



Scottish  
Swimming

**National Squad Programme**

**Selection Policy & Selection Times**

**2016 - 2017**

## **Introduction**

This policy provides the basis on which swimmers will be selected for the 2016/17 Scottish Swimming National Squad Programme.

## **Background Context**

Following an extensive review process last season, a number of changes were incorporated within the 2015/16 National Squads Selection Policy. A full outline of the background and context to the review along with selection principles can be found within the document “Scottish National Squads Selection Policy Review 2016” ([http://www.scottishswimming.com/media/1672707/Scottish-National-Squad-Selection-Policy-Review-Summary-2016\\_FINAL.pdf](http://www.scottishswimming.com/media/1672707/Scottish-National-Squad-Selection-Policy-Review-Summary-2016_FINAL.pdf)). The principles outlined within this document continue to provide the foundation moving forward and, taking in to account the changes made last season, no major alterations have been made this year.

## **Summary**

The numbers shown in the table below represent the qualifying statistics for each of the squads over the past four (4) years. In reviewing the numbers and trends, it is clear that the numbers of swimmers achieving standards at the Bronze (11-14) has stabilised and increased slightly from the 2014/15 season. Furthermore, in line with the selection policy principles, numbers at Senior Gold level have reduced, with Senior Silver, Youth Squad and Youth Development Squad numbers remaining stable.

Squad Year	2012-13	2013-14	2014-15	2015-16
Bronze (11-14)	382	287	228	246
Bronze (15+)	60	55	41	27
Silver (13-16)	66	57	44	47
Gold (14-16)	27	17	24	25
Silver (17+)	32	29	20	22
Gold (17+)	31	39	36	26

Globally, the sport continues to improve, with 90% of times required to make the world top 15 (2 per nation) in 2015 becoming faster than the previous year’s standard. The average age of swimmers making the world top 15 varies across events, however on the whole continues to increase.

Taking in to account the above, along with the significant changes implemented last season, a season of consolidation will be applied and as such, changes to the 2016/17 policy have been minimal and are summarised as follows;

- In line with the selection policy principles, times for Gold, Silver and Senior Bronze selection have been re-calculated based on changes to World Top 15 (2 per nation) times and average age
- Selection dates have been altered in line with the competition calendar
- Para-swimming times have been updated in line with guidelines set by British Para-Swimming

The selection policy for Gold, Silver and Bronze remains the same, as do the times relating to Bronze (11 – 14) selection.

## **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 Times Required**

It is widely recognised in effective long-term swimmer development planning that successful senior swimmers undergo 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 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.

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 regardless of stroke or distance. Athletes will, however, be 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.

### Number of Times Required

Age	Gold		Silver		Bronze	
	Boys	Girls	Boys	Girls	Boys	Girls
17+	1*	1*	1*	1*	1*	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 must include 1 swim from 2 of the following 3 categories – 50m events excluded: <u>Freestyle, Form, I.M.</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	N/A	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 in to consideration before selection.

**† 11-14yrs Bronze and Silver 12 – 16yrs Girls and 13 – 16yrs Boys**

- Swimmers will only be selected following the completion of the Mindset assessment questionnaire by the respective club Head Coach.

**Ages as at 31<sup>st</sup> December 2016**



***Important Notes:***

Achieving the selection standards does not guarantee a swimmer a place on a Scottish Swimming National Squad; however, all swimmers achieving the identified selection standards will be **considered** for respective places.

- 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.
- Support services from the sportscotland Institute of Sport Network are not obligatory at any level and are subject to agreement from the Swimming High Performance Group.

## **Discretionary Selections**

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 all swimmers who demonstrate the capability to do this receive the support they require. It is recognised that some circumstances will inevitably arise whereby it is necessary for the National Coach, in consultation with the Performance Director, to place a swimmer within the appropriate level of the National Programme according to their developmental need, not necessarily their chronological age. This may include swimmers being offered National Squad positions whom are either above or below that which they have achieved consideration times. It may also include swimmers being selected for squads without achieving a consideration time. This is designed to apply a measure of professional judgement towards assessing swimmer potential.

When acting in these discretionary situations, the following will be reviewed:

- 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 nature of qualifying times required and achieved
- Current level of support and the duration of support provided and required
- Percentage away from selection times (present and future)
- Mindset
- Chronological, developmental and training age of the swimmer
- Discussion with home coach on some or all of the above factors

All selected swimmers will be required to sign and abide by the Scottish Swimming Swimmer Athlete Agreement.

## **Eligibility**

All swimmers 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

(<http://www.scottishswimming.com/media/1400877/2015-2016-Governance-Documents-Issue-7.pdf>) and be registered with SASA having paid their current registration fee.

## Selection 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: 3 <sup>rd</sup> October 2015 – 3 <sup>rd</sup> July, 2016*
12 – 16 Silver Girls 13-16 Silver Boys 15- 16 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: 31 <sup>st</sup> October, 2015 – 31 <sup>st</sup> July, 2016
14-16 Gold 17+ Bronze	Scottish & British National Championships, other meets agreed in advance with Director of Performance. (Long Course ONLY) Selection Period: 1 <sup>st</sup> January – 31 <sup>st</sup> July, 2016
17+ Gold & Silver	British Championships / Trials event 12 <sup>th</sup> – 17 <sup>th</sup> April, 2016 British Summer Championships / Meet 26 <sup>th</sup> July – 31 <sup>st</sup> July, 2016 British Representative and International Meets (e.g. European Juniors/US Nationals) as agreed in advance with the Director of Performance
STP Eligible Selection Meets	
Para-Swimmers	<ul style="list-style-type: none"> <li>• District Championships between 31<sup>st</sup> October 2015 – 31<sup>st</sup> July 2016</li> <li>• Sainsbury's School Games 5-6 September</li> <li>• 2015 National Para-Swimming Championships 12-13 December 2015</li> <li>• British Para-Swimming International Meet 23-27 April 2016</li> <li>• SDS National Performance Meet (50m) 12 June 2016</li> <li>• Scottish National Open Championships 30 June-3 July 2016</li> <li>• British Summer Championships 26-31 July 2016</li> <li>• English Summer Championships 1-5 Aug 2016</li> </ul>

\*The Scottish Summer meet will be included for DRP selection – see "Selection Meet Notes" below.

## Selection Process

The selection 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 where necessary. 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 Teams.



### **Selection Meet Notes:**

- A list of selection meets will be maintained and regularly updated on the Scottish Swimming website [www.scottishswimming.com](http://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 in fact included and to notify Scottish Swimming of any omissions by 4<sup>th</sup> July, 2016.

**An initial selection of the DRP will be made at this time (4<sup>th</sup> July) - meet results not submitted by this date will not be included for DRP selection purposes. Swimmers achieving times at the Scottish Summer Meet, 15<sup>th</sup> – 17<sup>th</sup> July (having not already been selected) will be added to the programme.**

All results files and any queries should be emailed to: [info@scottishswimming.com](mailto: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. Inclusion of these results will be subject to ratification by the Director of Performance. 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 25<sup>th</sup> July 2016.

### **General Selection Notes:**

- Coaches of swimmers on Senior Gold/Silver/Bronze/Youth and Youth Development Squads will continue to be notified of selection by Scottish Swimming.
- Coaches of swimmers on all squads will be required to complete and submit a "Mindset Assessment" before the deadline for swimmers to confirm their acceptance of their squad place. On receipt of both the "Mindset Assessment" and the "squad acceptance", selection will be ratified.
- Coaches of swimmers identified for the District Regional Programme will initially be notified by their respective District Swimming Convenor. Swimmers achieving 11 - 14 years Bronze times and selection criteria will be invited to participate conditional on receipt of a 'Mindset Assessment questionnaire' by the Club Head Coach to Scottish Swimming.

## **Appeals Process:**

### **Gold and Senior Silver Related Selections**

For appeals relating to Senior/Youth Gold and Senior Silver squads, the following athletes meeting one of the criteria below may appeal;

1. Athletes currently on the identified squads for the season 2015/16
2. Any athlete not selected for season 2016/17, having met the selection standards

Appeals shall only be considered if they address:

1. Selection process
2. Clarification of fact

Squad selections will be published by 16<sup>th</sup> August 2016 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, 22<sup>nd</sup> August 2016.

