

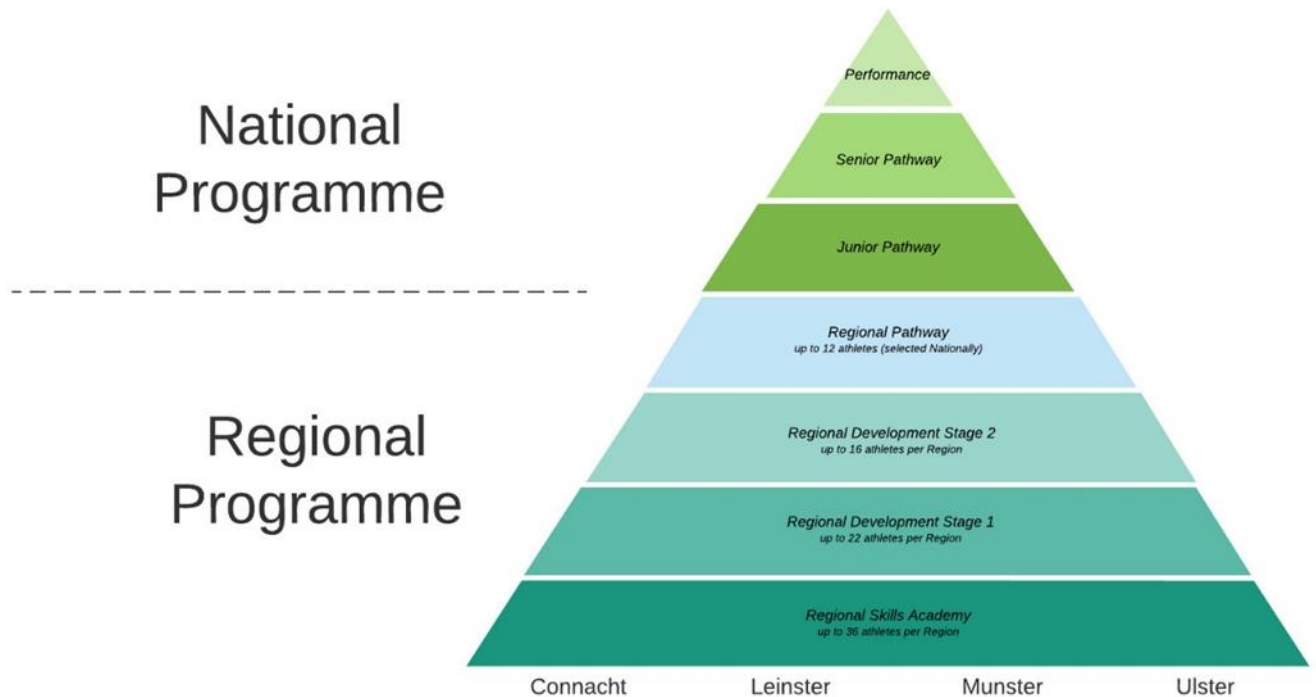
Regional Programme

2025-2026 Season

(Swimming & Open Water Swimming)



**SWIM
IRELAND**



Background

A progressive and targeted National and Regional Programme is a key tactic in achieving Swim Ireland's Performance objectives for the 2028 Olympic Games in Los Angeles and the 2032 Olympic Games in Brisbane. The Regional Programme will sit directly below the National Programme and will display alignment to it in terms of principles and content and will not operate as standalone programmes. For the Regional Programme, it is recognised that:

- Athletes should be a defined percentage outside of the National Programme standards in regards to either the 2028 or the 2032 Olympic Games and should be differentiated as such
- Subject to individual athlete age, all Regional Programme members must be fully committed to a comprehensive training/coaching programme in preparation for peak performance in the relevant annual Swim Ireland International or National benchmark competition/s and the Irish Open Championships (50m) acting as the Trials for such international events
- Through staff observation at previous Regional Programme, National Programme and/or National Team selections, athletes will have displayed behaviours and standards that are aligned with the 'On Our Performance Team' Handbook
- The Regional Programmes will support athletes through to the 2026 Irish Open Championships (50m) (the period September 2025 to April 2026). Support and interventions for athletes in the period May 2026 to August 2026 will be focused on those athletes who may be selected to compete for a National and or Regional Team in this period
- Athletes defined as 'Male' or 'Female' throughout this Policy relates to the athlete's biological sex assigned to them at birth

