

### **Welcome, introductions and apologies**

- Present:
  - 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 Martin Chorvath, SCA Performance Coach - Sprint
  - o Lukas Giertl, SCA Performance Coach - Slalom
  - o Wojciech Sekula, SCA Performance Coach – Slalom
  - o Brian Chapman (BRC) SCA Sprint Committee representative
  - o Gary Gibson (GG), SCA Slalom Committee representative
- Apologies:
  - o Heather Williams (HW), British Canoeing Talent Pathway Manager
  - o Kristina Medovcikova (KM), SCA National Coach - Sprint
  - o Lewis Fletcher, SCA Performance Coach - Sprint
  - o Margaret Chapman, SCA Sprint Committee representative (replaced by BC)
  - o Chris Baillie, SCA Slalom Committee representative (replaced by GG)

### **Performance Group Terms of Reference:**

For the next 4-year cycle three changes to the ToR of the Performance Group and the Inclusion Panel were proposed in order to take into account feedback received regarding widening representation and increasing the visibility of SCA Performance matters:

- Expanding SCA Performance Group overseeing remits with inclusion of Pathways development and coach education matters in Olympic Disciplines
- An SCA Board Director to Chair the SCA Performance Group meetings to enhance SCA Board links and accountability over the Performance, Pathway and Education matters in the Olympic disciplines
- Increasing understanding and transparency of the inclusion panel work, by inviting an independent athlete representative to the inclusion meeting

**The SCA Performance Group unanimously agreed the above changes to the Terms of Reference. Updated documents would be circulated to the group containing these changes.**

**We aim this to be effective from the next planned meeting Performance Group meeting in spring 2017 and therefore agreed that final version of the ToR should be approved by the SCA board at their December meeting, together with the appointment of the Independent Athlete Representative.**

### **Performance Support review:**

- RG updated the Performance Group on the different support available to selected athletes. This support can be either taken as a full package, centrally coordinated by the SCA, or Athletes may just apply to SIS services and/or Winning Students to support their own training. The support to athletes available from the SCA comprises of 5 key components, coaching support, Access to Training Camps and Races, SIS services, Winning Student (WS) and International Collaboration.

- RG asked clarification about SIS support to athletes applying to SIS support only but not meeting the standard to get 1:1 SIS support.

CH pointed out that SIS works with identified athletes and doesn't have the mechanism to support group of athletes as such. Therefore, we can't identify athletes receiving group SIS support. However, when planning SIS workshops to identified athletes or Horizon programme athletes, the Performance programme have flexibility in inviting identified athletes that would benefit from the learning opportunity.

- RG shared feedback received from providers about the need for the identified athletes receiving "SIS support only" to improve the clarity of programming and clarity of a single point of contact since the current method lacks responsibility and accountability. This will help the athlete's progression due to a better engagement/integration of SIS providers.

RG proposed to held a specific meeting with identified individuals to discuss the situation and agree a way forward.

CH specified that he will not be able to renew existing or induct new athletes receiving 1:1 SIS support until meetings have taken place involving a minimum of CH, RG, one service provider and the key coaches and parents of these athletes.

- GG shared that the slalom committee had some questions of clarification over WS, especially the division of the award and the mode of payment of the award. GG mentioned that the information on WS website might create confusion and challenges.

RG explained that 25% of each award would cover sports equipment costs for the athletes, 25% would cover additional costs re education and 50% would cover the costs of e.g. training camps for the specific athletes. For each division of the award, there is a claim process to WS. Athletes will claim expenses to WS directly re sport equipment and education part of the awards. The SCA, based on camp agreement and budget will claim centrally paid expenses to WS.

RG also explained that once nominations are confirmed by WS, he would meet with nominated athletes and their lead coaches to agree camp option to ensure that it is optimal for athletes' preparation.

The clarification was welcomed by the performance group and answered the concerns raised by the slalom committee.

RG will contact WS to revise the publication on the website.

- GG shared that the slalom committee had concerns about the international collaboration since it might imply that Scotland was not capable of developing successful athletes and that concerns were also about U18 (17 Years old) athletes would be located abroad for a limited period of time.

CH explained that sportscotland supports international collaboration in order to develop a world class sporting system in Scotland. It is seen as best practice for a Performance programme to try to build such agreement and does not imply that Scotland is not capable of developing athletes.

RG ensured that the principle of the collaboration in Slovakia has been made with parents and that relevant SCA personnel have been informed and agreed this project.

- GG shared that the slalom committee had concerns about the focus slalom performance coach resources at one location – Pinkston.

RG explained that this was how the programme needed to adapt in order to support British Canoeing and Paul Radcliffe's aim that athletes have 5 sessions on artificial water each week. It was also a result of the inclusion panel meeting and the resultant number and location of slalom athletes who will be in the programme.

