**Armagh City, Banbridge and Craigavon**

**Borough Council**

**Aquatic Framework**

**2019 - 2024**

**January 2019**

**By**



**Strategic Leisure Limited**

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Glossary

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| **Abbreviation** | **Description** |
| **Aquatic Activity** | **All activity which is performed in water** |
| **Aquatic Framework** | **The strategic plan for aquatic activity** |
| **CPD** | **Continuing Professional Development** |
| **DST** | **Disability Swimming Teacher** |
| **L2S** | **Learn to Swim** |
| **SLLC** | **South Lake Leisure Centre** |
| **Specific target groups** | **This refers to people with a disability, women and girls, people with high social need/low income and those at risk of poor health.** |
| **STA** | **Swimming Teachers Association**  STA and the Amateur Swimming Association (ASA) qualifications are not aligned. |
| **Swim Ireland** | **National Governing Body for swimming in Ireland with Swim Ulster as one of four provincial areas** |

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# Executive Summary

## The Vision

1. The vision for Armagh City, Banbridge and Craigavon Borough Council Aquatic Framework is to have:

**‘High quality, consistent and accessible aquatic activities based on a clear pathway and delivery partnership, to increase participation, develop talent and achieve health and well-being outcomes’.**

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| **Aquatic Framework Priorities:** | **Aquatic Framework Objectives:** |
| **Our Priorities are:**   * Delivery of Learn to Swim Programmes. * Availability of Public Swimming. * Developing Partnerships with Key Aquatic Stakeholders. * Targeting Specific Groups. | **To meet these priorities our key objectives are:**   * To ensure all children in the borough have the opportunity to learn to swim and improve their skills in a quality structured environment. * To be consistent in our operational approach, promotion and delivery. * To offer a balanced programme of public swimming. * To provide public swimming at all times in a facility across the borough. * To work in partnership to implement the Aquatic Pathway.      * To encourage collaboration between clubs to see the development of a borough wide Performance Squad, in conjunction with Swim Ulster, to aspire to achieve medal success. * To develop an effective aquatics workforce that is qualified, educated and trained to a consistent standard. * To ensure everyone has the opportunity to enjoy aquatics as part of a healthy lifestyle. |

# Introduction and Background

## Introduction

1. Formed in 2015 as a result of the Review of Public Administration (RPA), Armagh City, Banbridge and Craigavon Borough Council (ABC Council) has set out its overall Vision is to have:

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| **‘a happy, healthy and connected community, a vibrant and sustainable economy and appealing places for living, working and learning’.** |

1. The Health and Recreation Department contributes to this Vision through the operational management of a wide range of leisure facilities, which presently includes five swimming pools.
2. As part of the Council’s Capital Plan it has been agreed to close three of the existing swimming pools and build the new South Lake Leisure Centre which will provide the following aquatic facilities:

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| * **50m main pool (with moveable floor)** * **Fun pool** * **A separate teaching pool** * **Water Sports Centre** |

1. Council has also agreed in principle to replace the Orchard Leisure Centre in Armagh City.
2. The starting point for the Aquatic Framework is therefore a portfolio of three good quality aquatic facilities, one existing (Banbridge), one being developed (Craigavon), and one agreed in principle (Armagh City). These will serve the Armagh City, Banbridge and Craigavon Borough Council area.
3. Swimming is the second-highest participation sport among adults in Ireland (9.4% of the population); it is accessible, appeals to people of all genders and ages, can be competitive or recreational, and is associated with reduced all-cause and cardiovascular mortality. Other main aquatic activities include for example water polo, diving, synchro, sub aqua and specialist-swimming disciplines such as Learn to Swim, swimming clubs, masters, open water swimming, Rookie Lifeguard/Bronze Medallion and NLPQ.

## Background to the Framework

1. The three Legacy areas now comprising ABC Council area all provide swimming pools, but in each area, there are different approaches to the operational management and delivery of the facilities for historical reasons.
2. Development of this Aquatic Framework provides the opportunity to address these differences to develop a consistent aquatic offer in terms of quality, access and cost across ABC Council area, under-pinned by Council’s significant commitment to capital investment in two new aquatic facilities. South Lake Leisure Centre, Craigavon, is due to open in 2020; the new facility in Armagh City has been agreed in principle.
3. For the Aquatic Framework to deliver a quality, innovative and inclusive offering it will require collaboration between stakeholders. Council will take the lead in driving this process and will encourage involvement from all sectors, community voluntary, statutory and private.

