the “Discretionary Selections” section for details of how this approach will be applied in swimming and diving.)

4. Eligibility

All athletes wishing to be considered for Youth Development, Youth Gold or Senior Gold/Silver/Bronze National Squad selection must be eligible to compete for Scotland as defined by Company Rule 4.5.3 (https://www.scottishswimming.com/media/2979036/2019-Info-Guide_Complete.pdf pages 75-76) and be registered with SASA having paid their current registration fee.

Only swimmers resident in Scotland will be considered for the District Regional Programme.

5. Athlete Selection

5.1 Decision Making

A selection group comprising members of the Aquatic High Performance Group (AHPG) will be responsible for selections of athletes to all squads other than the Senior Bronze Squad and the District Regional Programme (DRP).

The Terms of Reference for the AHPG along with a listing of the current members of the group can be found here;

https://www.scottishswimming.com/media/3292595/AHPG-Terms-of-Reference_July-2019.pdf

The selection group will normally comprise;

- Chair of the AHPG
- Independent Members of the AHPG
- Scottish Swimming Director of Performance
- Scottish Swimming, Swimming Programme Manager
- **sportscotland** High Performance Manager
- **sportscotland** Assistant High Performance Manager

The group will be supported in the selection process by;

- Scottish Swimming National Coach
- Scottish Swimming Disability Performance Development Manager
- Scottish Swimming Diving National Coach

5.1.1 The group will work collectively to agree selections under the guidance of the AHPG Chair, however where a collective decision cannot be made and having taken into account the views of the selection group, the Director of Performance will make the final decision.

5.1.2 Any conflicts of interest will be declared at the beginning of the meeting and the conflicted person will not contribute to any discussion or decision where they have a conflict.

5.1.3 The Scottish Swimming Performance Director, National Coach and Disability Performance Development Manager will continue to manage and conclude the process for DRP and Senior Bronze selections.

5.2 Athlete Consideration

Athletes can be **considered** for selection to the National Aquatics Programme in two ways across all disciplines;

1. Achievement of identified discipline specific standards (outlined within each of the discipline specific appendices)

or;

2. Discretionary nomination

5.3 Discretionary Nomination (all disciplines)

Appreciating that delivering successful results on the international stage is both a difficult and highly complex process, Scottish Swimming has taken the view that it is important that athletes who demonstrate the capability to do this may be considered for a discretionary nomination. It is recognised that some circumstances will inevitably arise whereby it is necessary for an athlete to be placed within the appropriate level of the National Aquatics Programme according to their developmental need, not necessarily their chronological age. This is designed to allow the application of a measure of professional judgement towards assessing athlete potential.

The relevant information to be presented to the AHPG for discretionary consideration will be compiled by the National Coach (swimming), Disability Performance Development Manager (para swimming), or the Diving National Coach and will include discussion with the athlete's coach (making clear the purpose of the discussion) as part of the preparation of the discretionary nomination.

When acting in these discretionary situations, a range of factors may be used, for example;

- Past, current and planned level of training, including the daily training environment
- Rate of performance progression
- Achievement (or otherwise) of previously agreed targets
- Number and level of standards achieved
- Current level of support and the duration of support provided and required
- Percentage away from selection standards (present and future) – for swimming this includes comparison to the age development curves and times generated that are not visible within the selection document (18/19yrs specifically)
- Mindset
- Health and injury status
- Chronological, developmental and training age of the swimmer
- Selection onto World Class Programmes
- Likelihood of making GBR representative team in the benchmark meet of the season
- Commonwealth rankings

5.4 Selection Process

The selection process for each of the three disciplines will be through the following steps;

1. Identification of athletes eligible for selection consideration through the collection of data identified within each of the discipline specific appendices
2. Collected data will be subject to independent review
3. Identification of potential discretionary athlete considerations together with supporting evidence collated by the relevant Scottish Swimming personnel
4. Consideration of selection by the AHPG, of athletes achieving identified discipline-specific standards and those with discretionary nomination; followed by subsequent decision on selections
5. Athletes will be invited by Scottish Swimming (or in the case of the DRP, their respective District Swimming Convenor) to take part in the National Aquatics Programme
6. Coaches of athletes will be notified of athlete selection by Scottish Swimming (or in the case of the DRP, their respective District Swimming Convenor) prior to athletes being notified
7. Publication of invited athlete lists on the Scottish Swimming web site
8. Acceptance by athletes of selection to Scottish Swimming by date identified within the selection notification (or for the DRP, District Convenors)

5.5 Important Notes

- Athletes within all squads, with the exception of the DRP, will be notified of selection by 11th August, 2020. Squad selections will be published on the Scottish Swimming website by Wednesday 12th August 2020.
- All selected athletes will be required to sign and abide by the Scottish Swimming Athlete Agreement and, where requested, complete an athlete survey through the Athlete Information Management System (AIMS).
- Selection of coaches for the National Programme will be through open application via the Scottish Swimming website.
- Final selection to the various National Squads is subject to; (1) maximum number limits as determined each year by the Director of Performance & National Coach, and (2) financial resources available to Scottish Swimming at the time of selection.
- Provision of support services from the sportscotland Institute of Sport network is not obligatory at any level and is subject to agreement from the AHPG.
- Selection for the DRP will be based on achievement of identified specific standards only and **discretionary selections will not be considered, with the exception of any “pilot” selection process implemented by Scottish Swimming.**

APPENDIX 1

Swimming Selection Policy and Criteria

Scottish Swimming continues to consider selection trends and the wider context of the sport when compiling the swimming selection policy and criteria. The numbers shown in the tables below represent the qualifying statistics for each of the squads across swimming in the National Programme over the past seven years. Careful and further consideration around the numbers targeted and selected at the development stages is still required and, as noted in the revised document two years ago, continues to be reviewed on an annual basis³.

Squad Year	2013-14	2014-15	2015-16	2016-17	2017-18	2018 - 19	2019-20
Bronze (11-14)	287	228	246	247	248	251	259
Bronze (15+)	55	41	27	37	38	54	56
Silver (13-16)	57	44	47	62	52	62	55
Gold (14-16)	17	24	25	16	23	25	19
Silver (17+)	29	20	22	24	26	15	13
Gold (17+)	39	36	26	20	21	16	18

Summary

The following summarise the rationale and changes within the swimming policy;

1. Reflecting changing standards in world swimming, base times for all ages continue to be re-calculated on an annual basis.
2. The age for peak performance in an event continues to be used as a factor in generating base times and these have been recalculated using the average age of swimmers in the world top 15 from 2016, 2017, 2018 & 2019.
3. The percentage gap between Bronze/Silver times and the Gold times (ages 15+) remains the same. In some instances, times may be faster due to the re calibration of Senior Gold.
4. The percentage balance between males and females within the National Programme changed from 43/57% respectively to 46/54 % respectively. The change in numbers continues to be influenced by a small positive change in the DRP and YDS male numbers. Female swimmer numbers from the Youth Squad upwards have been maintained.
5. Selection for Senior Squads (males & females) will continue to use a combination of time based achievement and qualitative assessment, as established in the 2015 revised policy.
6. Distinctions for boys and girls, which reflect the trend in sport to recognise gender differences in maturity and development, will be increasingly and specifically applied to selection and squad programming⁴.
7. Athlete mindset and performance behaviours continue to be critical elements of the National Programme. However, with increased and embedded emphasis placed on these areas across the sport, there will no longer be an expectation for athletes to fill in a “mindset” questionnaire as part of the selection process.

³ Scottish Swimming Selection Policy document 2015-2016 http://www.scottishswimming.com/media/1672707/Scottish-National-Squad-Selection-Policy-Review-Summary-2016_FINAL.pdf

⁴ For example, Project Ailsa or targeted events for female/male swimmers

Swimming Specific Standards

Level and Ages

Swimmers are able to attain the three different levels of achievement (Gold, Silver, and Bronze) at the following ages:

Level	Boys Age	Girls Age
Gold	14yrs+	13yrs+
Silver	13yrs+	12yrs+
Bronze	11yrs+	11yrs+

The age differential for Gold and Silver squads supports the recognition of the gender split noted in the principles of selection. The entry age for Bronze (DRP) is maintained at 11+ for boys and girls to enable a broad based approach to selecting and supporting potential.

Number of Standards Required

It is widely recognised in effective long-term swimmer development planning that successful senior swimmers undertake a good background of multi-event aerobic training in their formative years. In order to continue promoting this practice among Scottish swimmers and coaches, swimmers are required to achieve selection times in one or more 200 metre (or longer) pool events from ages 11 through to 15. From 16 years onwards, swimmers are able to achieve the selection times in any event distance. Please note also that swimmers will only be able to achieve times in 50m events from age 16 upwards, and at the age of 16 only one 50m time can be used.

Number of Standards Required

Age	Gold		Silver		Bronze	
	Boys	Girls	Boys	Girls	Boys	Girls
18	1*	1*	1*	1*	1*	1*
17+	2 (max 1 x 50m event)	1*	2 (max 1 x 50m event)	1*	2 (max 1 x 50m event)	1*
16 †	2 (max 1 x 50m event)	2 (max 1 x 50m event)	2 (max 1 x 50m event)	2 (max 1 x 50m event)	2 (max 1 x 50m event)	2 (max 1 x 50m event)
For 11-15 years selection events should include 1 swim from 2 of the following 3 categories: <u>Freestyle, Form, I.M. (50m events excluded) #</u>						
15 †	3 (min 1 @ 200+)	3 (min 1 @ 200+)	3 (min 1 @ 200+)	3 (min 1 @ 200+)	3 (min 1 @ 200+)	3 (min 1 @ 200+)
14 †	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)
13 †	N/A	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)
12 †	N/A	N/A	N/A	4 (min 2 @ 200+)	4 (min 2 @ 200+)	4 (min 2 @ 200+)
11	N/A	N/A	N/A	N/A	4 (min 2 @ 200+)	4 (min 2 @ 200+)

200+ = all 200m, 400m, 800m and 1500m events.

