



Swim Ireland – Women in Sport Coaching & Mentoring Programme

How did you implement it?

Following an analysis of all coaches across the various disciplines (swimming, water polo and diving), Swim Ireland discovered that the percentage of females attending coaching courses, and coaching on an ongoing basis, was much lower than that of their male counterparts. In order to change the deficit, discounted course fees for coaching courses that traditionally attract less females than males were offered to Swim Ireland members. In addition, candidates are part of a post-course mentorship programme to support them from qualification into active coaching. Candidates are awarded places based on an application process.

What were your outcomes?

The main outcome for this initiative was to reduce the deficit in female coaches across the aquatic disciplines.

Did you achieve your outcomes?

As a result of the initiative, the percentage of females on the Level 1 and 2 Swim Coaching courses increased to 55% and 50% respectively. Following the success of this initiative, the recently advertised Level 3 Swim Coach qualification received applications from the highest number of females ever. From the 66 applications, 53% were female showing an increased interest in coaching and performance level.

What would you change if you ran the programme again?

Swim Ireland will continue to deliver this programme for as long as funding allows. Continual assessment of deficit levels across the various disciplines is required and adequate support for the programme mentors is as important as the mentee's support.

Any other feedback from the programme?

Due to the success of the above programme, Swim Ireland are now repeating the initiative but focusing on Level 3 Swim Coaching, Water Polo (all levels) and Diving.