## Framework Scope

1. The scope of the Aquatic Framework covers:

**Operational polices such as programming, pricing, accessibility, opening times etc.**

**Operational polices such as programming, pricing, accessibility, opening times etc.**

## Approach to Developing the Framework

1. The Aquatic Framework has been developed through a process of engagement and partnership, involving existing swimming clubs, the education authority, schools, aquatic stakeholders (Swim Ulster, Sport NI, Disability Sport NI, Special Olympics Ulster), Public users and non-users and facility operators, equating to a holistic approach to development and delivery of the ABC Aquatic Pathway.
2. It is also important to highlight that the Aquatic Framework has been developed against a background of change; three existing facilities will close once the South Lake Leisure Centre opens, consideration is being given to the most appropriate long-term operational model for the future facility portfolio, and this in itself is likely to bring change.

# Local Strategic Context

1. The local context for aquatics in ABC is informed by both National and Local Framework and Policy. At National level key policy influences include:

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| National ContextFina National Plan 2018-2021Vision To enable everyone in the world to swim. Mission To increase participation in all aquatic sports.  Of the identified 10 strategic goals there are three specific ones which the ABC Aquatic Framework specifically supports:   1. **Increase number of registered participants in aquatic sports to 30 million by 2021.** 2. **Support National Federations to grow aquatics communities and promote healthy living.** 3. **Work with International Olympic Committee, United Nations, and governmental organisations to reduce number of people drowning each year**.   **Sport Matters: The Northern Ireland Framework for Sport and Physical Activity 2009-2019** “… a culture of lifelong enjoyment and success in sport…”  Provision of high-quality swimming facilities in the Armagh City, Banbridge and Craigavon Borough, which offer public access at all times in a facility across the borough, have the potential to engage all ages in regular aquatic activity, as individuals or families, for both fun and enjoyment as well as health benefits.  **Lifelong Involvement in Sport and Physical Activity (LISPA)** is an inclusive framework adopted by Sport NI and Sport Ireland which supports the approach to cater for all levels of physical activity and sport involvement. There are 4 main objectives of the framework:  **A healthier future: A twenty year vision for health and wellbeing in Northern Ireland 2005 – 2025** - sets out a vision for co-ordinated and cohesive public resources with health improvement at its heart.  Clearly, provision of accessible and sustainable community leisure facilities in the Armagh City, Banbridge and Craigavon Borough has a key role to play in increasing regular participation in physical activity and sport. Aquatic activities, which can be recreational and informal, as well as competitive, have the potential to contribute significantly to a healthier community.  **A Fitter Future for All - Framework for Preventing and Addressing Overweight and Obesity in Northern Ireland 2012-2022** -The prevalence of people who are overweight and obese has been steadily rising in Northern Ireland, and in the western world, over the last few decades. It has been described as an “obesity time-bomb”; given the impact that obesity can have on physical and mental health and wellbeing.  Clearly, provision of accessible and sustainable community leisure facilities in the Armagh City, Banbridge and Craigavon Borough has a key role to play in increasing regular participation in physical activity and sport which can help to combat and reduce obesity and becoming overweight.  **Active Living No Limits 2016 – 2021** - A plan to improve health and wellbeing for people with a disability in Northern Ireland through participation in sport and active recreation.  **The vision for the Active Living: No Limits 2021 Action Plan is:** That everyone with a disability has an equal opportunity to access sport and active recreation leading to a healthier and more active lifestyle.  **The vision will be delivered by:** Encouraging and facilitating a collaborative approach to increasing participation in sport and active recreation by people with a disability.  The purpose of the Action Plan is to:  Clearly, provision of accessible and sustainable community leisure facilities in Armagh City, Banbridge and Craigavon has a key role to play in increasing regular participation in physical activity and sport by those with a disability; this will build on the existing work of the three disability swimming clubs and extend opportunities for participation. The Aquatic Framework also highlights the need and opportunity to provide participation pathways for those with mental health problems. Making Life Better – A Whole System Strategic Framework for Public Health 2013-2023Vision and Aims Through strengthened co-ordination and partnership working in a whole system approach, the framework will seek to create the conditions for individuals and communities to take control of their own lives and move towards a vision for Northern Ireland where all people are enabled and supported in achieving their full health and wellbeing potential. The aims are to achieve better health and wellbeing for everyone and reduce inequalities in health.  The framework is structured around 6 themes:  The various outcomes to be achieved through these themes include encouraging and promoting the benefits of physical activity and participation to improve health and gain new skills.  Swim Ireland’s Strategic Plan 2017-21sets out 5 pillars for swimming development; these are reflected in the Armagh City, Banbridge and Craigavon Aquatic Framework at local level. |