Example: A swimmer aiming to achieve Gold level at 16 years needs to achieve 2 Gold times in any two events, but only one 50m time can be used.

* Senior 17+

- Senior 17+ - swimmers achieving times in 50m events only will not be guaranteed selection, performances across 100m or 200m time (long course, same stroke as the 50m event) will also be taken into consideration before selection.

11-15yrs Event categories

- In the consideration of discretionary nominations, swimmers with the correct number of times in only 1 x event category may be selected based on the published criteria and notes.

Ages as at 31st December 2020

Competitions

In order to be successful at international level, swimmers must be able to achieve their best performance in a single swim on a given day. The importance of this ability is recognised by identifying precise selection opportunities higher up the pathway. However, the philosophy of the 'Bronze' level is to be as inclusive as possible (11-14 years).

Age	Eligible Selection Meets
11-14 Bronze	Any <i>accredited</i> meet (Short Course or Long Course) Selection Period: 30 th September 2019 – 19 th July 2020
12 – 16 Silver Girls 13-17 Silver Boys 15- 17 Bronze	District Championships, Scottish Short Course Championships plus any other accredited Long Course Meet. Additional accredited (or equivalent) Short Course meets may be used with the prior agreement of the Director of Performance. Selection Period: 2 nd November 2019 – 26 th July 2020
13-16 Gold Girls 14-17 Gold Boys 18+ Bronze	Scottish & British National Championships, other meets agreed in advance with Director of Performance. (Long Course ONLY) Selection Period: 1 st January – 2 nd August 2020
17+ Girls Gold & Silver 18+ Boys Gold and Silver	British Championships, 14 th – 19 th April 2020 British Summer Meet 21 st July – 26 th July 2020 British Representative and International Meets as agreed in advance with the Director of Performance

Swimming Specific Standards Process

The swimming-specific standards process will be managed by Scottish Swimming through the use of the Hy-Tek Team Manager National Database. All clubs and teams wishing to place swimmers on National Squads should use Hy-Tek Team Manager for maintaining results and must send relevant Hy-Tek results files to Scottish Swimming. Results from the following events will automatically be entered in to the database:

- All accredited meets held in Scotland (where those results have been submitted to Scottish Swimming as Hy-Tek results export files, or Sports Systems full meet archive files);
- Results of Scottish registered swimmers at British/ASA National Events;
- Results of Scottish swimmers competing at International Meets whilst representing Scottish/British National Squad teams.

Swimming Specific Standards Meet Notes:

- A list of selection meets will be maintained and regularly updated on the Scottish Swimming website www.scottishswimming.com during the selection period.
- The organisers of L1 & L2 licenced meets must, in addition to sending results to British Swimming Rankings, provide Scottish Swimming with the Hy-Tek results file for inclusion in the selection meet list.
- District Swimming Convenors will notify Scottish Swimming of any meets or sessions in meets where accreditation was withheld. These meets will be removed from or highlighted on the list.
- It is the responsibility of clubs/coaches to check the list regularly to ensure that eligible meets (including accredited time trials, internal meets e.g. club championships, and non-Scottish meets) where their swimmers may have achieved DRP selection times are included and to notify Scottish Swimming of any omissions by 30th Jun 2020.

All selections for the DRP will be made after the Scottish Summer Meet, concluding 19th July 2020

All results files and any queries should be emailed to: info@scottishswimming.com

Times that are not automatically entered into the database can be submitted as follows:

- Individual results from meets outwith Scotland but within the Home Countries at Level 1 & 2 should be submitted by the swimmer's club on electronic file within four weeks of completion. For verification purposes, these results must be accompanied by the relevant printed meet results.
- Individual results from meets outwith the Home Countries should be submitted by the swimmer's club on electronic file within four weeks. Meets of an equivalent standard to Scottish Swimming License level 2 will be considered. For verification purposes, these results must be accompanied by the relevant printed meet results.
- Times achieved in Scotland at accredited meets that are not on the Scottish Swimming website list must be forwarded on electronic file by 28th July 2020.

Discretionary Nominations

Swimmers may be considered for selection to the National Aquatics Programme through the discretionary nomination process outlined within **section 5.3** of the main National Aquatics Programme Selection Document.

MALE LONG COURSE 2019-20 times to achieve for selection to the 2020-2021 squads

50 Freestyle				100 Freestyle				200 Freestyle			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
18+	00:22.28	00:22.61	00:22.95	18+	00:48.93	00:49.67	00:50.40	18+	01:48.03	01:49.65	01:51.27
17	00:23.43	00:23.78	00:24.13	17	00:51.46	00:52.23	00:53.00	17	01:53.61	01:55.31	01:57.01
16	00:24.03	00:24.63	00:24.99	16	00:52.78	00:54.10	00:54.89	16	01:56.52	01:59.43	02:01.18
15				15	00:54.41	00:55.77	00:57.68	15	02:00.12	02:03.13	02:07.33
14				14	00:56.09	00:57.50	01:01.14	14	02:03.84	02:06.93	02:14.98
13				13		00:59.89	01:06.03	13		02:12.22	02:25.77
12				12			01:10.90	12			02:36.52
11				11			01:17.71	11			02:51.55

400 Freestyle				800 Freestyle				1500 Freestyle			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
18+	03:49.92	03:53.37	03:56.82	18+	07:58.10	08:05.27	08:12.44	18+	15:09.22	15:22.85	15:36.49
17	04:01.79	04:05.42	04:09.04	17	08:22.77	08:30.31	08:37.85	17	15:56.14	16:10.48	16:24.82
16	04:07.99	04:14.19	04:17.91	16	08:35.66	08:48.55	08:56.29	16	16:20.65	16:45.17	16:59.88
15	04:15.66	04:22.05	04:31.00	15	08:51.61	09:04.90	09:23.51	15	16:50.98	17:16.26	17:51.64
14	04:23.57	04:30.16	04:47.29	14	09:08.05	09:21.75	09:57.38	14	17:22.25	17:48.31	18:56.05
13		04:41.41	05:10.24	13		09:45.16	10:45.10	13		18:32.82	20:26.82
12			05:33.13	12			11:32.71	12			21:57.35
11			06:05.12	11			12:39.21	11			24:03.82

50 Butterfly				100 Butterfly				200 Butterfly			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
18+	00:23.92	00:24.28	00:24.64	18+	00:52.46	00:53.24	00:54.03	18+	01:57.47	01:59.23	02:00.99
17	00:25.15	00:25.53	00:25.91	17	00:55.16	00:55.99	00:56.82	17	02:03.53	02:05.38	02:07.24
16	00:25.80	00:26.44	00:26.83	16	00:56.58	00:57.99	00:58.84	16	02:06.70	02:09.87	02:11.77
15				15	00:58.33	00:59.79	01:01.83	15	02:10.62	02:13.88	02:18.45
14				14	01:00.13	01:01.64	01:05.54	14	02:14.66	02:18.02	02:26.78
13				13		01:04.20	01:10.78	13		02:23.77	02:38.50
12				12			01:16.00	12			02:50.20
11				11			01:23.30	11			03:06.54

50 Backstroke				100 Backstroke				200 Backstroke			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
18+	00:25.38	00:25.76	00:26.15	18+	00:54.53	00:55.35	00:56.16	18+	01:58.25	02:00.02	02:01.80
17	00:26.69	00:27.09	00:27.50	17	00:57.34	00:58.20	00:59.06	17	02:04.35	02:06.22	02:08.08
16	00:27.38	00:28.06	00:28.47	16	00:58.81	01:00.28	01:01.16	16	02:07.54	02:10.73	02:12.64
15				15	01:00.63	01:02.15	01:04.27	15	02:11.48	02:14.77	02:19.37
14				14	01:02.51	01:04.07	01:08.13	14	02:15.55	02:18.94	02:27.75
13				13		01:06.74	01:13.58	13		02:24.73	02:39.55
12				12			01:19.00	12			02:51.33
11				11			01:26.59	11			03:07.78

50 Breaststroke				100 Breaststroke				200 Breaststroke			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
18+	00:27.64	00:28.06	00:28.47	18+	01:00.54	01:01.45	01:02.36	18+	02:11.44	02:13.41	02:15.38
17	00:29.07	00:29.51	00:29.94	17	01:03.66	01:04.62	01:05.57	17	02:18.22	02:20.30	02:22.37
16	00:29.82	00:30.56	00:31.01	16	01:05.30	01:06.93	01:07.91	16	02:21.77	02:25.31	02:27.44
15				15	01:07.32	01:09.00	01:11.35	15	02:26.15	02:29.81	02:34.92
14				14	01:09.40	01:11.13	01:15.64	14	02:30.67	02:34.44	02:44.23
13				13		01:14.10	01:21.69	13		02:40.88	02:57.36
12				12			01:27.71	12			03:10.44
11				11			01:36.14	11			03:28.73

