

2025 / 2026 CORE Values

Looking ahead to summer 2026 we are now able to reflect on a year of progress for Chesterfield Swimming Club and the incredible achievements of our members.

- 13 Summer National Qualifiers – a club record.
- 4 Athletes at British Champs in London – a club record.
- 20 Medals at Summer Regionals – a club record.

These milestones would not have been possible without the hard work of our athletes and unwavering support of parents and families, thank you for the vital role you play in helping our athletes succeed.

To build on last year's success, a set of CORE values have been introduced to support the new squad criteria and everything the club does daily, these are:

Commitment

Ownership

Responsibility

Excellence

The new squad criteria outline the key skills our athletes are developing at each stage of the performance pathway along with clear markers for progression. The CORE values set out the expectations for both athletes and parents, our aim is to strengthen the partnership between coaches, athletes and parents, so that everyone can maximise their potential.

Commitment

Through giving 100% commitment to each task, everyone can achieve their personal goals and contribute towards team goals. Commitment is an essential part of creating a “no limits” culture where individuals can maximise their potential.

Attendance

Each squad's annual training plan is designed so that every session contributes towards overall improvement with the number and intensity of sessions increasing as swimmers move through the pathway. Consistent attendance and punctuality are the start point for any aspiring performance athlete helping to develop stability, routine, and relationships with coaches and teammates.

Attendance is recorded and reviewed on a termly basis as follows:

Attendance Level	Outcomes
90% or higher	Fully committed to achieving goals
71% - 90%	Some areas of training will be underdeveloped
70% or lower	Place in squad will be at risk

Athletes will not be penalised for absence due to injury or prolonged illness; however, it is important to notify your lead coach to ensure appropriate measures are in place when returning to training, this may include training in another squad whilst regaining fitness.

During exam periods training attendance can be reduced to 50% at the discretion of the head coach.

Growth Mindset

Personal development and sports performance are closely linked, our coaches, swimmers, parents and guardians must be committed to creating a positive and safe environment for our athletes to train and compete. This is essential if we are to create a sustainable performance culture.

A growth mindset is about allowing our athletes to embrace learning, welcome challenges, mistakes and feedback, it is important for coaches, parents and guardians to reinforce these positive behaviours from an early age as it will prepare swimmers for the inevitable setbacks they will encounter in sport and life.

As a team our athletes need to believe that they can get better by doing things differently, by practicing and through being resilient. The team need to be confident that their improvements in these areas will be valued just as much as PB's and medals.

Ownership and Responsibility

Establishing honest, open and trusting relationships make it easier for everyone to take ownership and responsibility for actions. As athletes progress through the performance pathway, they are expected to take greater ownership and responsibility for their behaviours, actions and performance.

The Head Coach takes ownership and responsibility for the strategic direction of the Chesterfield Swimming Club programme, with the coaching team providing a challenging and supportive environment for athletes, setting appropriate targets and giving the best technical advice.

There are many ways in which Ownership and Responsibility are developed through the pathway:

- Arriving on time with appropriate kit / equipment, ready to perform.
- Completion of pre-pool warm up and post-pool stretching routines.
- Working independently in training by using the pace clock and reading the session plan.
- Setting of process and performance goals.
- Lifestyle choices, including time management, nutrition, hydration, rest and recovery.
- Attendance at away meets and overseas training camps.

Athletes need to trust their coaches to provide the most appropriate training programme and to give honest advice to help them achieve their goals.

Athletes also need to take ownership for their behaviour both in the way that they train and perform; this requires them to assume greater responsibility for the way they live their lives to give 100% commitment in training and racing. For example, swimmers demonstrate their commitment by arriving on time and not missing sessions, by being responsible for the physical condition in which they arrive at the pool to gain the best possible improvements from the session. This includes eating a healthy diet and having sufficient sleep to recover for the next session.

When athletes and coaches understand and undertake the values of ownership and responsibility, then a friendly, safe environment is created in which all members can achieve personal success through higher levels of organisation and discipline.

Excellence

Achieving personal excellence occurs by giving 100% to all tasks and continually challenging previous bests. This process is built upon a well thought out commitment, acceptance of responsibilities, ownership of actions and the setting of high targets that are achievable. By incorporating these values into daily living, we can all continue to make our best even better.

CORE Values and Long-Term Athlete Development

Training and competition opportunities are based on established long-term athlete development principles and aim to ensure that swimmers have access to appropriate provision in line with their stage of development and commitment to the CORE values.

As athletes grow and mature, they are expected to take on the CORE values and live them daily. While athletes are young it is the role of parent/guardians to work with the coaches to help their child develop the CORE values as they mature.