

WORLD CLASS PROGRAMME

(SWIMMING, DIVING, ARTISTIC SWIMMING, PARA SWIMMING)

ATHLETE INVESTMENT GUIDELINES

1st November 2026 to 31st October 2027

1. INTRODUCTION

1.1 The World Class programme for Swimming (WCSP), Diving (WCDP), Artistic Swimming (WCASP) and Para Swimming (WCPP) aims to identify, develop and support talented athletes in winning medals on the World stage in 2027 and beyond. Water polo, also governed by Aquatics GB does not currently have a World Class Programme. UK Sport is seeking to maximise the chances of athletes winning medals at major sporting events globally, culminating usually every four years in Olympic and Paralympic Games. Winning medals on the international sporting stage requires significant resources, and to ensure the UK's most talented athletes maximise their chances, UK Sport has devised a two-level World Class programme of athlete investment - Podium and Podium Potential. Aquatics GB, as the national governing body for the WCSP, WCDP, WCASP and WCPP, receives a finite amount of funding each quadrennial to invest in its World Class programme and uses its discretion as to where and when the money is allocated. Direct athlete investment is a part of the wider World Class programme investment provided by UK Sport.

- 1.2 The WCSP, WCDP, WCASP and WCPP are overseen by the Performance Director (PD) supported by the World Class Leadership Team (WCLT), nominated programme leads and supported by sport specific leadership teams. Collectively they provide overall strategic leadership to ensure they achieve maximum medal return for the current Olympic and Paralympic cycle and beyond. These guidelines outline the background, principles, eligibility and criteria for investment in targeted athletes for the period 1st November 2026 to 31st October 2027.
- 1.3 These guidelines also provide an overview of the conditions and benefits available to those athletes receiving support. Attaining the selection criteria (Appendix A, B, C and D) detailed within these guidelines does not automatically qualify athletes for membership of the WCSP, WCDP, WCPP or WCASP. Selected athletes will be invited to join a programme and can then choose to accept this invitation but must commit fully to the 'national programme' defined by the respective sport leadership teams and sign a performance athlete agreement and the AGB code of conduct before becoming eligible for World Class programme membership. For Podium athletes these plans will be geared towards performances at the 2028 Los Angeles Olympic or Paralympic Games and these Games and beyond for Podium Potential athletes.

2. ATHLETE NUMBERS

2.1 For the Los Angeles Olympic and Paralympic cycle (April 2025 - March 2029) Aquatics GB has a set maximum number of athlete places determined by UK Sport available for the World Class programme at any one time. This is currently 128 athletes, split as follows:

- i. Swimming (WCSP) - including marathon swimming – maximum of 58 athlete places
- ii. Diving (WCDDP) – maximum of 28 athlete places
- iii. Artistic Swimming (WCASP) – maximum of 2 athlete places (Podium only)
- iv. Para-Swimming (WCPP) – maximum of 40 athlete places

2.2 There is no requirement for AGB to nominate all 128 places each year, or as per the allocations above, and all nominations will be selected in accordance with the overarching investment principles outlined and each individual sports' criteria appended to these guidelines. Programme numbers are subject to review by UK Sport and the total number of places for 1st November 2026 to 31st October 2027 is subject to formal ratification from UK Sport.

3. OVERARCHING INVESTMENT PRINCIPLES

3.1 Athletes (up to the total detailed in 2.1) will be recommended to UK Sport according to the principles, investment criteria and processes detailed in this document for support for the period 1st November 2026 to 31st October 2027. Ongoing membership of the programme beyond this period will be determined by the

Athlete Investment Guidelines covering the 2027-2028 programme year and the subsequent guidelines covering future years.

3.2 A Podium level athlete is defined as an athlete possessing genuine and strong medal potential at the 2028 Los Angeles Olympic Games or Paralympic Games. However, athletes should note that being the best in Britain, meeting all performance targets set, qualifying for an Olympic or Paralympic team, possessing a high world ranking, regularly repeating a 4th to 8th finish at World Championship or Olympic level (swimming and diving), or medalling at the World Para Swimming Championships or Paralympics would not confer by right, inclusion of any athletes on a World Class programme at Podium level.

3.3 A Podium Potential level athlete is defined as an athlete possessing genuine potential to make the team at the 2028 Los Angeles Olympic or Paralympic Games, and/or to medal at either these Games or the 2032 Olympic or Paralympic Games.

3.4 Any athlete targeted for investment must clearly demonstrate that they are capable of bridging the gap from their current performance status to the medal rostrum or remain at Podium level if they have already achieved medal success in Olympic events at World Championships or the Olympic Games, or Paralympic events at the World Para Swimming Championships or Paralympic Games themselves.

3.5 By accepting membership to the WCSP, WCDP, WCASP or WCPP, athletes are committing to Aquatics GB performance plans, reviews and attendance at all mandatory National Programme activity as determined by the Performance Director, Programme Leads and the head coach for each individual sport. Athletes will also be expected to abide by the Performance Athlete Agreement and AGB [Athlete Code of Conduct](#) which includes the relevant Aquatics GB grievance and discipline policies, together with any other specific conditions stipulated in their World Class programme offer letter. If athletes require any explanation of the Performance Athlete Agreement or Athlete Code of Conduct, they should contact Adam Clarke, Performance Operations Director (adam.clarke@aquaticsgb.com) in the first instance

4. ATHLETE NOMINATION AND NOTIFICATION

4.1 A long list of athletes to be considered for WCSP, WCDP, WCASP and WCPP investment for 2026/2027 will comprise:

- i. Athletes that are currently (2025/2026) WCSP, WCDP, WCASP and WCPP athletes
- ii. Additional athletes as identified and agreed by the PD, the AGB sport leadership teams, the National Performance Director Swim Wales, Director of Aquatics Scottish Swimming, and Swim England Head of Talent.