200 IM				400 IM			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
18+	02:00.54	02:02.35	02:04.15	18+	04:18.62	04:22.50	04:26.38
17	02:06.76	02:08.66	02:10.56	17	04:31.97	04:36.05	04:40.12
16	02:10.01	02:13.26	02:15.21	16	04:38.94	04:45.91	04:50.10
15	02:14.03	02:17.38	02:22.07	15	04:47.57	04:54.76	05:04.82
14	02:18.18	02:21.63	02:30.61	14	04:56.46	05:03.87	05:23.14
13		02:27.53	02:42.64	13		05:16.53	05:48.96
12			02:54.65	12			06:14.71
11			03:11.41	11			06:50.68

FEMALE LONG COURSE 2019-20 times to achieve for selection to the 2020-21 squads

<u>50 Freestyle</u>				<u>100 Freestyle</u>				<u>200 Freestyle</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
	00:25.11	00:25.36	00:25.86		00:54.51	00:55.05	00:56.14		01:58.83	02:00.02	02:02.40
17+				17+				17+			
16	00:26.41	00:26.93	00:27.20	16	00:57.32	00:58.47	00:59.04	16	02:04.97	02:07.47	02:08.71
15				15	00:58.49	00:59.95	01:01.42	15	02:07.52	02:10.70	02:13.89
14				14	00:59.99	01:01.49	01:05.24	14	02:10.79	02:14.06	02:20.79
13				13	01:01.91	01:03.46	01:09.22	13	02:14.97	02:18.34	02:29.37
12				12		01:05.90		12		02:23.66	02:39.34
11				11			01:19.28	11			02:51.10

<u>400 Freestyle</u>				<u>800 Freestyle</u>				<u>1500 Freestyle</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
	04:10.92	04:13.43	04:18.45		08:35.73	08:40.88	08:51.20		16:31.59	16:41.51	17:01.34
17+				17+				17+			
16	04:23.87	04:29.15	04:31.79	16	09:02.35	09:13.19	09:18.62	16	17:22.77	17:43.63	17:54.06
15	04:29.26	04:35.99	04:42.72	15	09:13.41	09:27.25	09:41.08	15	17:44.05	18:10.66	18:37.26
14	04:36.16	04:43.07	04:55.94	14	09:27.60	09:41.79	10:06.19	14	18:11.34	18:38.62	19:32.78
13	04:45.00	04:52.12	05:13.97	13	09:45.76	10:00.41	10:43.13	13	18:46.25	19:14.41	20:44.23
12		05:03.35	05:34.93	12		10:23.47		12		19:58.76	22:07.27
11			05:59.64	11			12:16.68	11			23:45.22

<u>50 Butterfly</u>				<u>100 Butterfly</u>				<u>200 Butterfly</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
	00:26.45	00:26.72	00:27.25		00:58.67	00:59.26	01:00.43		02:10.04	02:11.34	02:13.94
17+				17+				17+			
16	00:27.82	00:28.37	00:28.65	16	01:01.70	01:02.93	01:03.55	16	02:16.75	02:19.49	02:20.86
15				15	01:02.96	01:04.53	01:06.11	15	02:19.54	02:23.03	02:26.52
14				14	01:04.57	01:06.19	01:10.02	14	02:23.12	02:26.70	02:32.89
13				13	01:06.64	01:08.30	01:14.29	13	02:27.70	02:31.39	02:42.20
12				12		01:10.93		12		02:37.21	02:53.03
11				11			01:25.10	11			03:05.80

<u>50 Backstroke</u>				<u>100 Backstroke</u>				<u>200 Backstroke</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
	00:28.45	00:28.73	00:29.30		01:00.66	01:01.27	01:02.48		02:11.42	02:12.73	02:15.36
17+				17+				17+			
16	00:29.92	00:30.51	00:30.81	16	01:03.79	01:05.07	01:05.70	16	02:18.20	02:20.97	02:22.35
15				15	01:05.09	01:06.72	01:08.35	15	02:21.02	02:24.55	02:28.07
14				14	01:06.76	01:08.43	01:12.35	14	02:24.64	02:28.26	02:34.91
13				13	01:08.90	01:10.62	01:16.76	13	02:29.27	02:33.00	02:44.35
12				12		01:13.33		12		02:38.88	02:55.32
11				11			01:27.93	11			03:08.26

<u>50 Breaststroke</u>				<u>100 Breaststroke</u>				<u>200 Breaststroke</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
	00:31.40	00:31.71	00:32.34		01:08.11	01:08.79	01:10.16		02:26.50	02:27.96	02:30.89
17+				17+				17+			
16	00:33.02	00:33.68	00:34.01	16	01:11.63	01:13.06	01:13.78	16	02:34.06	02:37.14	02:38.68
15				15	01:13.09	01:14.92	01:16.74	15	02:37.20	02:41.13	02:45.06
14				14	01:14.96	01:16.84	01:21.37	14	02:41.23	02:45.26	02:54.69
13				13	01:17.36	01:19.30	01:26.32	13	02:46.39	02:50.55	03:05.34
12				12		01:22.34		12		02:57.10	03:17.71
11				11			01:38.88	11			03:32.30

<u>200 IM</u>				<u>400 IM</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
	02:14.11	02:15.45	02:18.13		04:43.74	04:46.57	04:52.25
17+				17+			
16	02:21.03	02:23.85	02:25.26	16	04:58.38	05:04.35	05:07.33
15	02:23.91	02:27.50	02:31.10	15	05:04.47	05:12.08	05:19.69
14	02:27.60	02:31.29	02:38.40	14	05:12.28	05:20.08	05:33.32
13	02:32.32	02:36.13	02:48.05	13	05:22.27	05:30.32	05:53.62
12		02:42.13	02:59.26	12		05:43.01	06:17.23
11			03:12.49	11			06:45.06

MALE SHORT COURSE 2019-20 times to achieve for selection to the 2020-21 squads

50 Freestyle				100 Freestyle				200 Freestyle			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
18+				18+				18+			
17		00:22.90	00:23.30	17		00:50.60	00:51.40	17		01:52.30	01:54.00
16		00:23.80	00:24.10	16		00:52.50	00:53.40	16		01:56.50	01:58.30
15				15		00:54.30	00:56.20	15		02:00.30	02:04.60
14				14		00:56.00	00:59.80	14		02:04.20	02:12.40
13				13		00:58.50	01:04.80	13		02:09.60	02:23.40
12				12			01:09.70	12			02:34.30
11				11			01:16.60	11			02:49.50

400 Freestyle				800 Freestyle				1500 Freestyle			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
18+				18+				18+			
17		03:59.70	04:03.40	17		08:18.90	08:26.60	17		15:49.10	16:03.70
16		04:08.60	04:12.40	16		08:37.50	08:45.40	16		16:24.50	16:39.50
15		04:16.70	04:25.80	15		08:54.20	09:13.20	15		16:56.20	17:32.20
14		04:24.90	04:42.40	14		09:11.40	09:47.60	14		17:28.80	18:37.70
13		04:36.40	05:05.70	13		09:35.20	10:36.10	13		18:14.10	20:09.90
12			05:28.90	12			11:24.30	12			21:41.60
11			06:01.20	11			12:31.50	11			23:49.40

50 Butterfly				100 Butterfly				200 Butterfly			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
18+				18+				18+			
17		00:24.80	00:25.20	17		00:54.60	00:55.50	17		02:02.80	02:04.70
16		00:25.70	00:26.10	16		00:56.70	00:57.50	16		02:07.40	02:09.40
15				15		00:58.50	01:00.60	15		02:11.50	02:16.20
14				14		01:00.40	01:04.40	14		02:15.70	02:24.60
13				13		01:03.00	01:09.70	13		02:21.60	02:36.50
12				12			01:15.00	12			02:48.30
11				11			01:22.40	11			03:04.80

50 Backstroke				100 Backstroke				200 Backstroke			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
18+				18+				18+			
17		00:26.30	00:26.80	17		00:56.80	00:57.70	17		02:03.60	02:05.50
16		00:27.30	00:27.80	16		00:58.90	00:59.80	16		02:08.20	02:10.10
15				15		01:00.90	01:03.00	15		02:12.30	02:17.00
14				14		01:02.80	01:06.90	14		02:16.50	02:25.50
13				13		01:05.50	01:12.50	13		02:22.40	02:37.50
12				12			01:18.00	12			02:49.40
11				11			01:25.70	11			03:06.00

50 Breaststroke				100 Breaststroke				200 Breaststroke			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
18+				18+				18+			
17		00:28.40	00:28.90	17		01:02.70	01:03.60	17		02:16.50	02:18.60
16		00:29.50	00:30.00	16		01:05.00	01:06.00	16		02:21.60	02:23.80
15				15		01:07.20	01:09.60	15		02:26.30	02:31.50
14				14		01:09.30	01:14.00	14		02:31.00	02:41.00
13				13		01:12.40	01:20.10	13		02:37.60	02:54.40
12				12			01:26.30	12			03:07.60
11				11			01:34.80	11			03:26.20

200 IM				400 IM			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
18+				18+			
17		02:05.60	02:07.50	17		04:29.60	04:33.80
16		02:10.30	02:12.30	16		04:39.70	04:44.00
15		02:14.50	02:19.30	15		04:48.80	04:59.00
14		02:18.80	02:28.00	14		04:58.00	05:17.70
13		02:24.80	02:40.20	13		05:10.90	05:43.90
12			02:52.40	12			06:10.00
11			03:09.30	11			06:46.40

