



INTERNATIONAL COMMITTEE
MINUTES (09/12/09)

Minutes of the meeting of
INTERNATIONAL COMMITTEE
Held on 9th December 2009 via Teleconference

- 09/22 Present:** Dave Harrison (Chair), Gareth Candy (Int Programme Director), Sarah Hague (Talent Manager), Ed Nicholas (Board member), Jon Cross (volunteer), Helen Pearce (volunteer), Tony Carlyle (volunteer), Helen Bridle (Athlete Rep) and Hilary Bloor (Secretary)
- 09/23 Apologies for Absence:** John Rocke (Athlete Rep), Mike Hamilton (Chief Executive – non-voting)
- 09/24 Minutes of the meeting held on 19th September 2009**
These were accepted as a true record.
- 09/25 Matters Arising**
08/16a Disaster Management Plan – this is a plan for all British Orienteering. Circulation of guideline notes.
IC asked to help to update the pre-trip check list. E.g. What information/phone numbers does a TM need to complete this? Search and rescue plan etc.
TC agreed to lead this activity and to liaise with other relevant groups e.g. Coaching Committee
Action: TC. Deadline: February Board meeting for approval
- 08/16a** In British Orienteering General Appeal's procedure the Chief Executive will be named as contact point for all appeals unless he is involved in which case it will be the Chairman. Mike will make the necessary amendments and submit the procedure to the Board for approval.
- 09/26 Orienteer Development Pathway (renamed from Elite Athlete Development Pathway)**
09/15 Invite participants to join discussion group.
Orienteer Development Working Group: The ODP is central to everything that occurs in the International Programme but there are also many reasons for wanting to expand its use into the wider British Orienteering

community. IC would therefore like to engage volunteers from each of Coaching, Participation/Development, a Club Talent Squad and a Regional Squad to join the Working Group.

Tasks to include: review and amend the ODP in light of changes to the International Programme: co-ordinate the development of resources for Level 1 and 2 activities linked to EADP: communicate the EADP to the wider British Orienteering community.

EN emphasised that not only should the engagement of direct users e.g. coaches be sought but efforts should also be made to ensure that clubs were engaged at a committee level e.g. Club Chairs.

Possible meeting date/venue: Northern Champs weekend; Saturday pm.

Action: HP to identify possible nominees and make initial approaches.

Action: GC – produce a TOR for the group. Eg review, strategic, communication, resource roles.

09/15 Contact Regions individually about EADP

SH reported that Regional Coordinators had been invited to a day of the Talent Running and Planning weekend. The weekend focussed on the 'Physical Excellence' element of the EADP. Positive feedback had been received.

In addition, four meetings have been held with the reps for the Regional Squad Coordinators. A number of issues have been raised from the new World Class Pathway, through links to the EADP to 2010 Camps and Races. These are being jointly addressed with the reps.

A communication model for the future has been developed and put in place.

0915/ Development of Regional/Talent Squad Structure

A paper was prepared on 'World Class Structure and Criteria' for presentation by Tony Carlyle at the Hawkshead weekend. Again positive feedback has been received

09/27 International Programme Staffing Structure and Recruitment

09/16 Performance Coach for Edinburgh

Three candidates were interviewed by a panel including representatives from: Edin Uni, BOF, SOA and Winning Students.

As a result Toni Louhisola has now been appointed and will start work on 11th January 2010. Toni is from Finland and has an extensive coaching background ranging from working with groups at club level through to one-to-one development of Elite athletes. Toni has already worked with the GB team at the 2009 Nordic championships.

Toni's role will be split between being Lead Coach for British Orienteering and leading the Edinburgh Centre of Excellence programme. He will be based at Edinburgh University at the Centre for Sport and Exercise.

The IC welcomed to Toni and look forward to working with him in the future.

09/16 Sheffield CofE Coach Recruitment

The job specification was circulated for comments.

This job will be advertised in January, with interviews targeted for February.

Action: GC

09/28 Selection Process and Selection Races

09/17 WOC Selection races

Are being held in Scotland – 14th – 16th May 2010

Sprint – Glasgow

Middle – Ardnaskie

Long – Creag Mhic

Athletes have been informed and areas are embargoed.

Planners for each race and a local controller have been approached.

Permissions for Oban areas sorted and Lorna Eades is liaising with the 2011 Scottish 6-day.

GC asked that IC member who is available to help please contact HB with any offers of help during the weekend.

Action: All

Two local clubs (CLYDE and ECKO) have also been approached for on the day assistance.

09/17 Selection Process and 2010 Policies

DRAFT documents were distributed for discussion.

Season's Policy: One single document for the whole programme has been created for the first time. This was agreed to be a good way forward. Sprint weekend/PWT – Sept, World Cup Switzerland – Oct (under training) and WUOC – July need to be added to the policy.

The Policy also needs to be updated after comments from the Junior Advisors and Regional Coordinators.

Action: GC – draft for 11th Dec, final version 18th Dec

With regard to WUOC EN suggested that Jo Kirk from BUCS be kept informed.

Action: GC

UK Cup contact person is Duncan Archer.

After discussion it was agreed that the averaging of the best four results out of the six selection races was not in line with the aims of the programme. Therefore this measure will be removed. It was however agreed that there was still an expectation that athletes would attend at least four selection races..

Action GC: Update the policy to reflect this agreement.