The appeals panel will meet and complete any appeals, informing athletes by 4pm, 26<sup>th</sup> August 2016.

The appeals panel will normally consist of;

- Scottish Swimming Chief Executive
- Scottish Swimming Director of Services
- 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.

### **Youth Silver and Bronze Related Selections**

Appeals will be received in relation to Youth Silver, Senior Bronze or District Regional Programme squads on the following basis only;

- Clarification of fact e.g. achievement of selection time 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, 22<sup>nd</sup> August, 2016 (following notification by the District Convenor as described within the selection process). Any appeal made will be actioned no later than 26<sup>th</sup> August 2016.

Appeals of this nature for Youth Silver/Senior Bronze should be made directly to the Scottish Swimming Performance Director **via email** by 4pm, 22<sup>nd</sup> August, 2016 (following publication of selections on the Scottish Swimming web-site by 16<sup>th</sup> August). Any appeal made will be actioned by no later than the 26<sup>th</sup> August, 2016.

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

## APPENDIX 1

### MALE LONG COURSE 2015-16 times to achieve for selection to the 2016-17 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+	00:22.49	00:22.82	00:23.16	17+	00:49.44	00:50.18	00:50.92	17+	01:48.80	01:50.44	01:52.07
16	00:24.13	00:24.73	00:25.10	16	00:53.05	00:54.38	00:55.18	16	01:56.76	01:59.68	02:01.43
15				15	00:54.69	00:56.06	00:57.98	15	02:00.37	02:03.38	02:07.59
14				14	00:56.80	00:58.22	01:01.57	14	02:05.00	02:08.12	02:15.31
13				13		01:00.96	01:05.66	13		02:14.16	02:24.31
12				12			01:10.67	12			02:35.32
11				11			01:16.85	11			02:48.90

  

<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+	03:51.27	03:54.74	03:58.21	17+	08:01.72	08:08.94	08:16.17	17+	15:16.47	15:30.21	15:43.96
16	04:08.18	04:14.38	04:18.11	16	08:36.94	08:49.86	08:57.62	16	16:23.48	16:48.07	17:02.82
15	04:15.86	04:22.25	04:31.21	15	08:52.93	09:06.25	09:24.90	15	16:53.90	17:19.25	17:54.73
14	04:25.69	04:32.33	04:47.96	14	09:13.40	09:27.24	09:58.67	14	17:32.86	17:59.18	19:01.08
13		04:45.16	05:07.11	13		09:53.97	10:38.49	13		18:50.03	20:16.97
12			05:30.55	12			11:27.21	12			21:49.83
11			05:59.46	11			12:27.31	11			23:44.38

  

<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+	00:24.01	00:24.37	00:24.73	17+	00:52.97	00:53.76	00:54.56	17+	01:57.90	01:59.67	02:01.44
16	00:25.77	00:26.41	00:26.80	16	00:56.84	00:58.26	00:59.12	16	02:06.52	02:09.68	02:11.58
15				15	00:58.60	01:00.07	01:02.12	15	02:10.43	02:13.69	02:18.26
14				14	01:00.85	01:02.37	01:06.21	14	02:15.44	02:18.83	02:27.06
13				13		01:05.31	01:10.61	13		02:25.37	02:36.84
12				12			01:16.00	12			02:48.80
11				11			01:22.64	11			03:03.57

  

<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+	00:25.57	00:25.95	00:26.33	17+	00:54.95	00:55.77	00:56.60	17+	01:59.27	02:01.06	02:02.85
16	00:27.43	00:28.12	00:28.53	16	00:58.97	01:00.44	01:01.33	16	02:07.99	02:11.19	02:13.11
15				15	01:00.79	01:02.31	01:04.44	15	02:11.95	02:15.25	02:19.87
14				14	01:03.13	01:04.70	01:08.77	14	02:17.02	02:20.44	02:29.51
13				13		01:07.75	01:13.35	13		02:27.06	02:39.45
12				12			01:18.94	12			02:51.62
11				11			01:25.85	11			03:06.62

  

<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+	00:28.00	00:28.42	00:28.84	17+	01:01.26	01:02.17	01:03.09	17+	02:12.42	02:14.40	02:16.39
16	00:30.05	00:30.80	00:31.25	16	01:05.73	01:07.38	01:08.36	16	02:22.10	02:25.65	02:27.78
15				15	01:07.77	01:09.46	01:11.83	15	02:26.49	02:30.16	02:35.28
14				14	01:10.37	01:12.13	01:16.81	14	02:32.12	02:35.93	02:45.91
13				13		01:15.53	01:21.92	13		02:43.27	02:56.94
12				12			01:28.17	12			03:10.45
11				11			01:35.88	11			03:27.10

  

<u>200 IM</u>				<u>400 IM</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
17+	02:00.83	02:02.65	02:04.46	17+	04:19.15	04:23.03	04:26.92
16	02:09.67	02:12.91	02:14.86	16	04:38.10	04:45.05	04:49.22
15	02:13.68	02:17.02	02:21.70	15	04:46.70	04:53.87	05:03.90
14	02:18.82	02:22.29	02:31.45	14	04:57.71	05:05.16	05:22.16
13		02:28.99	02:41.52	13		05:19.54	05:43.59
12			02:53.85	12			06:09.80
11			03:09.05	11			06:42.15

**FEMALE LONG COURSE 2015-16 times to achieve for selection to the 2016-17 squads**

<b>50 Freestyle</b>				<b>100 Freestyle</b>				<b>200 Freestyle</b>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
	00:25.36	00:25.61	00:26.12		00:55.04	00:55.59	00:56.69		01:58.75	01:59.94	02:02.32
17+				17+				17+			
16	00:26.67	00:27.20	00:27.47	16	00:57.88	00:59.04	00:59.62	16	02:04.88	02:07.38	02:08.63
15				15	00:59.07	01:00.54	01:02.02	15	02:07.43	02:10.62	02:13.80
14				14	01:00.58	01:02.09	01:05.24	14	02:10.70	02:13.97	02:20.79
13				13		01:04.08	01:09.22	13		02:18.25	02:29.37
12				12		01:06.54	01:13.83	12		02:23.57	02:39.34
11				11			01:19.28	11			02:51.10
<b>400 Freestyle</b>				<b>800 Freestyle</b>				<b>1500 Freestyle</b>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
	04:10.41	04:12.91	04:17.92		08:34.89	08:40.03	08:50.33		16:34.50	16:44.44	17:04.33
17+				17+				17+			
16	04:23.33	04:28.60	04:31.23	16	09:01.46	09:12.29	09:17.71	16	17:25.83	17:46.74	17:57.20
15	04:28.70	04:35.42	04:42.14	15	09:12.51	09:26.32	09:40.14	15	17:47.17	18:13.85	18:40.53
14	04:35.59	04:42.48	04:55.94	14	09:26.68	09:40.85	10:06.19	14	18:14.53	18:41.90	19:32.78
13		04:51.52	05:13.97	13		09:59.43	10:43.13	13		19:17.79	20:44.23
12		05:02.72	05:34.93	12		10:22.46	11:26.05	12		20:02.27	22:07.27
11			05:59.64	11			12:16.68	11			23:45.22
<b>50 Butterfly</b>				<b>100 Butterfly</b>				<b>200 Butterfly</b>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
	00:26.71	00:26.98	00:27.52		00:59.07	00:59.66	01:00.84		02:10.43	02:11.73	02:14.34
17+				17+				17+			
16	00:28.09	00:28.65	00:28.94	16	01:02.11	01:03.36	01:03.98	16	02:17.16	02:19.90	02:21.27
15				15	01:03.38	01:04.97	01:06.55	15	02:19.96	02:23.46	02:26.96
14				14	01:05.01	01:06.63	01:10.02	14	02:23.55	02:27.13	02:32.89
13				13		01:08.76	01:14.29	13		02:31.84	02:42.20
12				12		01:11.41	01:19.25	12		02:37.68	02:53.03
11				11			01:25.10	11			03:05.80
<b>50 Backstroke</b>				<b>100 Backstroke</b>				<b>200 Backstroke</b>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
	00:28.64	00:28.93	00:29.50		01:00.94	01:01.55	01:02.77		02:11.62	02:12.94	02:15.57
17+				17+				17+			
16	00:30.12	00:30.72	00:31.02	16	01:04.09	01:05.37	01:06.01	16	02:18.42	02:21.19	02:22.57
15				15	01:05.40	01:07.03	01:08.66	15	02:21.24	02:24.77	02:28.30
14				14	01:07.07	01:08.75	01:12.35	14	02:24.86	02:28.49	02:34.91
13				13		01:10.95	01:16.76	13		02:33.24	02:44.35
12				12		01:13.67	01:21.88	12		02:39.12	02:55.32
11				11			01:27.93	11			03:08.26
<b>50 Breaststroke</b>				<b>100 Breaststroke</b>				<b>200 Breaststroke</b>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
	00:31.50	00:31.82	00:32.45		01:08.37	01:09.05	01:10.42		02:26.65	02:28.12	02:31.05
17+				17+				17+			
16	00:33.13	00:33.79	00:34.12	16	01:11.89	01:13.33	01:14.05	16	02:34.22	02:37.31	02:38.85
15				15	01:13.36	01:15.20	01:17.03	15	02:37.37	02:41.30	02:45.24
14				14	01:15.24	01:17.12	01:21.37	14	02:41.41	02:45.44	02:54.69
13				13		01:19.59	01:26.32	13		02:50.73	03:05.34
12				12		01:22.65	01:32.09	12		02:57.29	03:17.71
11				11			01:38.88	11			03:32.30
<b>200 IM</b>				<b>400 IM</b>							
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze				
	02:13.79	02:15.13	02:17.81		04:42.02	04:44.84	04:50.48				
17+				17+							
16	02:20.70	02:23.51	02:24.92	16	04:56.57	05:02.50	05:05.47				
15	02:23.57	02:27.16	02:30.75	15	05:02.62	05:10.19	05:17.75				
14	02:27.25	02:30.93	02:38.40	14	05:10.38	05:18.14	05:33.32				
13		02:35.76	02:48.05	13		05:28.32	05:53.62				
12		02:41.74	02:59.26	12		05:40.94	06:17.23				
11			03:12.49	11			06:45.06				

