

ARMAGH CITY, BANBRIDGE AND CRAIGAVON BOROUGH COUNCIL

AQUATIC FRAMEWORK
2019 - 2024

FEBRUARY 2019



Armagh City
Banbridge
& Craigavon
Borough Council



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1. GLOSSARY

ABBREVIATION	DESCRIPTION
AQUATIC ACTIVITY	All activities which are performed in water.
AQUATIC FRAMEWORK	The strategic plan for aquatic activities.
CPD	Continuing Professional Development.
DST	Disability Swimming Teacher.
L2S	Learn to Swim.
SLLC	South Lake Leisure Centre
SPECIFIC TARGET GROUPS	This refers to people with a disability, women and girls, people with high social need/low income and those at risk of poor health.
STA	Swimming Teacher's Association.
SWIM IRELAND	National Governing Body for swimming in Ireland with Swim Ulster as one of four provincial areas.

2. EXECUTIVE SUMMARY

THE VISION

2.1 The vision for Armagh City, Banbridge and Craigavon Borough Council Aquatic Framework is to have:

‘High quality, consistent and accessible aquatic activities based on a clear pathway and delivery partnership, to increase participation, develop talent and achieve health and well-being outcomes’.

AQUATIC FRAMEWORK PRIORITIES:	AQUATIC FRAMEWORK OBJECTIVES:
<p>Our Priorities are:</p> <ul style="list-style-type: none">• Delivery of Learn to Swim Programmes.• Availability of Public Swimming.• Developing Partnerships with Key Aquatic Stakeholders.• Targeting Specific Groups.	<p>To meet these priorities our key objectives are:</p> <ul style="list-style-type: none">• To ensure all children in the borough have the opportunity to learn to swim and improve their skills in a quality structured environment.• To be consistent in our operational approach, promotion and delivery.• To offer a balanced programme of public swimming.• To provide public swimming at all times in a facility across the borough (when open).• To work in partnership to implement the Aquatic Pathway.• To encourage collaboration between clubs to see the development of a borough wide Performance Squad, in conjunction with Swim Ireland and Swim Ulster, to aspire to achieve medal success.• To develop an effective aquatics workforce that is qualified, educated and trained to a consistent standard.• To ensure everyone has the opportunity to enjoy aquatics as part of a healthy lifestyle.

3. INTRODUCTION AND BACKGROUND

INTRODUCTION

- 3.1. Formed in 2015, as a result of the Review of Public Administration (RPA), Armagh City, Banbridge and Craigavon Borough Council (ABC Council) has set out its overall Vision to have:

‘a happy, healthy and connected community, a vibrant and sustainable economy and appealing places for living, working and learning’.

- 3.2. The Health and Recreation Department contributes to this Vision through the operational management of a wide range of leisure facilities, which presently includes five swimming pools.
- 3.3. As part of the Council’s Capital Plan it has been agreed to close three of the existing swimming pools and build the new South Lake Leisure Centre which will provide the following aquatic facilities:
- **50m main pool (with moveable floor)**
 - **Fun pool**
 - **A separate teaching pool**
 - **Water Sports Centre**
- 3.4. Council has also agreed in principle to replace the Orchard Leisure Centre in Armagh City.
- 3.5. The starting point for the Aquatic Framework is therefore a portfolio of three good quality aquatic facilities, one existing (Banbridge), one being developed (Craigavon), and one agreed in principle (Armagh City). These will serve the Armagh City, Banbridge and Craigavon Borough Council area.
- 3.6. Swimming is the second-highest participation sport among adults in Ireland (9.4% of the population); it is accessible, appeals to people of all genders and ages, can be competitive or recreational, and is associated with reduced all-cause and cardiovascular mortality. Main aquatic activities include swimming for participation, competition and performance. Other activities include, for example, open water swimming, masters, water polo, diving, synchro, sub aqua and lifesaving training.

BACKGROUND TO THE FRAMEWORK

- 3.7. The three Legacy areas, now comprising of ABC Council area, all provide swimming pools, but in each area, there are different approaches to the operational management and delivery of the facilities for historical reasons.

- 3.8. The Aquatic Framework provides the opportunity to address these differences by developing a consistent aquatic offer in terms of quality, access and cost across the ABC Council area. This opportunity to develop is under-pinned by Council's significant commitment to capital investment in two new aquatic facilities one, confirmed as South Lake Leisure Centre, Craigavon, which is due to open in 2020 and one agreed in principle in Armagh City.
- 3.9. For the Aquatic Framework to deliver a quality, innovative and inclusive offering it will require collaboration between stakeholders. Council will take the lead in driving this process and will encourage involvement from all sectors, community voluntary, statutory and private.

FRAMEWORK SCOPE

3.10. The scope of the Aquatic Framework covers:



APPROACH TO DEVELOPING THE FRAMEWORK

- 3.11. The Aquatic Framework has been developed through a process of engagement and partnership, involving existing swimming clubs, the education authority, schools, aquatic stakeholders, public users and non-users and facility operators, equating to a holistic approach to development and delivery of the ABC Aquatic Pathway.
- 3.12. It is also important to highlight that the development of the Aquatic Framework happened during a period of change to Council's facilities and as such the delivery model could be subject to change.

4. STRATEGIC CONTEXT

4.1 The local context for aquatics in ABC is informed by both National and Local Framework and Policy. At National Level key policy influences include:

NATIONAL CONTEXT

FINA NATIONAL PLAN 2018-2021

VISION

To enable everyone in the world to swim.

MISSION

To increase participation in all aquatic sports.

