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The Performance Pathway



Our capacity to support Scottish Athletes world class performance is based on a performance pathway where athletes gradually access additional support from that initially provided in their local environment. This pathway is supported by the Scottish Performance Programme and then with British Canoeing World Class Programme.

Transition from the different progression stage may vary from athlete to athlete as well as the support need. Our common aim is to provide all athletes on a performance trajectory with a cooperative approach to ensure that they get the most appropriate support at each step of their progression to reach their goals.

The aim is to strengthen our pathway to allow young athletes to train in their local environment and gradually access relevant performance support to achieve enhanced competition outcome. The gradual support comprises of profiling and performance planning, coaching at the training centre and/or during camps and races and Sport Science & Medicine interventions. The SCA operates in coordination with identified Local Performance Environments (LPE) and local coaches especially at training squad level to then offer a possibility to access a Scottish Performance Centre to prepare athletes for joining British Canoeing High Performance centres (Nottingham for Sprint – Lee Valley for Slalom) when they reach access to the World class programmes by achieving Finals at Junior, U23 or Senior International championships (Worlds and Euros).

Selection and retention criteria

A 4-year approach to athlete's selection & retention criteria

Year 1: open – flexibility in the attainment of the achievement criteria, based on athlete's profile. This should support the feed of athletes in the different disciplines, with an aim in all Olympic classes.

Year 2: confirm – athlete's retention based on proven progression toward World Class Programme standard even if racing achievement may not have been yet reached.

Year 3 and Year 4: raise the bar and deliver - we may fully apply the selection criteria and the focus of the Performance staff will be on Athletes and Programmes that will contribute to our annual targets and/or our long-term outcomes.

In Parallel, engagement with Local performance environment, will allow the enhancement of the pathway at foundation, development and the early years of the Training phase of the pathway. Local Performance Environments (LPE) will be equipped and confident in supporting athletes locally. This will help ensuring the development of the athletes together with creating local legacy.

Athletes profile

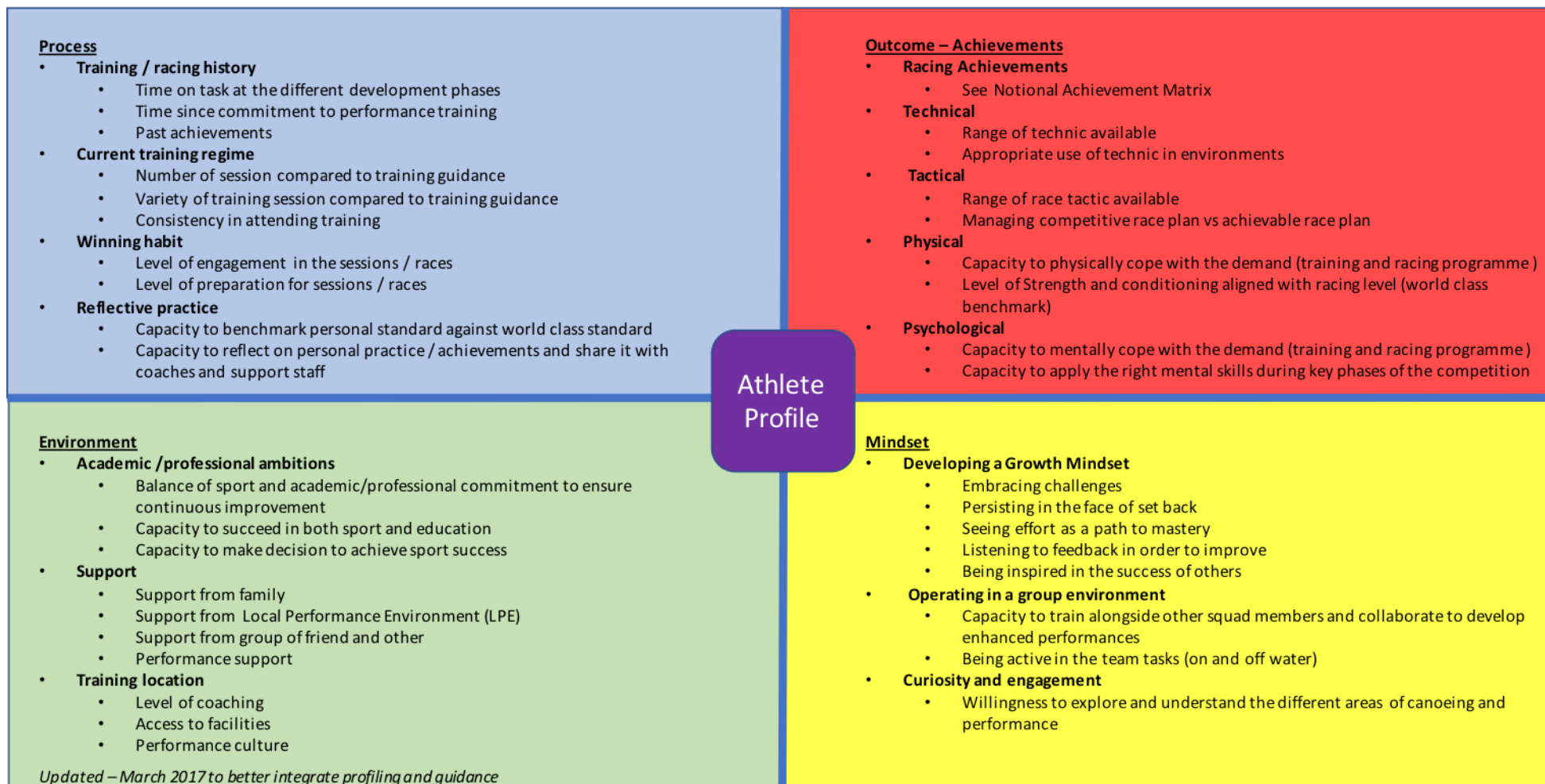
The Athlete Profile is what the inclusion panel look at when considering an athlete's potential progression over the different stages of the pathway.

