

## SCA Inclusion Panel Terms of Reference

### SCA Performance vision

By 2021 we will have:

- A network of home-grown performance coaches delivering the day to day development of Junior athletes in their local environments
- Scottish athletes appropriately receiving performance support to consistently win medals at Junior and U23 World and European Championships in the Olympic disciplines
- Scottish athletes joining British Canoeing programmes in Olympic & Paralympic disciplines and going on to win Olympic & Paralympic Medals

### Members and roles within the SCA Performance Group:

The role of the SCA Inclusion Panel is to create a formal instance for SCA Performance to nominate the athletes receiving Performance Support which will be signed off by the Performance Group.

Member title	Definition of roles within the Inclusion Panel
<b>SCA Performance Director</b>	To Chair the SCA Inclusion Panel meeting to ensure: <ul style="list-style-type: none"> <li>- Athletes nominations being based on the selection process agreed by the Performance Group and published in the SCA Performance document.</li> <li>- SCA Performance resources being sized to effectively support selected athletes and reach targets</li> <li>- A holistic approach of the sport and make decisions related to the capacity of the SCA Performance to deliver success.</li> </ul>
<b>SCA Performance Coach</b>	To Review all athlete applications for SCA Performance support and to gather evidence for selection decisions. Evidence provided will be based on athlete's applications, review of racing and training data, and any other useful evidence to mark athletes profile against selection criteria.
<b>Independent Athlete Liaison</b>	To increase understanding and transparency of the inclusion panel work and ensuring connection with relevant groups. One Independent Athlete Liaison per Olympic discipline will be nominated. The appointed person will be invited to the Performance Group meetings (spring and autumn meeting). As per all appointed positions, the individuals interested to become the Independent Athlete Liaison will send an application by an agreed date to the SCA Administrator. The appointment will be overseen by the SCA Appointments Committee. The nomination to be an "Independent Athlete Liaison" will be held annually prior to the first Performance group meeting (held in spring - February/March)

### Meeting format and frequency:

This group meets once a year between the application for Performance support deadline and the date set for the autumn Performance Group meeting.

The Inclusion panel may allow a specific meeting to be held for each Olympic discipline to fit with individual agendas and competition/programme constraints.

### Inclusion Panel information and data:

All the specific information about individual athletes is confidential to the Performance Group and its members. The main outcomes of Performance Group meetings will be published on the SCA website.