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Athlete Eligibility

At the time of selection, athletes must meet all of the following criteria to be considered to be eligible for selection:

- i. Be a full-time resident on the island of Ireland for a minimum of 12 months for athletes under 18 years of age or 36 months for athletes 18 years or older
- ii. Be a registered Swim Ireland member for the 2024-2025 and the 2025-2026 season;
- iii. Be in good standing with Swim Ireland;
- iv. Be available to fulfil all of the Regional Programme obligations;
- v. Comply with the statements and expectations of the Swim Ireland 'On Our Performance Team' Handbook;
- vi. Met the expectations and requirements of the Regional or National Programme in the 2024-2025 season if a member at that time;
- vii. Not be the subject of a current anti-doping ban, a doping violation and/or a pending doping violation
- viii. Have not acted in such a manner so as to bring himself/herself, Swim Ireland and/or the sport into current disrepute. For the avoidance of doubt: the evaluation of this requirement is at the sole discretion of the Swim Ireland Performance Senior Leadership Team (SLT) for the purposes of selection: the public disrepute referred to within this clause includes potential and/or actual disrepute

Programme 2025-2026

Swim Ireland Performance will operate a three tiered Regional Programme encompassing a 'Skills Academy' cohort for age group athletes, a 'Development Programme' cohort for youth athletes and a 'Pathway Programme' for senior athletes. An athlete can potentially be a member of the Skills Academy for two years before progressing to the Development Programme, which provides support to athletes as they aim to achieve National Programme selection within a one to four year period. The Pathway Programme supports those athletes who may miss out on National Programme selection or who develop later in the sport. The Programme aims to support athletes as they endeavour to reach their full potential at senior national and/or international level. Athletes do not have to have been members of the one particular cohort in a previous season before achieving selection to another cohort.

In addition to the annual Regional Programme, Regional Pathway Development Coaches will work in partnership with home programme coaches to ensure identified athletes are supported in achieving 'Trainability' (a frequency of training based on their stage of development) on a weekly basis via a combination of increased appropriate pool and gym access. Access to the Regional Programme will be dependent on the home programme coach being willing to work with the Regional Pathway Development Coach in their Region in a positive and constructive manner and on an athlete's willingness to commit to the programme.

Athletes selected for the National Programme will not be eligible for selection for their respective Regional Programme in that season. Athletes rejecting a position on the National Programme will, by implication, be also rejecting a position on their respective Regional Programme in that particular season. If Regional Programme selections are made in advance of National Programme selections, athletes may accept their Regional Programme selection and will then automatically be removed from the Regional Programme if selected to the National Programme.

Expected Athlete Attributes

- Selection of a satisfactory Daily Performance Environment (DPE)
- Exemplary training attendance and commitment in the home programme
- Regional and/or National competition attendance
- Positive engagement with staff
- Attitude, positivity and performance behaviours displayed on National Teams, previous National/Regional Programme periods and National Centre 'In-Touch' sessions. For further information relating to Swim Ireland National Centres, please complete the Enquiry Form [HERE](#)
- Resilience and a first class work ethic
- An openness to learning via personal accountability

Staff Structure

In collaboration with the Regional Pathway Advisory Groups and the Regional Pathway Development Coaches, the Swim Ireland Head of Performance Pathways & Operations will oversee the implementation of the Regional Programme. With Regional support, the Regional Pathway Development Coach will lead all aspects of the Programme in their respective Region.

Regional Programme coaches must:

- i. Be a registered Swim Ireland member for the 2025-2026 season;
- ii. Be in good standing with Swim Ireland;
- iii. Be a full time resident within Ireland;
- iv. Be a practising coach within an Irish swimming programme;
- v. Be holders of a Swim Ireland Level 2 or Level 3 Coaching Certificate or international equivalent;
- vi. Be a registered coach on the Swim Ireland Register of Aquatic Professionals;
- vii. Comply with the statements and expectations of the Swim Ireland 'On Our Performance Team' Handbook;
- viii. Display behaviours, standards and expectations that are aligned with the 'On Our Performance Team' Handbook, along with the aims and aspirations of the Swim Ireland Performance Plan 2025-2028. For the avoidance of doubt, the evaluation of such alignment is at the sole discretion of the Swim Ireland Performance SLT for the purposes of identification;
- ix. Have not acted in such a manner so as to bring himself/herself, Swim Ireland and/or the sport into current disrepute. For the avoidance of doubt, the evaluation of this requirement is at the sole discretion of the Swim Ireland Performance SLT for the purposes of identification: the public disrepute referred to within this clause includes potential and/or actual disrepute.

