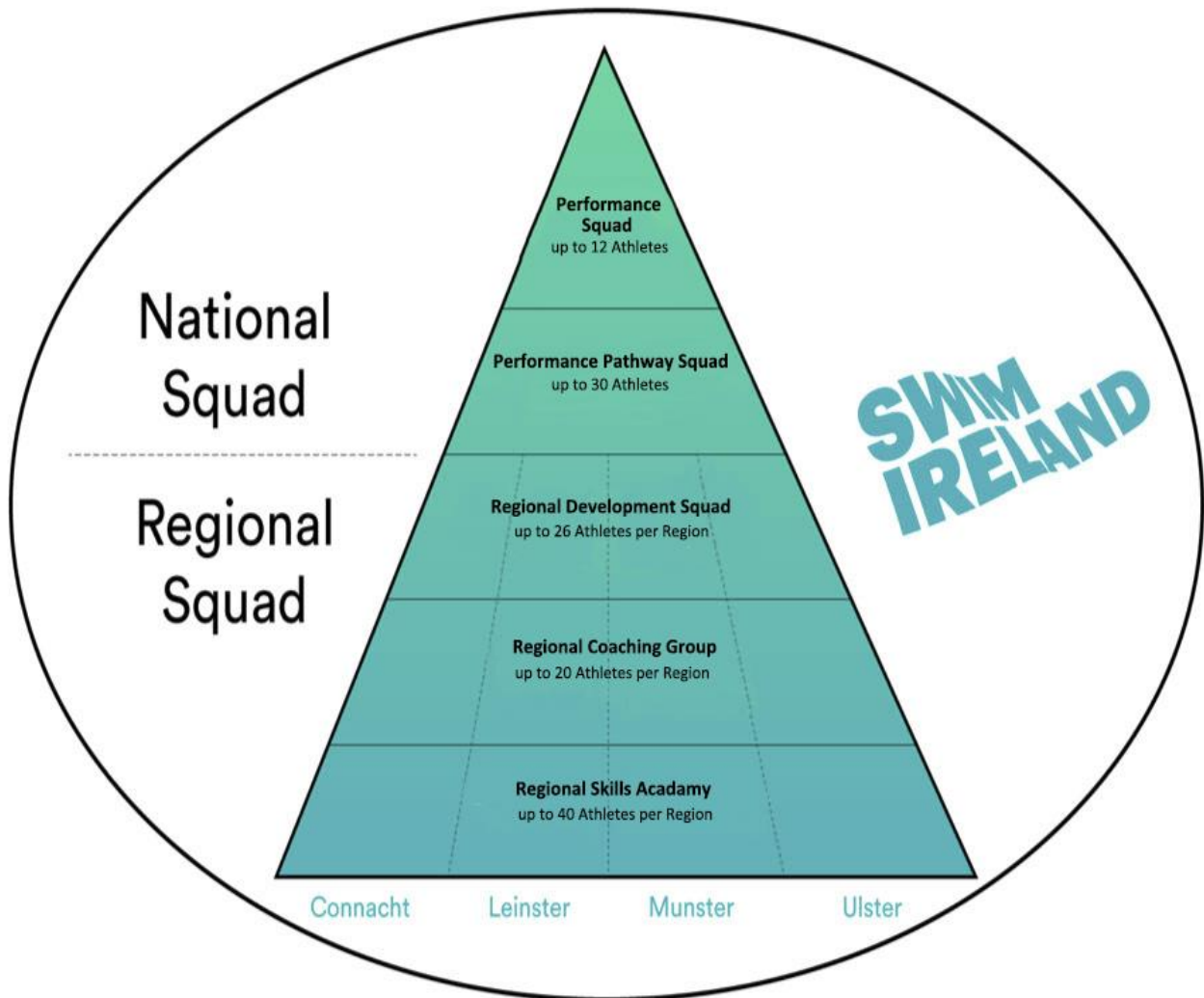


**National Squad Programme
(Swimming)
2019-2020**

**SWIM
IRELAND**



Background

The Swim Ireland Performance Team have identified within the Performance V-MOST that a progressive and targeted National Squad programme is a key tactic in achieving the Performance objectives for Tokyo 2020 and through to Paris 2024. The programme will be aligned to the ‘On Track’ system and will evolve as such. The Regional Squad programme will sit directly below the National Programme and will display alignment to the National programme in terms of principles and content and will no longer operate as standalone programmes. For the National Squad programme, it is recognised that:

