

Hackney Aquatics – A Club for Life

Hackney Aquatics are one of the fastest growing aquatics clubs in London and are seeing year on year progression. In 2016/17, we recorded our highest ever number of British and English National Qualifiers, Regional Finalists and Medallists and were promoted to the top division of the M11 Junior League.

The vision of Hackney Aquatics is to offer a programme that provides opportunities for all types of swimmer whatever their goals or ambitions - from learn to swim to competitive or performance swimming, to non-competitive swimming or masters. We also offer career development, through our Young Volunteer Scheme which trains and mentors the next generation of coaches and officials. Through these pathways, we want you to be part of Hackney Aquatics for life.

Retention and recruitment of young swimmers is imperative and it is important that alongside developing good technique and skills, swimmers enjoy their time with Hackney Aquatics. We will encourage fun and enjoyment at every session as well as motivating and developing a strong team ethics.

Finally, every child that enters the Hackney Aquatics programme should have the same core values including:

- Teamwork,
- Punctuality,
- Commitment,
- Discipline,
- Time management,
- Understanding preparation
- Mental and physical toughness.

As Hackney Aquatics grows from strength to strength, we hope to see more members from across Hackney and East London enjoying our programme, whether in our learn to swim academy, performance and competitive swimming or masters swimming.

ONE VISION – ONE PASSION – ONE TEAM

Hackney Aquatics Club

Clissold Leisure Centre, Hackney, London, UK

+44 (0)7582 736005 headcoach@hackneyaquaticsclub.org www.hackneyaquaticsclub.org

Pathways

Our programme now offers different pathways dependent on your age, ability, ambition and ability. Our structure is designed with Long Term Athlete Development (LTAD) in mind with opportunities of progression to National and International levels.

Performance Pathway

Squads: Performance Youth, Performance Age

Lead Coach: Rick Hall

The performance pathway is for swimmers aiming to compete at National and Junior International Levels. Training will be in line with LTAD and swimmers will be expected to complete an individual number of sessions. Land training, gym sessions and mindset training will also be part of the training routine

Competition Pathway

Squads: Competition Youth, Competition Age

Lead Coaches: Rick Hall, Richard Beard, Harry Myers

The competition pathway is for swimmers aiming to compete at County and Regional Levels. There will be more flexibility for swimmers who have other commitments and pressures such as school and other activities. Swimmers will still need to attend a minimum number of sessions. Land training, gym sessions and mindset training will also be part of the training routine

Development Pathway

Squads: Competition Development, Skill Development 1,2,3

Lead Coaches: Richard Beard, Naomi Depeza

The development pathway is for swimmers starting their competitive swimming journey. The emphasis in these squads will be improving technique, skills and learning correct training habits in an enjoyable but structured environment

Club Pathway

Squads: Masters, Junior Masters, Junior 1,2

Lead Coaches: Sam Russo, Tony Cronin, Avian Durcan

The club pathway is to give the opportunity to swimmers who are late developers or want less commitment to training and competition to train in a structured but relaxed environment with a high standard of coaching. The Masters squads allow swimmers to train with the club for life.

Learn to Swim Academy

Squads: Academy 1,2,3

Lead Coaches: Lynsey Hall

The Academy is our Learn to Swim programme which offers progression from GLL (Better) swimming lessons into our squads. The main focus of the academy is learning correct skills and techniques needed to progress into our squads