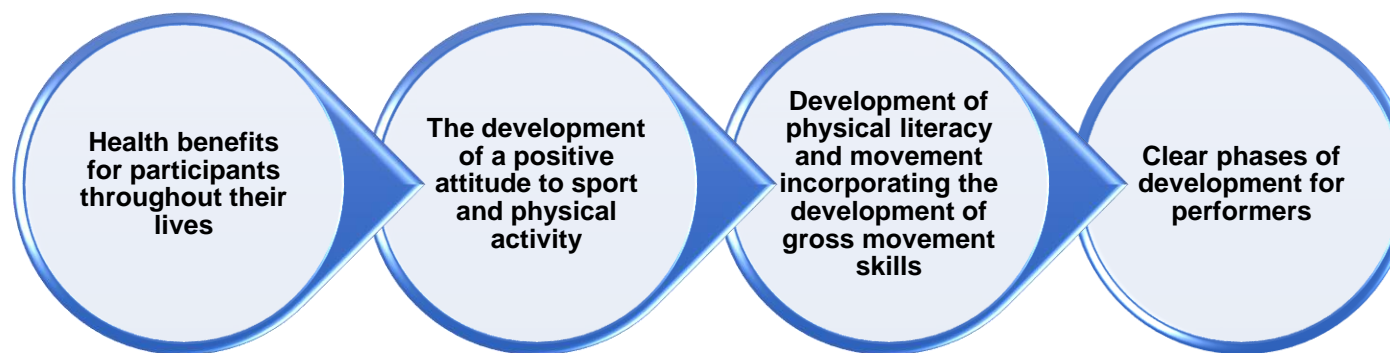
Of the identified 10 strategic goals there are three specific ones which the ABC Aquatic Framework specifically supports:

1. Increase number of registered participants in aquatic sports to 30 million by 2021.
2. Support National Federations to grow aquatics communities and promote healthy living.
3. Work with International Olympic Committee, United Nations, and governmental organisations to reduce number of people drowning each year.

SPORT MATTERS: THE NORTHERN IRELAND FRAMEWORK FOR SPORT AND PHYSICAL ACTIVITY 2009-2019 "... a culture of lifelong enjoyment and success in sport..."

Provision of high-quality swimming facilities in the Armagh City, Banbridge and Craigavon Borough, which offer public access at all times (when open) in a facility across the borough, have the potential to engage all ages in regular aquatic activity, as individuals or families, for both fun and enjoyment as well as health benefits.

LIFELONG INVOLVEMENT IN SPORT AND PHYSICAL ACTIVITY (LISPA) is an inclusive framework adopted by Sport NI and Sport Ireland which supports the approach to cater for all levels of physical activity and sport involvement. There are 4 main objectives of the framework:



A HEALTHIER FUTURE: A TWENTY YEAR VISION FOR HEALTH AND WELLBEING IN NORTHERN IRELAND 2005 – 2025 - sets out a vision for co-ordinated and cohesive public resources with health improvement at its heart.

Clearly, provision of accessible and sustainable community leisure facilities in the Armagh City, Banbridge and Craigavon Borough has a key role to play in increasing regular participation in physical activity and sport. Aquatic activities, which can be recreational and informal, as well as competitive, have the potential to contribute significantly to a healthier community.

A FITTER FUTURE FOR ALL - FRAMEWORK FOR PREVENTING AND ADDRESSING OVERWEIGHT AND OBESITY IN NORTHERN IRELAND 2012-2022 - The prevalence of people who are overweight and obese has been steadily rising in Northern Ireland, and in the western world, over the last few decades. It has been described as an “obesity time-bomb”; given the impact that obesity can have on physical and mental health and wellbeing.

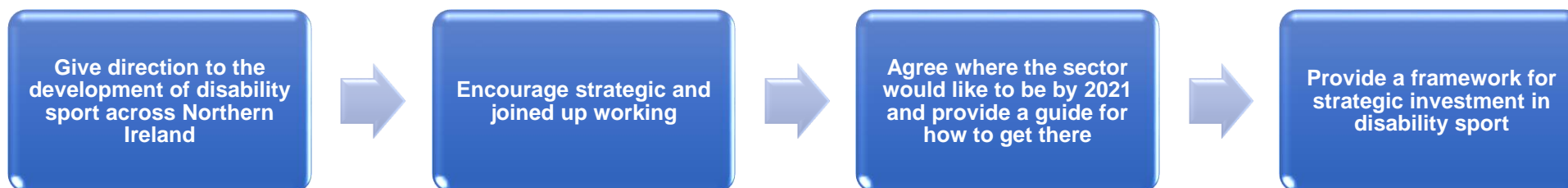
Clearly, provision of accessible and sustainable community leisure facilities in the Armagh City, Banbridge and Craigavon Borough has a key role to play in increasing regular participation in physical activity and sport which can help to combat and reduce obesity and becoming overweight.

ACTIVE LIVING NO LIMITS 2016 – 2021 - A plan to improve health and wellbeing for people with a disability in Northern Ireland through participation in sport and active recreation.

The vision for the Active Living: No Limits 2021 Action Plan is: That everyone with a disability has an equal opportunity to access sport and active recreation leading to a healthier and more active lifestyle.

The vision will be delivered by: Encouraging and facilitating a collaborative approach to increasing participation in sport and active recreation by people with a disability.

The purpose of the Action Plan is to:



Clearly, provision of accessible and sustainable community leisure facilities in Armagh City, Banbridge and Craigavon has a key role to play in increasing regular participation in physical activity and sport by those with a disability; this will build on the existing work of the three Special Olympic swimming clubs and extend opportunities for participation by all people with a disability. The Aquatic Framework also highlights the need and opportunity to provide participation pathways for those with mental health problems.

MAKING LIFE BETTER – A WHOLE SYSTEM STRATEGIC FRAMEWORK FOR PUBLIC HEALTH 2013-2023

VISION AND AIMS

Through strengthened co-ordination and partnership working in a whole system approach, the framework will seek to create the conditions for individuals and communities to take control of their own lives and move towards a vision for Northern Ireland where all people are enabled and supported in achieving their full health and wellbeing potential. The aims are to achieve better health and wellbeing for everyone and reduce inequalities in health.

The framework is structured around 6 themes:



The various outcomes to be achieved through these themes include encouraging and promoting the benefits of physical activity and participation to improve health and gain new skills.

SWIM IRELAND'S STRATEGIC PLAN 2017-21 sets out 5 pillars for swimming development; these are reflected in the Armagh City, Banbridge and Craigavon Aquatic Framework at local level.



LOCAL CONTEXT

CONNECTED – A COMMUNITY PLAN FOR ARMAGH CITY, BANBRIDGE & CRAIGAVON BOROUGH 2018-2023

Our 2030 vision – ***‘We have a happy, healthy and connected community, a vibrant and sustainable economy and appealing places for living, working and learning’.***

The Community Plan has identified 9 Long Term Outcomes which are the quality of life conditions we want for everyone in our borough by 2030.

