

Welcome, introductions and apologies

- Present:
 - o Brian Chapman (BRC) SCA Director – Chair of the Performance Group Meeting
 - o Remi GASPARD (RG), SCA Performance Director
 - o Stuart Smith (SPS), SCA Chief Executive
 - o Megan Griffiths (MG), sportscotland Partnership Manager
 - o Chris Hildrey (CH), sportscotland institute of sport High Performance Manager
 - o Richard Forbes (RF), SCA Performance Coach – Sprint
 - o Margaret Chapman (MC), SCA Sprint Committee representative
 - o Tony Leaver (TL), SCA Slalom Committee representative (replace GG)
- Apologies:
 - o Martin Chorvath, SCA Performance Coach - Sprint
 - o Lukas Giertl, SCA Performance Coach - Slalom
 - o Gary Gibson (GG), SCA Slalom Committee representative (replaced by TL)

British Canoeing representative

RG updated that there was no British Canoeing representative yet nominated to attend the SCA Performance Group meetings. This is due to current restructure and staffing changes including the fact that there will be a new PD

Update from sportscotland

CH indicated that UK Sport continues to invest in BC and canoeing have had a successful cycle. From a Scottish (SCA) point of view there is a recognition of the positive and professional progression over the last 4-year cycle to achievement of long term outcomes together with annual targets. CH confirmed that the targets for the last 4-year cycle had been met or exceeded counting only those athletes who had participated fully in the SCA Performance Program, although additional success by athletes being coached in their Local Performance Environment was also recorded and recognised.

CH recapped the process of developing the next 4 year SCA plan including the consultation meetings and the two presentations to sportscotland (general one in October and SIS one in January).

The SCA is in a good position to achieve targets over next few years and there is clarity around the improvement areas that has been consulted and planned.

The context of declining Government resource together with declining lottery funding indicates there will be more challenges re finances in the years to come.

Canoeing is well positioned based on performance to date and performance projections for next few year and we are waiting for Scottish Government sign off to launch investment announcements.

MG mentioned that there is a 4-year investment in principle with single term outcomes and investment finalised for each year at a time

Long Term Objectives and Annual Targets for 2017/2018

Long Term Objectives

- 2 medals at Tokyo Olympic Games 2020
- 3 Athletes selected on Team GB Tokyo Olympic Games 2020
- 4 new athletes gaining selection on to Podium Potential programme (by March 2021)

For the purpose of the Tokyo Olympic Games targets (medals and participants) all Scots achieving these targets will be counted against the target.

Annual Targets 2017/2018

Performance Programme

- **Podium Programme:**
 - retaining 2 Podium Programme athletes
 - 1 New named podium athlete
- **Senior World Championships:**
 - 1 or more medals at Senior Worlds and Euros
 - 3 or more Senior Athletes selected in GBR Team (worlds and/or Euros)
- **Podium Potential Programme:**
 - retaining 4 Podium Potential athletes
 - 1 New named podium potential athletes
- **U23 World Championships:**
 - 1 or more U23 World and/or European Medal Zone (top 4 placing) results
 - 3 or more U23 Athletes selected in GBR Team (worlds and/or Euros)
- **Junior World Championships:**
 - 1 or more Junior World and/or European Medal Zone results
 - 4 or more Junior Athletes selected in GBR Team (worlds and/or Euros)

Pathway and Coaching

- 4 aspiring performance coaches supported through the Pathway and Performance Coaching programme

Pathway to Performance Working Group – headline objectives (agreed in 2016 to inform the SCA 4-year development plan)

- Create an education system that supports the development of performance coaches in clubs – through structured Personal Development Plans (PDP) with supported mentoring and coaching
- Implement a Quality Profiling Process consisting of induction and education modules, including Early Stage Talent ID practices
- For Olympic disciplines, provide an effective pathway for 8to16 year-old athletes (through clubs, centres, providers and partners) to reach the standard to receive performance support from the SCA
- Ensure that performance support continues to feed athletes into British Canoeing programmes resulting in Olympic & Paralympic medals
- Ensure access to facilities and environments that develop elite performance
- For Paralympic disciplines, implement British Canoeing Talent ID in Scotland to link up potential Scottish Paralympic athletes to the British Canoeing Paralympic Programme

There has been an acknowledgment of the high demand of the Long-Term Objectives set. It reflects the current feed of Scottish athletes in the WCP in both Sprint and Slalom.