4.2 Relevant data and information (performance dashboards and other relevant performance and health metrics) will be collated and reviewed by a Nomination Panel. The

Nomination Panels for each sport will comprise the following personnel:

- I. **WCSP:** PD, Head Coach Swimming, and Performance Pathway Lead - Swimming as voting members. The panel will be supported by the Performance Operations Director (or his designate), Sports Science and Sports Medicine Director, Marathon Programme Lead and Head of Performance Data and Information as non-voting members.
- II. **WCDP:** Sports Science Sports Medicine Director (Diving Programme Lead), Head Coach Diving, and Performance Pathway Lead Diving as voting members. The panel will be supported by the Performance Strategy and Operations Director, Programme Manager Diving, and Head of Performance Data and Information or their designate as non-voting members.
- III. **WCASP:** Performance Team Development Director (Artistic Programme Lead), Artistic Swimming Manager, a minimum of two international judges, nominated programme coach as voting members. The panel will be supported by the Performance Services Manager (WCASP Programme support) and Head of Performance Data and Information or their designate as non-voting members.
- IV. **WCPP:** Performance Operations Director (Para Programme Lead), Head Coach Para Swimming, Performance Pathway Lead Para Swimming as voting members. The panel will be supported by the Para Programme Sports Science and Sports Medicine

Lead, Programme Manager Para Swimming, and Head of Performance Data and Information or their designate as non-voting members.

4.3 UK Sport Performance Team personnel will attend all nomination panel meetings in a non-voting capacity. Other personnel (as deemed necessary by the PD or respective programme lead) may be invited to attend the panels in a non-voting capacity. An independent (non-voting) observer is also in attendance at all programme selection meetings. All relevant information relating to the criteria detailed in the APA matrices (contained in Appendices A, B C and D) is reviewed and discussed accordingly, and on the basis of this the panels will recommend to UK Sport (up to the total numbers detailed in 2.1) athletes for Investment through the WCSP, WCDP, WCPP and WCASP for the period 1st November 2026 – 31st October 2027.

4.4 The panels will meet on the following dates:

- I. **WCPP** – 28th September 2026, with athletes notified by 30th September 2026
- II. **WCSP** – 21st September 2026, with athletes notified by 30th September 2026
- III. **WCASP** – 24th September 2026, with athletes notified by 30th September 2026
- IV. **WCDP** – 14th September 2026, with athletes notified by 30th September 2026

4.5 To be eligible for nomination onto, and continued membership of the WCSP, WCDP, WCASP or WCPP athletes must comply with the UK Sport [Eligibility Policy](#). Within the total number of athletes nominated for investment to UK Sport, the PD and programme leadership teams, will determine the number of Podium and Podium Potential level athletes (within the maximum total number of places allocated by UK Sport to each programme) at their absolute discretion. Nominations will be based on the following overarching criteria:

- I. A review of the athletes Performance Dashboard and sport specific performance metrics (summarised in the appendices)
- II. A review of performance at the respective 2026 benchmark meet/competition¹ for each athlete
- III. A review of the athlete's Individual Athlete Planning (IAP) engagement, goals and progress against these
- IV. A review of the commitment by both athlete and home coach/programme coach to the National Programme – ensuring that IAPs (daily training, camps and competitions) are prepared to maximise performance at athlete's benchmark competition in the summer of 2027 and engaging in all relevant and all mandatory activities (including providing wellbeing and training data, engaging fully in athlete reviews, agreeing competitive programme)

¹ The athlete's identified and agreed main target meet/competition of the season

NB Further criteria for each sport are detailed in the appendices; WCSP (Appendix A), WCDP (Appendix B), WCPP (Appendix C), WCASP (Appendix D).

4.6 In certain circumstances, athletes may be set an interim performance target at the start of the programme whereby continuation on the World Class Programme is conditional on a set outcome. This may relate to attaining a result at a specified competition or selection to a representative team at a point in time during the programme year. In such circumstance, the athlete's place will be reviewed immediately by the respective Nomination Panel (as set out in clause 4.2) and the outcome advised as soon as practical. This could result in deselection from the World Class Programme.

5. ATHLETE SUPPORT AND RESPONSIBILITIES

5.1 Athletes nominated for membership of the World Class programme (WCSP, WCDP, WCASP or WCPP) are eligible to receive a range of support services, financial support via an Athlete Performance Award (APA)* subject to means testing, and National Programme activities. Ongoing World Class programme membership is subject to an athlete's annual programme (including daily training, camps and competitions up to 30th September 2027) being agreed by the relevant Head Coach for Podium athletes and relevant pathway lead for Podium Potential athletes. Failure to comply with the agreed National Programme at any point during the season may result in suspension from the World Class programme (and a suspension of an athlete's APA).

Athletes are also expected to demonstrate a full commitment to agreed performance targets and fitness standards and as identified in 3.5 strict compliance with the Performance Athlete Agreement and [Athlete Code of Conduct](#). Athletes are required to review and sign the agreement and the code as part of their programme offer acceptance. If athletes require any explanation of the Performance Athlete Agreement and/or Athlete Code of Conduct they should contact Adam Clarke, Performance Operations Director (adam.clarke@aquaticsgb.com) in the first instance.

Support Services

5.2 World Class programme athletes will have prioritised access to the following services:

- i. **The UK Sport Athlete Medical Scheme** - provides medical insurance to World Class programme athletes to ensure that they have speedy and effective access to medical consultations, investigations and treatment. This is through referral by the Aquatics GB Chief Medical Officer or another Aquatics GB approved medical practitioner. (NB. Membership to this scheme is not available for those athletes living outside the UK.)
- ii. **Physiotherapy and Sports Medicine services** – all World Class programme athletes will be directed to their nearest Performance Centre as the first option for physiotherapy, screening and sports medicine support. At the discretion of the Sports Science and Sports Medicine Director and/or Sports Science and Sports Medicine Lead or other Aquatics GB appointed personnel, athletes may be provided with access to support services through World Class programme

partners, in particular the United Kingdom Sports Institute and home nation sports institutes in England, Scotland, Wales and Northern Ireland.

- iii. **Performance Lifestyle support** - this is a tiered support service for programme athletes which includes education and training advice, career development guidance, financial advice, and specific lifestyle coaching and mentoring. The support will be provided through practitioners operating in Performance Centres and from time to time at other locations or via partner institutions.
- iv. **Other tailored Sports Science and Sports Medicine (SSSM) services** – these will be quantified and prioritised on the basis of need and may include but are not limited to strength and conditioning, performance analysis, biomechanics, physiology, performance nutrition, and psychology. In the first instance, athletes will be directed to their most appropriate Performance Centre for service access.