The Aquatic Framework will contribute to the long- term outcome that sits under Healthy Community which is:

‘People are making positive lifestyle choices. They are more resilient and better equipped to cope with life’s challenges’.

2018 – 2023 ARMAGH CITY, BANBRIDGE AND CRAIGAVON BOROUGH COUNCIL CORPORATE PLAN

The vision for the Council’s Corporate Plan is the same as the Community Plan which is to have ‘a happy, healthy and connected community, a vibrant and sustainable economy and appealing places for living, working and learning’.

The Corporate Plan has identified 30 commitments that we will make to positively contribute to this vision.

The Aquatic Framework will contribute to the Healthy Community commitment by:

Providing a range of quality opportunities for everyone to be active and healthy.

EVERYBODY ACTIVE 2020: This is a four year lottery funded programme aimed at getting people more active more often through sport and physical activity in Northern Ireland.

Sport Northern Ireland has invested £6.2 million in the 11 District Councils across Northern Ireland to help increase quality opportunities for targeted groups to increase participation in sport and physical activities across key life-course transitions, (for example, children moving from primary school to post-primary, young people leaving education, having a family, or retiring from work).

In particular increases in participation are targeted among traditionally under-represented groups which include:

- **Women and girls (specifically aged 14-25)**
- **People with a disability; and**
- **Those living in areas of greatest social need (specifically people living within quartile 1 of wards designated by NI Multiple Deprivation Measure Index 2010)**

These themes are aligned to those in the Council's Corporate Plan and the Community Plan for the area and will be developed with communication, collaboration, equality and sustainability as cross cutting themes.

- 4.2 The Aquatic Framework reflects the above Visions and Themes in its development and implementation.
- 4.3 At local level, Armagh City, Banbridge and Craigavon Borough Council has already made a significant commitment into the future development of aquatic provision, through the development of the South Lake Leisure Centre, (in construction), and the new facility agreed in principle for Armagh City.
- 4.4 Council has recognised the need to close ageing facilities and invest in new. Furthermore, there is an understanding of the need to change the way in which aquatic activities are delivered. The development of an Aquatic Pathway, and future delivery of swimming lessons through the Swimming Teacher's Association (STA) Teaching Programme are other key decisions informing future planning for aquatics in the borough. The STA programme is viewed as the closest to the current programme in terms of content and approach, meaning minimal change to resources and to the customer experience.

5. AQUATIC PROVISION IN ARMAGH, BANBRIDGE AND CRAIGAVON – KEY ISSUES, CHALLENGES AND OPPORTUNITIES

- 5.1. The main challenge facing the future provision of aquatic activity is to consistently provide an accessible offer to customers, to thereby ensure that regardless of where they live or which facility they visit their experience is consistently good.
- 5.2. In terms of being consistent, specific areas to be addressed include delivery of the Learn to Swim Programme, public access (cost and opening hours), pool programming, the provision of recreational swimming activities, targeting specific groups, the offer to swimming clubs, competitive aquatic activities and an Aquatic Pathway.
- 5.3. Ensuring consistency will assist operational management and revenue generation; it will also better align the aquatic offer to identified local priorities, facilitate partnership working and better support a co-ordinated focus on increasing participation to reduce health inequalities.
- 5.4. A summary of the key issues, challenges and opportunities for aquatics is set out in Table 5.1.

Table 5.1: Key Issues, Challenges and Opportunities

KEY ISSUE/CHALLENGE	WHY THIS IS A KEY ISSUE	OPPORTUNITY
SCHOOL SWIMMING	<ul style="list-style-type: none"> Numbers of schools are participating is declining. Education Authority fund schools to access swimming lessons. 	<ul style="list-style-type: none"> For Facility Managers to work with the Education Authority/Schools to promote the benefits of swimming and the excellent school swimming programme available.
	<ul style="list-style-type: none"> Provision of a quality teaching environment – class size and teaching ratios are critical to learning to swim. Access to transport, lesson length, cost, content and quality need to be consistent. 	<ul style="list-style-type: none"> To streamline lesson length i.e. a minimum core offer of 30 minutes. Introduce a borough wide pricing scheme. Offer consistent lesson content and progression taking into account ability and class size.
	<ul style="list-style-type: none"> Teaching Children to Swim is a statutory curriculum requirement at Key Stage 2. 	<ul style="list-style-type: none"> To better promote the curriculum and educate parents; develop school club links.

KEY ISSUE/CHALLENGE	WHY THIS IS A KEY ISSUE	OPPORTUNITY
LEARN TO SWIM PROGRAMMES	<ul style="list-style-type: none"> • Council will be using the STA syllabus & will ensure that swimming clubs understand how their role will compliment this delivery model. 	<ul style="list-style-type: none"> • Council takes responsibility for all Learn to Swim Programmes. • Clubs focus on recreational swimming e.g. swim fit and talent identification and performance development i.e. stroke production, skill development, competitive swimming and the ABC Performance Squad. • Establish a working group between Council, Clubs and Swim Ireland/Ulster to agree the best approach for talent identification transfers to clubs.
	<ul style="list-style-type: none"> • Current inconsistencies need to be addressed. 	<ul style="list-style-type: none"> • Swimming Co-ordinator to be recruited for the legacy Craigavon area. • To manage the change from the Swim Ireland Learn to Swim Programme to the STA Programme will require some co-ordination. This is already underway but should be continually reviewed & monitored to ensure effectiveness. The STA programme is more effective and fitting with Council resources. • Offer one Council programme and brand across the borough.
	<ul style="list-style-type: none"> • Need for parents/carers to understand the STA Swimming Programme, what is involved in progressing through this, and why it is important to achieve each step before moving to the next. 	<ul style="list-style-type: none"> • Development of advice and guidance on learn to swim programme.
PUBLIC SWIMMING	<ul style="list-style-type: none"> • Council builds facilities and provides opportunities for people to be active at a subsidised rate. 	<ul style="list-style-type: none"> • Need to improve and increase accessibility.
	<ul style="list-style-type: none"> • The public survey identified a desire for more public swim time. 	<ul style="list-style-type: none"> • Provide public swimming at all times in a facility across the borough (when open).
	<ul style="list-style-type: none"> • Participation in aquatic activity can contribute to reduced health inequalities 	<ul style="list-style-type: none"> • Opportunity to increase participation, particularly amongst those at risk of poor health e.g. swim for a mile initiative from Swim Ireland/Ulster.