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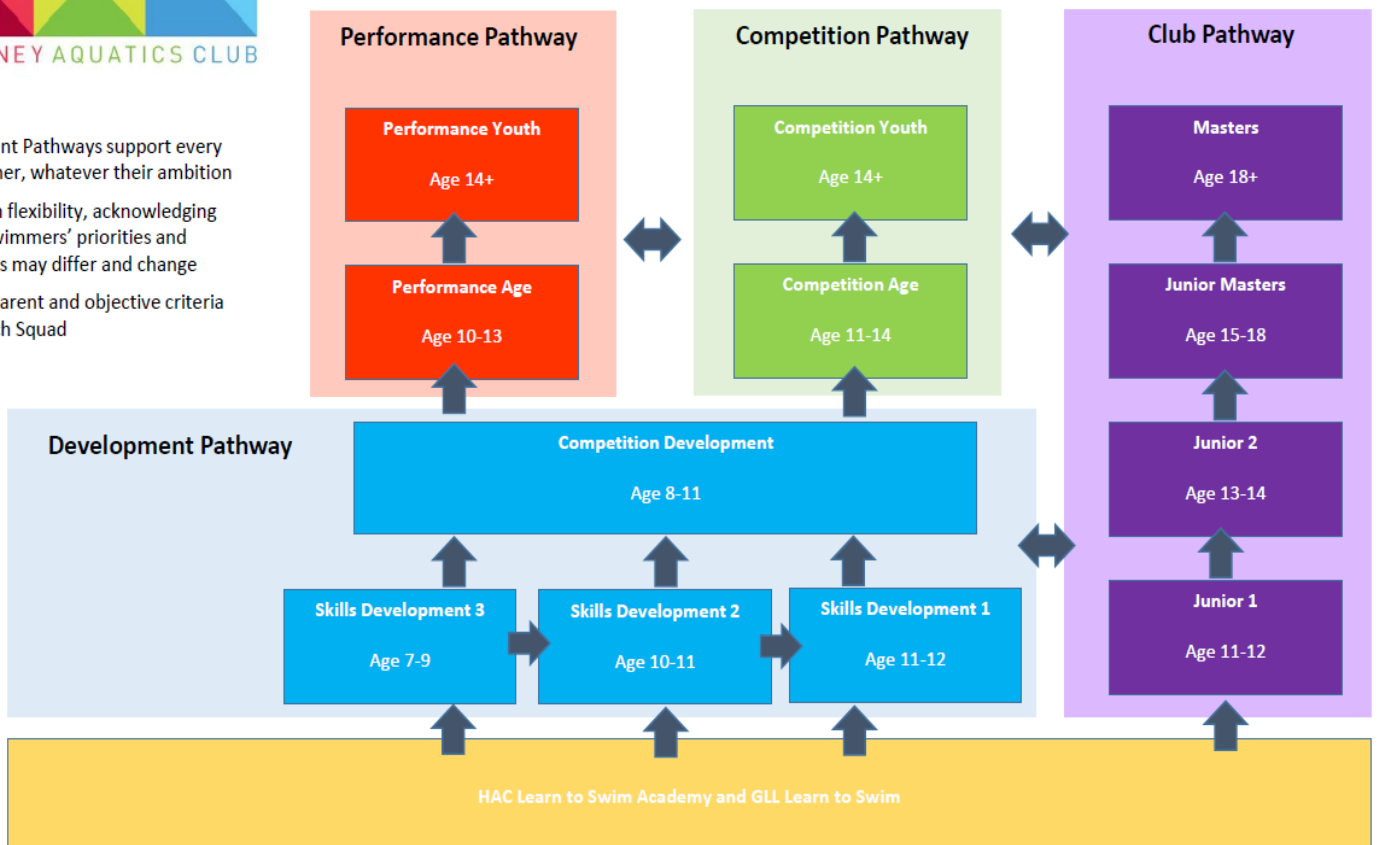
Squad Structure

The Squad Structure is designed for progression at all levels with flexible movement between squads and pathways. The club recognises swimmers' differing ambitions, abilities and priorities and so there is a different pathway that is suited for the individual. Each squad has an objective criteria which gives clarity on what is needed to be within that squad.



Hackney Aquatics Club – A Swim Club for Life!