Any Aquatics GB national protocols or prescribed SSSM service/programme, including providing self-monitoring data, must be adhered to by all World Class programme Podium and Podium Potential athletes. This is an investment condition and failure to do so may result in suspension or withdrawal from the World Class programme.

Athlete Induction

- 5.3 All new programme athletes will be required to participate in a comprehensive induction process when joining their respective world class performance

programme. Athletes transitioning between levels of programme (i.e. moving from Podium Potential to Podium levels) will also be required to attend an appropriate programme orientation event.

Athlete Performance Awards (APA)

5.4 Athlete Performance Awards (APAs) are a contribution from UK Sport to the living (Podium) and sporting costs (Podium and Podium Potential) incurred whilst competing and training as an elite athlete. They are offered for a maximum of 12 months and subject to UK Sport's Athlete Performance Awards' Terms and Conditions. These awards are not designed to cover all of the costs associated with being a high-performance athlete. General information about APAs is available on the [UK Sport website](#)

5.5 Athletes in receipt of an APA will be required to demonstrate appropriate use of their funding in supporting an appropriate performance lifestyle. Athletes in receipt of an APA may be recommended to use some of their APA sporting costs allocation to contribute towards additional optional national programme activities and services beyond the core programme offer, such as specialist training camps and competition opportunities, where these are identified through individual athlete planning (IAP) and reviews as being critical to an athlete's further development toward performance goals. From time to time, UK Sport undertake random individual athlete spot checks to ensure appropriate use of public money (the APA).

5.6 It is the athlete's individual responsibility to manage the personal taxation, national insurance and pension aspects and it is highly recommended that athletes receiving APAs seek appropriate expert advice from an accountant or financial advisor. Further information, including guidance notes and a list of recommended accountants, can be accessed via the British Elite Athletes Association www.britisheliteathletes.org

Addition/Withdrawal/Suspension

5.7 The PD may recommend to UK Sport that an athlete be suspended or withdrawn from the World Class programme (WCSP, WCDP, WCASP and WCPP) at any time during the investment period. Recommendations to withdraw athletes from the World Class programme and/or to terminate membership of the programme and the associated funding and benefits will be made if, at the absolute discretion of the PD and Programme Lead, the athlete is no longer seen as a strong genuine medal prospect at Olympic or Paralympic level and the gap to the podium is deemed to be unbridgeable looking forwards. Such recommendations will be made in consultation with the respective nomination panels.

In addition, circumstances that warrant withdrawal or suspension from the World Class programme include but are not limited to:

- i. failure to make the required commitment to training or meet the required fitness standards.
- ii. failure to engage fully in National Programme activities as outlined by the respective Head Coach, or the Performance Pathway Lead or other designated performance programme lead.
- iii. failure to comply with and adhere to agreed Individual Athlete Plans (IAPs) as agreed with the Head Coach or Performance Pathway Lead.
- iv. failure to engage fully in designated review meetings and monitoring procedures, including athlete screenings at the outset of the programme year;
- v. failure to fully complete self-monitoring data as prescribed by the Sports Science Sports Medicine Director.
- vi. failure to meet athlete appearances as prescribed by UK Sport and/or Aquatics GB;
- vii. non-disclosure of medical or injury information to appropriate Aquatics GB staff'.
- viii. failure to comply with the Performance Athlete Agreement and Athlete Code of Conduct, Grievance and Discipline policies; or
- ix. in the sole opinion of the PD, a failure to optimise their current training environment

5.8 Athletes may be assessed at any time during the funding period to demonstrate full engagement with Individual Athlete Plans (IAP), prescribed training programmes, protocols and support services.

5.9 Additional athletes may be selected onto the World Class programme at key milestones during the programme year

provided there are places available as outlined in clause 2.1. Any additional nominations will be agreed by the WCLT and respective sport leadership team if, in the opinion of the PD, and respective technical lead an athlete's performance indicates accelerated progress and an improved Performance Dashboard profile in line with the principles outlined in 3.2 and 3.3. Selections onto the programme during the year would ordinarily be at the athlete six-month review point or immediately following the team selection event for the designated benchmark competition. In this instance, there should be no expectation of back-payment of APAs to the start of the programme year. Typically, additional athletes are selected following a review of performances at a milestone AGB event (e.g. AGB Swimming Championships).

Overseas Athletes

5.10 Aquatics GB will not **ordinarily** nominate athletes based overseas for the World Class programme. In exceptional circumstances the respective Head Coach and Pathway Lead may nominate overseas athletes to the Nominations Panel if their overseas programme is key to maximising their progression towards podium performances at Olympic or Paralympic level. In such cases athletes will not be eligible to access the UK Sport Athlete Medical Scheme and may receive limited sport science and sports medicine support. Any World Class programme athletes based overseas will be expected to complete National Programme activity, attend review meetings, and complete monitoring procedures irrespective of their location. Athletes are advised that

should they decide to move overseas during the World Class programme year without prior approval by the PD or Programme Lead, their programme membership will cease immediately.

Transition Between Countries

5.11 Athletes who wish to transfer from another country to compete for Team GB, Paralympics GB and the NGB at international competitions are not eligible to receive public funding and/or publicly funded benefits until the Athlete (in addition to obtaining a British Passport or British Nationality) has received written confirmation from the BOA or BPA and the NGB of their eligibility to compete at international competitions.

5.12 Where a GB athlete wishes to transfer to and compete for another country, and / or if they have already qualified for the other country and obtained results (that means they are no longer eligible to compete for, or represent GB at international competitions), then the athlete will not be entitled to receive any public funding and/or publicly funded benefits, as outlined in paragraph 3 of the UK Sport Eligibility Policy.

Programme choice

5.13 If an athlete opts to move to or attends a programme (performance training environment) that is viewed as detrimental to their high-performance development by the PD and Programme Lead, then Aquatics GB reserves the right to remove them from the World Class programme or not support that individual's nomination for investment

moving forward, regardless of previous levels of funding. An athlete's current daily training environment must be deemed suitable by the PD or Head Coach for world class preparation, monitoring and ultimately medal winning performance at the Olympic and Paralympic Games. In some cases, membership of the WCSP/WCDP/WCASP/WCPP may be conditional upon an athlete moving to a programme advised by the PD, Programme Lead or Head Coach.