This approach follows research into Talent development - as today's achievements are not a sufficient indicator of tomorrow's success at world class level.

The diagram on next page gives an indication of the areas that we consider when progressing through the different steps of the performance pathway with a long-term progression approach.

Associated Profiling tools and benchmarks are developed for evidence based decision making in these areas and help design an Athlete's development plans.

When approaching your training whether planning forward or on the day, we invite you to consider the different areas mentioned to set your goal. Specific induction / education is available to coaches working with athletes.



Notional Achievement matrix:

Support	Athlete Profile - racing achievement	Band	
British Canoeing Podium Programme	Senior International - Medallist Top 3 at World championships and Olympic Games	A	
	Senior International - Top 8 placing at World championships and Olympic Games	B	
British Canoeing Podium Potential Programme	Senior International - Top 16 placing at World championship and Olympic Games	C	
	Senior International - Top 16 placing at European, World championship and Olympic Games		
	Senior International - Finalist at World cup racing		
	U23 International - Medallist Top 3 at U23 World championships	D	
	U23 International - Finalist in the current year and/or previous year at World or European Championships		
	Senior International - Top 20 placing at world cup racing		
	U23 Tokyo/2024 Profiled athletes - Exceptional junior athlete with an International Championship final in the current or previous year.		
Scottish Canoe Association Performance Programme	U23 Tokyo/2024 Profiled athletes - Medallist in Non-Olympic event with Olympic event profile.	E	
	U23 Tokyo/2024 Profiled athletes - Talent transfer athletes transitioning into UK Programme.		
	U23 International: Selected in Team GB for U23 World and/or European Championships	F	
	Junior International: Selected in Team GB for Junior World and/or European Championships		
	Senior Transition: Senior Athletes falling short of Senior Team GB selection operating consistently within GMT / Percentages		
	U23 Transition: U23 Athletes falling short of U23 Team GB selection operating consistently within GMT / Percentages		
	Junior National - Junior Athletes selecting in Junior Team GB for development races	Junior National - Slalom: athletes racing at least 3 runs within age group percentages at LV &/or HPP &/or Cardiff Prems (at least 2 different venues)	G
		Junior National - Sprint: athletes racing within age group GMT (10%) at National regattas &/or Boys/Girls A at the end of U17 season	
		Junior National - Slalom: Prem at J15	
		Junior National - Sprint: Boys/Girls B at the end of U15 season	
		Junior National - Slalom: Top 5 At J14 and J16 British Championships	
		Junior National - Sprint: Top 9 at U14 and U16 British Championships	
		Junior Talent Transfer - Talent transfer athletes transitioning into SCA Performance Programme	
Junior Talent Transfer - Talent transfer athletes transitioning into SCA Performance Programme			
Local Performance Environment (LPE) Scottish Canoe Association Pathway & Performance Coaching Programme Training Squad Programme	Clubs / local coaches engaged with the following athletes profiles		
	Junior Regional: to be determined with local clubs (names and markers may vary from location to location to fit with local environment) e.g. Sprint: U16 Boys/Girls racing at national regattas from D to C level	H	
	e.g. Slalom: J16 and under top 50% in div 1 ranking		
	Rapid Talent: to be determined with local clubs (names and markers may vary from location to location to fit with local environment) e.g. Sprint: Lightning paddlers with PB under 3min on 500 meters	I	
e.g. Slalom: J12 paddlers confident with rolling and engaging on White water (3 pumps at pinkston / crossing stoppers / surf waves)			
reference:	<i>Results taken into account prior to SCA Performance programme application deadline (i.e. 4 September 2017 for support from Oct. 2017 to Sept .2018)</i>		