- ✓ Different Pathways support every swimmer, whatever their ambition
- ✓ Built-in flexibility, acknowledging that swimmers' priorities and abilities may differ and change
- ✓ Transparent and objective criteria for each Squad



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Squad Criteria

Performance Youth
Group Number: 12
Primary Criteria
Aged 14+ (by end of year)
Attend average of 6+ sessions
Attend 3+ land sessions
Must meet green/yellow on monthly assessment based on attendance, competition performance, training performance.
Performance Criteria
Qualified for British Nationals
Qualified for English Nationals
Number of Regional Automatic Times
Females - swim under 2.45 for 200 IM and under 2.30 for 200 Free
Males - swim under 2.35 for 200 IM and under 2.20 for 200 Free
Training Criteria
Ability to train all distances and strokes with following stroke counts fly and Breast (8) Back and Free (12)
Average 100 kick under 1.40 (based on 400,300,200,100 Kick Test)
Can swim repeat 12 x 100 repetitions off following base times FC - 1.25 IM 1.40
Has the ability to read the clock, set off on correct turn arounds, understand and complete full sets
Can complete full land warm up without distraction
Completes extra training at home/outside of HAC sessions
Is punctual to most sessions (including entering water on time)
Coaches discretion based on talent identification and long term potential
Can commit to a set number of sessions during exam period (minimum half number of regular sessions)
Competitions to Attend
All National, Regional, County Competitions
All selected open meets and away competitions
All team galas such as Arena League
Easter Training Camp
Equipment Needed
Kickboard, Alignment Kickboard, Pullbouy, Short Blade Fins, FINIS Agility Paddles, Finger Paddles, 2 x Drinks Bottles, Snorkel, HAC Black and White Cap, Goggles, Costume, Foam Roller, Skipping Rope, Band, Mesh Bag,

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Performance Age
Group Number: 10
Primary Criteria
Aged 10-13
Attend average of 5+ sessions
Attend 2+ land sessions
Must meet green/yellow on monthly assessment based on attendance, competition performance, training performance.
Performance Criteria
Potential for National Selection (top 100 ranking)
Number of Regional Automatic Times
Number of County Automatic Times
Females - swim under 3.05 for 200 IM and under 2.45 for 200 Free
Males - swim under 3.00 for 200 IM and under 2.40 for 200 Free
Training Criteria
Ability to train all distances and strokes with following stroke counts fly and Breast (10) Back and Free (14)
Average 100 kick under 1.55 (based on 400,300,200,100 Kick Test)
Can swim repeat 10 x 100 repetitions off following base times FC - 1.40 IM 1.50
Swimmers should regularly be able to perform skills including 6 dolphin kicks, turns, starts, sculling, kick on all strokes
Has the ability to read the clock, set off on correct turn arounds, understand and complete full sets
Can complete full land warm up without distraction
Completes extra training at home/outside of HAC sessions
Is punctual to most sessions (including entering water on time)
Coaches discretion based on talent identification and long term potential
Can commit to a set number of sessions during exam period (minimum half number of regular sessions)
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Competition Youth
Group Number: 14
Primary Criteria
Aged 14+ (by end of year)
Attend average of 4+ sessions
Attend 2+ land sessions
Must meet green/yellow on monthly assessment based on attendance, competition performance, training performance.
Performance Criteria
Number of Regional Automatic Times
Number of Regional Consideration Times
Number of County Automatic Times
Females - swim under 3.00 for 200 IM and under 2.40 for 200 Free
Males - swim under 2.50 for 200 IM and under 2.30 for 200 Free
Training Criteria
Ability to train all distances and strokes with following stroke counts fly and Breast (10) Back and Free (14)
Average 100 kick under 2.00 (based on 400,300,200,100 Kick Test)
Can swim repeat 10 x 100 repetitions off following base times FC - 1.35 IM 1.45
Has the ability to read the clock, set off on correct turn arounds, understand and complete full sets
Can complete full land warm up without distraction
Completes extra training at home/outside of HAC sessions
Is punctual to most sessions (including entering water on time)
Coaches discretion based on talent identification and long term potential
Competitions to Attend
All National, Regional, County Competitions
All selected open meets and away competitions
All team galas such as Arena League and M11
Equipment Needed
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Competition Age
Group Number: 14
Primary Criteria
Aged 11-14
Attend average of 3+ sessions
Attend 1+ land sessions
Must meet green/yellow on monthly assessment based on attendance, competition performance, training performance.
Performance Criteria
Number of County Automatic Times
Number of County Consideration Times
Females - swim under 3.30 for 200 IM and under 3.10 for 200 Free
Males - swim under 3.30 for 200 IM and under 3.10 for 200 Free
Training Criteria
Ability to train all distances and strokes with following stroke counts fly and Breast (10) Back and Free (14)
Average 100 kick under 2.10 (based on 400,300,200,100 Kick Test)
Can swim repeat 10 x100 repetitions off following base times FC - 1..50 IM 2.10
Swimmers should regularly be able to perform skills including 6 dolphin kicks, turns, starts, sculling, kick on all strokes
Has the ability to read the clock, set off on correct turn arounds, understand and complete full sets
Can complete full land warm up without distraction
Completes extra training at home/outside of HAC sessions
Is punctual to most sessions (including entering water on time)
Coaches discretion based on talent identification and long term potential
Competitions to Attend
All National, Regional, County Competitions
All selected open meets and away competitions
All team galas such as Arena League and M11
Equipment Needed
Kickboard, Alignment Kickboard, Pullbouy, Short Blade Fins, FINIS Agility Paddles, Finger Paddles, 2 x Drinks Bottles, Snorkel, HAC Black and White Cap, Goggles, Costume, Foam Roller, Skipping Rope, Band, Mesh Bag,