Pregnancy

5.14 Being pregnant and being an elite athlete should not be mutually exclusive. Athletes in receipt of APA funding will remain eligible to access their full APA (subject to means testing) for the duration of the pregnancy at the APA level they were on at the time of becoming pregnant and for up to nine months' post childbirth. Continued access to an APA post childbirth will be:

- i. dependent upon the athlete's intention to return to the sport and programme being discussed and confirmed no later than six months' post childbirth
- ii. subject to, at the point where the intention of the athlete is clear, a mutually agreed plan for a return to training and competition being formulated and monitored accordingly. If the level of commitment and/or progress against this plan is not evident, the athlete will be given notice and a period of transition (as per other athletes retiring from the sport)
- iii. subject to an assessment of future medal potential at nine months' post childbirth

5.15 Athletes announcing their retirement during their pregnancy or in the initial six months' post childbirth will not be eligible for a further period of notice before the APA terminates.

Transition between sports

5.16 Where an athlete is attempting to transfer between two sports, and is currently in receipt of an A, B, C, or Games Potential APA, the athlete can be nominated for a transitional APA for up to two years before being expected to meet the APA selection standards in the new sport.

5.17 The APA can be extended beyond 12 months where circumstances prevent an athlete

achieving a result or performance, which could include:

- I. Injury, illness, or pregnancy (see below)
- II. External factors such as cancelled competition opportunities
- III. The sport's schedule for athlete selection not aligning to this timescale.

Athletes leaving the World Class Programme and athlete retirement

5.18 Transitional funding will usually be offered at the current award level for a period of time dependent on the total continuous period of programme membership. This transitional funding will be provided as follows:

>1 year but <2 years = 1-month transitional award

>2 years *but* <3 years = 2 months'
transitional award

>3 years = 3 months' transitional award

Please note that athletes are nominated to the WCSP, WCDP, WCASP or WCPP for a maximum of 12 months, and notice of this is given at the time of the programme offer. All athletes who are leaving the programme for performance reasons will be entitled to a minimum of a one month's notice (October 2026), and one month's APA payment as part of their transition from the programme. One month's notice will also be given to athletes who will receive a reduction in their APA.

NB: Where an athlete is leaving the programme for disciplinary reasons, or due to a lack of engagement in the programme, Aquatics GB and UK Sport in consultation, have the discretion to revoke any transitional funding.

5.19 Where a current Podium athlete has not met the competition standard required for nomination for 2026/27, the athlete will be invited to meet with a member of the sport leadership team. This meeting will explore any extenuating circumstances and may also be used to provide formal notice (followed up in writing) to athletes of their transition from the programme.

5.20 All athletes transitioning from the programme will continue to receive the following service support:

- i. Medical cover via the Athlete Medical Scheme (AMS) will continue until the APA end date. AMS cover will, however, continue for up to a maximum 3 months after the month APA funding ceases for an existing medical claim and pre-authorized treatment to finish. No new claims can be opened within this 3-month extension period. If an athlete's pre-authorized treatment is postponed and the rearranged date is outside this 3-month window, please the AMS Manager would need to be contacted at ams@teamgb.com to ensure the rearranged treatment will be covered.
- ii. Home Nation or UK Institute medical and physiotherapy support will continue for two months only if the athlete is currently under treatment for an existing condition.
- iii. Home Nation or UK Institute strength and conditioning and performance support will continue for one month.
- iv. Home Nation or UK Institute performance lifestyle support will continue for six months.

Injury/illness transition support

5.21 Continued investment for those athletes suffering a long-term major injury or illness, physical or mental health related, (and subsequently unable to compete at the season's benchmark competition) will be considered by the PD or Programme Lead, respective Head Coach and/or Performance Pathway Lead in consultation with the Aquatics GB Chief Medical Officer (CMO). Medical prognosis provided by the CMO and previous performances will be reviewed to assess whether or not the athlete is likely to return to the podium pathway and

desired level of performance in the following season. There will be no automatic extension to athlete investment beyond the 12-month annual award/programme year. The final decision to continue funding will be made by the PD at their absolute discretion.

Performance expectations and culture

5.22 It is the responsibility of all Aquatics GB's World Class programmes to facilitate a positive performance culture and drive the performances of the athlete cohort, whilst at the same time upholding the highest athlete welfare standards. At times, this will involve challenging conversations with athletes, high levels of expectation with pressure to perform, and uncomfortable training demands. On occasions, this will require athletes to work outside of their comfort zone.

Athlete Programme Break

5.23 Athlete Programme break places (up to a maximum of 12 months), in accordance with the UK Sport APA framework, will be considered for athletes requesting to take a break from the sport post-Olympic/ Paralympic Games. Programme break clauses are typically only applicable in year 1 of the cycle, with breaks to be taken at the commencement of the new programme year following the Games. In **exceptional** circumstances a Programme break **may** be considered in year 2 of the cycle. Each case will be considered by the respective nomination panel considering a range of factors, including

performance rationale and impact on future performance levels.

5.24 Where an athlete takes a break from the programme, their APA can continue to be received for a maximum of 12 months as detailed below. For breaks of up to 6 months, the athlete will receive their full APA (subject to means testing) from the point the break is agreed with the PD or Programme Lead. For programme breaks of between 7 and 12 months, the athlete will receive the full APA for the first 6 months, and 50% of their APA for the remainder.

6. FURTHER INFORMATION

Appeals

6.1 The independent appeals process for both team selections and World Class programme selection is available (for all sports) at the Aquatics GB [website](#). In the case of programme selection this appeal period is extended to **five** working days. Athletes are asked to note that appeals can only be made on the grounds outlined and are required to be submitted within five working days of programme nominations. For clarity, any appeal must be received by email to legal@aquatics.gb **by 7th October 2026**

6.2 Please direct any queries or requests for further information to Adam Clarke, Performance Operations Director on 07825 768858 or via email adam.clarke@aquatics.gb

APPENDIX A
Athlete Investment Guidelines – specific criteria for
Swimming (WCSP)
1st November 2026 – 31st October 2027

Athlete Performance Award (APA)

Athlete investment will include personal financial support on a tiered basis, subject to 5.1. Once selected to the WCSP, athletes will be entitled to one of five bands of financial support as outlined in Table 1 (Pool) and Table 2 (Marathon) below. Athletes will be nominated for investment as **either** a Pool swimmer or Marathon swimmer, **but not both**.