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| Local ContextConnected – A Community Plan for Armagh City, Banbridge & Craigavon Borough 2018-2023   Our 2030 vision – ‘we have happy, healthy and connected community, a vibrant and sustainable economy and appealing places for living, working and learning’.  The Community Plan has identified 9 Long Term Outcomes which are the quality of life conditions we want for everyone in our borough by 2030.  The Aquatic Framework will contribute to the long- term outcome that sits under Healthy Community which is:  ‘People are making positive lifestyle choices. They are more resilient and better equipped to cope with life’s challenges.’ 2018 – 2023 Armagh City, Banbridge and Craigavon Borough Council Corporate Plan The vision for the Council’s Corporate Plan is exactly the same as the Community Plan which is to have ‘a happy, healthy and connected community, a vibrant and sustainable economy and appealing places for living, working and learning’.  The Corporate Plan has identified 30 commitments that we will make to positively contribute to this vision.  The Aquatics Framework will contribute to the Healthy Community commitment to:  Provide a range of quality opportunities for everyone to be active and healthy.  Everybody Active 2020:Every Body Active 2020 is a four year lottery funded programme aimed at getting people more active more often through sport and physical activity in Northern Ireland.  Sport Northern Ireland has invested £6.2 million in the 11 District Councils across Northern Ireland to help increase quality opportunities for targeted groups to increase participation in sport and physical activities across key life-course transitions(for example children moving from primary school to post-primary, young people leaving education, having a family, or retiring from work).  In particular increases in participation are targeted among traditionally under-represented groups which include:   * **Women and girls (specifically aged 14-25)** * **People with a disability; and** * **Those living in areas of greatest social need (specifically people living within quartile 1 of wards designated by NI Multiple Deprivation Measure Index 2010)**   These themes are in line with aligned to those in the Council’s Corporate Plan and the Community Plan for the area and will be developed with communication, collaboration, equality and sustainability as cross cutting themes. |

1. The Aquatic Framework reflects the above Visions and themes in its development and implementation.
2. At local level, Armagh City, Banbridge and Craigavon Borough Council has already made a significant commitment into the future development of aquatic provision, through the development of South Lake Leisure Centre (in construction), and the new facility agreed in principle for Armagh City.
3. Council has recognised the need to close our ageing facilities and invest in new. There is also an understanding that that we need to change the way in which aquatic activities are delivered. The development of an Aquatics Pathway, and future delivery of swimming lessons through the Swimming Teacher’s Association (STA) Teaching Programme are other key decisions informing future planning for aquatics in the borough. The rationale for this was because Swim Ireland significantly changed their teaching programme which would have had negative operational impact. The STA programme is viewed as the closest to the current programme in terms of content and approach, meaning little change to required resources and customers.

# Aquatic Provision in Armagh, Banbridge and Craigavon – Key Issues, Challenges and Opportunities

1. The main challenge facing the future provision of aquatic activity is to consistently provide an accessible offer to customers, to thereby ensure that regardless of where they live or which facility they visit their experience is consistently good.
2. Specific areas to be addressed in terms of consistency include delivery of the Learn to Swim Programmes, availability of public access (cost and opening hours), pool programming, the provision of recreational swimming activities, targeting specific groups, the offer to swimming clubs, competitive aquatic activities, and a clear Aquatic Pathway.
3. Ensuring consistency will assist operational management and revenue generation; it will also better align the aquatic offer to identified local priorities, facilitate partnership working and better support a co-ordinated focus on increasing participation to reduce health inequalities.
4. A summary of the key issues, challenges and opportunities for aquatics is set out in Table 4.1.