FEMALE SHORT COURSE 2019-20 times to achieve for selection to the 2020-21 squads

<u>50 Freestyle</u>				<u>100 Freestyle</u>				<u>200 Freestyle</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
17+				17+				17+			
16		00:26.20	00:26.40	16		00:57.00	00:57.60	16		02:04.70	02:06.00
15				15		00:58.50	01:00.00	15		02:08.00	02:11.30
14				14		01:00.10	01:03.90	14		02:11.50	02:18.30
13				13		01:02.10	01:08.00	13		02:15.80	02:27.00
12				12		01:04.60	01:12.70	12		02:21.20	02:37.10
11				11			01:18.20	11			02:49.10
<u>400 Freestyle</u>				<u>800 Freestyle</u>				<u>1500 Freestyle</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
17+				17+				17+			
16		04:23.90	04:26.60	16		09:02.70	09:08.20	16		17:24.10	17:34.70
15		04:30.90	04:37.70	15		09:17.00	09:31.10	15		17:51.60	18:18.60
14		04:38.10	04:51.20	14		09:31.80	09:56.60	14		18:20.00	19:15.00
13		04:47.30	05:09.50	13		09:50.70	10:34.10	13		18:56.40	20:27.50
12		04:58.70	05:30.70	12		10:14.10	11:17.60	12		19:41.40	21:51.60
11			05:55.70	11			12:08.80	11			23:30.60
<u>50 Butterfly</u>				<u>100 Butterfly</u>				<u>200 Butterfly</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
17+				17+				17+			
16		00:27.70	00:28.00	16		01:01.70	01:02.40	16		02:17.20	02:18.60
15				15		01:03.30	01:05.00	15		02:20.80	02:24.40
14				14		01:05.00	01:08.90	14		02:24.50	02:30.80
13				13		01:07.20	01:13.30	13		02:29.30	02:40.20
12				12		01:09.90	01:18.30	12		02:35.20	02:51.20
11				11			01:24.20	11			03:04.10
<u>50 Backstroke</u>				<u>100 Backstroke</u>				<u>200 Backstroke</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
17+				17+				17+			
16		00:29.90	00:30.20	16		01:03.80	01:04.50	16		02:18.60	02:20.00
15				15		01:06.10	01:07.20	15		02:22.20	02:25.80
14				14		01:07.30	01:11.20	14		02:26.00	02:32.70
13				13		01:09.50	01:15.70	13		02:30.80	02:42.30
12				12		01:12.20	01:20.90	12		02:36.80	02:53.40
11				11			01:27.00	11			03:06.50
<u>50 Breaststroke</u>				<u>100 Breaststroke</u>				<u>200 Breaststroke</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
17+				17+				17+			
16		00:32.70	00:33.10	16		01:11.30	01:12.10	16		02:33.80	02:35.30
15				15		01:13.20	01:15.10	15		02:37.80	02:41.80
14				14		01:15.20	01:19.80	14		02:42.00	02:51.60
13				13		01:17.70	01:24.90	13		02:47.40	03:02.50
12				12		01:20.80	01:30.70	12		02:54.00	03:15.00
11				11			01:37.60	11			03:29.80
<u>200 IM</u>				<u>400 IM</u>							
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze				
17+				17+							
16		02:21.10	02:22.50	16		04:58.50	05:01.60				
15		02:24.80	02:28.50	15		05:06.40	05:14.20				
14		02:28.70	02:35.90	14		05:14.50	05:28.00				
13		02:33.60	02:45.70	13		05:25.00	05:48.60				
12		02:39.70	02:57.00	12		05:37.80	06:12.50				
11			03:10.40	11			06:40.70				

Marathon Swimming Selection Criteria - Senior Gold & Silver Squad

Swimmers achieving the following criteria will be considered for selection to the Scottish Swimming Senior Silver or Senior Gold Squads. The policy will be operated as part of the Scottish Swimming National Squad Selection Policy and Selection Times.

To be considered, swimmers must achieve pool and open water based criteria;

Senior Gold (18 years+ only)

Pool

MALE		FEMALE	
1500	800	1500	800
15:59.66	8:23.42	17:24.67	9:02.41

Standards are to be achieved as per the Senior Gold meet achievement opportunities identified within the main selection document.

Open Water

Achieve one of the following;

- 1st or 2nd place in an accredited domestic or overseas National Open Water Championship, LEN or FINA event over a distance of at least 5km (competition agreed in advance with the Scottish Swimming Performance Director).
- 1st or 2nd place at the Swim England Open Water Age Groups.
- Achieved 1st place among Scottish competitors in the Scottish Open Water 5km or 10km Championship and performed with distinction whilst representing GB (agreed between Scottish Swimming Performance Director and British Swimming Open Water Coach).

Age as at 31st December 2020

Senior Silver (17+ years only)

Pool

MALE		FEMALE	
1500	800	1500	800
16:14.06	8:30.97	17:45.57	9:13.26

Standards are to be achieved as per the Senior Silver meet achievement opportunities identified within the main selection document.

Open Water

Achieve one of the following;

- 1st place among Scottish competitors in the Scottish Open Water 5km or 10km Championship.
- 1st or 2nd place at the Swim England Open Water Age Groups.
- 1st, 2nd, or 3rd place in an accredited overseas National Open Water Championship over distance of at least 5km (competition agreed in advance with the Scottish Swimming Performance Director).
- 1st place in an accredited overseas sub-national event (French Cup or similar) over a distance of at least 5km (competition agreed in advance with the Scottish Swimming Performance Director).

Ages as at 31st December 2020

Process

- The process will be operated jointly by the Scottish Swimming Performance Team, and the Scottish Open Water Committee.
- Scottish Open Water Committee to review the Senior Silver and Senior Gold Squad selections following the qualifying events held during the summer.
- Names of identified swimmers to be forwarded to Scottish Swimming by the September 30th 2020.
- Swimmers considered by Scottish Swimming Director of Performance and National Coach.
- Formal nominations made by Scottish Swimming to the Aquatics High Performance Group (AHPG).
- AHPG review and confirm all selections.
- Confirmed swimmers notified of their selection to the Senior Gold/Silver Squad through Scottish Swimming Performance Team and, in conjunction with the sportscotland institute of sport, included within the established support process for athletes and coaches.

Appendix 2

Scottish Talent Programme Selection Policy

The following is the criteria for athletes to be considered for invitation to the Scottish Talent Programme (STP) and National Squads from 1st September 2020 to 31st August 2021

This is subject to reviews in relation to both competition performance targets and commitment to achieving trainability in a home based programme.

Scottish Swimming continues to consider selection trends and the wider context of the sport when compiling the swimming selection policy and criteria. The numbers shown in the tables below represent the qualifying statistics for each of the squads across Para Swimming in the national programme over the past seven (7) years. Careful and further consideration around the numbers targeted and selected at the development stages is still required and continues to be reviewed on an annual basis

Squad Year	2013-14	2014-15	2015-16	2016-17	2017-18	2018 - 19	2019 - 20
Bronze (11-14)	3	5	2	5	2	1	0
Bronze (15+)	3	3	4	2	4	6	5
Silver (13-16)	3	2	4	4	3	4	3
Gold (14-16)	1	2	1	1	2	3	4
Silver (17+)	2	3	4	2	1	1	1
Gold (17+)	5	3	2	3	4	4	4

Summary

1. Within the para-swimming pathway, due to classification restrictions, there is a limitation on the number of events which are recognised as Paralympic championships events. Athletes will, therefore, be considered for selection on achieving one selection time from the recognised championship events in their classification as outlined within the document
2. Athletes are encouraged to compete over a range of strokes and distances and the range of events in which times have been achieved will be considered when allocating swimmers to a National Squad.
3. Standards for the STP have been updated in line with the current world rankings.

Qualification:

STP

1. Athletes will only be considered for invitation to the STP programme providing they have either a "Confirmed" (C) or "Review" (R) WPS or British Swimming classification (S1-S13 inclusive), INAS-FID or WPS Registration (S14) or ICSD classification (S15).
2. Athletes from within the following age ranges (age as at 31st December 2020) will be eligible for consideration:

Classifications	Age Range
S1 – S5	10 to 23+ years
SB1 – SB4	
SM1 – SM5	
S6 – S15	10 to 19+ years
SB5 – SB9, SB11 – SB15	
SM6 – SM15	

3. Only times achieved in WPS events that are published in the WPS Swimming rulebook for WPS Regional, World or Paralympic Games may be considered (S15 swimmers will align with events available to S13 athletes).
4. Any change in an athlete's classification at any time for whatever reason during the year will result in a review of the athlete's place on the programme. If the athlete has not achieved a consideration time for their new classification within an agreed period of time (minimum 3 months from the date of classification change) the athlete will be withdrawn from the programme.
5. Athletes wishing to be considered for the 2020/21 Scottish Talent programme must have achieved the published times for their age (as at 31st December 2020) in a designated Long Course or Short Course competition between 7th August 2019 and 1st August 2020 inclusive. For this period of time designated events will be:

STP Eligible Selection Meets	
•	District Championships between 2 nd November 2019 – 26 th July 2020
•	National Para-Swimming Championships 29 th Nov – 1 st December 2019
•	SDS National Performance Championships 7 th June 2020
•	British Para-Swimming International Meet 9 th – 12 th April 2020
•	Scottish National Open Championships 25 th - 28 th June 2020
•	British Summer Meet 21 st -26 th July 2020
	British Representative and International Meets as agreed in advance with the Director of Performance

6. Split times will not be considered.
7. Only results from electronic timing will be considered.

General:

To be considered for invitation to the Scottish Talent Programme athletes must meet the above criteria. Although the criteria should be seen as a pre-requisite for consideration it does not necessarily guarantee invitation.