TABLE 1 – APA levels – Pool consideration standards

BAND/ LEVEL	TOTAL APA ANNUAL AWARD	CONSIDERATION STANDARDS
		POOL
Podium		
A	£29,000	<p>In consideration of the measures outlined in 3.2 and 4.5.</p> <p>Athletes who medalled at the Paris Olympic Games in 2024 or World Aquatics Championships 2025 (Olympic event, individual or relay) and a medal winner at the 2026 European Aquatics Championships with a Performance Dashboard profile that is on track for medal winning performance at future World Championships or Olympic Games.</p>

		In exceptional circumstances, athletes that may not have met all the above criteria may be nominated for inclusion at A level in consideration to 4.5.
B	£24,000	<p>In consideration of the measures outlined in 3.2 and 4.5.</p> <p>Top 8 finish in an individual Olympic event final or Top 6 in an Olympic relay final at the Paris Olympic Games in 2024 or World Aquatics Championships 2025 and a 2026 European Aquatics Championships medallist with a Performance Dashboard profile that is on track for medal winning performance at future World Championships or Olympic Games.</p> <p>In exceptional circumstances, athletes that may not have met all the above criteria may be nominated for inclusion at B level in consideration to 4.5.</p>
B (LA Potential)	£20,000	In exceptional circumstances nominations for inclusion at B 'LA Potential' level may be made, in consideration of 4.5. See point ii below.
Podium Potential		
C	£18,500	In consideration of the measures outlined in 3.3 and 4.5. Typically, but not limited to, athletes who have been selected for the WCSP for three or

		more consecutive years and with a Performance Dashboard profile that is on track for medal winning performance in Los Angeles 2028 Olympic Games or Brisbane 2032 Olympic Games.
D	£12,600	In consideration of the measures outlined in 3.3 and 4.5. Typically, but not limited to, athletes who have been selected for the WCSP for their second consecutive year and with a Performance Dashboard profile on track for medal winning performance in Los Angeles 2028 or Brisbane 2032 Olympic Games.
E - Entry	£7,500	In consideration of the measures outlined in 3.3 and 4.5. Typically, but not limited to a new addition athlete who has been selected for the World Class Swimming Programme for their first year and with a Performance Dashboard profile on track for medal winning performance in Los Angeles 2028 or Brisbane 2032 Olympic Games.

TABLE 2 – APA levels – Marathon consideration standards

BAND/ LEVEL	TOTAL APA ANNUAL AWARD	CONSIDERATION STANDARDS
		MARATHON
Podium		
A	£29,000	<p>In consideration of the measures outlined in 3.2 and 4.5.</p> <p>2025 World Open Water Championships medallist (10km) and 2026 European Open Water Championships medallist (10km) with a Performance Dashboard profile that is on track for medal winning performance at future World Championships and Olympic Games</p> <p>In exceptional circumstances, athletes that may not have met all the above criteria may be nominated for inclusion at A level in consideration to 4.5.</p>
B	£24,000	<p>In consideration of the measures outlined in 3.2 and 4.5.</p> <p>Top 8 finish at the 2025 World Open Water Championships (10km) and Top 8 finish at the 2026 European Aquatics</p>

		<p>Open Water Championships (10km) with a Performance Dashboard profile that is on track for medal winning performance at future World Championships and Olympic Games.</p> <p>In exceptional circumstances, athletes that may not have met all the above criteria may be nominated for inclusion at A level in consideration to 4.5.</p>
B (LA Potential)	£20,000	<p>In exceptional circumstances nominations for inclusion at B 'LA Potential' level may be made, for athletes on A or B bands, in consideration to 4.5. See point ii below.</p>
Podium Potential		
C	£18,500	<p>Recommendations to the Aquatics GB Nomination Panel are based on the outcome of a review of the criteria in 4.5 and will be made at the absolute discretion of the marathon lead in consideration of performances at benchmark meets and an athlete's performance dashboard profile.</p>
D	£12,600	
Entry (E)	£7,500	

NB

- i. In accordance with clause 5.4 athletes at any level may be asked to contribute towards additional optional national programme activity.
- ii. In exceptional circumstances as determined by the PD, nominations for inclusion at B level (LA Potential) may be made for existing Podium athletes in consideration of the athlete's Performance Dashboard, a review of their commitment to the IAP process and the athlete's and home coaches' commitment to the national programme where the athlete has not achieved the required competition standard performance level (top 8/top 6). Subject to a Performance Dashboard profile and strong evidence to suggest the athlete can bridge the gap to medal success in LA, then they can be nominated for a B Level 'LA Potential' place - this level comes with a reduced APA for a maximum of 1 year, and athletes can only be considered where they have previously been in receipt of A or B level awards.
- iii. *All APA amounts detailed above are subject to approval by UK Sport. APAs are normally paid in equal 12 monthly instalments.

Performance Dashboard

The Aquatics GB Performance Dashboard (pool) comprises key components that provide a combination of objective and subjective measures. These include performance history and assessment, ranking against world level performance indicators, gap to predicted podium, demographic data and annual targets; together the "Performance Dashboard".

For marathon swimmers the performance dashboard also includes an ELO based ranking system². This ranks athlete

² The ELO based ranking system is British Swimming's head to head rankings system developed in collaboration with UK Sport

performance and progression relative to the competitiveness and quality of races completed.

National Programme Activity

WCSP Podium and Podium Potential athletes will be required to engage fully in the following:

- i. **National Programme (camps and competitions)** – athletes will be required to attend WCSP activities that are designated as mandatory by the Head Coach for Podium athletes or the Pathway Lead Swimming for Podium Potential athletes. These will include, **but are not limited to**, national camps and targeted WCSP competitions and events such as the national race strategy for Podium athletes and development tours for Podium Potential athletes. Competition programmes outside of the athletes agreed programme require approval by the Head Coach, Pathway Lead Swimming and marathon swimming lead respectively. If any competitions outside the National Programme are deemed to conflict with the targeting of the athlete's identified benchmark meet in the summer of 2026, then this may affect an athlete's place on the WCSP.
- ii. **Athlete Health Screening Activity** – All athletes nominated onto the WCP will need to engage in mandatory athlete health screening and sports science and medicine monitoring. This will take place at our network of performance centres in the period October to November 2025.
- iii. **Athlete Wellbeing Monitoring** – to assist staff to support athlete health and wellbeing, athletes will be

required to complete daily monitoring as advised by Aquatics GB.