**Table 4.1: Key Issues, Challenges and Opportunities**

| **Key Issue/Challenge** | **Why This Is A Key Issue** | **Opportunity** |
| --- | --- | --- |
| **School Swimming** | * Declining numbers of schools are participating. * Education Authority fund schools to access swimming lessons. | * For Facility Managers to work with the Education Authority/Schools to promote the benefits of swimming and the excellent school swimming programme available. |
| * Provision of a quality teaching environment – class size and teaching ratios are critical to learning to swim. * Access to transport, lesson length, cost, content and quality need to be consistent. | * To streamline lesson length i.e. a minimum core offer of 30 minutes; Introduce a borough wide pricing scheme; Offer consistent lesson content and progression taking into account ability and class size. |
| * Teaching Children to Swim is a statutory curriculum requirement at Key Stage 2. | * To better promote the curriculum and educate parents; develop school club links. |
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| **Learn To Swim Programmes** | * Clubs need to be clear where, how and why they fit into the new STA Syllabus. | * Council take responsibility for all Learn to Swim Programmes. * Clubs focus on talent identification, and performance development i.e. stroke production, skill development, competitive swimming and the ABC Performance Squad. * Establish a working group between Council and Clubs to agree the best approach for talent identification transfers to clubs. |
| * Current inconsistencies need to be addressed. | * To manage the change from the Swim Ireland Learn to Swim Programme to the STA Programme will require some co-ordination. This is already underway but should be continually reviewed & monitored to ensure effectiveness. The STA programme is more effective and fitting with Council resources. * Offer one Council programme and brand across the borough. |
| * Need for parents/carers to understand the STA Swimming Programme, what is involved in progressing through this, and why it is important to achieve each step before moving to the next. | * Development of advice and guidance on learn to swim programme. |
| **Public Swimming** | * Council builds facilities and provides opportunities for people to be active at a subsidised rate. | * Need to improve and increase accessibility. |
| * The public survey identified a desire for more public swim time. | * Provide public swimming at all times in a facility across the borough. |
| * Participation in aquatic activity can contribute to reduced health inequalities | * Opportunity to increase participation, particularly amongst those at risk of poor health. |
| **Aquatics Pathway** | * A clear pathway from learn to swim to performance has to be available for all aquatic participants to enable them to develop and progress with the right support and opportunity. | * Increased partnership working across the Aquatic Pathway with clear roles and responsibilities for all stakeholders. |
| * Clear focus for clubs on the development of talent, skill and performance swimming. | * Working with all swimming clubs to develop their role in talent development and performance swimming. |
| * Current charging variances exist due to individual centres offer to aquatic clubs. | * Harmonise pricing across the borough. |
| **ABC Performance Squad/Club Collaboration** | * Access to pool time and coaches. | * Work with Swimming Clubs and Swim Ulster to establish one Performance Squad for ABC talented swimmers. * Encourage clubs to work together to maximise use of pool space during club time. |
| **Partnerships with Key Aquatic Stakeholders/Workforce Development** | * Consistency in approach to workforce development. | * Implement the Council training matrix ensuring that staff training is of a high standard and relevant for the duties being carried out. * Continue to provide professional development opportunities for Council staff e.g. NPLQ; Assistant Teachers etc. |
| * Shortage of workforce. | * Develop opportunities for employment by:   Offering volunteering opportunities.  Partnership working with Clubs.  Linking with Further Education Colleges. |
| * Growth in activities such as open water swimming, triathlon, sub aqua, canoeing, water polo, synchronised swimming, aqua fit and disability activities etc. | * Opportunity to work with Craigavon Watersports Centre to develop open water swimming. * Opportunity to link participation in these activities to the Aquatic Pathway through working with clubs. |
| **Programmes For Specific Target Groups/Health and Well Being Programmes** | * Current offer could be improved for specific target groups i.e. people with a disability, women and girls, people with high social need/low income and those at risk of poor health. | * Expansion of current successful provision and introduction of new programmes for specific target groups across all centres * Development of SLLC with its improved accessibility offer and learning pool opportunity. * Fit for purpose facilities. * Staff training. |
| * Grow participation in Health and Well-being Programmes | * Opportunity to develop ‘active’ staff/corporate initiatives/ workplace health through Investing for Health Officers. |