- Athletes should be ‘On Track’ in regards to either the 2020 or the 2024 Olympic Games and should be differentiated as such
- Particular athletes will be identified for targeted investment, support, and value-add opportunities dependent on their ‘On Track’ status and the ‘fit-for-purpose’ nature of their Daily Performance Environments (DPE’s)
- All National Squad members must be fully committed to an uncompromised and comprehensive training/coaching programme in preparation for peak performance in their identified annual Swim Ireland international benchmark competition and the Trials for that event
- Through staff observation at previous Regional Squad, National Squad and/or National Team selections, athletes will have displayed behaviours and standards that are fully aligned with the Athlete Charter
- Athletes will be required to complete a daily online submission via the HRV4 monitoring tool and the home programme coach and the athlete will be required to make a Weekly Overview submission and Seasonal Overview submission to the Swim Ireland Performance Team

National Squad Programme (Swimming) 2019-2020

Programme 2019-2020

Swim Ireland Performance will operate a two-tiered National Squad programme encompassing a Performance (PE) cohort for Olympic Games 2020 identified athletes and a Performance Pathway (PP) cohort for Olympic Games 2024 identified athletes. The Consideration Standards within the age bands are event and gender specific and have been aligned to provide a clear pathway of development for athletes progressing through the international ranks and are based on robust statistical and performance evidence from the 'On Track' system. The Programme aims to support athletes as they aim to reach their full potential at senior international level. Athletes do not have to have been members of the Performance Pathway cohort before achieving Performance status.

In addition to the annual National Squad programme, the National Performance Director (PE cohort) and National Performance Pathway Manager (PP cohort) will work in partnership with home programme coaches to ensure identified athletes are supported in achieving a DPE which is considered fit-for-purpose. This will be achieved through the Athlete Improvement Monitoring System (AIMs), the Statistical Analysis System Project (SAS), the HRV4 Monitoring Tool and, if appropriate, through the Athlete Centred Environment (ACE) policy. Access to the National Squad will be dependent on the home programme coach being willing to work with the Performance Team in relation to the AIM's process and will also be dependent on an athlete's willingness to fully buy-in to this 'value-add' programme to ensure that we have maximum possible impact.

Athletes selected for the National Squad programme will not be eligible for selection for their respective Regional Squad programme in that season. Athletes rejecting a position on the National Squad will, by implication, be also rejecting a position on their respective Regional Squad programme in that particular season.

Benchmark Meets 2019-2020

1. In all circumstances, the 2019 Irish Open Championships (Dublin) will be considered to be benchmark meet 'A'
 - For strokes/distances in which an athlete did not compete in an individual event, lead off legs in single gender relays will be considered
2. For athletes selected to compete in the 2019 World Championships (Gwangju), ONLY this meet will be considered to be benchmark meet 'B'
 - For strokes/distances in which an athlete did not compete in an individual event, lead off legs in single gender relays will be considered
3. For athletes selected to compete in the 2019 World University Games (Naples), ONLY this meet will be considered to be benchmark meet 'B'
 - For strokes/distances in which an athlete did not compete in an individual event, lead off legs in single gender relays will be considered
 - Where an athlete competes in a relay event only, the 2019 Irish Summer National Championships (Dublin) will be considered as an additional benchmark meet 'B'
4. For athletes selected to compete in the 2019 World Junior Championships (Budapest), ONLY this meet will be considered to be benchmark meet 'B'
 - For strokes/distances in which an athlete did not compete in an individual event, lead off legs in single gender relays will be considered
 - Where an athlete competes in a relay event only, the 2019 LEN European Junior Championships (Kazan) will be considered as an additional benchmark meet 'B'
5. For athletes selected to compete in the 2019 LEN European Junior Championships (Kazan), other than those selected to compete in the 2018 FINA World Junior Championships (Budapest) or the 2018 European Youth Olympic Festival (Baku), ONLY this meet will be considered to be benchmark meet 'B'