## MALE SHORT COURSE 2015-16 times to achieve for selection to the 2016-17 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		00:23.90	00:24.30	16		00:52.80	00:53.70	16		01:56.80	01:58.60
15				15		00:54.60	00:56.50	15		02:00.50	02:04.80
14				14		00:56.80	01:00.20	14		02:05.40	02:12.70
13				13		00:59.60	01:04.40	13		02:11.60	02:21.90
12				12			01:09.50	12			02:33.10
11				11			01:15.80	11			02:46.80
<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		04:08.80	04:12.60	16		08:38.90	08:46.80	16		16:27.40	16:42.50
15		04:16.90	04:26.00	15		08:55.60	09:14.60	15		16:59.20	17:35.40
14		04:27.10	04:43.00	14		09:17.00	09:48.90	14		17:39.90	18:42.90
13		04:40.20	05:02.50	13		09:44.20	10:29.40	13		18:31.60	19:59.90
12			05:26.30	12			11:18.70	12			21:34.00
11			05:55.50	11			12:19.50	11			23:29.80
<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		00:25.70	00:26.10	16		00:57.00	00:57.80	16		02:07.60	02:09.60
15				15		00:58.80	01:00.90	15		02:11.70	02:16.40
14				14		01:01.10	01:05.10	14		02:17.00	02:24.90
13				13		01:04.10	01:09.50	13		02:23.60	02:34.80
12				12			01:15.00	12			02:46.90
11				11			01:21.70	11			03:01.80
<u>50 Backstroke</u>				<u>100 Backstroke</u>				<u>200 Backstroke</u>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
17+				17+				17+			
16		00:27.40	00:27.80	16		00:59.20	01:00.10	16		02:08.60	02:10.60
15				15		01:01.10	01:03.30	15		02:12.80	02:17.50
14				14		01:03.60	01:07.60	14		02:18.10	02:27.30
13				13		01:06.70	01:12.30	13		02:24.80	02:37.30
12				12			01:17.90	12			02:49.70
11				11			01:24.90	11			03:04.80
<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		00:29.80	00:30.20	16		01:05.50	01:06.50	16		02:22.00	02:24.20
15				15		01:07.60	01:10.10	15		02:26.60	02:31.90
14				14		01:10.40	01:15.20	14		02:32.50	02:42.70
13				13		01:13.90	01:20.40	13		02:40.00	02:53.90
12				12			01:26.70	12			03:07.70
11				11			01:34.60	11			03:24.50
<u>200 IM</u>				<u>400 IM</u>							
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze				
17+				17+							
16		02:09.90	02:11.90	16		04:38.80	04:43.10				
15		02:14.10	02:18.90	15		04:47.80	04:58.10				
14		02:19.50	02:28.80	14		04:59.40	05:16.70				
13		02:26.30	02:39.10	13		05:14.00	05:38.40				
12			02:51.60	12			06:05.00				
11			03:07.00	11			06:37.70				

**FEMALE SHORT COURSE 2015-16 times to achieve for selection to 2016-17 squads**

<b>50 Freestyle</b>				<b>100 Freestyle</b>				<b>200 Freestyle</b>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
20				17+				17+			
19											
18											
17											
16		00:26.40	00:26.70	16		00:57.60	00:58.20	16		02:04.60	02:05.90
15				15		00:59.10	01:00.70	15		02:07.90	02:11.20
14				14		01:00.70	01:03.90	14		02:11.40	02:18.30
13				13		01:02.80	01:08.00	13		02:15.70	02:27.00
12				12		01:05.30	01:12.70	12		02:21.10	02:37.10
11				11			01:18.20	11			02:49.10

<b>400 Freestyle</b>				<b>800 Freestyle</b>				<b>1500 Freestyle</b>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
20				17+				17+			
19											
18											
17											
16		04:23.30	04:26.00	16		09:01.70	09:07.30	16		17:27.20	17:37.90
15		04:30.30	04:37.10	15		09:16.00	09:30.10	15		17:54.80	18:22.00
14		04:37.50	04:51.20	14		09:30.80	09:56.60	14		18:23.40	19:15.00
13		04:46.70	05:09.50	13		09:49.70	10:34.10	13		18:59.80	20:27.50
12		04:58.00	05:30.70	12		10:13.10	11:17.60	12		19:45.00	21:51.60
11			05:55.70	11			12:08.80	11			23:30.60

<b>50 Butterfly</b>				<b>100 Butterfly</b>				<b>200 Butterfly</b>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
20				17+				17+			
19											
18											
17											
16		00:28.00	00:28.30	16		01:02.20	01:02.80	16		02:17.60	02:19.00
15				15		01:03.80	01:05.40	15		02:21.20	02:24.80
14				14		01:05.50	01:08.90	14		02:25.00	02:30.80
13				13		01:07.70	01:13.30	13		02:29.80	02:40.20
12				12		01:10.30	01:18.30	12		02:35.70	02:51.20
11				11			01:24.20	11			03:04.10

<b>50 Backstroke</b>				<b>100 Backstroke</b>				<b>200 Backstroke</b>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
20				17+				17+			
19											
18											
17											
16		00:30.10	00:30.40	16		01:04.10	01:04.80	16		02:18.80	02:20.20
15				15		01:05.80	01:07.50	15		02:22.50	02:26.00
14				14		01:07.60	01:11.20	14		02:26.20	02:32.70
13				13		01:09.80	01:15.70	13		02:31.10	02:42.30
12				12		01:12.60	01:20.90	12		02:37.00	02:53.40
11				11			01:27.00	11			03:06.50

<b>50 Breaststroke</b>				<b>100 Breaststroke</b>				<b>200 Breaststroke</b>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
20				17+				17+			
19											
18											
17											
16		00:32.90	00:33.20	16		01:11.60	01:12.30	16		02:33.90	02:35.50
15				15		01:13.50	01:15.40	15		02:38.00	02:42.00
14				14		01:15.50	01:19.80	14		02:42.20	02:51.60
13				13		01:18.00	01:24.90	13		02:47.60	03:02.50
12				12		01:21.10	01:30.70	12		02:54.30	03:15.00
11				11			01:37.60	11			03:29.80