- iv. **Individual Athlete Planning (IAP) and review meetings** by Aquatics GB technical staff – the Head Coach, Head of Performance Development and/or other national staff will consult with all Podium and Podium Potential swimmers and their home coach, to discuss annual targets, areas of development and performance progression over the season to culminate in a season best performance for the benchmark summer meet. Agreement to participate in any competition and training camp activity outside of the National Programme will be based on priorities identified in an athlete's IAP.

APPENDIX B
Athlete Investment Guidelines – specific criteria for
Diving (WCDP)
1st November 2026 – 31st October 2027

Athlete Performance Award (APA)

Athlete investment will include personal financial support on a tiered basis. Once selected to the WCDP, athletes will be entitled to one of five bands of financial support as outline in the table below.

BAND/ LEVEL	TOTAL APA ANNUAL AWARD	CONSIDERATION STANDARDS
Podium		
A	£29,000	<p>In consideration of the measures outlined in 3.2 and 4.5.</p> <p>Athletes who medaled at the Paris Olympic Games in 2024 or World Championships 2025 in an Olympic event with a Performance Dashboard profile that is on track for medal winning performance at the World Championships in 2027 and/or the LA Olympic Games 2028.</p> <p>Medal winning performance in an individual Olympic or gold medal in an Olympic synchro event at the European Senior championships 2026.</p>

		<p>In exceptional circumstances, athletes that may not have met all the above criteria may be nominated for inclusion at A level in consideration to 4.5.</p>
<p>B</p>	<p>£24,000</p>	<p>In consideration of the measures outlined in 3.2 and 4.5.</p> <p>Athletes who had a top 8 finish in an individual Olympic event final or Top 6 in an Olympic synchro event at Paris 2024 or World Championships 2025 with a Performance Dashboard profile that is on track for medal winning performance at a future Olympic Games or World Championships.</p> <p>Top 6 finish in an individual Olympic event final or medal winning performance in an Olympic synchro event at the 2026 European Senior championships.</p> <p>In exceptional circumstances, athletes that may not have met all the above criteria may be nominated for inclusion at B level in consideration to 4.5.</p>

B (LA Potenti al)	£20,000	<p>In exceptional circumstances, athletes that may not have met all the above criteria may be nominated for inclusion at B 'LA Potential' level in consideration to 4.5.</p>
Podium Potential		
C	£18,500	<p>In consideration of the measures outlined in 3.3 and 4.5.</p> <p>C level athletes will be competing at senior international level. Typically, but not limited to, athletes who have been selected for the WCDP for three or more consecutive years with a Performance Dashboard profile that is on track for medal winning performance at a future Olympic Games or World Championships.</p>
D	£12,600	<p>In consideration of the measures outlined in 3.3 and 4.5.</p> <p>D level athletes will be competing at senior and/or junior international level. Typically, but not limited to, athletes who have been selected for the WCDP for their second consecutive year and with a Performance Dashboard profile</p>

		that is on track for medal winning performance at a future Olympic Games or World Championships.
F (Entry)	£7,500	Typically, but not limited to a new addition athlete who has been selected for the WCDP for their first year and identified as having the performance characteristics and attributes to pursue success in the Olympic Games or World Championships. Athletes will demonstrate a strong performance dashboard.
<i>Results in Olympic events only are applicable: 1m, mixed 3m, mixed 10m events are excluded.</i>		

NB

- i. In accordance with clause 5.4 athletes at any level may be asked to contribute towards additional optional national programme activity.
- ii. All APA amounts detailed above are subject to approval by UK Sport. APAs are normally paid in equal 12 monthly instalments.
- iii. LA Potential awards are normally made for no more than one year, however, they may be extended in the first year of a new funding cycle to recognise an athlete's developmental requirements during this period.

Performance Dashboard

The Diving GB Performance Dashboard comprises key components that provide a combination of objective and subjective measures. These include measures that identify current position and historic development against World Class standards in each athlete's event. It adds data-driven insight to the assessment of an athlete's current state and future potential. Data tracked include:

- Historical performance mapped against predictive scores for future medal success enabling insight of:
 - Trajectory
 - The 'performance gap'
 - Consistency
 - Performance under pressure at benchmark meets.
 - Competition experience
- Score and consistency by dive.
- Progression of Degree of Difficulty by list compared to medal standard.
- Progression through the rounds
- 'List potential'- Hypothetical list score based on SB performance by dive.
- Technical, physical and mental attributes linked to Single System model
- Training availability stats
- Training load stats
- Previous investment history and time on programme

National Programme Activity

WCDP Podium and Podium Potential athletes will be required to engage fully in the following:

- National Programme (Camps and Competitions)** – athletes will be required to attend WCDP activities that are designated as mandatory by the Diving GB Head Coach for Podium athletes and the Performance Pathway Lead - Diving for Podium Potential athletes. These will include, **but are not limited to**, National

Camps and targeted WCDP competitions. Competition programmes outside of the athletes agreed programme require approval by the Diving GB Head Coach or Performance Pathway Lead - Diving respectively. If any competitions outside the national programme are deemed to conflict with the targeting of the athlete's identified benchmark competition in the summer of 2027, then this may affect an athlete's place on the WCDP.

- ii. **Athlete Health Screening Activity** – All athletes nominated onto the WCP will need to engage in mandatory athlete health screening and sports science and medicine monitoring. This will take place at our network of performance centres.
- iii. **Athlete Training Tracking and Wellbeing Monitoring** – to assist coaches to plan and review training prescription, athletes are required to complete daily training tracking in accordance with Aquatics GB protocols. To assist staff to support athlete health and wellbeing, athletes will be required to complete daily monitoring as advised by the Diving Leadership team.
- iv. **Individual Athlete Planning (IAP) and Review Meetings** by Diving GB technical staff – the Diving GB Head Coach, Performance Pathway Lead - Diving and/or other national staff will consult with all Podium and Podium Potential divers and their home coach, to discuss annual targets, areas of development and performance progression over the season to culminate in a season best performance for the benchmark summer competition. Agreement to participate in any competition and training camp activity outside of the National Programme will be based on priorities identified in an athlete's IAP.