National Squad Programme (Swimming) 2019-2020

- For strokes/distances in which an athlete did not compete in an individual event, lead off legs in single gender relays will be considered
- 6. For athletes selected to compete in the 2019 European Youth Olympic Festival (Baku), ONLY this meet will be considered to be benchmark meet 'B'
 - For strokes/distances in which an athlete did not compete in an individual event, lead off legs in single gender relays will be considered
 - Where an athlete competes in a relay event only, the 2018 Irish Summer National Championships (Dublin) will be considered as an additional benchmark meet 'B'
- 7. For athletes not selected to compete in the 2019 FINA World Championships (Gwangju), the 2019 World University Games (Naples), the 2019 FINA World Junior Championships (Budapest), the 2019 LEN European Junior Championships (Kazan) and/or the 2019 European Youth Olympic Festival (Baku), ONLY the 2019 Irish Summer National Championships (Dublin) will be considered to be benchmark meet 'B'
 - For strokes/distances in which an athlete did not compete in an individual event, lead off legs in single gender relays will be considered
- 8. No other meets will be considered as a benchmark meet

Staff Structure

The Swim Ireland National Performance Director, the National Senior Team Head Coach and the National Performance Pathway Manager will oversee the implementation of the National Squad programme. With Swim Ireland Senior Leadership Team (SLT) support, the National Senior Team Head Coach will be the Lead Coach for the PE identified athletes, and the National Performance Pathway Manager will be the Lead Coach for the PP identified athletes. Coaches selected to support the Programme will be entitled to CPD points in doing so and will have their expenses covered by Swim Ireland.

National Squad Staff (coaches and support staff) will be selected at the discretion of the National Performance Director. Selections will be reflective of the Squad size, the needs of the individual athletes selected, as well as considering the optimum balance of the Squad as a whole. National Squad Coaches must:

- i. Be a registered Swim Ireland member for the 2019-2020 season and in good standing
- ii. Be a full time resident within Ireland and be a practising coach within an Irish swimming programme
- iii. Hold a Swim Ireland Coaching Licence
- iv. Other than in exceptional circumstances, have applied for a place on the Advance Coach Education Programme for the 2017-2020 period (where offered)
- v. Other than in exceptional circumstances, have provided first hand service or support as a coach as part of the National Squad or Regional Squad Programme in the period 1st September 2018 – 31st August 2019 (where offered/requested)
- vi. Where offered/requested, have engaged as part of the Home Programme Coach Policy in the 2018-2019 season
- vii. Be aligned with the statements within the Swim Ireland 'On This Performance Team' booklet

Annual Membership Fee

Athletes will be asked for an annual membership fee that will contribute to the overall cost of the programme and this fee will be agreed annually. The fee in the 2019-2020 season will be €460.00 for the Performance Pathway cohort and €750.00 for the Performance cohort (or the sterling equivalent at the time of payment). There may be additional costs associated with athletes requiring additional services.

Enquires

All enquiries where coaches or athletes require clarity on any of the information within this document should direct these to the National Performance Director via jonrudd@swimireland.ie

National Squad Programme (Swimming) 2019-2020

Performance Cohort (PE)

Age Groups: Male 14 Years & Over Female 13 Years & Over

Maximum Athlete Quota: 12

Athlete Selection: National Performance Director & National Senior Team Head Coach

Selection Criteria:

Athletes are to achieve one or more of the following Selection Criteria:

1. Formed part of an Irish Relay Team (heat or final) which finished in a Top 12 position at the 2019 FINA World Championships (Gwangju)
 2. Achieved one or more of the published Individual Event Consideration Standards (see pages 9 & 10) or
 3. Along with three other eligible Irish athletes, achieved the Accumulative Relay Event Consideration Standard (see page 8). Relay split times will be considered and for athletes racing on the second, third or fourth leg of a relay, 0.5 seconds will be added to the individual's split time for the purposes of contributing to the Accumulative Relay Event Consideration Standard
- Individual Event Consideration Standards are to be achieved in the period 27th March 2019 – 31st August 2019 and from benchmark meets 'A' and/or 'B' only
 - Accumulative Relay Event Consideration Standards are to be achieved in the period 27th March 2019 – 31st August 2019 and from the 2019 Irish Open Championships (Dublin), the 2019 FINA World Championships (Gwangju) and/or the 2019 World University Games (Naples) only
 - In the case where more than 12 athletes achieve one of the standards, the athletes will be ranked as a percentage inside of the standard, to the maximum squad size of 12
 - Athletes who are selected via Selection Criteria Clause 2 will only be retained as part of the National Squad PE Cohort for the period April 2020 – August 2020 if they are nominated to the Olympic Federation of Ireland for 2020 Olympic Games individual event selection following the completion of the 2020 Irish Open Championships (Dublin)
 - Athletes who are selected via Selection Criteria Clause 3 will only be retained as part of the National Squad PE Cohort for the period June 2020 – August 2020 if Ireland are invited by FINA to enter the respective relay for which they received their National Squad selection for the 2020 Olympic Games following the completion of the 2020 LEN European Championships (Budapest)