Any appeals against selection in relation to this selection policy must be made in accordance with the Scottish Swimming appeals procedure.

The Aquatics High Performance Group reserve the right to include a swimmer within the Scottish Talent Programme in the case of exceptional circumstances – e.g. acquired disability, injury, illness. In these instances the Disability Performance Development Manager will discuss the swimmers situation with the swimmer's coach prior to any final decision.

National Squad Selection

Athletes selected on the STP will be supported through one of the National Squad Programmes appropriate to their age and stage as advised by the Scottish Swimming Performance Development Manager and agreed by the selection group.

Swimmers may be considered for selection to the STP and National Aquatics Programme through the discretionary nomination process outlined within **section 5.3** of the main National Aquatics Programme Selection Document.

2019/20 Scottish Talent consideration times for selection to the 2020/21 squad

MALE

50m FREESTYLE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	2:30.83	2:19.58	2:08.32	1:59.32	1:52.56	1:48.06	1:43.56	1:40.86	1:39.06	1:36.80
S2	1:44.64	1:36.83	1:29.02	1:22.77	1:18.09	1:14.96	1:11.84	1:09.97	1:08.72	1:07.16
S3	1:16.04	1:10.37	1:04.70	1:00.15	0:56.75	0:54.48	0:52.21	0:50.85	0:49.94	0:48.80
S4	1:05.56	1:00.67	0:55.77	0:51.86	0:48.93	0:46.97	0:45.01	0:43.84	0:43.05	0:42.08
S5	0:54.82	0:50.73	0:46.64	0:43.37	0:40.91	0:39.28	0:37.64	0:36.66	0:36.00	0:35.18
50m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	0:50.18	0:46.44	0:42.69	0:39.70	0:37.45	0:35.95	0:34.45	0:33.56	0:32.96	0:32.21
S7	0:46.58	0:43.11	0:39.63	0:36.85	0:34.76	0:33.37	0:31.98	0:31.15	0:30.59	0:29.90
S8	0:44.91	0:41.56	0:38.20	0:35.52	0:33.51	0:32.17	0:30.83	0:30.03	0:29.49	0:28.82
S9	0:42.90	0:39.70	0:36.49	0:33.93	0:32.01	0:30.73	0:29.45	0:28.68	0:28.17	0:27.53
S10	0:39.58	0:36.63	0:33.67	0:31.31	0:29.54	0:28.36	0:27.17	0:26.47	0:25.99	0:25.40
S11	0:43.97	0:40.69	0:37.41	0:34.78	0:32.81	0:31.50	0:30.19	0:29.40	0:28.87	0:28.22
S12	0:40.05	0:37.06	0:34.07	0:31.68	0:29.89	0:28.69	0:27.50	0:26.78	0:26.30	0:25.70
S13	0:40.22	0:37.22	0:34.21	0:31.81	0:30.01	0:28.81	0:27.61	0:26.89	0:26.41	0:25.81
S15	0:40.20	0:37.20	0:34.20	0:31.80	0:30.00	0:28.80	0:27.60	0:26.88	0:26.40	0:25.80
100m FREESTYLE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	5:23.36	4:59.23	4:35.10	4:15.79	4:01.31	3:51.66	3:42.01	3:36.22	3:32.35	3:27.53
S2	3:42.04	3:25.47	3:08.90	2:55.64	2:45.70	2:39.07	2:32.44	2:28.47	2:25.82	2:22.50
S3	2:45.84	2:33.47	2:21.09	2:11.19	2:03.76	1:58.81	1:53.86	1:50.89	1:48.91	1:46.44
S4	2:20.98	2:10.46	1:59.94	1:51.53	1:45.21	1:41.00	1:36.80	1:34.27	1:32.59	1:30.48
S5	2:00.87	1:51.85	1:42.83	1:35.61	1:30.20	1:26.59	1:22.98	1:20.82	1:19.38	1:17.57
100m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	1:51.40	1:43.09	1:34.78	1:28.13	1:23.14	1:19.81	1:16.49	1:14.49	1:13.16	1:11.50
S7	1:43.45	1:35.73	1:28.01	1:21.83	1:17.20	1:14.11	1:11.02	1:09.17	1:07.94	1:06.39
S8	1:40.20	1:32.72	1:25.24	1:19.26	1:14.77	1:11.78	1:08.79	1:07.00	1:05.80	1:04.31
S9	1:34.44	1:27.39	1:20.34	1:14.70	1:10.48	1:07.66	1:04.84	1:03.15	1:02.02	1:00.61
S10	1:26.21	1:19.78	1:13.34	1:08.20	1:04.34	1:01.76	0:59.19	0:57.65	0:56.62	0:55.33
S11	1:38.98	1:31.59	1:24.20	1:18.29	1:13.86	1:10.91	1:07.95	1:06.18	1:05.00	1:03.52
S12	1:28.76	1:22.13	1:15.51	1:10.21	1:06.24	1:03.59	1:00.94	0:59.35	0:58.29	0:56.96
S13	1:27.77	1:21.22	1:14.67	1:09.43	1:05.50	1:02.88	1:00.26	0:58.69	0:57.64	0:56.33
S15	1:27.62	1:21.08	1:14.54	1:09.31	1:05.39	1:02.77	1:00.16	0:58.59	0:57.54	0:56.23
200m FREESTYLE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	8:35.73	7:57.25	7:18.76	6:47.97	6:24.88	6:09.48	5:54.09	5:44.85	5:38.69	5:30.99
S2	7:15.95	6:43.42	6:10.88	5:44.86	5:25.34	5:12.32	4:59.31	4:51.50	4:46.30	4:39.79
S3	5:47.95	5:21.98	4:56.02	4:35.24	4:19.66	4:09.28	3:58.89	3:52.66	3:48.50	3:43.31
S4	4:57.18	4:35.00	4:12.82	3:55.08	3:41.77	3:32.90	3:24.03	3:18.71	3:15.16	3:10.73
S5	4:31.95	4:11.66	3:51.36	3:35.13	3:22.95	3:14.83	3:06.71	3:01.84	2:58.60	2:54.54
200m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S14	3:12.94	2:58.54	2:44.15	2:32.63	2:23.99	2:18.23	2:12.47	2:09.01	2:06.71	2:03.83
400m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	8:40.87	8:02.00	7:23.13	6:52.04	6:28.71	6:13.16	5:57.62	5:48.29	5:42.07	5:34.29
S7	7:54.53	7:19.12	6:43.70	6:15.37	5:54.12	5:39.96	5:25.79	5:17.30	5:11.63	5:04.55
S8	7:39.42	7:05.13	6:30.85	6:03.42	5:42.85	5:29.14	5:15.42	5:07.19	5:01.71	4:54.85
S9	7:11.36	6:39.17	6:06.98	5:41.23	5:21.91	5:09.04	4:56.16	4:48.43	4:43.28	4:36.84
S10	6:54.88	6:23.92	5:52.96	5:28.19	5:09.61	4:57.23	4:44.84	4:37.41	4:32.46	4:26.27
S11	7:41.14	7:06.73	6:32.32	6:04.79	5:44.14	5:30.37	5:16.61	5:08.35	5:02.84	4:55.96
S12	7:18.85	6:46.10	6:13.35	5:47.15	5:27.50	5:14.40	5:01.30	4:53.44	4:48.20	4:41.65
S13	6:52.13	6:21.38	5:50.62	5:26.02	5:07.56	4:55.26	4:42.96	4:35.58	4:30.65	4:24.50
S15	6:51.80	6:21.07	5:50.34	5:25.75	5:07.31	4:55.02	4:42.73	4:35.35	4:30.44	4:24.29
50m BUTTERFLY	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00
S2	2:54.94	2:41.88	2:28.83	2:18.38	2:10.55	2:05.33	2:00.11	1:56.97	1:54.88	1:52.27
S3	1:31.71	1:24.86	1:18.02	1:12.54	1:08.44	1:05.70	1:02.96	1:01.32	1:00.23	0:58.86
S4	1:13.45	1:07.97	1:02.49	0:58.10	0:54.81	0:52.62	0:50.43	0:49.11	0:48.24	0:47.14
S5	0:57.69	0:53.38	0:49.08	0:45.63	0:43.05	0:41.33	0:39.61	0:38.57	0:37.88	0:37.02
50m BUTTERFLY	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	0:52.61	0:48.69	0:44.76	0:41.62	0:39.26	0:37.69	0:36.12	0:35.18	0:34.55	0:33.77
S7	0:49.76	0:46.05	0:42.34	0:39.37	0:37.14	0:35.65	0:34.17	0:33.28	0:32.68	0:31.94
100m BUTTERFLY	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S8	1:48.12	1:40.05	1:31.98	1:25.53	1:20.69	1:17.46	1:14.23	1:12.30	1:11.01	1:09.39
S9	1:42.19	1:34.57	1:26.94	1:20.84	1:16.26	1:13.21	1:10.16	1:08.33	1:07.11	1:05.59
S10	1:38.15	1:30.83	1:23.51	1:17.64	1:13.25	1:10.32	1:07.39	1:05.63	1:04.46	1:02.99
S11	1:47.70	1:39.67	1:31.63	1:25.20	1:20.38	1:17.16	1:13.94	1:12.02	1:10.73	1:09.12
S12	1:36.65	1:29.44	1:22.22	1:16.45	1:12.13	1:09.24	1:06.35	1:04.62	1:03.47	1:02.03
S13	1:36.11	1:28.94	1:21.77	1:16.03	1:11.73	1:08.86	1:05.99	1:04.27	1:03.12	1:01.68
S14	1:35.41	1:28.29	1:21.17	1:15.47	1:11.20	1:08.35	1:05.50	1:03.80	1:02.66	1:01.23
S15	1:34.40	1:27.36	1:20.31	1:14.68	1:10.45	1:07.63	1:04.81	1:03.12	1:02.00	1:00.59