KEY ISSUE/CHALLENGE	WHY THIS IS A KEY ISSUE	OPPORTUNITY
AQUATIC PATHWAY	<ul style="list-style-type: none"> A clear pathway from learn to swim to performance has to be available for all aquatic participants to enable them to develop and progress with the right support and opportunity. 	<ul style="list-style-type: none"> Increased partnership working across the Aquatic Pathway with clear roles and responsibilities for all stakeholders. Consider participation in National Swimming Day as promoted by Swim Ireland/Ulster.
	<ul style="list-style-type: none"> Clear focus for clubs on the development of talent, skill and performance swimming, as well as recreational swimming e.g. swim fit. 	<ul style="list-style-type: none"> Working with all swimming clubs to develop their role in talent development and performance swimming.
	<ul style="list-style-type: none"> Variations exist in current charging to aquatic clubs due to legacy arrangements. 	<ul style="list-style-type: none"> Harmonise pricing across the borough.
ABC PERFORMANCE SQUAD/CLUB COLLABORATION	<ul style="list-style-type: none"> Access to pool time and coaches. 	<ul style="list-style-type: none"> Work with Swimming Clubs and Swim Ireland/Ulster to establish one Performance Squad for ABC talented swimmers. Encourage clubs to work together to maximise use of pool space during club time.
PARTNERSHIPS WITH KEY AQUATIC STAKEHOLDERS/WORKFORCE DEVELOPMENT	<ul style="list-style-type: none"> Consistency in approach to workforce development. 	<ul style="list-style-type: none"> Implement the Council training programme ensuring that staff training is of a high standard and relevant for the duties being carried out. Continue to provide professional development opportunities for Council staff e.g. NPLQ; Assistant Teachers etc.
	<ul style="list-style-type: none"> Shortage of workforce. 	<ul style="list-style-type: none"> Develop opportunities for employment by: <ul style="list-style-type: none"> - Offering volunteering opportunities. - Partnership working with Clubs. - Linking with Education.
	<ul style="list-style-type: none"> Growth in activities such as open water swimming, triathlon, sub aqua, canoeing, water polo, synchronised swimming, aqua fit and disability activities etc. 	<ul style="list-style-type: none"> Opportunity to work with Craigavon Watersports Centre, local clubs and Swim Ireland/Ulster to develop open water swimming. Opportunity to link participation in these activities to the Aquatic Pathway through working with clubs.

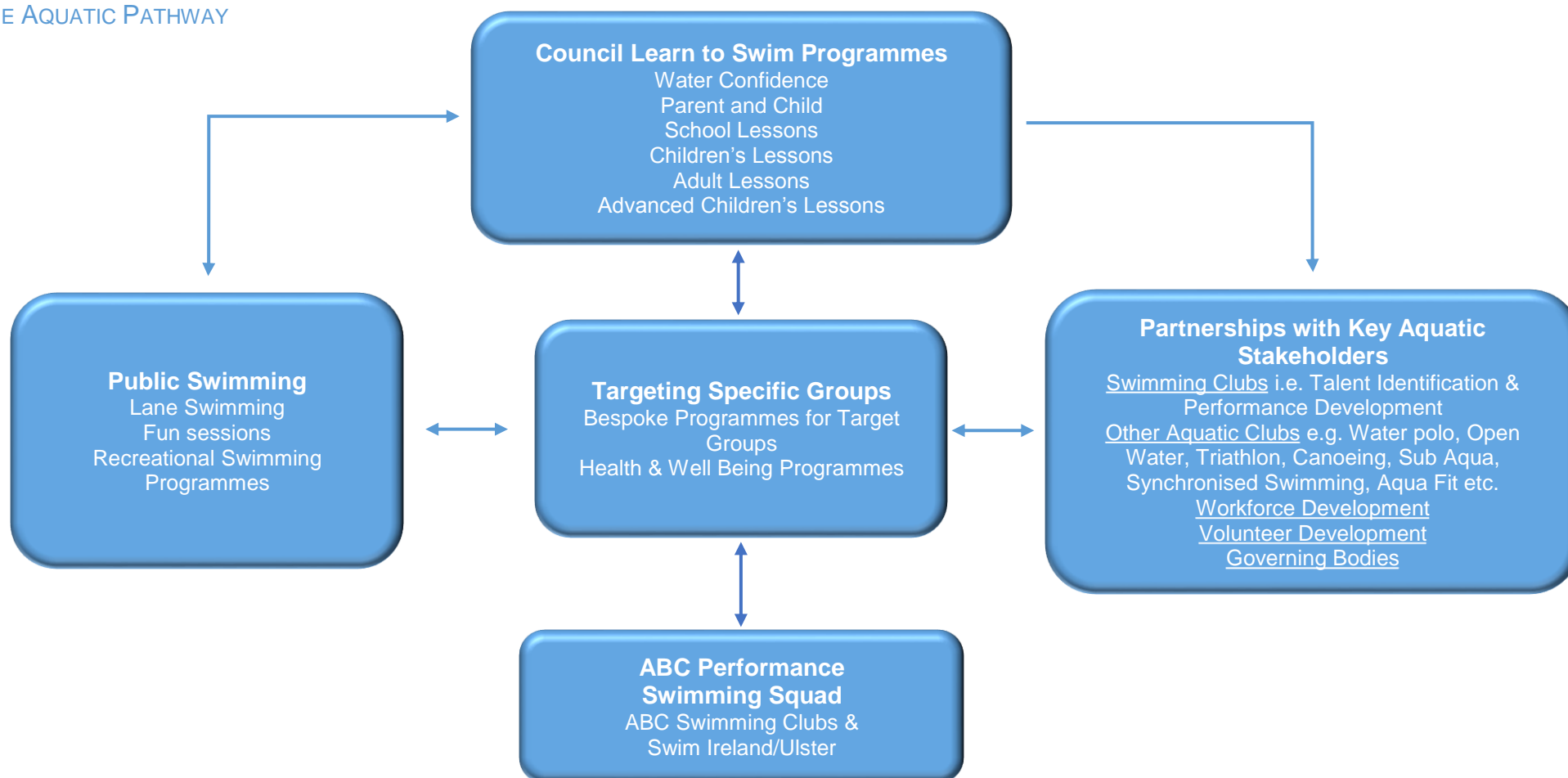
KEY ISSUE/CHALLENGE	WHY THIS IS A KEY ISSUE	OPPORTUNITY
PROGRAMMES FOR SPECIFIC TARGET GROUPS/HEALTH AND WELL BEING PROGRAMMES	<ul style="list-style-type: none"> • Current offer could be improved for specific target groups i.e. people with a disability, women and girls, people with high social need/low income and those at risk of poor health. 	<ul style="list-style-type: none"> • Expansion of current successful provision and introduction of new programmes for specific target groups across all centres • Development of SLLC with its improved accessibility offer and learning pool opportunity. • Fit for purpose facilities. • Staff training.
	<ul style="list-style-type: none"> • Grow participation in Health and Well-being Programmes 	<ul style="list-style-type: none"> • Opportunity to develop 'active' staff/corporate initiatives/ workplace health through Investing for Health Officers and Swim Ireland/Ulster through their workplace health initiative.