# The Vision for Aquatics in Armagh City, Banbridge and Craigavon Borough

## The Vision

1. The Vision in Armagh City, Banbridge and Craigavon Borough is to have high quality, consistent and accessible aquatic activities based on a clear Pathway and delivery partnership, to increase participation, develop talent and achieve health and well-being outcomes.

## The Aquatic Pathway

**Council Learn to Swim Programmes**

Water Confidence

Parent and Child

School Lessons

Children’s Lessons

Adult Lessons

Advanced Children’s Lessons

**Partnerships with Key Aquatic Stakeholders**

Swimming Clubs i.e. Talent Identification & Performance Development

Other Aquatic Clubs e.g. Water polo, Open Water, Triathlon, Canoeing, Sub Aqua, Synchronised Swimming, Aqua Fit etc.

Workforce Development e.g. Rookie Lifeguard

Volunteer Development

Governing Bodies

**Targeting Specific Groups**

Programmes for Target Groups

Health & Well Being Programmes

**Public Swimming**

Lane Swimming

Fun sessions

Recreational Swimming Programmes

**ABC Performance Swimming Squad**

## Framework Objectives

1. The public survey informing the Aquatic Framework highlights that **59% of respondents identify children’s swimming lessons as a priority**, and **47% of respondents identify lane swimming as a priority.**
2. The priorities and objectives for the Aquatics Framework are therefore:

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| **Aquatic Framework Priorities:** | **Aquatic Framework Objectives:** |
| **Our Priorities are:**   * Delivery of Learn to Swim Programmes * Availability of Public Swimming * Developing Partnerships with Key Aquatic Stakeholders * Targeting Specific Groups | **To meet these priorities our key objectives are:**   * To ensure all children in the borough have the opportunity to learn to swim and improve their skills in a quality structured environment. * To be consistent in our operational approach, promotion and delivery. * To offer a balanced programme of public swimming. * To provide public swimming at all times in a facility across the borough. * To work in partnership to implement the Aquatic Pathway.      * To encourage collaboration between clubs to see the development of a borough wide Performance Squad, in conjunction with Swim Ulster, to aspire to achieve medal success. * To develop an effective aquatics workforce that is qualified, educated and trained to a consistent standard. * To ensure everyone has the opportunity to enjoy aquatics as part of a healthy lifestyle. |

# Framework Implementation and Delivery

1. Implementation of the Aquatic Framework will be delivered through the Aquatic Pathway. It will important to identify an Aquatics Lead(s) to support this implementation and provide a central point for all aquatic partners and stakeholders, to ensure all available resources are used as effectively as possible, to deliver on identified aquatic priorities.
2. As part of developing the action plan, a number of KPIs should be identified as a priority to ensure the objectives of the Aquatic Framework and Pathway are being delivered. These will need to be measured by the facility managers and be reported on at agreed intervals. The following KPI’s are suggested for inclusion:

**Table 6.1: Initial Suggested KPI’s**

| **priorities** | **Initial KPIs** |
| --- | --- |
| **Delivery of Learn to Swim Programmes** | * **Number of children learning to swim – total per annum** * **Number of children learning to swim – total from individual lessons per annum** * **Number of children learning to swim – total from school swimming lessons per annum** * **Annual number of schools completing a minimum of 10 weeks of swimming lessons at KS2** |
| **Availability of Public Swimming** | * **Number of new participants taking part in swimming and other aquatic activities per annum** * **Number of public swimming sessions per pool as a % of total opening hours** * **Number of fun sessions per annum per pool as a % of total opening hours** |
| **Developing Partnerships with Key Aquatic Stakeholders** | * **Number of club sessions per pool per annum** * **Number of galas per pool per annum** * **Number of Swim Ulster endorsed Swimming Club Development Plans** * **Annual competitive achievements of the ABC Performance Squad- individual basis;** * **Number of other aquatic activity sessions per pool as a % of total opening hours** |
| **Targeting specific groups** | * **Number of people from specific target groups who have been identified as less likely to take part in sport and physical activity, namely people with a disability, women and girls and people with high social need/low income.** |

1. The Aquatic Action Plan articulates the priority actions across the Aquatic Pathway, with a focus on the initial 2 years. These will need to be reviewed on an ongoing basis by the Aquatics Lead(s) to assess whether benchmarks are being met, and KPIs achieved.