<b>200 IM</b>				<b>400 IM</b>			
Age	Gold	Silver	Bronze	Age	Gold	Silver	Bronze
20				17+			
19							
18							
17							
16		02:20.70	02:22.20	16		04:56.60	04:59.70
15		02:24.50	02:28.10	15		05:04.50	05:12.20
14		02:28.30	02:35.90	14		05:12.60	05:28.00
13		02:33.20	02:45.70	13		05:22.90	05:48.60
12		02:39.30	02:57.00	12		05:35.70	06:12.50
11			03:10.40	11			06:40.70

**SCOTTISH TALENT PROGRAMME QUALIFICATION TIMES 2016/17 - MALE**

<b>50m FREESTYLE</b>	<b>10 to 14 years (inclusive)</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>	<b>20 years</b>	<b>21 years</b>	<b>22 years</b>	<b>23 years</b>
S1	2:29.63	2:18.46	2:07.30	1:58.36	1:51.66	1:47.20	1:42.73	1:40.05	1:38.26	1:36.03
S2	1:43.93	1:36.18	1:28.42	1:22.22	1:17.56	1:14.46	1:11.36	1:09.50	1:08.26	1:06.70
S3	1:16.38	1:10.68	1:04.98	1:00.42	0:57.00	0:54.72	0:52.44	0:51.07	0:50.16	0:49.02
S4	1:06.33	1:01.38	0:56.43	0:52.47	0:49.50	0:47.52	0:45.54	0:44.35	0:43.56	0:42.57
S5	0:58.42	0:54.06	0:49.70	0:46.22	0:43.60	0:41.86	0:40.11	0:39.07	0:38.37	0:37.50
<b>50m FREESTYLE</b>	<b>10 years</b>	<b>11 years</b>	<b>12 years</b>	<b>13 years</b>	<b>14 years</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>
S6	0:50.55	0:46.78	0:43.01	0:39.99	0:37.73	0:36.22	0:34.71	0:33.80	0:33.20	0:32.44
S7	0:47.57	0:44.02	0:40.47	0:37.63	0:35.50	0:34.08	0:32.66	0:31.81	0:31.24	0:30.53
S8	0:45.74	0:42.33	0:38.92	0:36.19	0:34.14	0:32.77	0:31.41	0:30.59	0:30.04	0:29.36
S9	0:44.15	0:40.86	0:37.56	0:34.93	0:32.95	0:31.63	0:30.31	0:29.52	0:29.00	0:28.34
S10	0:39.65	0:36.69	0:33.73	0:31.36	0:29.59	0:28.40	0:27.22	0:26.51	0:26.04	0:25.45
S11	0:44.94	0:41.59	0:38.23	0:35.55	0:33.54	0:32.20	0:30.85	0:30.05	0:29.51	0:28.84
S12	0:40.69	0:37.65	0:34.61	0:32.18	0:30.36	0:29.15	0:27.93	0:27.20	0:26.72	0:26.11
S13	0:40.59	0:37.56	0:34.53	0:32.10	0:30.29	0:29.08	0:27.86	0:27.14	0:26.65	0:26.05
S15	0:40.59	0:37.56	0:34.53	0:32.10	0:30.29	0:29.08	0:27.86	0:27.14	0:26.65	0:26.05
<b>100m FREESTYLE</b>	<b>10 to 14 years (inclusive)</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>	<b>20 years</b>	<b>21 years</b>	<b>22 years</b>	<b>23 years</b>
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	4:06.12	3:47.76	3:29.39	3:14.70	3:03.67	2:56.33	2:48.98	2:44.57	2:41.63	2:37.96
S3	2:50.63	2:37.90	2:25.16	2:14.98	2:07.34	2:02.24	1:57.15	1:54.09	1:52.06	1:49.51
S4	2:25.61	2:14.74	2:03.88	1:55.18	1:48.66	1:44.32	1:39.97	1:37.36	1:35.62	1:33.45
S5	2:08.44	1:58.85	1:49.27	1:41.60	1:35.85	1:32.02	1:28.18	1:25.88	1:24.35	1:22.43
<b>100m FREESTYLE</b>	<b>10 years</b>	<b>11 years</b>	<b>12 years</b>	<b>13 years</b>	<b>14 years</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>
S6	1:53.58	1:45.11	1:36.63	1:29.85	1:24.76	1:21.37	1:17.98	1:15.95	1:14.59	1:12.90
S7	1:45.98	1:38.07	1:30.16	1:23.83	1:19.09	1:15.92	1:12.76	1:10.86	1:09.60	1:08.02
S8	1:37.95	1:30.64	1:23.33	1:17.49	1:13.10	1:10.18	1:07.25	1:05.50	1:04.33	1:02.87
S9	1:35.73	1:28.58	1:21.44	1:15.72	1:11.44	1:08.58	1:05.72	1:04.01	1:02.87	1:01.44
S10	1:29.08	1:22.43	1:15.78	1:10.46	1:06.47	1:03.82	1:01.16	0:59.56	0:58.50	0:57.17
S11	1:40.42	1:32.92	1:25.43	1:19.43	1:14.94	1:11.94	1:08.94	1:07.14	1:05.95	1:04.45
S12	1:29.23	1:22.57	1:15.91	1:10.58	1:06.59	1:03.92	1:01.26	0:59.66	0:58.60	0:57.27
S13	1:29.09	1:22.44	1:15.80	1:10.48	1:06.49	1:03.83	1:01.17	0:59.57	0:58.51	0:57.18
S15	1:29.09	1:22.44	1:15.80	1:10.48	1:06.49	1:03.83	1:01.17	0:59.57	0:58.51	0:57.18
<b>200m FREESTYLE</b>	<b>10 to 14 years (inclusive)</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>	<b>20 years</b>	<b>21 years</b>	<b>22 years</b>	<b>23 years</b>
S1	12:46.15	11:48.97	10:51.80	10:06.06	9:31.75	9:08.88	8:46.01	8:32.29	8:23.14	8:11.71
S2	7:22.54	6:49.51	6:16.49	5:50.07	5:30.25	5:17.04	5:03.83	4:55.90	4:50.62	4:44.01
S3	6:00.44	5:33.54	5:06.65	4:45.13	4:28.99	4:18.23	4:07.47	4:01.01	3:56.71	3:51.33
S4	5:13.26	4:49.88	4:26.50	4:07.80	3:53.78	3:44.42	3:35.07	3:29.46	3:25.72	3:21.05
S5	4:36.06	4:15.46	3:54.85	3:38.37	3:26.01	3:17.77	3:09.53	3:04.59	3:01.29	2:57.17
<b>200m FREESTYLE</b>	<b>10 years</b>	<b>11 years</b>	<b>12 years</b>	<b>13 years</b>	<b>14 years</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>
S14	3:16.09	3:01.46	2:46.82	2:35.12	2:26.34	2:20.48	2:14.63	2:11.12	2:08.78	2:05.85
<b>400m FREESTYLE</b>	<b>10 years</b>	<b>11 years</b>	<b>12 years</b>	<b>13 years</b>	<b>14 years</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>
S6	8:41.36	8:02.45	7:23.55	6:52.42	6:29.08	6:13.51	5:57.95	5:48.61	5:42.39	5:34.60
S7	8:20.16	7:42.83	7:05.51	6:35.65	6:13.25	5:58.32	5:43.39	5:34.93	5:28.46	5:20.99
S8	7:38.95	7:04.70	6:30.45	6:03.05	5:42.50	5:28.80	5:15.10	5:06.88	5:01.40	4:54.55
S9	7:19.67	6:46.86	6:14.05	5:47.80	5:28.11	5:14.99	5:01.86	4:53.99	4:48.74	4:42.18
S10	7:03.83	6:32.20	6:00.57	5:35.26	5:16.29	5:03.64	4:50.98	4:43.39	4:38.33	4:32.01
S11	7:58.13	7:22.45	6:46.77	6:18.22	5:56.81	5:42.54	5:28.27	5:19.70	5:14.00	5:06.86
S12	7:05.08	6:33.36	6:01.64	5:36.26	5:17.22	5:04.54	4:51.85	4:44.23	4:39.16	4:32.81
S13	6:57.68	6:26.51	5:55.34	5:30.40	5:11.70	4:59.23	4:46.76	4:39.28	4:34.30	4:28.06
S15	6:57.68	6:26.51	5:55.34	5:30.40	5:11.70	4:59.23	4:46.76	4:39.28	4:34.30	4:28.06
<b>50m BUTTERFLY</b>	<b>10 to 14 years (inclusive)</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>	<b>20 years</b>	<b>21 years</b>	<b>22 years</b>	<b>23 years</b>
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	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
S3	2:25.06	2:14.23	2:03.40	1:54.75	1:48.25	1:43.92	1:39.59	1:36.99	1:35.26	1:33.10
S4	1:17.50	1:11.72	1:05.93	1:01.31	0:57.84	0:55.52	0:53.21	0:51.82	0:50.90	0:49.74
S5	1:01.24	0:56.67	0:52.10	0:48.44	0:45.70	0:43.87	0:42.04	0:40.95	0:40.22	0:39.30
<b>50m BUTTERFLY</b>	<b>10 years</b>	<b>11 years</b>	<b>12 years</b>	<b>13 years</b>	<b>14 years</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>
S6	0:52.34	0:48.44	0:44.53	0:41.41	0:39.06	0:37.50	0:35.94	0:35.00	0:34.38	0:33.59
S7	0:51.10	0:47.29	0:43.48	0:40.43	0:38.14	0:36.61	0:35.09	0:34.17	0:33.56	0:32.80
<b>100m BUTTERFLY</b>										
S8	1:45.79	1:37.90	1:30.00	1:23.69	1:18.95	1:15.79	1:12.63	1:10.74	1:09.48	1:07.90
S9	1:41.74	1:34.15	1:26.55	1:20.48	1:15.93	1:12.89	1:09.85	1:08.03	1:06.81	1:05.30
S10	1:36.40	1:29.20	1:22.01	1:16.25	1:11.94	1:09.06	1:06.18	1:04.46	1:03.31	1:01.87
S11	1:45.78	1:37.88	1:29.99	1:23.67	1:18.94	1:15.78	1:12.62	1:10.73	1:09.47	1:07.89
S12	1:37.65	1:30.36	1:23.08	1:17.25	1:12.87	1:09.96	1:07.04	1:05.30	1:04.13	1:02.67
S13	1:36.35	1:29.16	1:21.97	1:16.21	1:11.90	1:09.02	1:06.15	1:04.42	1:03.27	1:01.83
S15	1:36.35	1:29.16	1:21.97	1:16.21	1:11.90	1:09.02	1:06.15	1:04.42	1:03.27	1:01.83