Programme Expectations:

- 100% attendance to the mandatory activities detailed within the programme
- Online HRV4/National Health & Wellness Protocol monitoring (daily submission)
- Attendance and weekly report submissions
- Home programme coach and/or athlete submission of Weekly Overview and Seasonal Overview monitoring feedback as requested by the National Senior Team Head Coach
- Regular 'In-Touch' status established with one or both of the National Centres (if not a full time member of a National Centre)
- Participation in the 2019 Irish National SC Championships (unless international selection prevents this from occurring)

National Squad Programme (Swimming) 2019-2020

- Participation in the 2020 Irish Open Championships
- Participation in the 2020 Irish Summer National Championships (unless international selection prevents this from occurring)
- Athletes accepting their place on the National Squad Programme should not take extended (5 days or more) holidays in the periods 2nd September 2019 - 22nd December 2019 and 1st January 2020 – 29th July 2020. Athletes planning to take extended holidays during these period should decline an invitation to join the National Squad. Athletes found to be taking extended holidays during the season will be removed from National Squad and also put their position on the National Squad Programme in the following season in jeopardy
- 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 National Performance Director (jonrudd@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 NPD's opinion) justifies non-attendance at a particular National Squad activity, they may seek to be excused (at the NPD's discretion) subject to the receipt of a satisfactory doctor's note/certificate (illness) or chartered physiotherapist's note/certificate (injury) prior to the request

Annual Programme & Key Dates:

- Orientation & Testing Day (September 2019)
- Identified Athlete Offshore Camp (October 2019) *
- Short Course International Preparation Meet (November 2019) *
- Identified Athlete Offshore Camp (January 2020) *
- Long Course International Preparation Meet (January 2020)
- Support Services at the McCullagh International Meet (February 2020)
- Long Course International Preparation Meet (March 2020) *
- Support Services at the Irish Open Championships (April 2020)

Subjection to Retention (Selection Criteria Clause 2)

- National Team Day (April 2020) *

Subjection to Retention (Selection Criteria Clause 3)

- LC International Preparation Meet/s & Offshore Camp (June 2020)
- Olympic Games Holding Camp (July 2020)

'*' Identified athletes only and, where relevant, subject to National Team Selection Policy
(All dates are subject to ratification and change as necessary and all activities are subject to budget allocation)

National Squad Programme (Swimming) 2019-2020

Performance Pathway Cohort (PP)

Age Groups: Male 14 – 23 Years (event specific) Female 13 – 20 Years (event specific)

Maximum Athlete Quota: 30

Athlete Selection: National Performance Director & National Performance Pathway Manager

Selection Criteria:

Athletes are to achieve one or more of the following Selection Criteria:

1. Male athletes aged 14 or 15 years & Female athletes aged 13 or 14 years have achieved two or more of the published Individual Event Consideration Standards (see pages 9 & 10)
2. Male athletes aged 16 years and over & Female athletes aged 15 years and over have achieved one or more of the published Individual Event Consideration Standards (see pages 9 & 10)
 - Individual Event Consideration Standards are to be achieved in the period 27th March 2019 – 31st August 2019 and from benchmark meets 'A' and/or 'B' only
 - In the case where more than 30 athletes achieve one of the standards, the athletes will be ranked as a percentage inside of the standard, to the maximum squad size of 30

Programme Expectations:

- 100% attendance to the mandatory activities detailed within the programme
- Online HRV4 monitoring – attendance and weekly reports
- Home programme coach and/or athlete submission of Weekly Overview and Seasonal Overview monitoring feedback as requested by the National Performance Pathway Manager
- Regular 'In-Touch' status established with one or both of the National Centres (if not a full time member of a National Centre)
- Participation in the 2019 Irish National SC Championships (unless international selection prevents this from occurring)
- Participation in the 2020 Irish Open Championships
- Participation in the 2020 Irish Summer National Championships (unless international selection prevents this from occurring)
- Athletes accepting their place on the National Squad Programme should not take extended (5 days or more) holidays in the periods 2nd September 2019 - 22nd December 2019 and 1st January 2020 – 29th July 2020. Athletes planning to take extended holidays during these period should decline an invitation to join the National Squad. Athletes found to be taking extended holidays during the season will be removed from National Squad and also put their position on the National Squad Programme in the following season in jeopardy
- 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 National Performance Pathway Manager (andrewreid@swimireland.ie) no less than three full calendar months in advance of such a request around a particular date/s