6. THE VISION FOR AQUATICS IN ARMAGH CITY, BANBRIDGE AND CRAIGAVON BOROUGH COUNCIL

THE VISION

- 6.1 The Vision in Armagh City, Banbridge and Craigavon Borough is to have high quality, consistent and accessible aquatic activities based on a clear pathway and delivery partnership, to increase participation, develop talent and achieve health and well-being outcomes.

THE AQUATIC PATHWAY



FRAMEWORK OBJECTIVES

6.2 The public survey informing the Aquatic Framework highlights that **59% of respondents identify children’s swimming lessons as a priority**, and **47% of respondents identify lane swimming as a priority**.

6.3 The priorities and objectives for the Aquatics Framework are therefore:

AQUATIC FRAMEWORK PRIORITIES:	AQUATIC FRAMEWORK OBJECTIVES:
<p>Our Priorities are:</p> <ul style="list-style-type: none"> • Delivery of Learn to Swim Programmes. • Availability of Public Swimming. • Developing Partnerships with Key Aquatic Stakeholders. • Targeting Specific Groups. 	<p>To meet these priorities our key objectives are:</p> <ul style="list-style-type: none"> • To ensure all children in the borough have the opportunity to learn to swim and improve their skills in a quality structured environment. • To be consistent in our operational approach, promotion and delivery. • To offer a balanced programme of public swimming. • To provide public swimming at all times in a facility across the borough (when open). • To work in partnership to implement the Aquatic Pathway. • To encourage collaboration between clubs to see the development of a borough wide Performance Squad, in conjunction with Swim Ireland and Ulster, to aspire to achieve medal success. • To develop an effective aquatics workforce that is qualified, educated and trained to a consistent standard. • To ensure everyone has the opportunity to enjoy aquatics as part of a healthy lifestyle.

7. FRAMEWORK IMPLEMENTATION AND DELIVERY

- 7.1 Implementation of the Aquatic Framework will be delivered through the Aquatic Pathway. It will be important to identify an Aquatic Lead(s) to support this implementation and provide a central point for all aquatic partners and stakeholders, to ensure all available resources are used as effectively as possible, to deliver on identified aquatic priorities.
- 7.2 As part of developing the action plan, a number of KPIs should be identified as a priority to ensure the objectives of the Aquatic Framework and Pathway are being delivered. These will need to be measured by the facility managers and be reported on at agreed intervals. The following KPI's are suggested for inclusion:

Table 7.1: Initial Suggested KPI's

PRIORITIES	INITIAL KPIs
DELIVERY OF LEARN TO SWIM PROGRAMMES	<ul style="list-style-type: none"> • Number of people learning to swim – total per annum • Number of people learning to swim – total from individual lessons per annum • Number of children learning to swim – total from school swimming lessons per annum • Annual number of schools completing a minimum of 10 weeks of swimming lessons at KS2
AVAILABILITY OF PUBLIC SWIMMING	<ul style="list-style-type: none"> • Number of new participants taking part in swimming and other aquatic activities per annum • Number of public swimming sessions per pool as a % of total opening hours • Number of fun sessions per annum per pool as a % of total opening hours
DEVELOPING PARTNERSHIPS WITH KEY AQUATIC STAKEHOLDERS	<ul style="list-style-type: none"> • Number of club sessions per pool per annum • Number of galas per pool per annum • Number of Swim Ulster endorsed Swimming Club Development Plans • Number of aquatic clubs achieving Clubmark • Annual competitive achievements of the ABC Performance Squad • Number of other aquatic activity sessions per pool as a % of total opening hours
TARGETING SPECIFIC GROUPS	<ul style="list-style-type: none"> • Number of people from specific target groups who have been identified as less likely to take part in sport and physical activity, namely people with a disability, women and girls and people with high social need/low income.

- 7.3 The Aquatic Action Plan articulates the priority actions across the Aquatic Pathway, with a focus on the initial 2 years. These will need to be reviewed on an ongoing basis by the Aquatic Lead(s) to assess whether benchmarks are being met, and KPIs achieved.

AQUATIC FRAMEWORK ACTION PLAN 2019 - 2021

Table 7.2: Action Plan

PRIORITIES	OBJECTIVES	ACTION	TIMESCALE	RESPONSIBILITY	OUTCOME
DELIVERY OF LEARN TO SWIM PROGRAMMES	To ensure all children in the borough have the opportunity to learn to swim and improve their skills in a quality structured environment.	Council takes responsibility for all Learn to Swim Programmes by continuing to implement and monitor the STA Learn to Swim Programme at all ABC pools.	YR 1	Co-ordinators/Head Teachers	Increased numbers of children learning to swim. Programme regularly reviewed and monitored.
		Facility Managers to work with the Education Authority/Schools to promote the benefits of swimming and the excellent swimming programme available.	YR 1	Facility Managers	Increased numbers of schools participating in the School Learn to Swim Programme.
	To be consistent in our operational approach, promotion and delivery.	Swimming Co-ordinator to be recruited for the legacy Craigavon area.	YR 1	Facility Managers	Improved quality and consistency in aquatics.
		Streamline learn to swim lesson length, i.e. a minimum core offer of 30 minutes; Introduce a borough wide pricing scheme; Offer consistent lesson content and progression taking into account ability and class size.	YR 1	Facility Managers	Improved quality and consistency in the Learn to Swim experience.
		Ensure relevant and consistent information and advice is available across the Borough on Learn to Swim i.e. devise an information booklet.	YR 1	Facility Managers	Improved information and advice.
		Ensure all swimming teachers are fully trained to deliver the STA learn to swim Programme.	YR 1	Co-ordinators/Head Teachers	Improved quality and consistency in the Learn to Swim experience.

