

Welcome, introductions and apologies

- Present:
 - Brian Chapman (BRC) Chair of SCA Performance Group Meeting
 - Stuart Smith (SPS), SCA Chief Executive
 - Remi GASPARD (RG), SCA Head of Performance and Pathways
 - Margaret Chapman, SCA Sprint Committee representative
 - Ben Macdonald (BM), SCA Technical Coach
 - Anton Vazquez (AV), SCA Performance Coach
 - Tony Leaver, SCA Slalom Committee representative
 - Richard Ramsdale (RR), British Canoeing Head of Talent
- Apologies:
 - Megan Griffiths (MG), sportscotland Partnership Manager
 - Chris Hildrey (CH), sportscotland institute of sport High Performance Manager
 - Stuart Gerrie (SG), SCA Technical Coach
 - Martin Chorvath (MC), SCA Performance Coach

GB Canoeing update

Richard Ramsdale confirmed the change of structure with the British Canoeing, England pathway. Initially managed by a sprint and a slalom talent manager, the organisation will now be managed by one Head of Talent and BC is currently recruiting a Talent Club Partnership Manager

Richard Ramsdale has been confirmed in the role of Head of Talent.

No other significant changes have been reported and all home nations plan to continue to work together to share experiences and training opportunities.

Selection Process outline and Selection outcome:

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

- 01/03/2018: Performance Group Meeting to review SCA Performance programmes and inclusion criteria & Publication of SCA Performance document and dissemination via email
- From June 2018: emailing of application process/form (use of google form)
 - direct emailing to performance athletes
 - emailing to club head coaches and disciplines committee
 - emailing via Scottish Slalom com.
 - Facebook post
- 04/09/2018: Closing date for Application into SCA Performance Programme
- 05/09/2018: Slalom selection panel meeting [Remi Gaspard, Stuart Gerrie, Ben MacDonald, Tony Leaver] – TL did not participate in the discussion due to a potential conflict of interest.
- 07/09/2018: Sprint selection panel meeting [Remi Gaspard, Martin Chorvath, Anton Vazquez]

The process used in both Inclusion Panels was the same with a review of achievement + review of application + profile RAG rating

- 12/09/2018: Performance Group meeting (PGM)
 - Place: Caledonia House, Edinburgh EH12 9DQ
 - Agenda: 1) selection process outline, 2) selection outcome 3) 2018/2019 programme headlines 4) review of achievements
- Following the PGM
 - Submission of Winning Student athletes to WS. (subject to WS approval following eligibility check)
 - Submission of SIS athletes
 - Meeting with non-selected & deselected athletes/parents
 - Meeting with new entrants athletes/parents
 - Offer sent for athletes / parents
 - SCA Performance Programme - winter prep Kick off
 - Slalom camp HPP (13 to 17 October)
 - Sprint, W/C 22nd October

Sprint Selection Outcome	
Number of application received (Not Including World Class Programme)	26 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:	
● Winning Students:	1 Athlete
● Coaching + Camps + SIS + Winning Students:	1 Athlete
● Coaching + Camps + SIS:	7 Athletes
● Coaching + Camps:	10 Athletes (based in Scotland 2 Athletes (based in Nottingham))
Total of Athletes selected in the SCA Performance Programme:	
	21 Athletes
Number of deselected Athletes from the SCA Performance Programme:	
● SIS (still access to coaching + camps)	1 Athlete (Relocation Nottingham)
● Coaching + Camps + SIS:	1 Athlete (Not reapplied)
● Coaching + Camps:	1 Athlete (Not reapplied)

Slalom Selection Outcome	
Number of application received (Not Including World Class Programme)	19 applications
Number of Scottish athletes in World Class Programme:	
● Podium Programme:	3 Athletes
● Podium Potential Programme:	4 Athletes
Total of Scottish athletes in World Class Programme:	
	7 Athletes
Number of Athletes selected in the SCA Performance Programme:	
● Coaching + Camps + SIS + Winning Students:	3 Athletes
● Coaching + Camps + SIS:	3 Athletes
● Coaching + Camps:	3 Athletes
Total of Athletes selected in the SCA Performance Programme:	
	9 Athletes
Number of deselected Athletes from the SCA Performance Programme:	
● Winning Students	1 Athlete (relocation)
● Coaching + Camps + SIS	1 Athlete
● Coaching + Camps	3 Athletes