Coaches selected to support the Programme will be awarded up to a maximum of 3 CPD points per annum in the delivery of camps/attending meets (across both National and Regional Programmes) and will have their expenses covered by the respective Regions in doing so.

Home Programme Coach Interaction

- Regional Programme home programme coaches have access to the National Centres to develop and refine their performance knowledge
- Those home programme coaches based in Ireland who display an openness and a willingness for learning and self-improvement, as well as displaying behaviours, standards and expectations that are aligned with the 'On Our Performance Team' Handbook, and the aims and aspirations of the Swim Ireland Performance Plan 2025-2028, will be identified by the Performance SLT and invited to Swim Ireland Performance education and professional development opportunities

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Regional Programme Coaching Day/Camp Participation

- For all Regional Programme Coaching Days/Camps, the pool and gym session content will be planned and delivered by the Regional Pathway Development Coaches and appointed Strength & Conditioning Coach with oversight provided by the Head of Performance Pathways & Operations. Content will be circulated to home programme coaches in advance

Annual Membership Fee

Athletes will be asked for an annual membership fee that will contribute to the overall cost of the Core Programme and this fee will be agreed annually. The fee in the 2025-2026 season will be €160 for the Skills Academy, €375 for the Development Programme Stage 1, €475 for Development Programme Stage 2 and €375 for the Pathway Programme (or the sterling equivalent at the time of payment). There may be other costs associated with athletes requiring additional services.

Regions may require an additional contribution towards any activities that are part of the Supplementary Programme, and each Region will have licence to set their own financial requirements around this. In Regions where additional contributions for the Supplementary Programme are not required, it should be noted that both the Core Programme and the Supplementary Programme are mandatory requirements of the Regional Programme within such Regions. In Regions where additional contributions for the Supplementary Programme are required, only the Core Programme is a mandatory requirement for the Regional Programme within such Regions and the Supplementary Programme is optional on an athlete-by-athlete basis. Athletes will be notified of any additional contributions required towards the Supplementary Programme at the time of selection and will be asked to commit to the Supplementary Programme when accepting their place on the Programme.

Enquires

All enquiries where coaches or athletes require clarity on any of the information within this document should direct these to the Head of Performance Pathways & Operations via andrewreid@swimireland.ie

Regional Skills Academy

Age Groups:	Male and Female athletes born 2012 or 2013
Maximum Athlete Quota:	Up to 36 athletes per Region comprising of 10 Male and 10 Female athletes born 2013 and 8 Male and 8 Female athletes born 2012
Athlete Selection:	Head of Performance Pathways & Operations and Regional Pathway Development Coach/s

Selection Criteria:

- Results from all Level 3 (or higher) meets held between 1st January and 13th July 2025 will be combined and converted to long course using Hytek. Clubs are responsible for submitting results of any Level 3 (or higher) offshore meets that their club attends before 13th July 2025. Athletes will be ranked as follows for selection purposes:
 - Athletes ranked Top 6 in the 200m Individual Medley per age group in each Region
 - Athletes ranked Top 3 per age group in each Region in a minimum of two of the following eligible events:
 - Born 2013 – 50m Freestyle, 100m and 200m in in all four strokes
 - Born 2012 – 50m Freestyle, 100m and 200m all four strokes, 400m Freestyle, and 400m Individual Medley
- In the case where more than 36 athletes within a Region achieve the above criteria, selection will be based on the National Rankings in the events from which the athlete has been considered
- In the case where less than 36 athletes within a Region achieve the above criteria, additional selections may be made from first, second, third, etc, ranked swimmers in eligible individual events until the maximum numbers are achieved

Regional Skills Academy Core Programme:

- Three Coaching Days (0.5 days) – a focus on stroke technique and associated race skills per day, a Strength & Conditioning session, plus an introduction to Performance swimming expectations through educational workshops
- Skills Academy Interprovincial Competition in April 2026

(All dates will be confirmed at time of selection)

Regional Skills Academy Programme Expectations:

- 100% attendance is encouraged to the activities detailed within the Core Programme
- Athletes wishing to be excused from part of the Programme must write to the respective Regional Pathway Development Coach no less than seven days in advance of such a request around a particular date/s
- Participation in the respective 2025 Regional SC Championships (unless the athlete does not meet the Qualification Standards or the age requirements for the meet)
- Participation in the respective 2026 Regional LC Championships (unless the athlete does not meet the Qualification Standards)
- Participation in the 2026 Irish Summer National Age Group Championships (unless the athlete does not meet the Qualification Standards)

Regional Development Programme Stage 1

Age Groups:	Male and Female athletes born 2010 or 2011
Athlete Quota:	Minimum quota of 12 athletes per Region (minimum of 4 Male and 4 Female) and a maximum quota of 22 athletes per Region (minimum of 6 Male and 6 Female)
Athlete Selection:	Head of Performance Pathways & Operations and Regional Pathway Development Coach/s

Selection Criteria:

1. Athletes will have produced a performance in an Olympic event which meets one of the published individual Consideration Standards (see page 12) at one of the Identification Meets outlined on page 10
2. Each Region may decide the athlete quota based on athlete demographics and programme budget:
 - a) In the case where more than the Regionally agreed quota of athletes within a Region achieve the above criteria, athletes will be ranked as a percentage inside of the Consideration Standard in the event which gives them the highest percentage inside the Standard to meet the agreed athlete quota
 - b) In the case where less than the Regionally agreed quota of athletes achieve the above criteria, additional athletes from the Region may be added at the discretion of the selectors, ranked as a percentage outside of the Consideration Standard in the event which gives them the lowest percentage outside of the Standard to meet the agreed athlete quota
3. The selection of additional athletes will ensure the minimum number of male and minimum number of female athletes are selected

Development Programme Stage 1 Core Programme:

1. Three Coaching Days (0.5 day) - 1 pool session, 1 Strength & Conditioning session and educational workshops
2. International Competition Exposure 2026 (Date TBC)

Development Programme Stage 1 Supplementary Programme:

Athlete Support Programme

(All dates will be confirmed at time of selection)

Regional Development Programme Stage 2

Age Groups:	Male and Female athletes born 2008 or 2009
Athlete Quota:	Minimum quota of 8 athletes per Region (minimum of 3 Male and 3 Female) and a maximum quota of 16 athletes per Region (minimum of 5 Male and 5 Female)
Athlete Selection:	Head of Performance Pathways & Operations and Regional Pathway Development Coach/s

Selection Criteria:

1. Athletes will have produced a performance in an Olympic event which meets one of the published individual Consideration Standards (see page 11 & 12) at one of the Identification Meets outlined on page 10
2. Each Region may decide the athlete quota based on athlete demographic and programme budget:
 - a) In the case where more than the Regionally agreed quota of athletes within a Region achieve the criteria outlined in Selection Criteria 1, athletes will be ranked as a percentage inside of the Consideration Standard in the event which gives them the highest percentage inside the standard to meet the agreed athlete quota
 - b) In the case where less than the Regionally agreed quota of athletes achieve the criteria outlined in Selection Criteria 1, additional athletes from the Region may be added at the discretion of the selectors, ranked as a percentage outside of the Consideration Standard in the event which gives them the lowest percentage outside of the standard to meet the agreed athlete quota
3. A Regional Pathway Development Coach can recommend additional athletes to the Regional Programme at his/her professional discretion. Such recommendations require an endorsement from the Head of Performance Pathways & Operations before the athlete can be confirmed. There is no obligation to recommend such additional athletes
4. The selection of additional athletes will ensure the minimum number of male and minimum number of female athletes are selected

Development Programme Stage 2 Core Programme:

1. Two Coaching Days (0.5 day) - 1 pool session, 1 Strength & Conditioning session and educational workshops
2. A 2-night camp – up to 4 pool sessions, 1 Strength & Conditioning session and educational workshops
3. International Competition Exposure 2026 (Dates TBC)