These targets should encourage all partner's engagement and should drive the sport forward. This shouldn't be reflected in external pressure on athletes themselves. They are personally engaged in striving for excellence and are supported towards this journey.

SCA Performance Programme – SCA Performance Document

The SCA Performance Document is to share the philosophy and the structure of the performance programme along with the support available.

RG expressed that over last 4 years we've focussed on the centralised performance programme and now we are looking to enlarge the programme to support athletes and coaches locally.

Support is available to athletes directly when reaching Junior National level. Prior to this, at training squad level, support is available via support to the local performance coaches. So, the support of young talented athletes is integrated in the Local Performance Coach support.

CH confirmed that there is no Performance resource directly allocated to individuals prior to athletes being selected to receive performance support but we are exploring how it could be delivered through education and coach support (e.g. workshops in local environments, induction to profiling and ongoing support with performance planning through education in S&C, Performance Lifestyle, pre-hab, nutritional, etc..).

Discussion re the support to younger athletes and support to coaches helped clarify the planned support and the mechanism to access this support locally. Resources will be allocated based on a Local Performance Environment need analysis helping to size the support and ensuring a positive impact with the local coaches and the local actors. This support will be detailed out with communication about the Pathway & Performance Coaching Programme to be launched in May/June time this year.

Some minor adjustments to the draft document were agreed and with these changes the SCA Performance Document 2017/2018 was unanimously approved for publication by the Performance Group.

Mission Control and association operation/action plan

Summary Classification:					
Athlete	Amber				
Programme	Amber				
Environment	Green				
Overall	Amber				
Dimension	Classification	Direction	Element	ID	Element
Athlete - 1	Amber	—	Performance Program	CYC	A1
Athlete - 2	Amber	—	Performance Pathway	CYC	A2
Athlete - 3	Amber	▲	Performance Tracking	CYC	A3
Programme - 1	Amber	▲	Performance Pathway	CYC	P1
Programme - 2	Green	—	Selection Process	CYC	P2
Programme - 3	Amber	▲	Coaching	CYC	P3
Programme - 4	Green	—	Management Structure	CYC	P4
Programme - 5	Amber	—	Competitions	CYC	P5
Programme - 6	Green	—	Training Camps	CYC	P6
Programme - 7	Amber	▲	Athlete Support Services	CYC	P7
Programme - 8	Amber	—	Talent Recruitment &	CYC	P8
Programme - 9	Green	—	Integrated Planning &	CYC	P9
Environment - 1	Amber	—	Performance Environment	CYC	E1
Environment - 2	Green	▲	Key Partnerships	CYC	E2
Environment - 3	Green	—	Learning	CYC	E3
Environment - 4	Green	—	Ethos/Behaviour	CYC	E4

RG shared information about the programme review process that is supported with a framework named Mission Control. This is a detailed, in depth analysis of the Performance Programme supporting reviews and with sportscotland High Performance manager.

The extraction of progress areas will be shared at operational level with 2 distinct working groups:

- The Sport Performance Team, comprised of SIS leads and Performance Staff to ensure an integrated support to athletes
- The Pathway to Performance Group, comprised of identified local coaches and discipline committee representative to agree and shape work around coach education and training squad support.

The Sport Performance Team engagement have started, and the Pathway to Performance Group should be reconvened at convenient time through the racing season.

We do start the 4-year cycle on an overall amber RAG (Red Amber Green) rating with a direction of travel going upwards which shows the readiness of the support, but the need to engage and start practical implementation.

Next Performance Group Meeting: Thursday 14th September 2017 – 17:00 to 19:00 EICA Ratho.