2019/20 Scottish Talent consideration times for selection to the 2020/2021 squad (cont'd)

MALE

50m BACKSTROKE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	2:29.02	2:17.90	2:06.78	1:57.89	1:51.21	1:46.76	1:42.32	1:39.65	1:37.87	1:35.64
S2	1:38.52	1:31.17	1:23.82	1:17.94	1:13.53	1:10.58	1:07.64	1:05.88	1:04.70	1:03.23
S3	1:17.87	1:12.06	1:06.25	1:01.60	0:58.11	0:55.79	0:53.46	0:52.07	0:51.14	0:49.98
S4	1:16.15	1:10.46	1:04.78	1:00.23	0:56.83	0:54.55	0:52.28	0:50.92	0:50.01	0:48.87
S5	1:00.48	0:55.97	0:51.46	0:47.85	0:45.14	0:43.33	0:41.53	0:40.44	0:39.72	0:38.82
100m BACKSTROKE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	4:29.99	4:09.84	3:49.70	3:33.58	3:21.49	3:13.43	3:05.37	3:00.53	2:57.31	2:53.28
S2	3:39.21	3:22.85	3:06.49	2:53.40	2:43.59	2:37.04	2:30.50	2:26.57	2:23.96	2:20.69
100m BACKSTROKE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	2:06.46	1:57.02	1:47.59	1:40.04	1:34.37	1:30.60	1:26.82	1:24.56	1:23.05	1:21.16
S7	1:56.73	1:48.02	1:39.31	1:32.34	1:27.11	1:23.63	1:20.14	1:18.05	1:16.66	1:14.92
S8	1:55.96	1:47.31	1:38.65	1:31.73	1:26.54	1:23.08	1:19.61	1:17.54	1:16.15	1:14.42
S9	1:44.13	1:36.36	1:28.59	1:22.38	1:17.71	1:14.60	1:11.50	1:09.63	1:08.39	1:06.83
S10	1:41.81	1:34.21	1:26.61	1:20.53	1:15.97	1:12.94	1:09.90	1:08.07	1:06.86	1:05.34
S11	1:57.97	1:49.17	1:40.36	1:33.32	1:28.04	1:24.52	1:20.99	1:18.88	1:17.47	1:15.71
S12	1:42.68	1:35.01	1:27.35	1:21.22	1:16.62	1:13.56	1:10.49	1:08.66	1:07.43	1:05.90
S13	1:41.89	1:34.29	1:26.68	1:20.60	1:16.04	1:13.00	1:09.95	1:08.13	1:06.91	1:05.39
S14	1:41.67	1:34.08	1:26.50	1:20.43	1:15.88	1:12.84	1:09.80	1:07.98	1:06.77	1:05.25
S15	1:39.55	1:32.12	1:24.69	1:18.74	1:14.29	1:11.32	1:08.34	1:06.56	1:05.37	1:03.89
50m BREASTSTROKE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SB1	2:41.86	2:29.78	2:17.70	2:08.03	2:00.79	1:55.96	1:51.12	1:48.23	1:46.29	1:43.88
SB2	1:45.41	1:37.54	1:29.68	1:23.38	1:18.66	1:15.52	1:12.37	1:10.48	1:09.22	1:07.65
SB3	1:22.64	1:16.48	1:10.31	1:05.38	1:01.68	0:59.21	0:56.74	0:55.26	0:54.27	0:53.04
100m BREASTSTROKE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SB4	2:56.65	2:43.46	2:30.28	2:19.73	2:11.82	2:06.55	2:01.28	1:58.12	1:56.01	1:53.37
100m BREASTSTROKE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
SB5	2:29.83	2:18.65	2:07.47	1:58.52	1:51.81	1:47.34	1:42.87	1:40.18	1:38.40	1:36.16
SB6	2:17.17	2:06.93	1:56.69	1:48.50	1:42.36	1:38.27	1:34.17	1:31.72	1:30.08	1:28.03
SB7	2:10.75	2:00.99	1:51.24	1:43.43	1:37.57	1:33.67	1:29.77	1:27.43	1:25.87	1:23.91
SB8	1:57.45	1:48.69	1:39.92	1:32.91	1:27.65	1:24.14	1:20.64	1:18.53	1:17.13	1:15.38
SB9	1:54.84	1:46.27	1:37.70	1:30.84	1:25.70	1:22.27	1:18.84	1:16.79	1:15.42	1:13.70
SB11	2:00.45	1:51.46	1:42.47	1:35.28	1:29.89	1:26.29	1:22.70	1:20.54	1:19.10	1:17.30
SB12	1:50.57	1:42.32	1:34.06	1:27.46	1:22.51	1:19.21	1:15.91	1:13.93	1:12.61	1:10.96
SB13	1:49.71	1:41.52	1:33.34	1:26.79	1:21.88	1:18.60	1:15.33	1:13.36	1:12.05	1:10.41
SB14	1:51.69	1:43.35	1:35.02	1:28.35	1:23.35	1:20.02	1:16.68	1:14.68	1:13.35	1:11.68
SB15	1:52.33	1:43.94	1:35.56	1:28.85	1:23.82	1:20.47	1:17.12	1:15.11	1:13.77	1:12.09
150m INDIVIDUAL MEDLEY	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SM1	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00
SM2	8:09.25	7:32.74	6:56.23	6:27.02	6:05.11	5:50.51	5:35.90	5:27.14	5:21.30	5:14.00
SM3	5:11.42	4:48.18	4:24.94	4:06.34	3:52.40	3:43.10	3:33.81	3:28.23	3:24.51	3:19.86
SM4	4:23.46	4:03.80	3:44.14	3:28.41	3:16.61	3:08.75	3:00.88	2:56.16	2:53.02	2:49.09
200m INDIVIDUAL MEDLEY	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SM5	5:41.87	5:16.36	4:50.84	4:30.43	4:15.13	4:04.92	3:54.72	3:48.59	3:44.51	3:39.41
200m INDIVIDUAL MEDLEY	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
SM6	4:33.03	4:12.65	3:52.28	3:35.97	3:23.75	3:15.60	3:07.45	3:02.56	2:59.30	2:55.22
SM7	4:17.67	3:58.44	3:39.21	3:23.82	3:12.29	3:04.60	2:56.90	2:52.29	2:49.21	2:45.37
SM8	4:06.98	3:48.55	3:30.12	3:15.37	3:04.31	2:56.94	2:49.57	2:45.14	2:42.20	2:38.51
SM9	3:50.58	3:33.37	3:16.17	3:02.40	2:52.08	2:45.19	2:38.31	2:34.18	2:31.43	2:27.98
SM10	3:41.22	3:24.71	3:08.20	2:54.99	2:45.09	2:38.48	2:31.88	2:27.92	2:25.28	2:21.98
SM11	4:10.13	3:51.46	3:32.80	3:17.86	3:06.66	2:59.20	2:51.73	2:47.25	2:44.26	2:40.53
SM12	3:53.31	3:35.90	3:18.49	3:04.56	2:54.11	2:47.15	2:40.18	2:36.00	2:33.22	2:29.74
SM13	3:41.50	3:24.97	3:08.44	2:55.22	2:45.30	2:38.69	2:32.08	2:28.11	2:25.46	2:22.16
SM14	3:38.45	3:22.15	3:05.85	2:52.81	2:43.02	2:36.50	2:29.98	2:26.07	2:23.46	2:20.20
SM15	3:38.02	3:21.75	3:05.48	2:52.46	2:42.70	2:36.19	2:29.68	2:25.78	2:23.18	2:19.92

2019/20 Scottish Talent consideration times for selection to the 2020/21 squad (cont'd)
FEMALE