National Squad Programme (Swimming) 2019-2020

- For athletes who have an illness or an injury which, (in the NPPM's opinion) justifies non-attendance at a particular National Squad activity, they may seek to be excused (at the NPPM's discretion) subject to the receipt of a satisfactory doctor's note/certificate (illness) or chartered physiotherapist's note/certificate (injury) prior to the request

Annual Programme & Key Dates:

- Orientation & Testing Day (September 2019)
- Onshore Camp (January 2020)
- Long Course International Preparation Meet (January 2020)
- Onshore Camp (February 2020)
- Support Services at the McCullagh International (February 2020)
- Long Course International Preparation Meet (March 2020) *
- Support Services at the Irish Open Championships (April 2020)
- National Team Day (April 2020) *
- Long Course International Preparation Meet (June 2020) *
- Support Services at the Irish Summer National Championships (July 2020)

'*' Identified athletes only and, where relevant, subject to National Team Selection Policy

(All dates are subject to ratification and change as necessary and all activities are subject to budget allocation Identified National PP Squad athletes may be invited to National PE Squad interventions at the National Performance Director's discretion)

National Squad Programme (Swimming) 2019-2020

Retention

Retention in the PE and the PP Programme will be based on the following criteria:

- Suitability of Daily Performance Environment (DPE)
- Training attendance and commitment in the home programme
- Regional and/or National competition attendance
- Online HRV4/National Health & Wellness Protocol monitoring (daily submission)
- Home programme coach and/or athlete submission of Weekly Overview and Seasonal Overview monitoring feedback tool
- Regular 'In-Touch' status established with one or both of the National Centres
- Positive engagement with staff
- Attitude, positivity and performance behaviours displayed on National Teams, previous National/Regional Squad periods and National Centre 'In-Touch' sessions
- Resilience
- Work ethic
- Openness to learning
- Athlete Charter and 'sham-R-O-C-K' buy in
- Personal accountability

Coach Development Programme

- Ensure that coaches have access to the National Centres to develop and refine their performance knowledge
- Targeted coaches to be invited to Swim Ireland education events
- A home programme coach to be offered attendance and observation opportunity at all onshore National Squad activities

ACCUMULATIVE RELAY CONSIDERATION TIMES (LONG COURSE) OLYMPIC RELAY 'ON TRACK' PERFORMANCE (PE) 2020		
MALE	Event	FEMALE
Consideration Time		Consideration Time
3:18.02	400m Freestyle Relay	3:42.68
3:37.16	400m Medley Relay	4:04.20
7:15.20	800m Freestyle Relay	8:01.18
MIXED	Event	MIXED
Consideration Time		Consideration Time
3:50.29	400m Medley Relay	3:50.29

National Squad Programme 2019-2020 (Swimming)