**SCOTTISH TALENT PROGRAMME QUALIFICATION TIMES 2016/17 - MALE**

<b>50m BACKSTROKE</b>	<b>10 to 14 years (inclusive)</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>	<b>20 years</b>	<b>21 years</b>	<b>22 years</b>	<b>23 years</b>
S1	2:22.21	2:11.60	2:00.98	1:52.49	1:46.13	1:41.88	1:37.64	1:35.09	1:33.39	1:31.27
S2	1:41.42	1:33.85	1:26.28	1:20.23	1:15.69	1:12.66	1:09.63	1:07.82	1:06.61	1:05.09
S3	1:25.68	1:19.28	1:12.89	1:07.77	1:03.94	1:01.38	0:58.82	0:57.29	0:56.26	0:54.99
S4	1:16.46	1:10.76	1:05.05	1:00.49	0:57.06	0:54.78	0:52.50	0:51.13	0:50.22	0:49.07
S5	1:06.40	1:01.44	0:56.49	0:52.52	0:49.55	0:47.57	0:45.59	0:44.40	0:43.60	0:42.61
<b>100m BACKSTROKE</b>	<b>10 years</b>	<b>11 years</b>	<b>12 years</b>	<b>13 years</b>	<b>14 years</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>
S6	2:05.51	1:56.14	1:46.78	1:39.28	1:33.66	1:29.92	1:26.17	1:23.92	1:22.42	1:20.55
S7	2:03.90	1:54.65	1:45.41	1:38.01	1:32.46	1:28.76	1:25.07	1:22.85	1:21.37	1:19.52
S8	1:50.48	1:42.24	1:33.99	1:27.40	1:22.45	1:19.15	1:15.85	1:13.88	1:12.56	1:10.91
S9	1:49.28	1:41.12	1:32.97	1:26.44	1:21.55	1:18.29	1:15.03	1:13.07	1:11.76	1:10.13
S10	1:43.15	1:35.45	1:27.75	1:21.59	1:16.97	1:13.90	1:10.82	1:08.97	1:07.74	1:06.20
S11	1:56.56	1:47.86	1:39.17	1:32.21	1:26.99	1:23.51	1:20.03	1:17.94	1:16.55	1:14.81
S12	1:42.78	1:35.11	1:27.44	1:21.30	1:16.70	1:13.63	1:10.56	1:08.72	1:07.50	1:05.96
S13	1:42.34	1:34.71	1:27.07	1:20.96	1:16.37	1:13.32	1:10.27	1:08.43	1:07.21	1:05.68
S14	1:41.20	1:33.65	1:26.10	1:20.06	1:15.52	1:12.50	1:09.48	1:07.67	1:06.46	1:04.95
S15	1:42.34	1:34.71	1:27.07	1:20.96	1:16.37	1:13.32	1:10.27	1:08.43	1:07.21	1:05.68
<b>50m BREASTSTROKE</b>	<b>10 to 14 years (inclusive)</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>	<b>20 years</b>	<b>21 years</b>	<b>22 years</b>	<b>23 years</b>
SB1	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
SB2	1:41.44	1:33.87	1:26.30	1:20.24	1:15.70	1:12.67	1:09.64	1:07.83	1:06.62	1:05.10
SB3	1:25.39	1:19.02	1:12.65	1:07.55	1:03.72	1:01.18	0:58.63	0:57.10	0:56.08	0:54.80
<b>100m BREASTSTROKE</b>	<b>10 to 14 years (inclusive)</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>	<b>20 years</b>	<b>21 years</b>	<b>22 years</b>	<b>23 years</b>
SB4	2:44.74	2:32.44	2:20.15	2:10.31	2:02.94	1:58.02	1:53.10	1:50.15	1:48.18	1:45.73
<b>100m BREASTSTROKE</b>	<b>10 years</b>	<b>11 years</b>	<b>12 years</b>	<b>13 years</b>	<b>14 years</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>
SB5	2:38.00	2:26.21	2:14.42	2:04.99	1:57.91	1:53.20	1:48.48	1:45.65	1:43.76	1:41.40
SB6	2:19.23	2:08.84	1:58.45	1:50.13	1:43.90	1:39.74	1:35.59	1:33.09	1:31.43	1:29.35
SB7	2:12.04	2:02.19	1:52.33	1:44.45	1:38.54	1:34.60	1:30.65	1:28.29	1:26.71	1:24.74
SB8	2:01.17	1:52.13	1:43.08	1:35.85	1:30.42	1:26.81	1:23.19	1:21.02	1:19.57	1:17.77
SB9	1:55.54	1:46.92	1:38.30	1:31.40	1:26.22	1:22.78	1:19.33	1:17.26	1:15.88	1:14.15
SB11	2:05.11	1:55.77	1:46.43	1:38.96	1:33.36	1:29.63	1:25.89	1:23.65	1:22.16	1:20.29
SB12	1:54.70	1:46.14	1:37.58	1:30.74	1:25.60	1:22.18	1:18.75	1:16.70	1:15.33	1:13.62
SB13	1:54.30	1:45.77	1:37.24	1:30.42	1:25.30	1:21.89	1:18.48	1:16.43	1:15.06	1:13.36
SB14	1:53.88	1:45.38	1:36.89	1:30.09	1:24.99	1:21.59	1:18.19	1:16.15	1:14.79	1:13.09
SB15	1:54.30	1:45.77	1:37.24	1:30.42	1:25.30	1:21.89	1:18.48	1:16.43	1:15.06	1:13.36
<b>150m INDIVIDUAL MEDLEY</b>	<b>10 to 14 years (inclusive)</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>	<b>20 years</b>	<b>21 years</b>	<b>22 years</b>	<b>23 years</b>
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	9:28.46	8:46.04	8:03.62	7:29.68	7:04.23	6:47.26	6:30.29	6:20.11	6:13.32	6:04.83
SM3	5:16.47	4:52.86	4:29.24	4:10.35	3:56.17	3:46.73	3:37.28	3:31.61	3:27.83	3:23.11
SM4	4:22.81	4:03.20	3:43.58	3:27.89	3:16.13	3:08.28	3:00.44	2:55.73	2:52.59	2:48.67
<b>200m INDIVIDUAL MEDLEY</b>	<b>10 to 14 years (inclusive)</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>	<b>20 years</b>	<b>21 years</b>	<b>22 years</b>	<b>23 years</b>
SM5	5:55.33	5:28.82	5:02.30	4:41.09	4:25.18	4:14.57	4:03.96	3:57.60	3:53.35	3:48.05
<b>200m INDIVIDUAL MEDLEY</b>	<b>10 years</b>	<b>11 years</b>	<b>12 years</b>	<b>13 years</b>	<b>14 years</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>
SM6	4:31.08	4:10.85	3:50.62	3:34.44	3:22.30	3:14.21	3:06.12	3:01.26	2:58.02	2:53.98
SM7	4:28.75	4:08.70	3:48.64	3:32.60	3:20.56	3:12.54	3:04.52	2:59.70	2:56.50	2:52.48
SM8	4:06.04	3:47.68	3:29.32	3:14.63	3:03.61	2:56.27	2:48.92	2:44.52	2:41.58	2:37.91
SM9	3:56.95	3:39.26	3:21.58	3:07.43	2:56.82	2:49.75	2:42.68	2:38.44	2:35.61	2:32.07
SM10	3:41.94	3:25.38	3:08.81	2:55.56	2:45.62	2:39.00	2:32.38	2:28.40	2:25.75	2:22.44
SM11	4:13.14	3:54.25	3:35.36	3:20.25	3:08.91	3:01.36	2:53.80	2:49.27	2:46.24	2:42.46
SM12	3:46.78	3:29.85	3:12.93	2:59.39	2:49.24	2:42.47	2:35.70	2:31.64	2:28.93	2:25.54
SM13	3:39.98	3:23.56	3:07.15	2:54.01	2:44.16	2:37.60	2:31.03	2:27.09	2:24.46	2:21.18
SM14	3:47.48	3:30.51	3:13.53	2:59.95	2:49.76	2:42.97	2:36.18	2:32.11	2:29.39	2:26.00
SM15	3:39.98	3:23.56	3:07.15	2:54.01	2:44.16	2:37.60	2:31.03	2:27.09	2:24.46	2:21.18