PRIORITIES	OBJECTIVES	ACTION	TIMESCALE	RESPONSIBILITY	OUTCOME
		Monitor progress the progression of swimmers through the Learn to Swim programmes.	YR 1 and ongoing	Co-ordinators/Head Teachers	Improved progress thorough Learn to Swim programmes.
		Develop Parental/Carer information and guidance to promote better understanding of the Learn to Swim programme and the outcomes to be achieved at each stage to enable progression, plus the links to clubs.	YR 1	Co-ordinators/Head Teachers	Improved parental/carers engagement and understanding.
		Develop Parental/Carer Code of Conduct.	YR 1	Co-ordinators/Head Teachers	Improved parental/carers understanding.
		Establish an online booking system for swimming lessons.	YR 1	Facility Managers	Better access to swimming lesson booking. Ability for parents/carers to monitor their child's progress online.
		Establish DD system for swimming lessons.	YR 1	Facility Managers	Improved access to learn to swim programmes.
AVAILABILITY OF PUBLIC SWIMMING	To offer a balanced programme of public swimming.	Development of a balanced programme reflecting identified Aquatic Framework priorities to improve lane swimming and fun sessions.	YR 1 and ongoing	Facility Managers	Increased provision of public swimming. Increased access to public lane swimming and fun sessions. Clear alignment to health and well-being priorities.

PRIORITIES	OBJECTIVES	ACTION	TIMESCALE	RESPONSIBILITY	OUTCOME
	To provide public swimming at all times in a facility across the borough (when open).	Increased access to opportunities for public swimming across the Borough.	YR 1	Facility Managers	Wider programme of aquatic activity to encourage increased participation e.g. participate in Swim Ireland/Ulster Swim for a mile initiative.
DEVELOPING PARTNERSHIPS WITH KEY AQUATIC STAKEHOLDERS	To work in partnership to implement the Aquatic Pathway.	Promote the Aquatic Framework and Pathway across the Borough to increase awareness of available opportunities and activities beyond the Learn to Swim programme.	YR1 and ongoing	Facility Managers and Swimming Clubs	Clear Aquatic Pathway in place. Increased awareness of how to access to learn to swim and activities beyond that i.e. performance and recreational to ensure that everyone can achieve their goals e.g. participate in National Swimming Day.
	To encourage collaboration between clubs to see the development of a Borough wide Performance Squad, in conjunction with Swim Ireland/Ulster, to aspire to achieve medal success.	Establish a working group between Council and aquatic clubs to promote their role in the Aquatic Pathway and ensure talent identification supports those participants who have the ability to move into performance aquatics.	YR 1	Facility Managers/ Swimming Clubs	Working group established. Increased awareness of the clubs' role in developing aquatic participation and performance.
		Establish the opportunity for learn to swim parental/carer engagement with swimming clubs by developing a club information leaflet for parents/carers to promote club links.	YR 1	Facility Managers/ Swimming Clubs	More engaged and better informed learn to swim parents/carers. Potential for parents/carers to become involved as volunteers in clubs.
		Clubs to support talent identification towards the end of the learn to swim programme.	YR 1	Co-ordinators/Head Teachers/Swimming Clubs	Early identification of talent; appropriate and supported access to the Aquatic Pathway.

PRIORITIES	OBJECTIVES	ACTION	TIMESCALE	RESPONSIBILITY	OUTCOME
		Establish an ABC Performance Squad and agree training times.	YR 1	Swimming Clubs/Swim Ireland/Ulster/Facility Managers	New ABC Performance Squad. Improved training opportunities for ABC swimming clubs through clubs working together to maximise pool time.
		Continue to work with Special Olympic Clubs to develop aquatics for people with learning disabilities.	YR1 and ongoing	Facility Managers/Special Olympic Clubs	More people with learning disabilities participating in aquatic activities.
	To develop an effective aquatics workforce that is qualified, educated and trained to a consistent standard.	Work with clubs, education and the wider community to identify those who would like to complete NPLQ, DST, swimming teaching qualifications and apprenticeship opportunities.	YR 1 and ongoing	Facility Managers/ Swimming Clubs/Stakeholders/Swim Ireland/Ulster	Increased number of qualified staff.
		Develop a consistent, relevant and high-quality training programme for all council staff involved in aquatic development and delivery	YR 1	Facility Managers	High-quality, well-informed and appropriately qualified staff.
		Monitor and evaluate council staff training needs and address as appropriate.	YR 1 and ongoing	Co-ordinators/Head Teachers	Ongoing investment into staff training and development.
		Implement council training programme.	YR 1 and ongoing	Facility Managers	Increased number of qualified staff.
SPECIFIC TARGET GROUPS	To ensure everyone has the opportunity to enjoy aquatics as part of a healthy lifestyle.	Expand Aqua Chips Scheme for young people with disabilities into all centres.	YR1 and ongoing	Co-ordinators	More young people with disabilities participating in aquatic activities more regularly.