Band A to E: British Canoeing WCP - Athlete Performance Award Framework 2017-2021 - https://www.britishcanoeing.org.uk/olympic-paralympic/how-we-work/funded-programmes/			
Band F to H, Continuity of 2009/2013 cycle. F to replace Vision profile (formely band I to K) / G to replace Horizon profile (formely band K to M)			
Band H to I This is based on the new 4 year plan to support the introduction/development phases of the performance pathway. SCA partnership with Clubs and Coaches under the Pathway and			
For slalom percentages, please refer to British Canoeing selection policy			
For sprint GMT, please refer to British Canoeing selection policy			

Performance Support available

5 areas of support available to Scottish Athletes

Coaching & Performance Planning - daily training	SIS (Sport Science and Medicine)	Programme of activities Training / Racing camps	International Exchange	Winning Student
<p>This is available to Olympic Disciplines Only Support available at identified training centre with identified support available to athletes located in Local Performance Environments (LPE) or during training days and camps (marked with *)</p> <ul style="list-style-type: none"> • Goal Setting and Goal reviews* • Profiling and testing* • Monthly training plan design by SCA Performance Coaches with support from Sportscotland institute of sport (SIS) service providers to ensure individualisation based on profiling* • Daily coaching at SCA Performance training centre - aim to reach 80% Coach Contact time 	<p>This is available to Olympic Disciplines Only Support available at identified SIS delivery places. This support works in collaboration with sport specific coaching delivery and require a high level of cooperation.</p> <ul style="list-style-type: none"> • 1:1 SIS support for athletes showing potential to integrate UK Funded programme within 18 to 36 months (Vision Programme) <p>Workshop on specific areas of Sport Science and Medicine are part of the delivery package available to the SCA Performance Programme. Identified invitation to Athletes and Coaches should be made available to support the enhancement of Local Performance Environments.</p>	<p>This is available to Olympic Disciplines Only Annual plans from October to September the following year:</p> <ul style="list-style-type: none"> • All-inclusive training camp centrally organised - with camps in Scotland, UK and Europe. on average 70 days of camps is identified per year • All-inclusive Racing support centrally organised - identified races with focus on preparing GB Team selection and then major international races for selected athletes (participation fee may be required - £ tdc) • Cost towards BC preparation camps - individual invitation from BC Lead WCP Coaches • Cost towards BC international races fee (SCA final participation depends on funding available) 	<p>This is available to Olympic Disciplines Only Over the past 4 years we have established strong relationships with local performance environment abroad where we athletes can integrate local training groups with coaching support. We are also keen to support any Athletes ambition to seek such opportunities.</p> <p>We may also welcome foreign athletes to join our training groups to support our international benchmarking.</p> <p>For the avoidance of doubt, we have not established an international programme as such but we are keen to support athletes to train in recognized local world class environments abroad.</p> <p>(participation fee may be required - £ tdc)</p>	<p>This is available to all competitive disciplines Athletes eligible if they are:</p> <ul style="list-style-type: none"> • A British passport holder, aged between 16 and 28 Years old or 35 years old for disability athletes. • Studying or set to study at a college or university in the Winning Students network • Meeting GBR Team standard or set to meet GBR Team standard within the next 18 months <p>Value of the award available:</p> <ul style="list-style-type: none"> • An average of £3,850 per head [with a minimum of £1,900 and a maximum of £6,000] <p>50% of the awards goes towards the organisation of a winning student training camp 25% through training and competition costs. 25% through academic costs.</p>