**SCOTTISH TALENT PROGRAMME QUALIFICATION TIMES 2016/17 - FEMALE**

<b>50m FREESTYLE</b>	<b>10 to 14 years (inclusive)</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>	<b>20 years</b>	<b>21 years</b>	<b>22 years</b>	<b>23 years</b>
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	2:11.15	2:01.36	1:51.58	1:43.75	1:37.87	1:33.96	1:30.04	1:27.70	1:26.13	1:24.17
S3	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
S4	1:19.31	1:13.39	1:07.47	1:02.74	0:59.19	0:56.82	0:54.45	0:53.03	0:52.09	0:50.90
S5	1:04.54	0:59.72	0:54.91	0:51.05	0:48.16	0:46.24	0:44.31	0:43.15	0:42.38	0:41.42
<b>50m FREESTYLE</b>	<b>10 years</b>	<b>11 years</b>	<b>12 years</b>	<b>13 years</b>	<b>14 years</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>
S6	0:58.17	0:53.83	0:49.49	0:46.02	0:43.41	0:41.68	0:39.94	0:38.90	0:38.20	0:37.33
S7	0:56.45	0:52.24	0:48.02	0:44.65	0:42.13	0:40.44	0:38.75	0:37.74	0:37.07	0:36.23
S8	0:53.01	0:49.06	0:45.10	0:41.94	0:39.56	0:37.98	0:36.40	0:35.45	0:34.82	0:34.02
S9	0:49.26	0:45.59	0:41.91	0:38.97	0:36.76	0:35.29	0:33.82	0:32.94	0:32.35	0:31.62
S10	0:46.90	0:43.40	0:39.90	0:37.10	0:35.00	0:33.60	0:32.20	0:31.36	0:30.80	0:30.10
S11	0:53.37	0:49.38	0:45.40	0:42.21	0:39.82	0:38.23	0:36.64	0:35.68	0:35.05	0:34.25
S12	0:47.39	0:43.85	0:40.31	0:37.48	0:35.36	0:33.95	0:32.53	0:31.68	0:31.12	0:30.41
S13	0:47.55	0:44.00	0:40.46	0:37.62	0:35.49	0:34.07	0:32.65	0:31.80	0:31.23	0:30.52
S15	0:47.55	0:44.00	0:40.46	0:37.62	0:35.49	0:34.07	0:32.65	0:31.80	0:31.23	0:30.52
<b>100m FREESTYLE</b>	<b>10 to 14 years (inclusive)</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>	<b>20 years</b>	<b>21 years</b>	<b>22 years</b>	<b>23 years</b>
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	6:03.83	5:36.68	5:09.52	4:47.80	4:31.51	4:20.65	4:09.79	4:03.28	3:58.93	3:53.50
S3	2:57.73	2:44.47	2:31.21	2:20.60	2:12.64	2:07.33	2:02.03	1:58.84	1:56.72	1:54.07
S4	2:56.88	2:43.68	2:30.48	2:19.92	2:12.00	2:06.72	2:01.44	1:58.27	1:56.16	1:53.52
S5	2:20.72	2:10.22	1:59.71	1:51.31	1:45.01	1:40.81	1:36.61	1:34.09	1:32.41	1:30.31
<b>100m FREESTYLE</b>	<b>10 years</b>	<b>11 years</b>	<b>12 years</b>	<b>13 years</b>	<b>14 years</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>
S6	2:05.71	1:56.33	1:46.95	1:39.44	1:33.81	1:30.06	1:26.31	1:24.06	1:22.56	1:20.68
S7	2:02.24	1:53.12	1:44.00	1:36.70	1:31.22	1:27.58	1:23.93	1:21.74	1:20.28	1:18.45
S8	1:53.83	1:45.34	1:36.84	1:30.05	1:24.95	1:21.55	1:18.15	1:16.12	1:14.76	1:13.06
S9	1:47.23	1:39.23	1:31.23	1:24.83	1:20.03	1:16.82	1:13.62	1:11.70	1:10.42	1:08.82
S10	1:42.58	1:34.92	1:27.27	1:21.14	1:16.55	1:13.49	1:10.43	1:08.59	1:07.36	1:05.83
S11	2:00.16	1:51.20	1:42.23	1:35.06	1:29.67	1:26.09	1:22.50	1:20.35	1:18.91	1:17.12
S12	1:42.39	1:34.75	1:27.11	1:21.00	1:16.41	1:13.36	1:10.30	1:08.47	1:07.24	1:05.71
S13	1:39.56	1:32.13	1:24.70	1:18.76	1:14.30	1:11.33	1:08.36	1:06.57	1:05.38	1:03.90
S15	1:39.56	1:32.13	1:24.70	1:18.76	1:14.30	1:11.33	1:08.36	1:06.57	1:05.38	1:03.90
<b>200m FREESTYLE</b>	<b>10 to 14 years (inclusive)</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>	<b>20 years</b>	<b>21 years</b>	<b>22 years</b>	<b>23 years</b>
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	10:43.03	9:55.05	9:07.06	8:28.67	7:59.88	7:40.68	7:21.49	7:09.97	7:02.29	6:52.69
S3	6:42.40	6:12.37	5:42.34	5:18.32	5:00.30	4:48.29	4:36.28	4:29.07	4:24.26	4:18.26
S4	6:33.21	6:03.86	5:34.52	5:11.04	4:53.44	4:41.70	4:29.96	4:22.92	4:18.23	4:12.36
S5	5:07.51	4:44.56	4:21.62	4:03.26	3:49.49	3:40.31	3:31.13	3:25.62	3:21.95	3:17.36
<b>200m FREESTYLE</b>	<b>10 years</b>	<b>11 years</b>	<b>12 years</b>	<b>13 years</b>	<b>14 years</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>
S14	3:30.40	3:14.70	2:58.99	2:46.43	2:37.01	2:30.73	2:24.45	2:20.68	2:18.17	2:15.03
<b>400m FREESTYLE</b>	<b>10 years</b>	<b>11 years</b>	<b>12 years</b>	<b>13 years</b>	<b>14 years</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>
S6	9:39.75	8:56.49	8:13.22	7:38.61	7:12.65	6:55.34	6:38.04	6:27.65	6:20.73	6:12.08
S7	9:04.32	8:23.70	7:43.08	7:10.59	6:46.21	6:29.96	6:13.72	6:03.97	5:57.47	5:49.34
S8	8:25.33	7:47.62	7:09.91	6:39.74	6:17.11	6:02.03	5:46.94	5:37.89	5:31.86	5:24.32
S9	8:04.86	7:28.68	6:52.49	6:23.55	6:01.84	5:47.36	5:32.89	5:24.21	5:18.42	5:11.18
S10	7:48.36	7:13.41	6:38.46	6:10.50	5:49.52	5:35.54	5:21.56	5:13.17	5:07.58	5:00.59
S11	9:27.21	8:44.88	8:02.55	7:28.68	7:03.29	6:46.36	6:29.42	6:19.27	6:12.49	6:04.03
S12	7:54.86	7:19.43	6:43.99	6:15.64	5:54.38	5:40.20	5:26.02	5:17.52	5:11.85	5:04.76
S13	7:44.21	7:09.57	6:34.92	6:07.21	5:46.43	5:32.57	5:18.71	5:10.40	5:04.85	4:57.93
S15	7:44.21	7:09.57	6:34.92	6:07.21	5:46.43	5:32.57	5:18.71	5:10.40	5:04.85	4:57.93
<b>50m BUTTERFLY</b>	<b>10 to 14 years (inclusive)</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>	<b>20 years</b>	<b>21 years</b>	<b>22 years</b>	<b>23 years</b>
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	2:13.46	2:03.50	1:53.54	1:45.58	1:39.60	1:35.62	1:31.63	1:29.24	1:27.65	1:25.66
S4	2:52.01	2:39.17	2:26.33	2:16.06	2:08.36	2:03.23	1:58.09	1:55.01	1:52.96	1:50.39
S5	1:18.21	1:12.37	1:06.53	1:01.86	0:58.36	0:56.03	0:53.69	0:52.29	0:51.36	0:50.19
<b>50m BUTTERFLY</b>	<b>10 years</b>	<b>11 years</b>	<b>12 years</b>	<b>13 years</b>	<b>14 years</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>
S6	1:03.93	0:59.16	0:54.39	0:50.58	0:47.71	0:45.80	0:43.90	0:42.75	0:41.99	0:41.03
S7	1:01.94	0:57.32	0:52.70	0:49.00	0:46.23	0:44.38	0:42.53	0:41.42	0:40.68	0:39.75
<b>100m BUTTERFLY</b>	<b>10 years</b>	<b>11 years</b>	<b>12 years</b>	<b>13 years</b>	<b>14 years</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>
S8	2:04.28	1:55.01	1:45.73	1:38.31	1:32.75	1:29.04	1:25.33	1:23.10	1:21.62	1:19.77
S9	1:56.95	1:48.22	1:39.49	1:32.51	1:27.27	1:23.78	1:20.29	1:18.20	1:16.80	1:15.06
S10	1:56.14	1:47.48	1:38.81	1:31.88	1:26.68	1:23.21	1:19.74	1:17.66	1:16.27	1:14.54
S11	2:31.08	2:19.81	2:08.53	1:59.51	1:52.75	1:48.24	1:43.73	1:41.02	1:39.22	1:36.96
S12	1:55.06	1:46.47	1:37.88	1:31.01	1:25.86	1:22.43	1:18.99	1:16.93	1:15.56	1:13.84
S13	1:50.03	1:41.82	1:33.61	1:27.04	1:22.11	1:18.83	1:15.54	1:13.57	1:12.26	1:10.62
S15	1:50.03	1:41.82	1:33.61	1:27.04	1:22.11	1:18.83	1:15.54	1:13.57	1:12.26	1:10.62