MALE CONSIDERATION TIMES (LONG COURSE) 2019-2020 'ON TRACK' PERFORMANCE (PE) 2020 & PERFORMANCE PATHWAY (PP) 2024											
Event	Cohort	Born 1996 (or earlier for PE)	Born 1997	Born 1998	Born 1999	Born 2000	Born 2001	Born 2002	Born 2003	Born 2004	Born 2005
50m Freestyle	PE	22.25	22.25	22.25	22.25	22.25	22.25	22.25	22.25	22.25	22.25
	PP			22.77	23.09	23.41	23.74	24.07	24.07	24.07	24.07
100m Freestyle	PE	49.15	49.15	49.15	49.15	49.15	49.15	49.15	49.15	49.15	49.15
	PP			50.24	50.99	51.76	52.53	53.32	53.32	53.32	53.32
200m Freestyle	PE	1:47.66	1:47.66	1:47.66	1:47.66	1:47.66	1:47.66	1:47.66	1:47.66	1:47.66	1:47.66
	PP			1:49.31	1:50.62	1:51.95	1:53.29	1:54.65	1:54.65	1:54.65	1:54.65
400m Freestyle	PE	3:49.05	3:49.05	3:49.05	3:49.05	3:49.05	3:49.05	3:49.05	3:49.05	3:49.05	3:49.05
	PP					3:52.26	3:54.59	3:56.93	3:59.30	4:01.69	4:01.69
800m Freestyle	PE	7:59.05	7:59.05	7:59.05	7:59.05	7:59.05	7:59.05	7:59.05	7:59.05	7:59.05	7:59.05
	PP					8:01.40	8:09.11	8:16.93	8:24.88	8:32.96	8:32.96
1500m Freestyle	PE	15:10.00	15:10.00	15:10.00	15:10.00	15:10.00	15:10.00	15:10.00	15:10.00	15:10.00	15:10.00
	PP					15:31.03	15:45.93	16:01.06	16:16.44	16:32.06	16:32.06
100m Backstroke	PE	54.12	54.12	54.12	54.12	54.12	54.12	54.12	54.12	54.12	54.12
	PP						55.09	55.97	56.87	57.78	58.70
200m Backstroke	PE	1:58.68	1:58.68	1:58.68	1:58.68	1:58.68	1:58.68	1:58.68	1:58.68	1:58.68	1:58.68
	PP						2:01.02	2:02.87	2:04.71	2:06.58	2:08.48
100m Breaststroke	PE	1:00.47	1:00.47	1:00.47	1:00.47	1:00.47	1:00.47	1:00.47	1:00.47	1:00.47	1:00.47
	PP				1:00.81	1:01.48	1:02.16	1:02.84	1:03.54	1:03.54	1:03.54
200m Breaststroke	PE	2:11.52	2:11.52	2:11.52	2:11.52	2:11.52	2:11.52	2:11.52	2:11.52	2:11.52	2:11.52
	PP		2:13.17	2:15.17	2:17.20	2:19.26	2:21.34	2:21.34	2:21.34	2:21.34	2:21.34
100m Butterfly	PE	52.48	52.48	52.48	52.48	52.48	52.48	52.48	52.48	52.48	52.48
	PP	53.43	54.23	55.05	55.87	56.71	56.71	56.71	56.71	56.71	56.71
200m Butterfly	PE	1:57.76	1:57.76	1:57.76	1:57.76	1:57.76	1:57.76	1:57.76	1:57.76	1:57.76	1:57.76
	PP				1:59.77	2:01.21	2:02.66	2:04.13	2:05.62	2:05.62	2:05.62
200m I.M.	PE	2:00.51	2:00.51	2:00.51	2:00.51	2:00.51	2:00.51	2:00.51	2:00.51	2:00.51	2:00.51
	PP		2:02.57	2:04.16	2:05.78	2:07.41	2:09.07	2:09.07	2:09.07	2:09.07	2:09.07
400m I.M.	PE	4:18.14	4:18.14	4:18.14	4:18.14	4:18.14	4:18.14	4:18.14	4:18.14	4:18.14	4:18.14
	PP				4:23.84	4:27.80	4:31.81	4:35.89	4:40.03	4:40.03	4:40.03

National Squad Programme 2019-2020 (Swimming)