50m FREESTYLE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	2:20.88	2:10.37	1:59.86	1:51.45	1:45.14	1:40.93	1:36.73	1:34.20	1:32.52	1:30.42
S2	2:16.56	2:06.37	1:56.18	1:48.03	1:41.91	1:37.84	1:33.76	1:31.31	1:29.68	1:27.64
S3	1:33.46	1:26.49	1:19.51	1:13.93	1:09.75	1:06.96	1:04.17	1:02.50	1:01.38	0:59.98
S4	1:10.55	1:05.29	1:00.02	0:55.81	0:52.65	0:50.54	0:48.44	0:47.17	0:46.33	0:45.28
S5	1:03.43	0:58.70	0:53.96	0:50.18	0:47.34	0:45.44	0:43.55	0:42.41	0:41.66	0:40.71
50m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	0:56.16	0:51.97	0:47.78	0:44.43	0:41.91	0:40.24	0:38.56	0:37.55	0:36.88	0:36.04
S7	0:55.16	0:51.04	0:46.93	0:43.63	0:41.16	0:39.52	0:37.87	0:36.88	0:36.22	0:35.40
S8	0:51.15	0:47.34	0:43.52	0:40.47	0:38.18	0:36.65	0:35.12	0:34.20	0:33.59	0:32.83
S9	0:48.88	0:45.23	0:41.58	0:38.66	0:36.47	0:35.02	0:33.56	0:32.68	0:32.10	0:31.37
S10	0:47.27	0:43.74	0:40.21	0:37.39	0:35.28	0:33.86	0:32.45	0:31.61	0:31.04	0:30.34
S11	0:51.42	0:47.59	0:43.75	0:40.68	0:38.37	0:36.84	0:35.30	0:34.38	0:33.77	0:33.00
S12	0:46.48	0:43.01	0:39.54	0:36.77	0:34.69	0:33.30	0:31.91	0:31.08	0:30.53	0:29.83
S13	0:46.35	0:42.89	0:39.43	0:36.66	0:34.59	0:33.20	0:31.82	0:30.99	0:30.44	0:29.75
S15	0:46.51	0:43.04	0:39.57	0:36.80	0:34.71	0:33.32	0:31.94	0:31.10	0:30.55	0:29.85
100m FREESTYLE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	6:58.13	6:26.93	5:55.72	5:30.76	5:12.04	4:59.56	4:47.07	4:39.59	4:34.59	4:28.35
S2	6:27.80	5:58.86	5:29.92	5:06.76	4:49.40	4:37.82	4:26.25	4:19.30	4:14.67	4:08.88
S3	3:26.33	3:10.93	2:55.53	2:43.21	2:33.98	2:27.82	2:21.66	2:17.96	2:15.50	2:12.42
S4	2:33.45	2:22.00	2:10.54	2:01.38	1:54.51	1:49.93	1:45.35	1:42.60	1:40.77	1:38.48
S5	2:17.75	2:07.47	1:57.19	1:48.97	1:42.80	1:38.69	1:34.58	1:32.11	1:30.46	1:28.41
100m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	2:03.73	1:54.50	1:45.26	1:37.88	1:32.34	1:28.64	1:24.95	1:22.73	1:21.26	1:19.41
S7	2:01.15	1:52.11	1:43.07	1:35.84	1:30.41	1:26.80	1:23.18	1:21.01	1:19.56	1:17.75
S8	1:50.73	1:42.47	1:34.21	1:27.60	1:22.64	1:19.33	1:16.03	1:14.04	1:12.72	1:11.07
S9	1:45.53	1:37.65	1:29.77	1:23.48	1:18.75	1:15.60	1:12.45	1:10.56	1:09.30	1:07.73
S10	1:41.77	1:34.18	1:26.58	1:20.51	1:15.95	1:12.91	1:09.87	1:08.05	1:06.84	1:05.32
S11	1:54.40	1:45.87	1:37.33	1:30.50	1:25.38	1:21.96	1:18.55	1:16.50	1:15.13	1:13.42
S12	1:41.71	1:34.12	1:26.53	1:20.45	1:15.90	1:12.86	1:09.83	1:08.01	1:06.79	1:05.27
S13	1:40.17	1:32.69	1:25.22	1:19.24	1:14.75	1:11.76	1:08.77	1:06.98	1:05.78	1:04.29
S15	1:42.36	1:34.72	1:27.08	1:20.97	1:16.39	1:13.33	1:10.28	1:08.44	1:07.22	1:05.69
200m FREESTYLE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	11:05.70	10:16.02	9:26.34	8:46.59	8:16.79	7:56.92	7:37.04	7:25.12	7:17.17	7:07.24
S2	11:39.04	10:46.88	9:54.71	9:12.98	8:41.68	8:20.81	7:59.94	7:47.42	7:39.07	7:28.64
S3	7:23.82	6:50.70	6:17.58	5:51.09	5:31.21	5:17.96	5:04.72	4:56.77	4:51.47	4:44.84
S4	5:49.27	5:23.21	4:57.14	4:36.29	4:20.65	4:10.22	3:59.80	3:53.54	3:49.37	3:44.16
S5	4:48.02	4:26.52	4:05.03	3:47.83	3:34.94	3:26.34	3:17.74	3:12.58	3:09.15	3:04.85
200m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S14	3:31.50	3:15.72	2:59.93	2:47.31	2:37.84	2:31.52	2:25.21	2:21.42	2:18.90	2:15.74
400m FREESTYLE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	8:54.78	8:14.87	7:34.96	7:03.03	6:39.09	6:23.12	6:07.16	5:57.58	5:51.20	5:43.22
S7	8:54.22	8:14.36	7:34.49	7:02.60	6:38.68	6:22.73	6:06.78	5:57.21	5:50.83	5:42.86
S8	8:07.78	7:31.38	6:54.97	6:25.85	6:04.01	5:49.45	5:34.89	5:26.16	5:20.33	5:13.05
S9	7:58.31	7:22.62	6:46.92	6:18.37	5:56.95	5:42.67	5:28.39	5:19.83	5:14.12	5:06.98
S10	7:40.47	7:06.11	6:31.75	6:04.26	5:43.64	5:29.89	5:16.15	5:07.90	5:02.40	4:55.53
S11	9:14.26	8:32.90	7:51.53	7:18.44	6:53.63	6:37.08	6:20.54	6:10.61	6:03.99	5:55.72
S12	8:07.43	7:31.05	6:54.68	6:25.57	6:03.75	5:49.20	5:34.65	5:25.92	5:20.10	5:12.82
S13	7:39.57	7:05.27	6:30.98	6:03.54	5:42.96	5:29.24	5:15.53	5:07.29	5:01.81	4:54.95
S15	7:59.25	7:23.49	6:47.72	6:19.11	5:57.65	5:43.34	5:29.04	5:20.45	5:14.73	5:07.58
50m BUTTERFLY	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00
S2	3:54.15	3:36.67	3:19.20	3:05.22	2:54.74	2:47.75	2:40.76	2:36.56	2:33.77	2:30.27
S3	1:56.66	1:47.96	1:39.25	1:32.29	1:27.06	1:23.58	1:20.10	1:18.01	1:16.62	1:14.87
S4	3:49.63	3:32.49	3:15.35	3:01.64	2:51.36	2:44.51	2:37.65	2:33.54	2:30.80	2:27.37
S5	1:16.71	1:10.99	1:05.27	1:00.69	0:57.25	0:54.96	0:52.67	0:51.30	0:50.38	0:49.23
50m BUTTERFLY	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	1:01.00	0:56.45	0:51.90	0:48.26	0:45.53	0:43.70	0:41.88	0:40.79	0:40.06	0:39.15
S7	0:59.98	0:55.51	0:51.03	0:47.45	0:44.76	0:42.97	0:41.18	0:40.11	0:39.39	0:38.50
100m BUTTERFLY	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S8	2:02.28	1:53.15	1:44.03	1:36.73	1:31.25	1:27.60	1:23.95	1:21.76	1:20.30	1:18.48
S9	1:53.92	1:45.42	1:36.91	1:30.11	1:25.01	1:21.61	1:18.21	1:16.17	1:14.81	1:13.11
S10	1:53.38	1:44.92	1:36.46	1:29.69	1:24.61	1:21.23	1:17.84	1:15.81	1:14.46	1:12.77
S11	2:59.31	2:45.93	2:32.55	2:21.84	2:13.81	2:08.46	2:03.11	1:59.90	1:57.75	1:55.08
S12	1:52.41	1:44.02	1:35.63	1:28.92	1:23.89	1:20.53	1:17.18	1:15.16	1:13.82	1:12.14
S13	1:47.95	1:39.90	1:31.84	1:25.40	1:20.56	1:17.34	1:14.12	1:12.18	1:10.90	1:09.28
S14	1:51.30	1:43.00	1:34.69	1:28.05	1:23.06	1:19.74	1:16.42	1:14.42	1:13.09	1:11.43
S15	1:53.20	1:44.75	1:36.30	1:29.54	1:24.48	1:21.10	1:17.72	1:15.69	1:14.34	1:12.65

2019/20 Scottish Talent consideration times for selection to the 2020/21 squad (cont'd)
FEMALE