APPENDIX C

Athlete Investment Guidelines – specific criteria for Para Swimming (WCPP)

1st November 2026 to 31st October 2027

Athlete Performance Award (APA)

Athlete investment will include personal financial support on a tiered basis. There is a maximum number of places for S1-S14 athletes on the WCPP. If more athletes achieve the criteria than places available, athletes may be prioritised based on a range of criteria including World Para Swimming world rankings and British Para Swimming rankings in addition to the criteria outlined in 4.5. To be eligible for consideration for the WCPP, athletes must be internationally classified. Once selected to the WCPP, athletes will be entitled to one of five bands of financial support as outlined in Table below.

BAND/ LEVEL	TOTAL APA ANNUAL AWARD	CONSIDERATION STANDARDS
		PARA SWIMMING
Podium		
A	£29,000	<p>In consideration of the measures outlined in 3.2 and 4.5</p> <p>Athletes with a Performance Dashboard profile that is on track for medal winning performance at future WPS World Championships and Paralympic Games and ranked 1st in the World as recorded within the</p>

		<p>Aquatics GB ranking system (Unicorn*) based on performances in an individual LA 2028 Paralympic event achieved at the 2026 Dutch Nationals (European Trials 2026).</p> <p>(*The Unicorn ranking period is 1st January 2024 to 13th September 2026)</p> <p>In exceptional circumstances, athletes that may not have met all the above criteria may be nominated for inclusion at A level in consideration to 4.5. Relay performances will be considered as part of this where combined times demonstrate medal potential at the LA 2028 Paralympic Games.</p>
B	£24,000	<p>In consideration of the measures outlined in 3.2 and 4.5.</p> <p>Athletes with a Performance Dashboard profile that is on track for medal winning performance at future WPS World Championships and</p>

		<p>ranked 2nd or 3rd in the World based on performances in an LA 2028 Paralympic individual event achieved at the Dutch Nationals (European Trials 2026), as recorded within the Aquatics GB ranking system (Unicorn*)</p> <p>(*The Unicorn ranking period is 1st January 2024 to 13th September 2026)</p> <p>In exceptional circumstances, athletes that may not have met all the above criteria may be nominated for inclusion at B level in consideration to 4.5.</p>
B (LA Potential)	£20,000	<p>In exceptional circumstances nominations for inclusion at B 'LA Potential' level for athletes who have been on A or B level may be made, in consideration to 4.5. See ii below.</p>
Podium Potential		
C	£18,500	<p>In consideration of the measures outlined in 3.3 and 4.5. Typically, but not limited to, athletes who have been selected for the WCPP for three or more consecutive years with a Performance Dashboard profile that is</p>

		on track for medal winning performance in Los Angeles 2028 or Brisbane 2032 Paralympic Games
D	£12,600	<p>In consideration of the measures outlined in 3.3 and 4.5. Typically, but not limited to, athletes who have been selected for the WCPP for their second consecutive year and with a Performance Dashboard profile on track for medal winning performance in Los Angeles 2028 Paralympic Games or beyond. Athletes who are:</p> <ol style="list-style-type: none"> i. Delivering seasons best times in their identified summer benchmark meet. ii. Accessing an appropriate daily training environment, e.g. not exclusive to having appropriate training time available and a coach qualified to an appropriate level.
E	£7,500	<p>In consideration of the measures outlined in 3.3 and 4.5. Typically, but not limited to, athletes who are new to the WCPP. Athletes who:</p> <ol style="list-style-type: none"> i. Have a performance dashboard profile that demonstrates the attributes of a Podium Potential athlete.

		<ul style="list-style-type: none"> II. Have shown progression in line with or ahead of the progression of their event(s) II. are considered by the Performance Pathway Lead as being a future Paralympic podium prospect V. Have demonstrated adherence to programme and athlete responsibilities V. Have the support of their home programme and home programme coach
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Athletes who are adhering to a long-term injury /illness (physical/mental)/reclassification plan may be nominated to continue on the programme but the decision as to their funding level is at the complete discretion of the Para Programme Lead and GB Para Head Coach.

NB

- i. In accordance with clause 5.4 athletes at any level may be asked to contribute towards additional optional national programme activity
- ii. In exceptional circumstances as determined by the Para Swimming Programme Lead, nominations for inclusion at B level (LA Potential) may be made for existing Podium athletes in consideration of the athlete's dashboard, a review of their commitment to the IAP process and the athlete's and home coaches' commitment to the national programme where the athlete has not achieved the required competition standard performance level (World/Paralympic Games medallist). Subject to a dashboard profile and

strong evidence to suggest the athlete can bridge the gap to medal success in LA, then they can be nominated for a B Level 'LA Potential' place - this level comes with a reduced APA for maximum of 1 year and athletes can only be considered where they have previously been in receipt of A or B level awards.

- iii. All APA amounts detailed above are subject to approval by UK Sport. APAs are normally paid in equal 12 monthly instalments.

Performance Dashboard

The AGB Para Swimming Performance Dashboard comprises key components that provide a combination of objective and subjective measures. These include criteria for programme adherence, availability to train and compete, annual target achievement, performance history and performance position (ranking)/progression against world level.

Re- Classification

An Individual re-classification plan will be drawn up for any athlete who has been affected by re-classification during the WCPP funding period. Athletes must comply with all requirements and requests made by AGB Para Swimming in relation to the World Para-Swimming International Classification review process.

National Programme Activity

i. **National Camps and Competition Programme** – athletes are required to attend WCPP activities that are designated as obligatory by the Para Swimming Programme Lead, Head Coach Para Swimming, Performance Pathway Lead Para Swimming. These will include, but are not limited to:

- International selection throughout the season
- Designated benchmark meets and targeted meets
- National Camps including the Programme Engagement and Confirmation Camp programme. **Athletes are asked to note that the 2026 Programme Engagement Camp programme includes a camp on 21st – 23rd October or 23rd-25th October 2026 in Manchester** which will include screening and programme induction.
- Classification events
- Core race strategy opportunities
- Internal Programme racing opportunities

During the programme period additional extra opportunities may be offered to athletes to participate in such as but not limited to additional competition opportunities, performance training camps, lifestyle training opportunities, and individual training opportunities bespoke for an athlete.

ii. **Athlete Health Screening Activity** – All athletes nominated onto the WCP will need to engage in mandatory athlete health screening and sports science

and medicine monitoring. This will take place at our network of performance centres in the period November 2024 to January 2025.