**SCOTTISH TALENT PROGRAMME QUALIFICATION TIMES 2016/17 - FEMALE**

<b>50m BACKSTROKE</b>	<b>10 to 14 years (inclusive)</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>	<b>20 years</b>	<b>21 years</b>	<b>22 years</b>	<b>23 years</b>
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	1:52.71	1:44.30	1:35.89	1:29.16	1:24.11	1:20.75	1:17.38	1:15.36	1:14.02	1:12.34
S3	1:35.68	1:28.54	1:21.40	1:15.68	1:11.40	1:08.54	1:05.69	1:03.97	1:02.83	1:01.40
S4	1:30.00	1:23.28	1:16.57	1:11.19	1:07.16	1:04.48	1:01.79	1:00.18	0:59.10	0:57.76
S5	1:15.83	1:10.17	1:04.51	0:59.98	0:56.59	0:54.32	0:52.06	0:50.70	0:49.80	0:48.67
<b>100m BACKSTROKE</b>	<b>10 years</b>	<b>11 years</b>	<b>12 years</b>	<b>13 years</b>	<b>14 years</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>
S6	2:26.98	2:16.01	2:05.04	1:56.27	1:49.69	1:45.30	1:40.91	1:38.28	1:36.52	1:34.33
S7	2:22.21	2:11.60	2:00.98	1:52.49	1:46.13	1:41.88	1:37.64	1:35.09	1:33.39	1:31.27
S8	2:13.65	2:03.67	1:53.70	1:45.72	1:39.74	1:35.75	1:31.76	1:29.36	1:27.77	1:25.77
S9	1:58.39	1:49.55	1:40.72	1:33.65	1:28.35	1:24.82	1:21.28	1:19.16	1:17.75	1:15.98
S10	1:54.67	1:46.11	1:37.56	1:30.71	1:25.58	1:22.15	1:18.73	1:16.68	1:15.31	1:13.59
S11	2:22.68	2:12.03	2:01.38	1:52.86	1:46.48	1:42.22	1:37.96	1:35.40	1:33.70	1:31.57
S12	2:04.74	1:55.43	1:46.12	1:38.67	1:33.09	1:29.36	1:25.64	1:23.41	1:21.92	1:20.06
S13	2:02.07	1:52.96	1:43.85	1:36.57	1:31.10	1:27.46	1:23.81	1:21.63	1:20.17	1:18.35
S14	1:51.81	1:43.46	1:35.12	1:28.44	1:23.44	1:20.10	1:16.76	1:14.76	1:13.43	1:11.76
S15	2:02.07	1:52.96	1:43.85	1:36.57	1:31.10	1:27.46	1:23.81	1:21.63	1:20.17	1:18.35
<b>50m BREASTSTROKE</b>	<b>10 to 14 years (inclusive)</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>	<b>20 years</b>	<b>21 years</b>	<b>22 years</b>	<b>23 years</b>
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	2:24.07	2:13.32	2:02.56	1:53.96	1:47.51	1:43.21	1:38.91	1:36.33	1:34.61	1:32.46
SB3	1:45.81	1:37.91	1:30.02	1:23.70	1:18.96	1:15.80	1:12.65	1:10.75	1:09.49	1:07.91
<b>100m BREASTSTROKE</b>	<b>10 to 14 years (inclusive)</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>	<b>20 years</b>	<b>21 years</b>	<b>22 years</b>	<b>23 years</b>
SB4	3:22.32	3:07.22	2:52.13	2:40.05	2:30.99	2:24.95	2:18.91	2:15.28	2:12.87	2:09.85
<b>100m BREASTSTROKE</b>	<b>10 years</b>	<b>11 years</b>	<b>12 years</b>	<b>13 years</b>	<b>14 years</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>
SB5	3:09.78	2:55.61	2:41.45	2:30.12	2:21.63	2:15.96	2:10.29	2:06.90	2:04.63	2:01.80
SB6	2:46.88	2:34.43	2:21.97	2:12.01	2:04.54	1:59.56	1:54.57	1:51.59	1:49.59	1:47.10
SB7	2:43.48	2:31.28	2:19.08	2:09.32	2:02.00	1:57.12	1:52.24	1:49.31	1:47.36	1:44.92
SB8	2:17.30	2:07.05	1:56.81	1:48.61	1:42.46	1:38.36	1:34.27	1:31.81	1:30.17	1:28.12
SB9	2:13.21	2:03.27	1:53.33	1:45.38	1:39.41	1:35.44	1:31.46	1:29.07	1:27.48	1:25.49
SB11	2:34.99	2:23.42	2:11.86	2:02.60	1:55.66	1:51.04	1:46.41	1:43.63	1:41.78	1:39.47
SB12	2:24.45	2:13.67	2:02.89	1:54.27	1:47.80	1:43.49	1:39.18	1:36.59	1:34.86	1:32.71
SB13	2:12.84	2:02.93	1:53.02	1:45.09	1:39.14	1:35.17	1:31.21	1:28.83	1:27.24	1:25.26
SB14	2:10.70	2:00.95	1:51.19	1:43.39	1:37.54	1:33.64	1:29.73	1:27.39	1:25.83	1:23.88
SB15	2:12.84	2:02.93	1:53.02	1:45.09	1:39.14	1:35.17	1:31.21	1:28.83	1:27.24	1:25.26
<b>150m INDIVIDUAL MEDLEY</b>	<b>10 to 14 years (inclusive)</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>	<b>20 years</b>	<b>21 years</b>	<b>22 years</b>	<b>23 years</b>
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	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
SM3	5:59.62	5:32.78	5:05.95	4:44.48	4:28.38	4:17.64	4:06.90	4:00.46	3:56.17	3:50.80
SM4	5:12.76	4:49.42	4:26.08	4:07.40	3:53.40	3:44.06	3:34.73	3:29.13	3:25.39	3:20.72
<b>200m INDIVIDUAL MEDLEY</b>	<b>10 to 14 years (inclusive)</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>	<b>20 years</b>	<b>21 years</b>	<b>22 years</b>	<b>23 years</b>
SM5	6:10.48	5:42.83	5:15.18	4:53.06	4:36.47	4:25.42	4:14.36	4:07.72	4:03.30	3:57.77
<b>200m INDIVIDUAL MEDLEY</b>	<b>10 years</b>	<b>11 years</b>	<b>12 years</b>	<b>13 years</b>	<b>14 years</b>	<b>15 years</b>	<b>16 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years</b>
SM6	5:22.14	4:58.10	4:34.06	4:14.82	4:00.40	3:50.78	3:41.17	3:35.40	3:31.55	3:26.74
SM7	5:13.06	4:49.69	4:26.33	4:07.64	3:53.63	3:44.28	3:34.93	3:29.33	3:25.59	3:20.92
SM8	4:47.20	4:25.76	4:04.33	3:47.18	3:34.33	3:25.75	3:17.18	3:12.04	3:08.61	3:04.32
SM9	4:26.17	4:06.31	3:46.45	3:30.56	3:18.64	3:10.69	3:02.75	2:57.98	2:54.80	2:50.83
SM10	4:14.63	3:55.63	3:36.63	3:21.43	3:10.03	3:02.42	2:54.82	2:50.26	2:47.22	2:43.42
SM11	4:56.12	4:34.02	4:11.93	3:54.25	3:40.99	3:32.15	3:23.31	3:18.00	3:14.47	3:10.05
SM12	4:33.54	4:13.13	3:52.72	3:36.39	3:24.14	3:15.97	3:07.81	3:02.91	2:59.64	2:55.56
SM13	4:09.09	3:50.50	3:31.91	3:17.04	3:05.89	2:58.45	2:51.02	2:46.56	2:43.58	2:39.86
SM14	4:04.18	3:45.96	3:27.74	3:13.16	3:02.23	2:54.94	2:47.65	2:43.27	2:40.36	2:36.71
SM15	4:09.09	3:50.50	3:31.91	3:17.04	3:05.89	2:58.45	2:51.02	2:46.56	2:43.58	2:39.86