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Competition Development
Group Number: 24
Primary Criteria
Aged 8-11 Maximum age 12
Attend average of 4+ sessions
Attend 2+ land sessions
Must meet green/yellow on monthly assessment based on attendance, competition performance, training performance.
Performance Criteria
Number of County Automatic Times
Number of County Consideration Times
Swim under 3.45 for 200 IM and under 3.25 for 200 Free
Swimmers will be talent identified by the coaching team based on, training attendance, training performance, competition performance, listening skills and long term potential
Training Criteria
Swimmers should be able to hold good technique across all 4 strokes up to 200m (75m fly) with following stroke counts - fly and Breast (14) Back and Free (18)
Swimmers can kick 12x50 off 1.15
Swimmers should regularly be able to perform skills including 6 dolphin kicks, turns, starts, sculling, kick on all strokes
Has the ability to read the clock, set off on correct turn arounds, understand and complete full sets
Can complete full land warm up without distraction
Is punctual to most sessions
Show basic lane discipline
Coaches discretion based on talent identification and long term potential
Competitions to Attend
All Regional, County Competitions
All selected open meets and away competitions,
HAC Development Meet and Timetrials
All team galas such as Arena League and M11
Equipment Needed
Kickboard, Pullbouy, Short Blade Fins, Finger Paddles, 2 x Drinks Bottles, Snorkel, HAC Black and White Cap, Goggles, Costume, Skipping Rope, Band, Mesh Bag,

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Skill Development 1
Group Number: 24
Primary Criteria
Ideal age 11-12 Maximum age 12
Attend average of 2+ sessions
Attend 1+ land sessions
Performance Criteria
Must compete in all development and team competitions selected
Swimmers will be talent identified by the coaching team based on, training attendance, training performance, competition performance, listening skills and long term potential
Training Criteria
Must have completed all of the skills in HAC Academy 1
Swimmers should be able to hold good technique across all 4 strokes with the stroke counts in brackets up to 100m FC (20), 50 Back (20) and Breast (16) 25 Fly (16)
Swimmers can kick 8x50m on all strokes
Swimmers should regularly be able to perform skills including 4 dolphin kicks, turns, starts, sculling, kick on all strokes
Is punctual to most sessions
Show basic lane discipline
Coaches discretion based on talent identification and long term potential
Competitions to Attend
Some selected open meets and away competitions,
HAC Development Meet and Timetrials
All team galas such as Arena League and M11
Equipment Needed
Kickboard, Pullbouy, Short Blade Fins, 2 x Drinks Bottles, Snorkel, HAC Black and White Cap, Goggles, Costume, Skipping Rope, Band, Mesh Bag,