50m BACKSTROKE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	3:47.65	3:30.66	3:13.67	3:00.08	2:49.89	2:43.09	2:36.30	2:32.22	2:29.50	2:26.10
S2	2:03.92	1:54.67	1:45.42	1:38.02	1:32.48	1:28.78	1:25.08	1:22.86	1:21.38	1:19.53
S3	1:38.67	1:31.31	1:23.95	1:18.06	1:13.64	1:10.69	1:07.75	1:05.98	1:04.80	1:03.33
S4	1:32.39	1:25.50	1:18.60	1:13.09	1:08.95	1:06.19	1:03.43	1:01.78	1:00.68	0:59.30
S5	1:15.88	1:10.22	1:04.55	1:00.02	0:56.63	0:54.36	0:52.09	0:50.74	0:49.83	0:48.70
100m BACKSTROKE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
S1	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00
S2	4:02.14	3:44.07	3:26.00	3:11.54	3:00.70	2:53.47	2:46.24	2:41.91	2:39.02	2:35.40
100m BACKSTROKE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
S6	2:21.72	2:11.15	2:00.57	1:52.11	1:45.76	1:41.53	1:37.30	1:34.76	1:33.07	1:30.96
S7	2:15.00	2:04.93	1:54.85	1:46.79	1:40.75	1:36.72	1:32.69	1:30.27	1:28.66	1:26.64
S8	2:09.01	1:59.38	1:49.75	1:42.05	1:36.28	1:32.42	1:28.57	1:26.26	1:24.72	1:22.80
S9	1:57.58	1:48.81	1:40.03	1:33.01	1:27.75	1:24.24	1:20.73	1:18.62	1:17.22	1:15.47
S10	1:57.85	1:49.06	1:40.26	1:33.23	1:27.95	1:24.43	1:20.91	1:18.80	1:17.40	1:15.64
S11	2:14.12	2:04.11	1:54.10	1:46.09	1:40.09	1:36.08	1:32.08	1:29.68	1:28.08	1:26.08
S12	1:59.85	1:50.90	1:41.96	1:34.80	1:29.44	1:25.86	1:22.28	1:20.14	1:18.71	1:16.92
S13	1:51.57	1:43.25	1:34.92	1:28.26	1:23.26	1:19.93	1:16.60	1:14.60	1:13.27	1:11.61
S14	1:54.25	1:45.73	1:37.20	1:30.38	1:25.26	1:21.85	1:18.44	1:16.40	1:15.03	1:13.33
S15	2:04.05	1:54.79	1:45.54	1:38.13	1:32.57	1:28.87	1:25.17	1:22.95	1:21.47	1:19.61
50m BREASTSTROKE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SB1	3:47.50	3:30.52	3:13.54	2:59.96	2:49.78	2:42.98	2:36.19	2:32.12	2:29.40	2:26.01
SB2	2:58.52	2:45.20	2:31.88	2:21.22	2:13.22	2:07.90	2:02.57	1:59.37	1:57.24	1:54.57
SB3	1:44.44	1:36.64	1:28.85	1:22.61	1:17.94	1:14.82	1:11.70	1:09.83	1:08.59	1:07.03
100m BREASTSTROKE	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SB4	3:10.68	2:56.45	2:42.22	2:30.84	2:22.30	2:16.61	2:10.92	2:07.50	2:05.22	2:02.38
100m BREASTSTROKE	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
SB5	2:53.18	2:40.25	2:27.33	2:16.99	2:09.24	2:04.07	1:58.90	1:55.80	1:53.73	1:51.14
SB6	2:44.52	2:32.24	2:19.96	2:10.14	2:02.77	1:57.86	1:52.95	1:50.01	1:48.04	1:45.59
SB7	2:36.34	2:24.68	2:13.01	2:03.68	1:56.67	1:52.01	1:47.34	1:44.54	1:42.67	1:40.34
SB8	2:17.70	2:07.43	1:57.15	1:48.93	1:42.76	1:38.65	1:34.54	1:32.08	1:30.43	1:28.38
SB9	2:11.81	2:01.97	1:52.13	1:44.26	1:38.36	1:34.43	1:30.49	1:28.13	1:26.56	1:24.59
SB11	2:23.36	2:12.66	2:01.97	1:53.41	1:46.99	1:42.71	1:38.43	1:35.86	1:34.15	1:32.01
SB12	2:07.10	1:57.61	1:48.13	1:40.54	1:34.85	1:31.06	1:27.26	1:24.99	1:23.47	1:21.57
SB13	2:07.32	1:57.82	1:48.31	1:40.71	1:35.01	1:31.21	1:27.41	1:25.13	1:23.61	1:21.71
SB14	2:07.85	1:58.31	1:48.77	1:41.14	1:35.41	1:31.60	1:27.78	1:25.49	1:23.96	1:22.05
SB15	2:13.25	2:03.30	1:53.36	1:45.40	1:39.44	1:35.46	1:31.48	1:29.10	1:27.51	1:25.52
150m INDIVIDUAL MEDLEY	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SM1	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00	0:00.00
SM2	8:48.98	8:09.51	7:30.03	6:58.45	6:34.76	6:18.97	6:03.18	5:53.71	5:47.39	5:39.50
SM3	7:25.25	6:52.02	6:18.79	5:52.21	5:32.27	5:18.98	5:05.69	4:57.72	4:52.40	4:45.76
SM4	5:06.21	4:43.36	4:20.50	4:02.22	3:48.51	3:39.37	3:30.23	3:24.75	3:21.09	3:16.52
200m INDIVIDUAL MEDLEY	10 to 14 years (inclusive)	15 years	16 years	17 years	18 years	19 years	20 years	21 years	22 years	23 years
SM5	6:02.50	5:35.45	5:08.40	4:46.76	4:30.53	4:19.70	4:08.88	4:02.39	3:58.06	3:52.65
200m INDIVIDUAL MEDLEY	10 years	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years
SM6	5:06.44	4:43.57	4:20.70	4:02.41	3:48.69	3:39.54	3:30.39	3:24.90	3:21.25	3:16.67
SM7	4:58.25	4:35.99	4:13.74	3:55.93	3:42.57	3:33.67	3:24.77	3:19.43	3:15.87	3:11.41
SM8	4:32.00	4:11.70	3:51.41	3:35.17	3:22.99	3:14.87	3:06.75	3:01.88	2:58.63	2:54.57
SM9	4:21.23	4:01.74	3:42.24	3:26.65	3:14.95	3:07.15	2:59.35	2:54.68	2:51.56	2:47.66
SM10	4:10.08	3:51.41	3:32.75	3:17.82	3:06.63	2:59.16	2:51.69	2:47.22	2:44.23	2:40.50
SM11	4:43.14	4:22.01	4:00.88	3:43.98	3:31.30	3:22.85	3:14.40	3:09.32	3:05.94	3:01.72
SM12	4:15.96	3:56.86	3:37.75	3:22.47	3:11.01	3:03.37	2:55.73	2:51.15	2:48.09	2:44.27
SM13	4:09.78	3:51.14	3:32.50	3:17.58	3:06.40	2:58.94	2:51.49	2:47.01	2:44.03	2:40.30
SM14	4:04.63	3:46.38	3:28.12	3:13.52	3:02.56	2:55.26	2:47.96	2:43.58	2:40.65	2:37.00
SM15	4:11.85	3:53.06	3:34.26	3:19.23	3:07.95	3:00.43	2:52.91	2:48.40	2:45.40	2:41.64

APPENDIX 3

Scottish Diving Selection Policy

The purpose of the National Diving Programme is to support the effective development of divers through the diving pathway. The numbers tabled below outline the number of divers within the Aquatics National Programme since 2016/17;

Squad Year	2016 - 17	2017 - 18	2018 – 19	2019 – 20
Silver (13-16)	0	5	7	6
Gold (14-16)	0	3	4	4
Silver (17+)	0	1	2	3
Gold (17+)	2	2	2	2

The numbers highlight stability within the programme over the past two seasons with currently a male/female ratio of 66.6%/33.3% respectively – same as that of last season. Further focus on addressing this imbalance will be considered throughout the 2019/20 season.

Selection

Two “tiers” of the programme will be implemented linked to the established Scottish Swimming National Squads structure;

- 1. Gold**
- 2. Silver**

Delivery of National Programme activity for all aquatic disciplines within the performance plan will, where appropriate, be fully integrated.

Eligible divers achieving the following discipline specific criteria will be **considered** for selection for the Scottish National Aquatics Programme 2020/2021.

Gold – Senior & Youth

- Divers aged 13+ who are selected to the British Diving World Class Podium or Potential Programme following the completion of the 2019-20 season.

Silver – Senior & Youth

- Divers who place individually, 1st or 2nd at the Junior Elite Championships, age categories A - C.
- Divers who place top 6 individually, or medal in synchro at a FINA Diving Grand Prix

Silver - Youth Development

- Divers aged 11yrs – 16yrs identified for selection to Dive England “Team Z” from the British Diving Talent Games, 2019
- Divers aged 11yrs – 16yrs who place individually in the top 6 at the Junior Elite Championships 2020

Discretionary Nominations

Divers aged 11years+ identified by the National Diving Coach can be nominated for “discretionary consideration” for any as outlined within the **section 5.3** of the main National Squads Selection Document.

APPENDIX 4

Appeals Process

Appeals Process

The following appeals process is outlined for selections to the National Aquatics Programme and applies to all disciplines;

Gold, Silver and Senior Bronze Related Selections

For appeals relating to Gold, Silver and Senior Bronze squads, the following athletes meeting the criteria below may appeal;

1. Any athlete not selected for season 2020/21, having met the discipline specific selection standards for a specific squad

Appeals shall only be considered if they address:

1. The selection policy or process not being followed correctly
2. Inaccurate information being considered by the AHPG

Squad selections will be published by Wednesday 12th August 2020 on the Scottish Swimming web site, following which all appeals must be received, in writing **via email**, including the grounds upon which the appeal is made, to the Scottish Swimming Chief Executive, by 4pm Monday 17th August 2020.

The appeals panel will meet and complete any appeals, informing athletes by 4pm Friday 21st August 2020.

The appeals panel will normally consist of;

- Scottish Swimming Chief Executive
- Independent member
- sportscotland swimming Partnership Manager

Scottish Swimming reserves the right to alter the composition of the appeals panel. Panel member replacements will not include those involved with the original decision. The decision of the appeals panel is final.

Bronze (District Regional Programme) Related Selections

Appeals will be received in relation to the Scottish Talent Programme or District Regional Programme squads on the following basis only;

- Clarification of fact e.g. achievement of selection time/performance standard.

Appeals of this nature for DRP should, in the first instance, be made directly to the respective District Swimming Convenor **via email** by 4pm Monday 17th August 2020 (following notification by the District Convenor as described within the selection process). Final decisions on appeals will be made by the Scottish Swimming Performance Director and any appeal made will be actioned no later than Friday 21st August 2020.

Appeals of this nature for the Scottish Talent Programme should be made directly to the Scottish Swimming Performance Director **via email** by 4pm Monday 17th August 2020 (following publication of selections on the Scottish Swimming web-site by Wednesday 12th August). Any appeal made will be actioned by no later than Friday 21st August 2020.

This selection policy is being operated in accordance with the Scottish Swimming Equity Policy