PRIORITIES	OBJECTIVES	ACTION	TIMESCALE	RESPONSIBILITY	OUTCOME
		Offer Para Swimming.	YR1 and ongoing	Co-ordinators/Swim Ireland/Ulster	More people with physical disabilities participating in aquatic activities.
		Offer 1:1 teaching.	YR1 and ongoing	Co-ordinators	More people with disabilities participating in aquatic activities
		Invest in development of qualified Disability Swimming Teachers through provision of appropriate courses and CPD e.g. Additional Support Needs/Autism Spectrum Disorder Qualifications.	YR1 and ongoing	Co-ordinators/Swim Ireland/Ulster	More qualified disability swimming teachers.
		Introduce Autism friendly sessions and lessons in all Centres.	YR1	Co-ordinators	More people with disabilities participating in aquatic activities.
		Encourage participation in aquatic activity by people at risk of poor health.	YR1 and ongoing	Co-ordinators	More people at risk of poor health participating in aquatic activities.
		Promotion of water based activities for women and girls which target specific “drop out” times in their lives.	YR1 and ongoing	Co-ordinators	Increased offering for and participation in activities by women and girls.
		Promotion of water based activities including learning to swim for people from areas of high social need.	YR1 and ongoing	Co-ordinators	Increased offering and participation in activities by people living in areas of high social need, especially children and young people learning to swim.
		Development of Fit for Purpose Facilities.	YR1 and ongoing	Council	SLLC improved accessibility offer and learning pool opportunity.
		Development of ‘active’ staff/corporate initiatives/ workplace	YR1 and ongoing	Co-ordinator/Swim Ireland/Ulster	Targeted workplace initiatives

PRIORITIES	OBJECTIVES	ACTION	TIMESCALE	RESPONSIBILITY	OUTCOME
		health through Investing for Health Officers.			
		Work with Craigavon Watersports Centre, Swimming Clubs and Swim Ireland/Ulster to develop open water swimming	YR1 and ongoing	Co-ordinators/Swimming Clubs/Craigavon Watersports Centre/Swim Ireland/Ulster	Opportunities to participate in a wider range of aquatic activities
		Link participation in new activities to the Aquatic Pathway through working with clubs e.g. water polo and lifesaving training.	YR1 and ongoing	Co-ordinators/Swimming Clubs	Increased participation opportunities

APPENDIX 1: SUMMARY OF ABC SCHOOLS' RESPONSE

A short survey was sent to all ABC schools to identify views on existing provision of swimming lessons, highlight areas where schools would like to see improvements and ascertain levels of interest in a wider aquatics programme.

Overall, the following response levels were achieved:

Armagh	16 schools responded
Banbridge	15 schools responded
Craigavon	17 schools responded
TOTAL	48 responses from schools

The number of swimming lesson sessions in which schools participate ranges from 1 per week to 6 per week. Schools participating in higher numbers of sessions tended to be those closer to individual facilities, and those offering sessions to multiple year groups.

The participating year groups range from P4-P7.

The positive experiences of the existing ABC swimming lesson programme are:

- Quality of instructors and instruction
- Good progression
- Friendliness of instructors and their ability to teach at all levels
- Accessibility of bookings
- Flexibility over classes
- Location (this varied depending on geographical area and school address)

Areas for improvement in the swimming lesson programme are identified as:

- Longer lesson times i.e. 30 minutes minimum
- Smaller classes
- Instructors being in the water with the children
- Instructors showing more enthusiasm (very limited comments)

- Providing opportunities to participate in badge work/awards
- Smaller changing cubicles
- Male facility staff checking changing areas
- Café facilities as opposed to just vending

There is interest in a wider aquatics programme from the majority of respondent schools. Specifically, schools would be interested in life-saving lessons for their stronger swimmers, and galas/competitive events for the smaller schools. The main concerns raised in relation to increasing the range of activities available are cost (mainly transport) and time, given the existing packed curriculum. Additionally, schools were adamant that additional activities should have educational benefit.

Many schools already feel they optimise travel and timing arrangements for swimming lessons e.g. shared coaches, 3 classes travelling together, so these aspects of additional activities were not as important.

There was very limited mention of/interest in, outdoor activities linked to the lake/wider environment.

APPENDIX 2: SUMMARY OF AQUATIC FRAMEWORK PUBLIC CONSULTATION

A public survey asking a number of questions about aquatics and future provision of swimming and other activities in the Borough, ran from 22/10/2018 to 11/11/2018.

A total of 156 responses were received to the survey, 87 of which were from organisations.

123 respondents are existing users of ABC swimming pools.

Of the 28 non-users **responding to Question 5: What would encourage you to use our aquatics/swimming facilities**, the following responses were stated:

RESPONSE	TOTAL RESPONSES	%
MORE SUITABLE OPEN AND CLOSING TIMES	43	26.54%
PROVIDE CHILD CARE FACILITIES	17	10.49%
BETTER ACCESSIBILITY	11	6.79%
REDUCED FEES	33	20.37%
TRANSPORT	2	23%
NOT ANSWERED	103	63.58%

Responses to Question 6: What sort of aquatic/swimming pool related activities are most important to you? identified:

OPTIONS	TOTAL RESPONSES	%
SCHOOL SWIMMING LESSONS	52	32.10%
CHILDREN'S SWIMMING LESSONS	96	59.26%
ADULT SWIMMING LESSONS	41	25.31%
PARENT AND BABY SWIMMING LESSONS	31	19.14%

OPTIONS	TOTAL RESPONSES	%
DISABILITY SWIMMING LESSONS	23	14.20%
LANE SWIMMING	77	47.53%
SWIM A MILE	25	15.43%
LOUNGER TO LENGTHS	33	20.37%
FUN SESSIONS WITH INFLATABLES	55	33.95%
FUN SESSIONS IN A FUN POOL	71	43.83%
AQUAEROBICS / AQUA FIT	40	24.69%
OUTDOOR SWIMMING	39	24.07%
NONE OF THESE	1	0.62%
NOT ANSWERED	2	1.23%

Respondents identified the following activities that they would like to see in the swimming pools in Armagh City, Banbridge and Craigavon (grouped to provide a summary):

FUN SESSIONS	SWIMMING LESSONS	OTHER ACTIVITIES
<ul style="list-style-type: none"> • More fun sessions for children / families. • Waterslides. 	<ul style="list-style-type: none"> • Smaller swimming lessons - especially for the beginners. • Lessons for adults. • More provision for lane swimming in evenings or even a Masters Swimming Club. • Extended pool availability for swimming only • Family sessions. • Female only sessions. • Swimming Clubs. • A lot of the Mum and Baby sessions are on during the day, a Saturday morning class or 	<ul style="list-style-type: none"> • Synchronized swimming club. • Lifesaving club. • Better availability for private lane hire. • Birthday parties availability. • Would like to continue to hire the learner's pool for our sure start activities specifically for our families. This includes for introduction to the water session for babies and also fun activities to encourage families to attend the swimming pool. • Men swim night only. • Yoga.