BRC requested that in future such a change to operational management be communicated to the Performance Group so that Performance Group members can help to explain the changes.

**Athletes selection for Performance support:**

RG recapped the process leading to athlete's inclusion into the Performance programme.

Main operational decisions:

- Application of notional Achievement as the minimum criteria for access to support (Criteria and/or Percentages (GMT/BSR))
- Podium and Potential Athletes automatically nominated for 1:1 SIS support

Slalom selections: 23 application received → 9 selections (4 for full support and 5 requesting just 1:1 SIS support) - 2 not re-selected in horizon programme) / SIS: 7 nomination (1 new selection and 1 not re-selected)

Sprint selections: 18 application received → all for full support – 13 selections / SIS: 7 nominations 1:1 SIS (3 new, 2 not re-selected)

**It was unanimously agreed that the process has taken place and has been followed for all athletes in the two disciplines**

**The adherence to the process and therefore the resulting list of supported athletes was unanimously approved**

Winning students: 11 applications → 1 PP Athlete, / 4 Vision standard athletes– 3 from slalom Athletes (1 being a mix profile Slalom / WWR) and 1 from sprint) – 4 slalom athletes / 2 WWR Athletes (1 being a mix profile Slalom / WWR)

For 2017 our WS agreement is based on 7 awards (and anticipated 9 in 2018)

Following administrative check up with Winning Students it appears than an additional WWR athletes is eligible and therefore we have 12 applications. the nomination is as follow:

→ 8 selections: 1 PP, 4 Vision standard athletes + 3 WWR athletes based on podium and distance to podium at this year international races.

Once agreement finalised with WS SCA PD will arrange a meeting with Athletes to organize the details around the WS camps.

The official list of athletes nominated for WS will be communicated following WS confirmation.

The official list of athletes nominated for 1:1 SIS support will be communicated following SIS confirmation

The list of athletes receiving performance support will be published on the SCA Website. Athletes that are nominated for either SIS and/or WS will be marked with an "\*" while waiting for WS and SIS confirmation.

With 4 athletes receiving full programme support going forwards and our current staffing level of 2 full time coaches in slalom, there is now a need to review staffing levels for slalom coaching. Several options have been discussed which included a change of focus of the current role and an option to invest more resources in sprint coaching going forwards in recognition of the 12 Olympic Medal opportunities and the number of athletes in the full programme.

**It was agreed that further work on this will be conducted by the PD and CEO along with sportscotland to work out the best way forward.**

#### Target review

- RG presented a new reporting mechanism called Mission Control. It is a template commonly used by all SGBs to show progress towards a common set of measures.
- RG presented the target tracker showing that all targets have been achieved

**It has been unanimously agreed that all targets have been achieved.**

#### 4-year plan (2017 – 2021)

- RG shared the key pillars of the next 4-year strategy and thanked the commitment and quality of input from the Pathway to Performance Working group. A special thanks came to the coaches and especially volunteer coaches Gary Gibson, Paul Kelly, and John Lewis for having made themselves available and for their level of contribution.

#### **Key evolution of the next 4-Plan:**

- The operation of the plan is articulated to offer a greater connection between performance, pathways and education
- We are putting forward a case to recruit a Coach education role. This role will provide the capacity to implement a new coach education approach (driven by athletes' progression, supported by targeted education material/opportunities, impacted by environment improvement).
- In Slalom we are putting a case forward to Increase artificial WW time available to Scottish Athletes (5 Session / week)
- In Slalom and Sprint, we are developing the concept of Paddling studio facilities allowing greater space and environment for generic and sport specific indoor conditioning).
- We want to develop a training squad. The aim is to support young paddlers to understand the demands of performance sport and to be inspired to engage and commit to hard work and excellence. The main drivers of the support to Junior paddlers are their local coach(es). The SCA aims to support identified athletes, profiled at their local environments by recognising them and their coaches in being part of the "SCA Training Squad". British Canoeing Profiling's and Curriculum being central to Training squad and coach education

**It was acknowledged by the group that those key evolutions cannot come soon enough as there is a real need for this**

#### AOB

- GG mention that other organisations are currently looking at 3 possible sites for further artificial ww courses in Scotland

- Discussion around the review of Ratho as the current sprint performance centre and whether different sites would be better – ongoing work for the PD and sprint perf coaches
- Kristina Medovcikova was thanked for all her hard work over the last 9 years and the step change she had achieved in Scottish sprint. We wish her all the best in her new role with British Canoeing Sprint Olympic Development programme.

**Date for next meeting: Spring 2017, exact date TBD**