



## Brighton Dolphin Swimming Club.

### **Teaching staff Appraisal System**

Brighton Dolphin swimming club is committed to the swim21 process and as part of that has to put in an appraisal system for its coaching and teaching staff.

#### **What we have now.**

Currently we have a system of mentoring where the coach and experienced teaching staff are shadowed and assisted by those new to the club. This system has worked very well and will continue much as before. Please feel free to ask for any assistance and advice at any time of the year.

#### **What will change**

To ensure that we are Swim 21 compliant we have developed a formal appraisal and feedback system. The feedback system we have put in place is that of peer review and comments from the swimmers. We feel that people working along side you and those that you instruct are in the best position to give you feedback. All feedback will be anonymous and only the Director of Swimming and you will see it. Participation in the review process is actively encouraged, however no one will be forced to take part.

#### **How will it work**

You can access the appraisal system through the club website where there is a page for leaving feedback on the teaching staff taking part. This system will allow people to leave feedback anonymously and will be sent to Director of Swimming (DOS). It is up to you to ask people to leave feedback for you and to inform the DOS that you wish to take part so you can be added to the website. We aim to have all the feedback in by the end of November in each year, and the DOS will arrange a walk through of the comments with you during December and discuss any issues that may come from this process.

#### **Website Details**

Appraisal Page can be accessed from the swim21 menu on the homepage <http://www.jndavies.f2s.com/bdsc/swim21/test.htm> while we are testing