Management of access to the support areas

Programme / Profile	How performance support will be coordinated
WCP Based in BC HPC	<ul style="list-style-type: none"> • Support fully integrated and centrally managed by British Canoeing World Class programme
WCP Based in Scotland	<ul style="list-style-type: none"> • Support fully integrated and centrally managed by British Canoeing World Class programme • Athletes will be named for SIS support • Coordination between Athletes coaches (In Scotland and at the BC WCP) • Coordination between Services providers (SIS and EIS/BC)
SCA Performance Programme Based at SCA Training Centre	<ul style="list-style-type: none"> • Support fully integrated and centrally managed by SCA Performance programme • Parents and Local coach will be invited to initial induction meeting • Band F athletes will be nominated for SIS Support. Support with international collaboration and WS will be considered on a case by case basis based on profile
SCA Performance Programme Based in Local Performance Environments (LPE)	<ul style="list-style-type: none"> • Support coordinated between SCA Performance Staff and Local Coach • Initial Induction meeting with Parents, Local Coach and SCA Performance Staff will allow goal setting and support planning. Regular review meeting will be organised prior to key phases of the season (e.g. winter prep, national racing season, international racing season) • Band F athletes will be nominated for SIS Support. Support with international collaboration and WS will be considered on a case by case basis based on profile
Training Squad Programme	<ul style="list-style-type: none"> • Support delivered to identified Local Performance Environments (LPE) and Coaches operating with young athletes • The support is delivered through the Pathway and Performance Coaching initiative. If you wish to engage, please contact Remi GASPARD SCA Performance Director – remi.gaspard@canoescotland.org
Performance Athletes in Non-Olympic Disciplines	<ul style="list-style-type: none"> • Coaching and training camp support may be available via British Canoeing team coordinator or Scottish coordinator (please see information and contact – when tbc, Remi Gaspard, SCA Performance Director can be contacted remi.gaspard@canoescotland.org) <ul style="list-style-type: none"> ○ White water racing: tbc ○ Polo: tbc ○ Marathon: tbc ○ Freestyle: tbc • Athletes performing at world class level may be eligible for Winning Student awards. This is centrally coordinated by the SCA Performance Programme. Please use the SCA Performance Support application form (deadline to apply 4th September 2017). For information contact Remi Gaspard SCA Performance Director – remi.gaspard@canoescotland.org

SCA Performance Programme headline operation

1. Please be aware that the cost of running SCA Performance is mainly met through **sportscotland** investment. The exact level of investment is set on a yearly period from April to the end of March the following year. The Level of support and the design of the SCA Performance Programmes are strongly dependent on the level of investment and the evolution of our partnerships. The size of each programme is based on the coaching resources and programme investment available, based on available data.
2. The Performance Group oversees the SCA Performance Programme operation in the relevant Olympic disciplines including athlete inclusion, performance support to selected athletes, progress against targets, pathway activities, targeted coach education.
3. The Inclusion Panel nominates athletes into the different programmes on a class by class basis in each discipline as detailed in its terms of reference. The priority for the Inclusion Panel is to build consistent group of athletes to allow quality of work and competitive environment among everyone. We are looking for a balance across classes to make sure we can be competitive on all medal targets set by British Canoeing. All nominations for support will be based upon sufficient evidence demonstrating a clear profile for future Worlds Class performance delivery. Support from partners such as sport science and medicine (SIS), winning students and international collaboration is provided through agreement negotiated with those organisations and meeting their T&C.
4. Inclusion into SCA Performance programmes is primarily based on achievement in single classes. The nomination criteria consider the overall athlete profile (page 4) together with the notional achievement matrix (page 5)
5. Discretion can be used in case of injury or where an existing performance profile can be demonstrated.
6. At the discretion of the Performance Director, in consultation with coaches, an athlete can be nominated as an “invite” to participate in SCA Performance activities. Athletes can be invited based on proven progress towards performance standards or if they contribute to enhance the quality and the competitiveness of the training environment. The terms and conditions of the invitation will be agreed on a case by case basis.
7. As part of the induction process 1:1 meetings with Athletes, Parents, Local Coaches and the performance staff will be organized to agree goals and support delivery for the coming year. Regular follow up will be organized to monitor progress and confirm the direction of support.