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Skill Development 2
Group Number: 24
Primary Criteria
Ideal age 10-11 Maximum age 11
Attend average of 2+ sessions
Performance Criteria
Must compete in all development and team competitions selected
Swimmers will be talent identified by the coaching team during trials, LTS talent ID sessions and school swimming talent ID
Training Criteria
Must have completed all of the skills in HAC Academy 1
Swimmers should be able to hold good technique with stroke counts (stated in HAC Academy 1) across all 4 strokes up to 50m FC, 25 Back and Breast 12.5-25 Fly
Swimmers can kick 4x50 on all strokes
Swimmers should be able to attempt skills including 4 dolphin kicks, turns, starts, sculling, kick on all strokes
Is punctual to most sessions
Show basic lane discipline
Coaches discretion based on talent identification and long term potential
Competitions to Attend
All Regional, County Competitions
Some selected open meets and away competitions,
HAC Development Meet and Timetrials
All team galas such as Arena League and M11
Equipment Needed
Kickboard, Pullbouy, Short Blade Fins, 2 x Drinks Bottles, Snorkel, HAC Black and White Cap, Goggles, Costume, Skipping Rope, Band, Mesh Bag,

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Skill Development 3
Group Number: 30
Primary Criteria
Ideal age 7-9 Maximum age 9
Attend average of 1+ sessions
Performance Criteria
Must compete in all development and team competitions selected
Swimmers will be talent identified by the coaching team during trials, LTS talent ID sessions and school swimming talent ID
Training Criteria
Must have completed all of the skills in HAC Academy 1
Swimmers should be able to hold good technique with stroke counts (stated in HAC Academy 1) across all 4 strokes up to 50m FC, 25 Back and Breast 12.5-25 Fly
Swimmers can kick 4x50 on all strokes
Swimmers should be able to attempt skills including 4 dolphin kicks, turns, starts, sculling, kick on all strokes
Is punctual to most sessions
Show basic lane discipline
Coaches discretion based on talent identification and long term potential
Competitions to Attend
All Regional, County Competitions
Some selected open meets and away competitions,
HAC Development Meet and Timetrials
All team galas such as Arena League and M11
Equipment Needed
Kickboard, Pullbouy, Short Blade Fins, 2 x Drinks Bottles, Snorkel, HAC Black and White Cap, Goggles, Costume, Skipping Rope, Band, Mesh Bag,

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Masters
Group Number:
Primary Criteria
Aged 18+
Attendance criteria is not needed
Performance Criteria
Competition is recommended but not essential
Must compete in team competition when needed
Training Criteria
Ability to train all distances and strokes
Has the ability to read the clock, set off on correct turn arounds, understand and complete full sets
Is punctual to most sessions
Competitions to Attend
Masters Competitions
Open Water Competitions
All team galas such as Arena League
Equipment Needed
Kickboard, Pullbouy, Short Blade Fins, 2 x Drinks Bottles, HAC Black and White Cap, Goggles, Costume,

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Junior Masters
Group Number: 16
Primary Criteria
Aged 15+ (by end of year)
Attend average of 1+ sessions
Performance Criteria
Competition is recommended but not essential
Must compete in team competition when needed
Training Criteria
Ability to train all distances and strokes
Average 100 kick under 2.30
Can swim repeat 8x 100 repetitions off following base times FC - 1..50 IM 2.10
Swimmers should regularly be able to perform skills including 4 dolphin kicks, turns, starts, sculling, kick on all strokes
Has the ability to read the clock, set off on correct turn arounds, understand and complete full sets
Is punctual to most sessions
Coaches discretion based on talent identification and long term potential
Competitions to Attend
Some selected open meets and away competitions,
HAC Development Meet and Timetrials
All team galas such as Arena League
Equipment Needed
Kickboard, Pullbouy, Short Blade Fins, 2 x Drinks Bottles, HAC Black and White Cap, Goggles, Costume,