## Aquatic Framework Action Plan 2019 - 2021

**Table 6.2: Action Plan**

| **Priorities** | **Objectives** | **Action** | **Timescale** | **Responsibility** | **Outcome** |
| --- | --- | --- | --- | --- | --- |
| **Delivery of Learn to Swim Programmes** | To ensure all children in the borough have the opportunity to learn to swim and improve their skills in a quality structured environment. | Council takes responsibility for all Learn to Swim Programmes by continuing to implement and monitor the STA Learn to Swim Programme at all ABC pools. | YR 1 | Co-ordinators/Head Teachers | Increased numbers of children learning to swim.  Programme regularly reviewed and monitored. |
| Facility Managers to work with the Education Authority/Schools to promote the benefits of swimming and the excellent swimming programme available. | YR 1 | Facility Managers | Increased numbers of schools participating in the School Learn to Swim Programme. |
| To be consistent in our operational approach, promotion and delivery. | Streamline learn to swim lesson length i.e. a minimum core offer of 30 minutes; Introduce a borough wide pricing scheme; Offer consistent lesson content and progression taking into account ability and class size. | YR 1 | Facility Managers | Improved quality and consistency in the Learn to Swim experience. |
| Ensure relevant and consistent information and advice is available across the Borough on Learn to Swim i.e. devise an information booklet. | YR 1 | Facility Managers | Improved information and advice. |
| Ensure all swimming teachers are fully trained to deliver the STA learn to swim Programme. | YR 1 | Co-ordinators/Head Teachers | Improved quality and consistency in the learn to swim experience. |
| Monitor progress the progression of swimmers through the Learn to Swim programmes. | YR 1 and ongoing | Co-ordinators/Head Teachers | Improved progress thorough Learn to Swim programmes. |
| Develop Parental/Carer information and guidance to promote better understanding of the learn to swim programme and the outcomes to be achieved at each stage to enable progression, plus the links to clubs. | YR 1 | Co-ordinators/Head Teachers | Improved parental/carer engagement and understanding. |
| Develop Parental/Carer Code of Conduct. | YR 1 | Co-ordinators/Head Teachers | Improved parental/carer understanding. |
| Establish an online booking system for swimming lessons. | YR 1 | Facility Managers | Better access to swimming lesson booking.  Ability for parents/carers to monitor their child’s progress online. |
| Establish DD system for swimming lessons. | YR 1 | Facility Managers | Improved access to learn to swim programmes. |
| **Availability of Public Swimming** | To offer a balanced programme of public swimming. | Development of a balanced programme reflecting identified Aquatic Framework priorities to improve lane swimming and fun sessions. | YR 1 and ongoing | Facility Managers | Increased provision of public swimming.  Clear aquatics pathway in place.  Clear alignment to health and well-being priorities |
| To provide public swimming at all times in a facility across the borough. | Increased access to opportunities for public swimming across the Borough. | YR 1 | Facility Managers | Increased access to public lane swimming and fun sessions.  Wider programme of aquatic activity to encourage increased participation. |
| **Developing Partnerships with Key Aquatic Stakeholders** | To work in partnership to implement the Aquatic Pathway. | Promote the Aquatic Framework and Pathway across the District to increase awareness of available opportunities and activities beyond the learn to swim programme. | YR1 and ongoing | Facility Managers | Increased awareness of how to access to learn to swim and activities beyond that i.e. – performance and recreational to ensure that everyone can achieve their goals. |
|  | To encourage collaboration between clubs to see the development of a borough wide Performance Squad, in conjunction with Swim Ulster, to aspire to achieve medal success. | Establish a working group between Council and aquatic clubs to promote their role in the Aquatic Pathway and ensure talent identification supports those participants who have the ability to move into performance aquatics. | YR 1 | Facility Managers/ Swimming Clubs | Working group established.  Increased awareness of the clubs’ role in developing aquatic participation and performance. |
