



Bristol Penguin Olympic Swimming Club

Squad Moves Policy

Assessments

- Assessments are carried out at regular intervals throughout the year. These are used to monitor swimmer progress and provide a clear standard to attain in order to move into the next squad. For all squads, the principle consideration is the coaches' assessment of their swimmers' technique and training data from swim tests. For the higher squads some additional measures are introduced.
- The specific squad criteria for each pathway of the club can be found on the Swim Squads page of the club website.
- Detailed feedback from assessments is available on request from the lead coach for each squad.

Squad Moves

- Squad moves take place four times a year. For the higher-level competitive pathway, squad moves take place at the most suitable time in the year to best match their training cycles and competition calendar.
- If a swimmer misses the assessment week, the coach will try and allow them to repeat, but this may not be possible. If a swimmer misses the assessment week and also the mop up week, then they have to wait to be assessed again at the end of the next 12 weeks cycle.
- You may find that your child stays in a group for a considerable length of time and 12-18 months or even 24 months in one group is not unusual.
- Please remember that the coaches' decision is based on the best interests of the child and their swimming.
- You will be advised the date at which your child will move squad.
- All squad moves are initially probationary for the first month (i.e., trial period). This is to ensure the new group suits the swimmer. It helps manage expectations for swimmers so they understand initial moves are 'try outs' and occasionally there is a need to revisit the squad move.

Fees

- When moving squad, you will be advised of any fee changes. These will either start from the next calendar month, or halfway through the month. If halfway through the month, a half fee will be applied to the account. However, the squad change may be effective immediately. If there are any concerns regarding the affordability of any squad, please contact our finance team in confidence.

Moving up a squad

- If a swimmer meets the assessment requirements for the next squad up (see above) then they will be moved up squad.
- When squad moves are sent out there may be some latitude for moving to the parallel squad or some different sessions within the squad.

- Unfortunately, we are not able to move children based on convenience of the session times for the parent. However, we will work to accommodate swimmers in a parallel or lower squad provided there is space and it is appropriate. Swimmers may not swim up a squad.
- If the alternative squad becomes full and the space is needed, any swimmers swimming out of squad will no longer be able to attend that session.

Moves to a less competitive pathway

- If a swimmer is identified as not meeting the squad requirements for the next squad or has reached an age too old for the current squad or does not meet the criteria for the current squad then the process below will take place.
- The coach will have a conversation with the parents of the swimmer to discuss the situation. They will suggest a move to a less competitive squad. If the parents or swimmer do not want this, the swimmer could stay in the squad for one more assessment cycle to see if they can improve. They will be given feedback about what they need to do to improve to meet the requirements.
- The swimmer will be assessed again at the next assessment round (12 weeks later). A final decision about the squad moves will then be made and communicated to the swimmer and parents.
- This process may be fast tracked for reasons of poor attendance, poor punctuality and a swimmer not meeting the training values of Bristol Penguins.
- If there are extenuating circumstances (e.g., bereavement, injury) then a longer period of grace may be granted to the swimmer.