Other Disciplines Selection Outcome	
Number of application received (Not Including World Class Programme)	7 applications

● White Water Racing	6 Athletes
● Surf	1 Athlete
Number of Athletes selected for winning students	
● Winning Students:	4 Athletes
Number of deselected Athletes - Winning Students:	
● Winning Students	2 Athletes

The list of athletes receiving performance support will be published on the SCA Website once all individual agreements are received and WS and SIS nominated athletes will be confirmed

It was unanimously agreed that due process has taken place and has been followed for all athletes in each disciplines

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

Selected athletes:

SCA Performance Programme - October 2018 to September 2019 - (Version 1 Oct. 2018)								
Surname	Forename	Discipline	Category	Programme 2018/19	SIS named athlete	Winning Students	Location	Group (for athlete based in scotland)
Hope	Gordon	Paracanoe	Paracanoe	WC Programme	Yes - Exile		Nottingham	
Kerr	Deborah	Sprint	Kayak Women	WC Programme	Yes - Exile		Nottingham	
Fletcher	Lewis	Sprint	Kayak Men	WC Programme	Yes - Exile		Nottingham	
James	Ieuan	Sprint	Kayak Men	WC Programme	Yes - Exile		Nottingham	
White	Amy	Sprint	Canoe Women	Winning Students		Yes	Nottingham	
Cadell	Finn	Sprint	Kayak Men	Scottish Performance Squad			Nottingham	
Dowling-Clarke	Lydia	Sprint	Canoe Women	Scottish Performance Squad			Nottingham	
Kneen	Rachael	Sprint	Kayak Women	Scottish Performance Squad	Yes - East		Amsterdam	
Armstrong	Alexandra	Sprint	Kayak Women	Scottish Performance Squad	Yes - East		Scotland East	Junior International
Gallacher	Ben	Sprint	Kayak Men	Scottish Performance Squad	Yes - East	Yes	Scotland East	U23 International
Brockway	Jack	Sprint	Kayak Men	Scottish Performance Squad	Yes - East		Scotland East	Junior International
Kowal	Matthew	Sprint	Kayak Men	Scottish Performance Squad	Yes - East		Scotland East	Junior International
Sielicki	Maksymilian	Sprint	Kayak Men	Scottish Performance Squad	Yes - East		Scotland East	Junior International
Clarkson	Hannah	Sprint	Kayak Women	Scottish Performance Squad	Yes - West		Scotland West	Junior National
Cadell	Skye	Sprint	Kayak Women	Scottish Performance Squad			Scotland East	Junior National
Randle	Freya	Sprint	Kayak Women	Scottish Performance Squad			Scotland East	Junior National
Armstrong	Kristina	Sprint	Kayak Women	Scottish Performance Squad			Scotland East	Junior National
Shaikh Ali	Aida	Sprint	Kayak Women	Scottish Performance Squad			Scotland East	Junior National
Sielicka	Ksymbena	Sprint	Kayak Women	Scottish Performance Squad			Scotland East	Junior National
Marasa	Alexander	Sprint	Canoe Men	Scottish Performance Squad			Scotland East	Junior National
Dowling-Clarke	Rory	Sprint	Kayak Men	Scottish Performance Squad			Scotland East	Junior National
Leiper	Aidan	Sprint	Kayak Men	Scottish Performance Squad			Scotland East	Junior National
Thomas	Tony	Sprint	Kayak Men	Scottish Performance Squad			Scotland West	Junior National
Sroka	Kacper	Sprint	Kayak Men	Scottish Performance Squad			Scotland East	Junior National