8. The final SCA Performance Programme activity planner (Camps and Race support) will be worked out during the early part of the racing season (before Summer holidays) with SCA Performance Staff. Consultation with SIS and identified Local coaches should be planned to identify support services delivery and potential vertical integration for training squad activities.
9. For athletes taking part in the SCA Performance Programme activities (Camps and Race support) financial contribution may be required. The level of contribution (participation fee into the cost of the activity) will be indicated later during the season when a draft plan of activity will be designed. The participation fee and agreed instalments will be finalised during the induction meeting taking place between 1st and 15th October 2017 using the finalised plan of activities and agreeing the level of participation of the supported athlete.
10. In addition to the 5 support areas, athletes should be aware of our close links with British Canoeing. For athletes that have made GB Team or with similar standard we are keen to look at opportunities to join and train at British Canoeing High Performance Centres. Details will be worked out on an individual basis with athletes concerned.
11. Athlete, Parents, Coaches, Providers' behaviour should meet a high standard and fair-play and act as role models following respective codes of conducts. In the event of a breach of the SCA Performance Code of Conduct, the Inclusion Panel can decide to withdraw athletes from the programme in which they are nominated with immediate effect. In case of deselection, participation fees paid towards the programme will be reimbursed after adjustment for the expenditure already incurred for activities.
12. Athletes must hold a British passport or should be in the process of acquiring one. (British nationality is required to be on a UK funded programme and to represent Great Britain at the Olympic Games.)
13. SCA Performance currently only operates programmes for Sprint and Slalom disciplines. If you are interested in becoming a Paracanoe athlete and are seeking support from SCA Performance, please email remi.gaspard@canoescotland.org.
14. Appeals regarding decisions made by the Inclusion Panel, should be made in writing in the first instance to the SCA Performance Director.

Application Process

- 1) Fill in the Application Form and send it to remi.gaspard@canoescotland.org – **Deadline to apply is on the 4th September 2017 end of play.**
 - a) Athletes may apply to receive a coordinated support managed by the SCA Performance Staff. Athletes may also decide based on their profile, needs, existing support or location to apply for 1 or more area of support.
 - b) Local Coaches can support the application of athletes by operating foundation profiling that Athletes will enclose in their application (profiling guidelines will be published in June 2017).
 - c) This Application Form will be published on the SCA website and distributed by email to the discipline committees and identified Local Coaches. Athletes in the SCA Performance programme (Vision and Horizon) will receive the form directly (application forms should be online in June 2017).
- 2) Between the 6th to 8th of September, the Inclusion Panel will meet to select athletes into the different programmes. The SCA is committed to promote equality within its performance programme.
- 3) Prior to the **15th September 2017** the Inclusion Panel will report back to the Performance Group to sign off nominations and offers.
- 4) Following the Performance Group meeting, athletes nominated for support will receive an invitation letter explaining the level of support in detail and containing the administrative forms to return to the SCA Office [Caledonia House, 1 Redheughs rigg, South Gyle, Edinburgh, EH12 9DQ].
- 5) You will need to confirm participation and return all administrative forms to the SCA to be officially nominated for support. The list of supported athletes will be published on the SCA Website by the end of September 2017.
- 6) Individual induction (1:1 meetings with Athletes, Parents, Local Coaches and the performance staff) will be organized between 1st and 15th October 2017 to agree goals and support delivery for the coming year.

If you have any queries about the application process, or the performance programme in general, please contact the Performance Director Remi Gaspard remi.gaspard@canoescotland.org.