

# COACHES, TEACHERS, OFFICIALS, VOLUNTEERS

For swimming to achieve in achieving its vision and objectives it relies profoundly on the skills, knowledge and commitment of its workforce, which comprises of a vast number of volunteers working in partnership with a vocational workforce.

## Key

Black Local Authorities  
Red CSP  
Green Disciplines  
Blue Clubs  
Purple School Sports P'ship

## POSITIVES

- All staff newly qualified
- Nationally recognised disability programme
- Good volunteer base – **young leaders & volunteers + club**
- Merseyside Awards for All – collective working within the county focussing on developing whole workforce
- Contracted staff in Education & learn to Swim programmes x 2
- ASA licensed staff
- New National curriculum – lots of teachers taking up
- Partnership in Las, schools & others
- Dedicated staff/coaches
- Specific officers responsible for workforce development
- Good links with local clubs
- Extensive schools/L2S programmes
- Excellent partnerships & business development in St Helens
- Volunteers in clubs supported through Wigan SDG for CPD
- SPAA coach education funding
- CPD programme for all LA swimming Teachers x 2+ **SSP x 3**
- Reasonable teaching/coaching/tutor staff available locally
- Volunteers keep costs of clubs down
- Swimming club coaches seem to be adequate
- **Swimming prioritised in the 'Get Qualified' programme administered by Cumbria University – available across Lancs & Cumbria ensuring positive take up of NGB Level 1,2 & 3 qualifications**
- **CPD courses for teachers offered through LDA, hosted through CSP**
- **Considering establishing funded annual calendar of all coach ed courses through County NGB Forum ensuring central 'learning hub' for coaching**
- **Our club has an excellent volunteer Chief Coach and another ASA Coach**
- **We have numerous level 2 teachers**
- **Staff available**
- **Sharing good practice with other clubs down to volunteer level**
- **Recently improved communication**
- **Career programme x 2**
- **Swim 21 development framework x 2 more professional**
- **Coaches do excellent job**
- **Good & experienced swimming teachers instructors**
- **Staff in primaries Nat curriculum trained + NGB level 1 and 2 no Level 2**

- Staff interested in developing abilities but mostly Secondary PE staff but few students accessing swimming at KS3/4 so why bother
- Young people trained by SDO as Pool lifeguards and level 1 teachers/coaches
- Palatine LC available for courses enabling swim teachers to attend training
- Review happening
- Clubmark – Swim 21 helping to professionalise workforce

## NEGATIVES

- Level 1 teacher
- Cost of courses x 3+ clubs x 4 also prohibits personal development
- Too much emphasis on ASA courses at a high cost
- Differing advice from NGB on workforce issues
- Not enough courses/cpds + club
- Not enough local CPD +SSP but being addressed
- CV hunters
- Supply/casual teachers in mersyside
- Lack of development of volunteers
- Retention of volunteers + clubs
- Lack of club administrators
- Sustainability of workforce
- Not enough tutors in NW x 2
- Lack of recognition + clubs x 2
- Not enough teachers x 2
- Supply swimming teachers kept centrally
- Local club reluctant to swim 21
- ASA too business minded
- Not enough coaches with ability to teach disability
- Chief coach about to retire and ASA Coach has full time job taking him abroad on a weekly basis
- Difficult to access level 3 courses
- Lack of volunteers x 3
- Uncooperative attitudes displayed by leisure centre management
- Lack of water polo courses making it difficult to achieve Swim 21
- Do not like amateurs to be in charge!
- Swim 21 – takes too much time, little benefit, lack of recognition from LA
- Officials not recognised
- Funding to pay coaches
- Time & commitment from quality personnel + LA– might be solved by payment
- Coordinated approach
- Lack of volunteer swimming coaches
- People involved in swimming have narrow view of whole range of activities that could be offered
- Expensive courses. Teaching staff to 'suck eggs'. Need to reduce time & cost to justify to head teachers or clubs
- Cross borough issues re quality of non borough trained staff
- Rate of pay for swimming staff leading to high turnover and endless cost to train replacements
- Take up for Top up courses by school staff low over past 3 yrs. Courses often cancelled due to lack of interest.
- Courses for life guarding/teaching/coaching not promoted/co-ordinated in partnership with SSP/SDU
- Schools sometimes reluctant to train teachers to deliver
- Lack of relationships between clubs
- No shared vision for swimming

## IMPROVEMENTS NEEDED FOR THE FUTURE

- Reduction in training costs x 2 + clubs x 3
- Offer Level 1 & 2 courses at lower rates in line with other NGBs such as RL, Cricket, Football
- Clear and concise guidelines from NGB
- County Aquatics Officer
- Tailored courses for swimming aquatics – CSP to organise
- REO
- Regional CPD programme
- Ongoing local CPD programme + SSP
- More delivery of local workshops/education sessions ( not necessarily CPD)
- Clear strategy encompassing NGB, LA & all
- Simply process for running Level 1 & 2 courses
- DVD for running aquatics festivals
- Local tutors + clubs to travel to club or association
- Clear structure/plan to develop in SNW strategy
- Incentives for club volunteers incorporated for Swim 21 clubs
- Swimming Teachers to be recognised as important as coaches who receive higher rate of pay to Swimming teachers
- How many coaches/teachers/volunteers in Merseyside – what support to they need?
- Boroughs Swim teachers to sign up to NW Coaching Agency
- Are we clear on what skills shortages/gaps exist in swimming workforce in Cumbria
- Consider financial support to the 'Get Qualified' programme to maximise learning outcomes & qualifications gained in swimming
- Ensure positive engagement with opportunities as presented by appointment of Cumbria Workforce Development Manager
- More diving courses in NW
- Rigging courses (CPD/dry land training) – possible link with NE for numbers
- Level 1, 2 & 3 courses more readily available at far more reasonable cost x 2
- Funding should be made available to have professional coaches available within 30 miles of everybody's home
- Coaches to communicate together and involve all members of the club including volunteers
- Consider giving some courses FREE + LA
- We are not elite and need to be appreciated at the level we are at
- Training for poolside officials and helpers
- More training for coaches
- Regular programme of local courses x 2
- Additional help for clubs with swim 21 – rdo to visit
- Ex champions to do more free coaching at clubs
- Age limit for FINA officials should be increased
- Recruitment more volunteers
- Clear development plan with funding to roll out throughout partnership
- Utilise and provide funding for SSP & network to support & roll out plan
- More pools or at least covers for outdoor pools
- Improved & updated training
- Regular updated training especially for management
- More career prospects + clubs
- Develop Community Coach idea
- Better training on specific delivery to early KS2 children. Age/experience of teaching staff has led to poor examples
- Licensed swimming teachers
- Involve club expertise
- Change culture of teachers not teaching swimming
- Local Swim club forum needed