FEMALE CONSIDERATION TIMES (LONG COURSE) 2019-2020 'ON TRACK' PERFORMANCE (PE) 2020 & PERFORMANCE PATHWAY (PP) 2024									
Event	Cohort	Born 1999 (or earlier for PE)	Born 2000	Born 2001	Born 2002	Born 2003	Born 2004	Born 2005	Born 2006
50m Freestyle	PE	25.04	25.04	25.04	25.04	25.04	25.04	25.04	25.04
	PP	25.28	25.53	25.79	26.05	26.31	26.31	26.31	26.31
100m Freestyle	PE	54.82	54.82	54.82	54.82	54.82	54.82	54.82	54.82
	PP	55.87	56.65	57.44	58.25	59.06	59.06	59.06	59.06
200m Freestyle	PE	1:58.69	1:58.69	1:58.69	1:58.69	1:58.69	1:58.69	1:58.69	1:58.69
	PP			2:01.07	2:02.77	2:04.48	2:06.23	2:07.99	2:07.99
400m Freestyle	PE	4:10.38	4:10.38	4:10.38	4:10.38	4:10.38	4:10.38	4:10.38	4:10.38
	PP			4:15.41	4:18.98	4:22.61	4:26.29	4:30.01	4:30.01
800m Freestyle	PE	8:37.47	8:37.47	8:37.47	8:37.47	8:37.47	8:37.47	8:37.47	8:37.47
	PP				8:46.29	8:52.61	8:59.00	9:05.47	9:12.02
1500m Freestyle	PE	16:39.98	16:39.98	16:39.98	16:39.98	16:39.98	16:39.98	16:39.98	16:39.98
	PP				16:55.96	17:08.15	17:20.49	17:32.97	17:45.61
100m Backstroke	PE	1:00.97	1:00.97	1:00.97	1:00.97	1:00.97	1:00.97	1:00.97	1:00.97
	PP			1:01.83	1:02.88	1:03.95	1:05.04	1:06.15	1:06.15
200m Backstroke	PE	2:11.95	2:11.95	2:11.95	2:11.95	2:11.95	2:11.95	2:11.95	2:11.95
	PP		2:14.47	2:16.35	2:18.26	2:20.20	2:22.16	2:22.16	2:22.16
100m Breaststroke	PE	1:07.81	1:07.81	1:07.81	1:07.81	1:07.81	1:07.81	1:07.81	1:07.81
	PP			1:08.45	1:09.41	1:10.38	1:11.37	1:12.37	1:12.37
200m Breaststroke	PE	2:27.27	2:27.27	2:27.27	2:27.27	2:27.27	2:27.27	2:27.27	2:27.27
	PP		2:29.40	2:31.34	2:33.30	2:35.30	2:37.32	2:37.32	2:37.32
100m Butterfly	PE	58.62	58.62	58.62	58.62	58.62	58.62	58.62	58.62
	PP		59.61	1:00.44	1:01.29	1:02.15	1:03.02	1:03.02	1:03.02
200m Butterfly	PE	2:09.71	2:09.71	2:09.71	2:09.71	2:09.71	2:09.71	2:09.71	2:09.71
	PP		2:12.32	2:14.17	2:16.05	2:17.96	2:19.89	2:19.89	2:19.89
200m I.M.	PE	2:13.62	2:13.62	2:13.62	2:13.62	2:13.62	2:13.62	2:13.62	2:13.62
	PP		2:15.66	2:17.42	2:19.21	2:21.02	2:22.85	2:22.85	2:22.85
400m I.M.	PE	4:42.15	4:42.15	4:42.15	4:42.15	4:42.15	4:42.15	4:42.15	4:42.15
	PP			4:47.71	4:51.45	4:55.23	4:59.07	5:02.96	5:02.96

National Squad Programme 2019-2020 (Swimming)

National Squad Athlete Charter

Background

The Athlete Charter was originally written and constructed by 40 Irish international athletes (swimmers & divers) at the Swim Ireland National Team Day in 2017 and was reviewed on the National Squad Orientation Day in September 2018 and will be reviewed by such athletes on an annual basis

Introduction

This is our Charter – the sections Ethos, Behaviour and Performance embody our beliefs. We are a team of talented athletes who will achieve our best performances when it matters

Ethos

Our team has a unique quality - we are Ireland. With a positive mindset, self-belief and 100% commitment, we are capable of a success that will be remembered forever. We view each other as champions, trust our teammates to make good decisions, have each other's backs and support the team as a whole. We believe in a 24-hour focus to be the best that we can be through hard work and recuperation, We believe in having the craic and in enjoying being Team Ireland

Behaviour

I am a professional; I am well prepared, I wear my colours with pride and I am recognised for my dedication, skill, hard work, honesty and commitment. I am part of the team. I know my teammates and, win or lose, I encourage, support and motivate them. I am resilient and have the support to handle any outcome. I trust my coaching team and follow the process with a positive attitude to all that is training and all that is performance. I am always ready to embrace and adapt to innovative and changing practices

Performance

I am part of an elite team, engaging 24/7 to perform to my best with a professional attitude. I will give total commitment to my performance, stepping up on the day to achieve positive results. I understand that one performance does not define me; I will strive to be consistent and get the little things correct. I will embrace easy gains giving myself the best opportunities to succeed. I will know that I have given my all for myself and the team

We are 'the competitors in green' performing as a team not as a collection of individuals

'sham-R-O-C-K'

R - Respect – we respect our ethos;

O - Ownership – we own our behaviour and our performance;

C - Commitment – we are committed to our ethos, our behaviour and our performance;

K - Knowledge – we know our Athlete Charter



High performing people in a high performance system working in unison to consistently achieve Olympic and World medals