| Establish the opportunity for learn to swim parental/carer engagement with swimming clubs by developing a club information leaflet for parents/carers to promote club links. | YR 1 | Facility Managers/ Swimming Clubs | More engaged and better informed learn to swim parents/carers.  Potential for parents/carers to become involved as volunteers in clubs. |
| Clubs to support talent identification towards the end of the learn to swim programme. | YR 1 | Co-ordinators/Head Teachers/Swimming Clubs | Early identification of talent; appropriate and supported access to the Aquatic Pathway. |
| Establish an ABC Performance Squad and agree training times. | YR 1 | Swimming Clubs/Swim Ulster/ Facility Managers | New ABC Performance Squad.  Improved training opportunities for ABC swimming clubs through clubs working together to maximise pool time. |
| Continue to work with Special Olympic Clubs to develop aquatics for people with learning disabilities. | YR1 and ongoing | Facility Managers/Special Olympic Clubs | More people with learning disabilities participating in aquatic activities. |
| To develop an effective aquatics workforce that is qualified, educated and trained to a consistent standard. | Work with clubs, further education and the wider community to identify those who would like to complete MPLQ, DST, swimming teaching qualifications. | YR 1 and ongoing | Facility Managers/ Swimming Clubs/Stakeholders | Increased number of qualified staff. |
| Develop a consistent, relevant and high-quality training programme for all council staff involved in aquatic development and delivery | YR 1 | Facility Managers | High-quality, well-informed and appropriately qualified staff. |
| Monitor and evaluate council staff training needs and address as appropriate. | YR 1 and ongoing | Co-ordinators/Head Teachers | Ongoing investment into staff training and development. |
| Implement council training matrix | YR 1 and ongoing | Facility Managers | Increased number of qualified staff. |
| **Specific Target Groups** | To ensure everyone has the opportunity to enjoy aquatics as part of a healthy lifestyle. | Expand Aqua Chips Scheme for young people with disabilities into all centres. | YR1 and ongoing | Co-ordinators/Clubs | More young people with disabilities participating in aquatic activities more regularly. |
| Offer Para Swimming. | YR1 and ongoing | Co-ordinators/Clubs | More people with physical disabilities participating in aquatic activities. |
| Offer 1:1 teaching. | YR1 and ongoing | Co-ordinators/Clubs | More people with disabilities participating in aquatic activities |
| Invest in development of qualified Disability swimming teachers through provision of appropriate courses and CPD. | YR1 and ongoing | Co-ordinators/Clubs | More qualified disability swimming teachers. |
| Introduce Autism friendly sessions and lessons in all Centres. | YR1 | Co-ordinators/Clubs | More people with disabilities participating in aquatic activities. |
| Encourage participation in aquatic activity by people at risk of poor health. | YR1 and ongoing | Co-ordinators/Clubs | More people at risk of poor health participating in aquatic activities. |
| Promotion of water based activities for women and girls which target specific “drop out” times in their lives. | YR1 and ongoing | Co-ordinators/Clubs | Increased offering for and participation in activities by women and girls. |
| Promotion of water based activities including learning to swim for people from areas of high social need. | YR1 and ongoing | Co-ordinators/Clubs | Increased offering and participation in activities by people living in areas of high social need, especially children and young people learning to swim. |
| Development of Fit for Purpose Facilities. | YR1 and ongoing | Council | SLLC improved accessibility offer and learning pool opportunity |
| Development of ‘active’ staff/corporate initiatives/ workplace health through Investing for Health Officers. | YR1 and ongoing | Co-ordinators/Clubs | Targeted workplace initiatives |
| Work with Craigavon Watersports Centre to develop open water swimming | YR1 and ongoing | Co-ordinators/Clubs/Craigavon Watersports Centre | Opportunities to participate in a wider range of aquatic activities |
| Link participation in new activities to the Aquatic Pathway through working with clubs. | YR1 and ongoing | Co-ordinators/Clubs | Increased participation opportunities |