

# PARA SWIMMING

VISION

Be a fully inclusive sporting organisation where ALL swimmers compete and grow as ONE.

MISSION

To blaze a trail for fostering, developing and growing Para swimming in New Zealand.

VALUES

We will aspire to operate with integrity, transparency and be accountable for our actions.

## GOALS

As an organisation lead the way in inclusive thinking, removing barriers and integrating Para swimming regionally and nationally.

Ensure a continuous stream of Para swimmers from community through to high performance.

To develop and strengthen coaching, officials and athlete development opportunities.

# FOCUS AREAS



## EDUCATED OFFICIALS AND COACHES

Capable officials and coaches who are confident in their role of officiating and developing Para swimmers.

- National and regional capability to competently officiate Para swimmers.
- Structured and inclusive education pathways for officials and coaches.
- Increased standards of officiating Para swimmers.

## INCREASED PARTICIPATION

Well-equipped regions and clubs to embrace SNZ's inclusive intent.

- Better identification of Para swimmers within the SNZ database.
- Increased depth of field.
- Building relationships with clubs, regions and outside stakeholders.
- Strong Leadership and Direction from SNZ.

## INCLUSIVE PATHWAYS AND EVENTS

Well-prepared athletes achieving and developing into mature athletes.

- Using statistical analysis to monitor performance and assist with targeted race selection.
- Addressing the competitive and developmental gaps in the pathway.
- Increased capability of SNZ, clubs and regions to be inclusive in competitions.

## INTEGRATED HIGH PERFORMANCE

High Performance Para swimmers competing under Swimming New Zealand.

- Implementing a smooth transition of managing High Performance Para swimmers.
- Having the appropriate resources and structure in place.
- Targeted campaigns aimed at winning medals, breaking records and achieving person best times.