## APPENDIX 2

# Scottish Swimming Senior Gold & Silver Squad Open Water Selection Criteria 2016-17

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
15:47.39	8:17.97	17:09.09	8:52.80

Times 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;

- 1<sup>st</sup> or 2<sup>nd</sup> 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).
- 1<sup>st</sup> or 2<sup>nd</sup> place at the ASA Open Water Youth Championships.
- Achieved 1<sup>st</sup> 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 31<sup>st</sup> December 2016**

## **Senior Silver (17+ years only)**

### Pool

MALE		FEMALE	
1500	800	1500	800
16:01.60	8:25.44	17:15.27	8:55.99

Times 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;

- 1<sup>st</sup> place among Scottish competitors in the Scottish Open Water 5km or 10km Championship.
- 1<sup>st</sup> or 2<sup>nd</sup> place at the ASA Open Water Youth Championships.
- 1<sup>st</sup>, 2<sup>nd</sup>, or 3<sup>rd</sup> 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).
- 1<sup>st</sup> 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 31<sup>st</sup> December 2016**

### **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 30<sup>th</sup> September 2016.
- Swimmers considered by Scottish Swimming Director of Performance and Leadership Group.
- Formal nominations made by Scottish Swimming to the Swimming High Performance Group.
- Swimming High Performance Group review and confirm all nominations.
- Confirmed swimmers notified of their selection to the Senior Gold/Silver Squad through Scottish Swimming Performance Team. Support agreed by Scottish Swimming with the Institute Network commences 1st September 2016.
- Coaches of swimmers identified for selection through "Open Water" will be required to fill in a "Mindset Assessment questionnaire" as per selection process for Senior Gold and Silver Squads.

## APPENDIX 3

### 'Mindset'

Having a 'growth mindset' as opposed to a 'fixed mindset' is considered by many as critical to the likelihood of an athlete progressing over the long term. The table set out below highlights examples of both:

	More Fixed Mindset	More Growth Mindset
Belief that...	...talent is something you are born with and you have it or you don't and therefore you have a tendency to...	...talent is a process of learning and is not set in stone and therefore you have a tendency to...
Effort	...believe things will come easily if you have talent or that there are some things you just can't do. The danger is you don't learn how to work hard, understand how to improve or just don't try	...believe anything is possible and see effort as the path to mastery. The key is to endeavour to <u>understand</u> the development process and where to focus that effort
Challenges	.. avoid challenges you struggle with that make you look less talented. This can lead to you developing weaknesses in key areas	...embrace challenges as learning opportunities whether you can do them yet or not
Set backs	...give up easily in areas that you find difficult and stick with what you can do	...persist following setbacks and see them as part of the development process and <u>not</u> as a way of defining your ability
Negative feedback	...ignore useful negative feedback as it can undermine your talent	...learn from criticism and see it as an important part of understanding how to improve
Ownership	...feel it's not your fault if things don't work out	...understand you need to drive the process
As a result...	...plateau early and under achieve	...maximise potential

## APPENDIX 4

# Scottish Swimming Selection Policy for Scottish Talent Programme 2015-16

The following is the criteria for athletes to be considered for invitation to the Scottish Talent Programme (STP) from 1st September 2016 to 31st August 2017

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

### Qualification:

1. Athletes will only be considered for invitation to the programme providing they have either a confirmed IPC or British Swimming classification (S1-S13 inclusive), INAS-FID or IPC Registration (S14) or ICSD classification (S15).
2. Athletes must be registered to a swimming club affiliated to SASA and must be eligible to compete for Scotland as defined by Company Rule 4.5.3.
3. Athletes from within the following age ranges (age as at 31st December 2016) 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	

4. Only times achieved in IPC events that are published in the IPC Swimming rulebook for IPC Regional, World or Paralympic Games may be considered (S15 swimmers will align with events available to S13 athletes).
5. Any change in an athlete's classification at any time for whatever reason during the year will result in a review of the athletes 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.
6. Athletes wishing to be considered for the 2017/17 Scottish Talent programme must have achieved the published times for their age (as at 31st December 2016) in a designated Long Course or Short Course competition between 11th August 2015 and 6th August 2016 inclusive. For this period of time designated events will be:
  - District Championships - Period: 31st October 2015 – 31st July 2016
  - Sainsbury's School Games 5-6 September 2015
  - National Para-Swimming Championships 12-13 December 2015
  - British Para-Swimming International Meet 23-27 April 2016
  - SDS National Performance Meet (50m) 12 June 2016
  - Scottish National Open Championships 30 June-3 July 2016
  - British Summer Championships 26-31 July 2016
  - English Summer Championships 1-5 Aug 2016
7. Split times will not be considered.
8. 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 Disability Swimming 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.