FUN SESSIONS	SWIMMING LESSONS	OTHER ACTIVITIES
	<p>evening class would suit when parents are back at work.</p> <ul style="list-style-type: none"> • Swimming lessons are overcrowded at Portadown. • School swimming lessons. • Development of an outdoor pool and facilities. • Why is there not more feedback from swimming coach until the end of a block session? • CPR as part of the swimming lessons. • 1:1 swimming lessons. • There are too many schools to use one new leisure facility for all their swimming lessons. • Children's swimming at more suitable times e.g. not over meal times or after 6pm on weeknights - all day at the weekends. • More choice and flexibility without waiting lists for children's swimming lessons. • Easily accessible club swimming especially for children of all ability ranges. 	<ul style="list-style-type: none"> • Water polo. • Aqua running. • Diving lessons. • A crèche so that mothers are able to use the facilities. • More jacuzzis. • Kayaking. • Children's aqua fit classes - upper primary age. • Organised pool games for children. • Children's fitness classes e.g. pool aerobics. • More fitness activities. • Would be great if there was a water disco kind of thing. • Lazy river.

OTHER COMMENTS	ABOUT THE SWIMMING POOLS	DISABILITY SWIMMING
<ul style="list-style-type: none"> • More incentives to get people swimming. • Better sauna/ steam room. • Separate swim pools and fun pools with slides (note plural, more than one, like it was supposed to be originally). You need a better swimming/ leisure pool than Lisburn to attract people. • More parking. 	<ul style="list-style-type: none"> • Warmer changing areas. • Banbridge swimming not deep enough to swim comfortably in. • Swimming club for children which isn't favoured by religion as is presently at Portadown swimming pool. 	<ul style="list-style-type: none"> • Swimming lessons specificity for children with disabilities i.e. Autism. • Access is very difficult. • A small warmer pool for people with disabilities to be able to participate low level aqua exercises up to more moderate level. Normal pool temperature is too cold.

OTHER COMMENTS	ABOUT THE SWIMMING POOLS	DISABILITY SWIMMING
<ul style="list-style-type: none"> • Why does your current membership NOT include class only options? • Include swimming within membership. • Please ensure teachers and parents do not walk along poolside in outdoor shoes spreading infection. • Foot baths reinstated to disinfect feet. • Mixed sex changing rooms for parents looking after children 8-12 yrs. of opposite sex - not appropriate for kids this age to be in changing rooms without adult supervision. • Earlier & later opening times. • All day swimming availability. • No closure please on Sundays. • You currently have 2 ladies showers available in ladies swimming pool toilets - inadequate! • 3 hairdryers available - always a queue! • Better access to Astro Turf hockey pitch. One pitch in the greater Armagh area is insufficient! • The swimming pool at Orchard Leisure Centre is earmarked for closure, this will be such a shame as it is in a central and local area and people using it are local people who don't necessarily need to use their cars or transport to get to it. If there is a new Leisure Centre built in Armagh, I can't see it being as accessible to the whole community. • Complimentary hairdryers not coin operated. • Warmer showers. 	<ul style="list-style-type: none"> • I would like to be able to swim in morning after kids have gone to school and this is not currently possible. • Better changing provision for families. • A separate dedicated pool for lessons so that the public can access whole pool all day. • Dedicated children swimming in warm pools. • Warm pool as Waves Pool Lurgan is freezing cold cannot bring kids to waves lips go blue • 1:1 lessons. • Warmer pools. 	<ul style="list-style-type: none"> • There needs to be more provision of 1:1 swimming lessons and priority for those with special needs. • Some showers should have temperature controls for those with sensory issues. • Pools need a sloped ramp for people with mobility problems to access easier.

Respondents identified the main things that would encourage them to use the ABC swimming pools as:

- The pool is too cold for young kids - we live in Banbridge and regularly go to Lisburn.
- Warmer water especially in baby pool.
- Banbridge pool is not deep enough to comfortably swim in. Such a shame, as I used to swim every morning at the old pool.
- I live in Finland, though I am from the Hillsborough / Dromore area. Here in Finland I regularly take part in aqua running - I wear a floatation belt and run up and down the pool. As I have asthma, I can buy a ticket for 55€ that is valid for 1 year. This special ticket is also offered to pensioners and people with e.g. heart trouble. I would recommend the introduction of such a scheme to ABC.
- Smaller sized swimming classes.
- Update them.
- Swim lanes at times to suit people leaving work.... if not one lane always in place.
- Warmer pool water. It's freezing! Adult only swim times.
- Family changing facilities.
- Increase in water temperature. Increase in air temperature. Pleasure pool for children. Larger showering area.
- Better changing rooms and showers, leaving a lane or 2 for free swimming from 6 to 8pm.
- Better facilities and more lessons for children at suitable times, weekends.
- Can't get, always closed due to lessons.
- Better family changing facilities - at Armagh too few provided. At Portadown no proper facilities
- More fitness classes.
- Access for swimming at all times.
- Swimming ladies evening.
- If there was better access for adults, as lanes are closed regularly for swimming lessons.
- Better private changing facilities.
- The pool/gym open early mornings for public use i.e. 6am - 10am.
- Would like to have a women only session, even once a month would be good. Many women post-breast surgery are very self-conscious and would not go swimming in a mixed session.
- I would like to see women only sessions.

- Most people start work between the hours of 8 and 9am. I start at 8/8 30am and would love go for a swim in the morning before work but the opening time of 7.30am is much too late. When I lived in Belfast, working in Carrickfergus I joined attended the Carrickfergus pool every morning as it had a much more morning friendly opening hour of 6.30am. This suits people for that pre-work access.
- No longer have women only swimming.
- Not a very good swimmer, more interested in other sports and not a good selection of slides for kids.
- Let adults in during the day!
- Cafe/coffee bar and changing rooms with cubicles for privacy (unisex fine).
- Better and more public swimming times not enough time to allow public to swim. Stop closing during holiday periods we except main holidays Christmas and Easter and 12th July only.