

Welcome, introductions and apologies

- Present:
 - o Brian Chapman (BRC) Chair of SCA Performance Group Meeting
 - o Remi GASPARD (RG), SCA Head of Performance and Pathways
 - o Margaret Chapman, SCA Sprint Committee representative
 - o Tony Leaver, SCA Slalom Committee representative
 - o Chris Hildrey (CH), sportscotland institute of sport High Performance Manager
- Apologies:
 - o Stuart Smith (SPS), SCA Chief Executive
 - o Megan Griffiths (MG), sportscotland Partnership Manager
 - o Mark Hoile (MH), British Canoeing Talent Pathway Manager – Sprint
 - o Richard Ramsdale (RR), British Canoeing Talent Pathway Manager - Slalom
 - o Gary Gibson, SCA Slalom Committee representative (replaced by TL)

Selection Process outline and Selection outcome:

RG recapped the process leading to athlete’s inclusion into the Performance programme:

- 22/03/2017: Performance Group Meeting to review SCA Performance programmes and inclusion criteria – Publication of SCA Performance document and dissemination via email
- From June 2017: emailing of application process/form
 - o direct emailing to performance athletes
 - o emailing to club head coaches and disciplines committee
 - o emailing via Scottish Slalom com.
- 04/09/2017: Closing date of Application into SCA Performance Programme
- 07/09/2017: Sprint selection panel meeting [Remi Gaspard, Martin Chorvath, Anton Vazquez]
- 12/09/2017: Slalom selection panel meeting [Remi Gaspard, Stuart Gerrie, Ben MacDonald] – SG has been asked not to attend when deliberating about his personal application (avoiding possible conflict of interest)
- 14/09/2017: Performance Group meeting

Sprint Selection Outcome	
Number of application received (Not Including World Class Programme)	24 applications
Number of Scottish athletes in World Class Programme:	
• Podium Programme:	
• Podium Potential Programme:	3 Athletes
Total of Scottish athletes in World Class Programme:	3 Athletes
Number of Athletes selected in the SCA Performance Programme:	
• Coaching + Camps + SIS + Winning Students:	2 Athletes
• Coaching + Camps + SIS:	4 Athletes
• Coaching + Camps:	8 Athletes
Total of Athletes selected in the SCA Performance Programme:	15
Number of deselected Athletes from the SCA Performance Programme:	
• SIS (still access to coaching + camps)	1 Athlete (Relocation Nottingham)
• Coaching + Camps + SIS:	2 Athletes (Not reapplied) + 2 declined offer (focus academic)

Slalom Selection Outcome	
Number of application received (Not Including World Class Programme)	23 applications
Number of Scottish athletes in World Class Programme:	
• Podium Programme:	2 Athletes
• Podium Potential Programme + Winning Students:	1 Athlete
• Podium Potential Programme:	3 Athletes
Total of Scottish athletes in World Class Programme:	6 Athletes
Number of Athletes selected in the SCA Performance Programme:	
• Coaching + Camps + SIS + Winning Students:	2 Athletes
• Coaching + Camps + SIS:	3 Athletes
• Coaching + Camps:	5 Athletes
• SIS + Winning Students:	1 Athlete
Total of Athletes selected in the SCA Performance Programme:	11
Number of deselected Athletes from the SCA Performance Programme:	
• Winning Students	1 Athlete (Not reapplied)
• SIS	2 Athletes

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 once all individual agreements will have been received.

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

Performance Support review:

RG updated the Performance Group on the different support available to selected athletes.

The support to individual athletes will be finalised following 1:1 review meetings, that will be planned between the 9th and 20th October 2017.

In the meantime, outcome of SCA Performance Programme selection letters will be sent to all applicants and administrative requirement will be processed.

1. Coaching

Coaching resources will be based at the SCA Performance center in Ratho, with the aim to coordinate work with SIS providers, deliver coach led session (targeting 80% CCT, with athletes based at centres), provision of training plans, goal setting and goal review. For both discipline, session delivery based on athlete's geographical situation should be organised.

In Slalom, the coaching team is made of 2 technical coaches (Part-Time), Stuart Gerrie and Ben Macdonald. Both coaches will be involved in our internal Performance Coach Development Programme in order to reach Performance Coach role and specification standards.

Additional expertise from a senior coach will be deployed on training camp and follow-up through to Key races (i.e selection races) – This person has not been identified yet. Based on Performance Coach shortage in the UK, together with the need for quality connection between all parties involved in the athlete's support (Technical Coach, Club Coach, SIS providers etc...), Remi Gaspard might priorities some areas of work in order to ensure the interim.

In Sprint, the coaching team is made of 2 Full-Time performance coaches, Martin Chorvath and Anton Vazquez, both based at the SCA Performance center in Ratho.

2. Training Camp and race support

The Activity Plan will be published on the SCA Website and sent to Club coaches to help communication and potential interaction between Club programmes and the SCA Performance programme. Total training camps and racing camps should be approximately 60~70 throughout the year.

3. SIS

We have reinforced our coordination with the SIS through the establishment of a Sport Performance Team (SIS HPM, SCA HoPP, SCA Performance Coaches and SIS Leads), where we shared and agreed our Vision, Mission, Objectives, strategies and Tactics (VMOST). We developed clarity of each service delivery, ensuring impact on agreed strategic areas of performance. Delivery will be part of the SCA Annual planner that will be shared with athletes and local club coach involved in the Performance Coach Education Programme, once finalized.

4. Winning Students

Following the Performance Group meeting and Winning Students athletes' confirmation (By WS) a meeting with selected athletes and coaches will be held to agree the Winning Student Camps operation. The camps should be in addition to the athletes plans and coordinated with the SCA or British Canoeing programmes – The Individual award towards Sport and Academic work should be dealt with directly with WS. All award process information will be provided to athletes in due course.

5. International collaboration

We the possibility to build up international collaboration with identified foreign training organisations to help athletes/coach access world class training methodologies, class competitiveness over a determined period of time to accelerate performance progression. This will be studied on a case by case basis

6. Cost structure / Participation fee

The aim of the performance programme is to break even, when looking at all costs of the programme and the level of funding we receive, we do not reach the level of expenditure and therefore we need to ask for an athlete's participation fee.

We a more flexible and semi-centralised approach, the programme cost/fee will be itemised (based on the 5 support areas and the one used by the athlete).

Final figures will be finalised based on final offer/support made to athletes.

However, we are working towards 2 parameters that will finalise the shape of the programme:

- The maximum annual fee for an athlete taking on all weekly training and Training camps should not exceed £2,000.
- The programme needs to financially breakeven.

Target review

- RG presented the target tracker showing progress against targets

The Performance Group unanimously agreed that the programme is on track to achieve key tagrets.

AOB

Athletes Agreement: We did discuss our current athlete agreement and recognised that there is a project to review and update the British Canoeing equivalent document. We agreed to re-consider our own agreement in light of any changes that are made to the BC document and your indication of likely timescales is very helpful.

Independent Athletes Representatives: We did discuss the recruitment of the IAR. The Performance Group agreed that it would be best practice to have an IAR attending selection panel meetings and supporting athletes, parents, coaches to support engagement between the Performance Programme and the Paddlers. It has been agreed to review the advert, in order to explain better the benefit for the sport and the community, with an aim to re-advertise and welcome an IAR by the next PGM.

Date for next meeting: Spring 2017, exact date TBD