Development Programme Stage 2 Supplementary Programme:

Athlete Support Programme

(All dates will be confirmed at time of selection)

Regional Pathway Programme

Age Groups: Male athletes born 2005 to 2007 and Female athletes born 2006 or 2007

Maximum Athlete Quota: 12 athletes (minimum of 4 Male and 4 Female)

Athlete Selection: Head of Performance Pathways & Operations and Regional Pathway Development Coach/s

Selection Criteria:

1. Athletes will have produced a performance in an Olympic event which meets one of the published individual Consideration Standards (see pages 11 & 12) at one of the Identification Meets outlined on page 10
2. When making selections, the following criteria will be considered:
 - a) Performance profile between 2022 and 2025
 - b) Current level of support versus the required level of support to progress to the National Programme
3. In the case where more than 12 athletes achieve the criteria outlined in Selection Criteria 1 and 2, athletes will be ranked as a percentage inside of the Consideration Standard in the event which gives them the highest percentage inside the Standard to meet the maximum athlete quota
4. In the case where less than 12 athletes achieve the criteria outlined in Selection Criteria 1 and 2, additional athletes may be added at the discretion of the selectors, ranked as a percentage outside of the Consideration Standard in the event which gives them the lowest percentage outside of the Standard up to meet the maximum athlete quota
5. A Regional Pathway Development Coach can recommend additional athletes to the Regional Programme at his/her professional discretion. Such recommendations require an endorsement from the Head of Performance Pathways & Operations before the athlete can be confirmed. There is no obligation to recommend such additional athletes
6. The selection of any additional athletes will ensure that the minimum number of male and minimum number of female athletes are selected

Pathway Programme Core Programme:

1. Subject to National Centre Head Coach agreement, regular In-Touch access to a National Centre (once per month minimum). For further information relating to Swim Ireland National Centres, please complete the Enquiry Form [HERE](#)
2. Bespoke online support
3. International Competition Exposure 2026 (Dates TBC)

Pathway Programme Supplementary Programme:

Athlete Support Programme

(All dates will be confirmed at time of selection)

Identification Meets for Development and Pathway Programme Selection:

- 2025 Irish Open Championships (50m)
- 2025 Regional Age Group & Senior Championships (50m) - Development Programme only
- 2025 European Aquatics U23 Championships (50m) (including single gender relay lead off legs)
- 2025 European Aquatics Junior Championships (including single gender relay lead off legs)
- 2025 Irish Summer National Age Group Championships (50m)
- 2025 EOC European Youth Olympic Festival
- 2025 FISU World University Games (including single gender relay lead off legs)
- 2025 Irish Summer National Youth & Senior Championships (50m)
- 2025 World Aquatics Swimming Championships (50m) (including single gender relay lead off legs)
- 2025 World Aquatics Junior Swimming Championships (including single gender relay lead off legs)

Development and Pathway Programme Expectations:

- 100% attendance to the mandatory activities as outlined at the time of selection
- Participation in the respective 2025 Regional SC Championships (unless the athlete does not meet the Qualification Standards)
- Participation in the 2025 Irish National Winter Championships (25m) (unless the athlete does not meet the Qualification Standards)
- Participation in the 2026 Irish Open Championships (50m) (unless the athlete does not meet the Qualification Standards)
- Participation in the respective 2026 Regional Age Group & Senior Championships (50m)
- Participation in the 2026 Irish Summer National Championships (unless the athlete does not meet the Qualification Standards)
- Athletes accepting their place on the Regional Programme should not take extended (5 days or more) holidays in the periods 01/09/25 to 24/12/25 and 01/01/26 to the identified and agreed summer benchmark/s meet in 2026. Athletes planning to take extended holidays during these periods should communicate this with the Regional Pathway Development Coach in their Region at time of selection
- Considerations will be made in relation to key academic/examination periods and selected athletes wishing to be excused from part of the Programme must write to the Head of Performance Pathways & Operations via andrewreid@swimireland.ie no less than three full calendar months in advance of such a request around a particular date/s
- For athletes who have an illness or an injury which, (in the professional opinion of the Head of Performance Pathways & Operations) justifies non-attendance at a particular Regional Programme activity, they may seek to be excused subject to the receipt of a satisfactory doctor's note/certificate (illness) or chartered physiotherapist's note/certificate (injury) prior to the request
- Athletes withdrawing from an onshore or offshore camp/competition after submission of the Regional Programme Acceptance Form may be responsible for covering the additional cost of any accommodation and/or flight