- iii. **Athlete wellbeing and performance monitoring** – to assist staff to support athlete health and wellbeing, athletes will be required to complete daily monitoring as advised by the Para Swimming Leadership team. Athletes must complete all aspects of the advised monitoring platform accurately. The Para Swimming Leadership team have an expectation of athletes achieving a 90% minimum adherence level. Athletes must comply with all WCPP Programme monitoring and testing requirements in alignment with IAP.
- iv. These shall include, but not be limited to:
- the AGB Para Swimming step test;
 - anaerobic capacity test;
 - other agreed monitoring processes
- v. **Individual Athlete Planning (IAP) and Review Meetings** by Aquatics GB technical staff – the Head Coach Para Swimming, Pathway Lead Para Swimming and/or other national staff will consult with all Podium and Podium Potential swimmers and their home coach, to discuss annual targets, areas of development and performance progression over the season to culminate in a season best performance for the benchmark summer meet. Agreement to participate in any competition and training camp activity outside of the National Programme will be based on priorities identified in an athlete's IAP.

vi. **Performance Lifestyle (PL) Plan** - All athletes must have a plan in place which is reviewed on a regular basis with PL Advisor which is in line with the IAP process and Optimal Athlete Development Framework (OADF) Curriculum. If in full time education the Athlete must identify exam periods and any high workload periods as soon as possible to the PL. As part of the PL plan, athletes are expected to develop and work towards their long-term transition plan using the support and guidance resources that the programme provides.

Athletes should not participate in any other physical activities outside their programmes without the prior consent of their designated point of contact within the WCPP which may endanger their health or have a negative impact on their swimming preparation.

APPENDIX D
Athlete Investment Guidelines – specific criteria for
Artistic Swimming (WCASP)
1st November 2026 to 31st October 2027

Athlete Performance Award (APA)

Athlete investment will include personal financial support on a tiered basis. Once selected to the WCASP (only Podium level places are available), athletes will be entitled to one of two bands of financial support as outlined in the table below.

BAND/LEVEL	TOTAL APA ANNUAL AWARD	CONSIDERATION STANDARDS OLYMPIC ARTISTIC SWIMMING
Podium		
A	£29,000	<p>In consideration of the measures outlined in 3.2 and 4.5.</p> <p>2026 European Aquatic Championships medal in the Duet Technical event with a Performance Dashboard profile that is on track for medal winning performance at a future Olympic Games or World Championships.</p> <p>Olympic medalists from Paris 2024 will remain on A band for the 2026 – 2027 season independent of the above criteria providing their performance dashboard is on track for success in LA.</p>

		In exceptional circumstances, athletes that may not have met all the above criteria may be nominated for inclusion at A and B level in consideration to 4.5.
B	£24,000	In consideration of the measures outlined in 3.2 and 4.5. Top 6 finish in an Olympic event final at the 2026 European Aquatics Championships, with a Performance Dashboard profile that is on track for medal winning performance at a future Olympic Games or World Championships In exceptional circumstances, athletes that may not have met all the above criteria may be nominated for inclusion at A and B level in consideration to 4.5.
B (LA Potential)	£20,000	In exceptional circumstances nominations for inclusion at B 'LA Potential' level may be made, for athletes on A or B band in consideration to 4.5. See iii below. In exceptional circumstances, athletes that may not have met all the above criteria may be nominated for inclusion at B 'LA Potential' level in consideration to 4.5.

NB

- i. In accordance with clause 5.4 athletes at any level may be

asked to contribute towards additional optional national programme activity.

- ii. All APA amounts detailed above are subject to approval by UK Sport. APAs are normally paid in equal 12 monthly instalments.
- iii. In exceptional circumstances as determined by the Artistic Swimming Programme Lead, nominations for inclusion at B level (LA Potential) may be made for existing Podium athletes in consideration of the athlete's dashboard, a review of their commitment to the IAP process and the athlete's and home coaches' commitment to the national programme where the athlete has not achieved the required competition standard performance level (World/Games medallist). Subject to a dashboard profile and strong evidence to suggest the athlete can bridge the gap to medal success in LA, then they can be nominated for a B Level 'LA Potential' place - this level comes with a reduced APA for maximum of 1 year and athletes can only be considered where they have previously been in receipt of A or B level awards.

Performance Dashboard

The British Artistic Swimming Performance Dashboard comprises key components that provide a combination of objective and subjective measures. These include measures that identify current position and historic development against World Class standards in each athlete's event. It adds data driven insight to the assessment of an athlete's current state and future potential.

National Programme Activity

WCASP Podium and Podium Potential athletes will be

required to engage fully in the following:

- i. **National Programme (Camps and Competitions)** – athletes will be required to attend WCASP activities that are designated as mandatory by the Artistic Swimming Manager / Head Coach for Podium athletes. These will include, **but are not limited to**, National Camps and targeted WCASP competitions. Competition programmes outside of the athletes agreed programme require approval by the Artistic Swimming Manager. If any competitions outside the national programme are deemed to conflict with the targeting of the athlete’s identified benchmark competition in the summer of 2026, then this may affect an athlete’s place on the WCASP.
- ii. **Athlete Health Screening Activity** – All athletes nominated onto the WCASP will need to engage in mandatory athlete health screening and sports science and medicine monitoring. This will take place at our network of performance centres.
- iii. **Athlete Training Tracking and Wellbeing Monitoring** – to assist coaches to plan and review training prescription, athletes are required to complete daily training tracking in accordance with Aquatics GB protocols. To assist staff to support athlete health and wellbeing, athletes will be required to complete daily monitoring as advised by the Artistic Swimming Manager.
- iv. **Individual Athlete Planning (IAP) and Review Meetings** by Artistic Swimming technical staff. The Artistic Swimming Manager and/or other national staff will consult with all Podium swimmers and their home coach, to discuss annual targets, areas of development and performance progression over the season to culminate in a season best performance for the benchmark summer

competition. Agreement to participate in any competition and training camp activity outside of the National Programme will be based on priorities identified in an athlete's IAP.

NB – a separate selection policy covers the National Senior Squad and other programme activity.