

**Edinburgh Synchronised Swimming Club
Development Plan 2018**

Vision statement

Edinburgh Synchro is a vibrant and successful club, where swimmers can experience the fun and creativity of combining swimming, dance and gymnastics. Teamwork is essential.

The club is committed to helping children, and in particular girls, keep fit into adulthood. Swimmers can compete at both district and national levels or, once they have become proficient in the basics, can be part of our recreational squads. With swimmers from age 8 upwards, it is a great way to make new friends outside school.

We endeavour to keep swimmers in the sport once they have left school, via coaching, judging, as well as continuing to swim.

Club Development

Area of Development	Target/Outcome	Actions Suggested	Owner
Governance	To ensure that all volunteers have attended a SPC workshop	Hold a club SPC workshop by end September	Secretary
	Ensure club is GDPR compliant by end May	Create Data Policy and publish / seek consent from members	Secretary
	Should we pay coaches?	Add it to a committee meeting agenda for discussion	Secretary / President
Participation	To ensure there is the ability to continue to grow the club, within constraints regarding pool time	<ul style="list-style-type: none"> • Continue to lobby EL for more pool time • Continue to scout for new coaches • Level 1 coaching course for senior swimmers and poolside helpers 	Secretary / President / Volunteer Coordinator
	Managing groups with more than eight swimmers	<ul style="list-style-type: none"> • Work to ensure all swimmers are participating • Check that swimmers are in correct group periodically 	Head Coach
Communication	Ensure everyone understands the various methods of communication	Create communication diagram	Secretary
	Ensure swimmers / parents know what has been achieved and what will be the focus of training	<ul style="list-style-type: none"> • Publish coach reports? • Introduce 1:1 meetings (each session / month / year?) 	Head Coach
	Survey membership to determine satisfaction in various areas	<ul style="list-style-type: none"> • Determine areas for survey • Survey for swimmers and parents separately? • In advance of the development meeting in 2019? 	Secretary / Development Coordinator
	Ensure adequate communication before camps / competitions	<ul style="list-style-type: none"> • Organise meetings before camps for swimmers / parents and coaches • Ensure TM have meeting with swimmers before each event 	Camp Coordinator / TM coordinator

		and report back to the committee afterwards	
Team membership	To increase the feeling of team / club membership	<ul style="list-style-type: none"> • Separate events into team and club events • Encourage coaches to take their team out for a social event • Increase optional kit range for club 	Social Coordinators / Kit Coordinator

Education and Training

Area of Development	Target/Outcome	Actions Suggested	Owner
Coaching staff	To increase the number and breadth of coaching staff	<ul style="list-style-type: none"> • Fund coaching courses for swimmers and parents • Find choreography courses for coaches • Find First Aid courses for coaches and Team Managers 	Treasurer / Secretary / Volunteer Coordinator
Other volunteers	To increase the number of judges and scorers	Check with the Scottish Synchro Committee regarding course availability and subsidy	Volunteer Coordinator
Land training	<p>To ensure that swimmers are ready for the new land grades</p> <p>To ensure that the land grade exercises are practiced safely at home and at the club</p> <p>To ensure that all swimmers are sufficiently warmed up before any session</p>	<p>Need land grade information from England to do this</p> <ul style="list-style-type: none"> • Invite specialist teachers in to teach the swimmers how to do the exercises. • Invite parents to observe so that they can help at home. <p>Encourage coaches to produce a land warm up to be done on poolside before each session</p>	<p>Head Coach</p> <p>Secretary</p> <p>Head Coach</p>
Choreography	To increase choreography expertise	Invite specialist dance teachers to help with developing choreography skills and drama coaches to help with facial expressions	Secretary
Nutrition	To ensure that the swimmers have access to nutritional information	Links to Scottish Swimming / Swim England advice	CPO
Parental support	To have parents who support the team as a whole and understand the importance of utilising the facilities we have in order to make the most of precious pool/gym time	<ul style="list-style-type: none"> • More information on the importance of each aspect of training • Increase number of parents who are volunteers • Continue parent 'give it a go' sessions 	Head Coach / Volunteer Coordinator / Secretary

Swimmer Development

Area of Development	Target/Outcome	Actions Suggested	Owner
Competitive	To ensure that all swimmers who want to be competitive receive the support they need	<ul style="list-style-type: none"> • Encourage swimmers to go to Grove and to Tuesdays to do stamina training • Encourage coaches to create their own stamina sets for their swimmers to do on their own • Recommend other clubs / sports centres that could help with stamina or land (eg Jack Kane Centre) 	Head Coach / Secretary
	Ensure that swimmers are trained in and doing the correct land training exercises at home	<ul style="list-style-type: none"> • Encourage coaches to create their own weekly land training plan for their group • Encourage coaches to create their own gym sets for those swimmers who go to the gym 	Head Coach
	Ensure swimmers are motivated if they do not pass a grade day / are not included in a team	<ul style="list-style-type: none"> • Following grade days, create individual action plans for those who did not pass • Following competition selections, discuss reasons with swimmer / parent 	Head Coach / Assessment Coordinator
Recreational	To ensure that recreational swimmers are still an integral part of the club	<ul style="list-style-type: none"> • Look into competitions for them • Ensure that they have time to work on figures as well as routines 	Secretary / Head Coach
Competitions	To ensure routines are at a high standard before entry to competitions	<ul style="list-style-type: none"> • More input by coaches who are also judges 	Head Coach
	To increase choreography expertise	<ul style="list-style-type: none"> • Invite specialist dance teachers to help with developing choreography skills and drama coaches to help with facial expressions • Look for choreography courses for coaches 	Secretary
Youth development	Encourage all swimmers to have a figures notebook	<ul style="list-style-type: none"> • Ask older swimmers to explain the benefits of the book • Look into producing a club notebook 	Club Captain / Assessment Coordinator
	To ensure that there are pathways for older swimmers	To increase awareness of coaching and officials courses	Secretary
	To develop a masters section - 2019	Determine what is needed for a masters section	President