Regional Programme (Swimming)
2025-2026 Season



Performance

REGIONAL PROGRAMME - MALE CONSIDERATION TIMES (LONG COURSE) 2025-2026							
	PATHWAY PROGRAMME			DEVELOPMENT PROGRAMME STAGE 2		DEVELOPMENT PROGRAMME STAGE 1	
Event	2005	2006	2007	2008	2009	2010	2011
50m Freestyle	23.56	23.82	24.56				
100m Freestyle	50.88	51.29	52.49	54.04	55.79	58.58	1:00.33
200m Freestyle	1:51.62	1:52.67	1:55.15	1:58.96	2:02.69	2:06.96	2:10.76
400m Freestyle	3:59.64	4:02.36	4:08.55	4:15.71	4:22.49	4:34.32	4:42.55
800m Freestyle	8:12.69	8:19.41	8:30.86	8:46.50	9:00.92	9:24.17	9:41.10
1500m Freestyle	15:42.20	15:51.41	16:11.62	16:41.91	17:00.30	17:41.48	18:13.33
100m Backstroke	56.06	56.69	57.94	59.76	1:01.38	1:04.73	1:06.68
200m Backstroke	2:01.96	2:03.65	2:06.04	2:09.17	2:12.48	2:19.51	2:23.69
100m Breaststroke	1:03.18	1:04.28	1:05.89	1:07.89	1:10.16	1:13.80	1:16.01
200m Breaststroke	2:16.78	2:19.21	2:22.98	2:27.57	2:33.19	2:38.70	2:43.46
100m Butterfly	54.86	55.48	56.88	58.36	1:00.39	1:03.90	1:05.81
200m Butterfly	2:01.00	2:02.69	2:05.23	2:08.16	2:12.51	2:19.82	2:24.02
200m I.M.	2:04.66	2:05.93	2:08.52	2:12.10	2:16.40	2:23.25	2:27.55
400m I.M.	4:25.24	4:28.01	4:33.76	4:42.44	4:48.76	5:01.80	5:10.86

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Regional Programme (Swimming)
2025-2026 Season



Performance

REGIONAL PROGRAMME - FEMALE CONSIDERATION TIMES (LONG COURSE) 2025-2026						
	PATHWAY PROGRAMME		DEVELOPMENT PROGRAMME STAGE 2		DEVELOPMENT PROGRAMME STAGE 1	
Event	2006	2007	2008	2009	2010	2011
50m Freestyle	26.97	27.36				
100m Freestyle	57.67	58.66	59.68	1:00.18	1:02.51	1:04.77
200m Freestyle	2:04.40	2:06.28	2:09.34	2:11.43	2:15.32	2:19.60
400m Freestyle	4:23.35	4:27.41	4:33.01	4:35.86	4:45.18	4:53.85
800m Freestyle	9:01.33	9:10.97	9:23.78	9:29.55	9:47.00	10:00.29
1500m Freestyle	17:13.78	17:30.18	17:42.44	17:52.70	18:15.38	18:48.77
100m Backstroke	1:04.74	1:05.80	1:07.00	1:08.12	1:09.81	1:12.59
200m Backstroke	2:19.50	2:22.50	2:24.38	2:26.37	2:30.60	2:36.09
100m Breaststroke	1:12.78	1:13.92	1:15.70	1:16.91	1:19.50	1:21.95
200m Breaststroke	2:36.25	2:39.05	2:43.65	2:44.91	2:49.03	2:55.94
100m Butterfly	1:02.53	1:03.56	1:04.75	1:05.99	1:08.34	1:11.72
200m Butterfly	2:16.68	2:19.02	2:20.84	2:22.96	2:26.99	2:32.19
200m I.M.	2:21.31	2:23.52	2:25.96	2:27.21	2:31.62	2:34.86
400m I.M.	4:53.80	4:59.35	5:05.70	5:11.28	5:20.34	5:30.53

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