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Junior 2
Group Number: 30
Primary Criteria
Aged 13-14
Attend average of 1+ sessions
Performance Criteria
Competition is recommended but not essential
Must compete in team competition when needed
Training Criteria
Swimmers should be able to hold good technique across all 4 strokes up to 100m FC, 50 Back and Breast 25 Fly
Swimmers can kick 8x50m on all strokes
Swimmers should regularly be able to perform skills including 4 dolphin kicks, turns, starts, sculling, kick on all strokes
Is punctual to most sessions
Show basic lane discipline
Coaches discretion based on talent identification and long term potential
Competitions to Attend
Some selected open meets and away competitions,
HAC Development Meet and Timetrials
All team galas such as Arena League
Equipment Needed
Kickboard, Pullbouy, Short Blade Fins, 2 x Drinks Bottles, HAC Black and White Cap, Goggles, Costume,

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Junior 1
Group Number: 30
Primary Criteria
Aged 11-12
Attend average of 1+ sessions
Performance Criteria
Competition is recommended but not essential
Must compete in team competition when needed
Training Criteria
Swimmers should be able to hold good technique across all 4 strokes up to 100m FC, 50 Back and Breast 25 Fly
Swimmers can kick 8x50m on all strokes
Swimmers should regularly be able to perform skills including 4 dolphin kicks, turns, starts, sculling, kick on all strokes
Is punctual to most sessions
Show basic lane discipline
Coaches discretion based on talent identification and long term potential
Competitions to Attend
Some selected open meets and away competitions,
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All team galas such as Arena League
Equipment Needed
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HAC Behavioral Policies

HAC swimmers are expected to behave in a certain way that shows respect for team mates, coaches, other members and themselves. All HAC swimmers should follow the points below to ensure everyone enjoys their time at the club. If a swimmer does not follow these points then further action including the welfare officer will be sought.

A HAC swimmer is:

- 1) A swimmer who wants to be part of a team.
- 2) A swimmer who listens to the coach and each other.
- 3) A swimmer who had goals and wants to achieve.
- 4) A swimmer who respects the achievements of others, of the team as well as their own.
- 5) A swimmer who knows when it's time for work and time for play
- 6) A swimmer who is respectful to all in how they behave and in what they say.
- 7) As swimmer who encourages themselves and others.
- 8) A swimmer who is confident to speak up to ensure that the club values and rules are followed.
- 9) A swimmer who treats others as an equal, who is respectful and celebrates our differences in abilities, age, gender, background and life choices. They recognise that being a HAC swimmer is what make us a family.
- 10) A swimmer who wants to grow into the best person they can be.
- 11) A swimmer who if they don't follow the club ethos and rules, is open to feedback, will listen to another's view and will take personal responsibility for their behaviour.
- 12) A Swimmer whose family will support them and the club to reach the full potential and actively nurture a positive club culture

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How HAC responds to negative behavior:

- 1) HAC encourages swimmers to be able to challenge each other if they see, hear or experience negative behaviour.
- 2) HAC encourages swimmers to apologies and understand the impact of negative behaviour and language on others
- 3) HAC encourages swimmers to speak to any of the coaches, welfare officers, volunteers about any behaviours or language that they feel is negative. HAC will always decide with the swimmer or the person sharing the experience on the next steps.
- 4) HAC encourages coaches to speak to swimmers they see or are made aware of have displayed negative behaviour. To explore why a situation may have occurred and offered an opportunity for swimmers to provide an explanation.
- 5) HAC encourages swimmers to take responsibility and acknowledges that we can all “ make mistakes” and “learning “ from our mistakes is the greatest lesson to learn.
- 6) HAC will involve parents when there has been no positive change or an incident deemed to be serious has occurred. HAC will contact parents by telephone or email outlining the concern. A meeting will be held if required and involve the welfare officer and swimmer if appropriate.
- 7) HAC meetings will be documented and will include a plan highlighting actions for the club, swimmer and parent.
- 8) HAC will consider and apply significant consequences such a “ time out “ or “ suspension” as a last resort. HAC will encourage change support swimmers and families to work towards inclusion.
- 9) HAC will encourage coaches, young coaches, volunteers and senior swimmers to act as role models. HAC will offer training, mentoring, supervision, encourage feedback from parents, swimmers, peers and other coaches to maintain positive role modelling in the club.

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