SCA Performance Programme - October 2018 to September 2019 - (Version 1 Oct. 2018)								
Surname	Forename	Discipline	Category	Programme 2018/19	SIS named athlete	Winning Students	Location	Group (for athlete based in scotland)
Pennie	Fiona	Slalom	Kayak Women	WC Programme	Yes - Exile		Lee Valley	
Gibson	Eilidh	Slalom	Canoe Women	WC Programme	Yes - Exile		Lee Valley	
Florence	David	Slalom	Canoe Men	WC Programme	Yes - Exile		Lee Valley	
Forbes Cryans	Bradley	Slalom	Kayak Men	WC Programme	Yes - Exile		Lee Valley	
Ogilvie	Sophie	Slalom	Canoe Women	WC Programme	Yes - Exile		Lee Valley	
Gibson	Angus	Slalom	Canoe Men	WC Programme	Yes - Exile		Lee Valley	
Linksted	Peter	Slalom	Canoe Men	WC Programme	Yes - Exile		Lee Valley	
Jennings	Madelaine	Slalom	Kayak Women	Scottish Performance Squad	Yes - East	Yes	Scotland - East	U23
Ogilvie	Rebecca	Slalom	Kayak Women	Scottish Performance Squad	Yes - Central	Yes	Scotland - Central	U23
Edwards	Duncan	Slalom	Kayak Men	Scottish Performance Squad	Yes - West	Yes	Scotland - West	U23
Leaver	Lois	Slalom	Kayak Women	Scottish Performance Squad	Yes - East		Scotland - East	Junior
Gourlay	Ailsa	Slalom	Canoe Women	Scottish Performance Squad	Yes - Tayside&Fife		Scotland - P&K	Junior
Pezziolo	Vittorio	Slalom	Canoe Men	Scottish Performance Squad	Yes - West		Scotland - West	Junior
Leaver	Sam	Slalom	Kayak Men	Scottish Performance Squad			Scotland - East	Junior
Kellet	Jack	Slalom	Canoe Men	Scottish Performance Squad			Scotland - Central	Junior
Fotheringham	William	Slalom	Canoe Men	Scottish Performance Squad			Scotland - P&K	Junior

SCA Performance Programme - October 2018 to September 2019 - (Version 1 Oct. 2018)								
Surname	Forename	Discipline	Category	Programme 2018/19	SIS named athlete	Winning Students	Location	Group (for athlete based in scotland)
Victoria	Murray	WWR	Kayak Women	Winning Students		Yes	Scotland - West	
Laura	Milne	WWR	Kayak Women	Winning Students		Yes	Scotland - West	
Jacob	Holmes	WWR	Kayak Men	Winning Students		Yes	Scotland - West	
Calum	Gingel	Slalom	Kayak Men	Winning Students		Yes	Scotland - East	

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, planned to take place between the 9th and 20th October 2017.

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

The support to athletes can comprise of the following 5 key components:

1. Coaching

a. General principle

- We plan for a similar programme mindset delivery as in the 2017/2018 season
- The programme operates with:
 - 2 x full time performance coaches in Sprint, supported by volunteer(s)
 - 1 x 0.8 FTE performance coach in Slalom supported by 1 0.2 FTE coach and a more senior High Performance coach on a contract for services basis and by volunteer(s)
- We plan to have an improved focus for the “training squad” planning and delivery content, working closely with coaches on the Performance Coach Programme.

2. Training Camp and race support

a. General

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 Performance programme. Total training camps and racing camps should be approximately 60~70 throughout the year.

3. SIS

- The Sport Performance team has reviewed last year’s impact and have identified the direction for the coming year. 3 key principles have been applied during the review (early September):
 - Simplification of our Tactics (removing any wordy / unclear areas of work)
 - Any engagement should consolidate the Coach / Athlete relationship
 - Any engagement / support should see a direct application for training and racing delivery
- The clarity for each service delivery, ensuring impact on the agreed strategic areas of performance have been reinforced.
- 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 finalised.

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 continue to have 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 match the expected level of expenditure and therefore we need to ask for athlete's participation fee.

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

Therefore, we should have the different areas with different level of contribution:

- Daily environment (with approximately 50% athlete participation fee required)
- Training Camps (with approximately 45% athlete participation fee required)
- International races (Worlds, Euros and World Cups) (with 100% for the SCA for athletes selected for Worlds and 50% for Athletes selected GB development team events, Piastany, Olympic Hopes, Euros, or World cups)

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 targets.

AOB

A review of the selection announcement process following the Performance Group meeting will take place over the winter. Any feedback to enhance the communication of the outcome of the selections are welcome and should be sent to remi.gaspard@canoescotland.org

Date for next meeting: Spring 2019, exact date TBC