



ESS Team and Relay Selection Policy

The coaches select ESS teams with the assistance of the Team Manager. Team selection is made according to the strength of the other teams taking part in an event and occasionally, in the case of C-grade galas, the need of ESS swimmers to gain experience. This will mean that some swimmers will attend competitions for relay events only and others will swim individual events. Some may not be selected at all in one year of competition, but will be part of the team the following season, depending on their age group.

Parents and swimmers should accept, without question, the coach's team selection. ESS coaches know their teams well and will always select appropriate swimmers for each gala. This will most often be the fastest team (e.g. National Arena League, M11, County/Regional/National Relays). However, the coaches will give priority to swimmers who were not chosen to compete in The National Arena League when selecting for The Essex League and appropriate other invitational Club team galas. The Head Coach's decision is final in all cases.

It is expected that every swimmer selected to swim for ESS will give priority to the Club over "social" events. It is further expected that League galas, such as The National Arena League and The M11 Junior League, take priority over other events for all team members, including individual open meet entries.

- For any selection to be confirmed, all swimmers wishing to be considered for selection must have completed their ASA membership form and be fully paid up members of ESS.
- Swimmers with the fastest time over the required distance will be selected for each event from the appropriate pool of swimmers for the competition.
- In the case where swimmers have similar times, priority will be given to those athletes who have shown a commitment to the Club and good attendance and attitude to training.
- Selected team members will be expected to attend all training sessions as requested by their coach and take part in all programmed activities. A swimmer unable or unwilling to fulfill this commitment may be withdrawn from the team.
- Swimmers becoming unfit due to illness or injury must notify the ESS Team Manager immediately, which may result in the swimmer being de-selected from the team at the discretion of the Head Coach. Replacement of swimmers withdrawn from the team will be considered by the Head Coach, if viewed to be in the best interest of the overall team performance.
- All selected team members must read and comply with the ESS Code of Conduct for Swimmers. A breach of the ESS Code of Conduct may result in de-selection from the team.
- Withdrawals from a team gala, due to unforeseen circumstances (other than illness or injury) will be taken into consideration on an individual basis. Swimmers who are frequently not available will not be selected for further events and may be asked to stop swimming.
- Swimmers will be expected to swim in assigned relays if asked to represent the Club at County/Regional/National Championships. ESS will not accept individual entries for the same competition from swimmers who refuse to swim their assigned relays. Any case of refusal to swim in an assigned relay on the day of the competition (other than for reasons of illness or injury) will be referred to the committee for possible disciplinary action (leading to possible suspension or expulsion of the swimmer from the Club).