General Policy: After discussion on the evaluation measures and athlete scoring contained in the draft it was agreed that implementing such a process without piloting it might result in unforeseen outcomes. It was therefore agreed that the approach would be piloted in 2010 but not form part of the formal selection policy. After background trialling in 2010 and more communication with the athletes the intention is to include such an approach in the policy in 2011.

WOC

GC initiated a discussion on the need for a policy on what should happen to athletes who complete their programme of events very early in the week? The presence of athletes whose events are over is not always a positive influence on the rest of the team. Should these athletes leave the team accommodation? Should they be expected to return home or fund alternative accommodation? If they remain with the team what is expected

from an athlete in terms of behaviour?

It was agreed that any policy should be formulated by direct consultation with the athletes. It was also agreed that this was an operational issue for the Performance Director to make a decision on in conjunction with the staff and athletes. It does not need to come back to the IC for decision and agreement.

Action: GC to discuss with athletes at Lakes Training and then at beginning of Trossachs Camp. HB to email athletes in advance to initiate their thoughts.

FCC Final 2010

There has recently been considerable discussion as a result of the decision not to make the 2010 FCC Final a selection race. As a result the FCC in 2010 will now operate as series of races with no final event.

GC emphasised that this was a decision based purely on the circumstances for 2010 e.g. uncertainty around the organisation of the final at the time the selection races needed to be decided and the proposed timing relative to other key events. It didn't set a precedent for future years, which would be looked at on a case by case basis. GC made it clear that he sees the FCC having an important role to play in the development of junior athletes and that athletes should be encouraged to race in the whole series, not just those events chosen as selection races.

GC added that he was intending to work with Dave Peel in his new Events Management role to develop the FCC and the competition structure as a whole to provide the best domestic basis possible for the World Class Programme.

Action: GC - Alert athletes to complete the Competition Pathway survey on BOF website.

Selection Advisors

HP queried if IC had a view on whether there should be a maximum time limit on how long an individual should serve as a selection advisor.

It was agreed that though an absolute time limit might not be desirable IC should be ensuring that a succession plan exists.

Action: All - IC to think of more advisors by the next IC meeting

09/29 Strategy and Sport England Review

Sport England Plan – SH had distributed a paper prior to the meeting about

the requirement for reporting mechanisms for Sport England interventions.

SH asked for support to develop systems to collect evidence for SE

**Action: DH volunteered to help SH – meeting suggested January 2010
HP offered to speak to SH on a monthly basis.**

09/30 Programme Director's Status Report

09/19 Staff reports to IC and other interested parties.

GC reported that a system of monthly email updates to Operational Plan were now in place. DH thanked the staff for this and said that he considered this an extremely beneficial development.

08/35 Formal role descriptions for Start and TMs and Coaches
Ongoing.

SH also reported that she had been tasked by Coaching Committee to produce a brief bullet pointed policy document for the appointment of volunteer coaches for 2010 races and camps. The aim was to ensure that the right balance of coaches (male/female/experience/trainee) were in attendance.

Action: SH

09/19 Central record systems

The BOF website results database will be able to be used to record athlete performances. Other tracked information will be able to be stored on SharePoint.

Action: GC/SH/HB - Implementation

Possible lead for development of system with developer of Rugby Union athlete tracking.

Action: GC to follow up

09/19 Medical Insurance

OMI doesn't exist anymore. UKSport athletes subscribe to private health care via BUPA.

09/19 Case Conferences

In progress.

Action: GC - Summaries to be put on SharePoint.

Budgeting

Currently budgeting all international and domestic competitions and training camps, to update Season Policy with necessary athlete contributions for each competition.

Action: GC to initiate discussion at next IC meeting: With more competitions and training camps requiring athlete contributions is there a need for some sort of 'hardship fund' for athletes struggling to afford costs?

09/31 AOB

Yorkshire and Humberside Junior Squad – Summer camp proposal

Paper distributed prior to the meeting with a proposal to bridge the gap between Talent Squads / Regional Squads and Development / Participation.

IC gave unanimous support to this proposal.

EN suggested that TC bring the proposal to the Development Committee with a view to obtain some development funding.

Action: EN/TC – To investigate possible funding streams for the proposal.

Message from the Board

The Board had recommended that the IC increase publicity regarding the lack of funding moving forwards and the need to increase funding streams. (In regards to loss of funding after March 2013 from UKSport.)

After discussion, the IC agreed that this was undoubtedly an important issue and one that should be addressed at the earliest possible opportunity but felt :

- Rather than just raising publicity/awareness of the issue action should be initiated to begin addressing the problem.
- Given the wider implications within the sport e.g. the international programme would no longer be drawing on ring fenced funding, this was not an issue for just the IC. There is a wider requirement for BO to decide what sort of international programme it is willing to support?

Action DH : To speak to MH for the need for a working party that is wider than IC.

JEC 2010

UK is hosting JEC 2010 in Scotland. Until the event starts to receive income (e.g. via entries) there is a need for funding to underwrite the event. JEC organisers have requested that the International Programme provides this funding. DH said that after discussion with GC and taking into account that the IC no longer has a responsibility for staging international events in the UK it was felt that this should be referred to the Board.

Action: GC to talk to MH

Resignation

DH announced that he intended to step down as Chair of IC in September 2010.

Thank you to Dave for all his hard work and commitment to IC over the last 13 years.

Action: All – suggest names for a new Chair to DH

09/31 Proposed dates for next meetings

09/21 dates for 2010

Action DH

PMN: The outline suggestion is to hold three meetings in 2010. The proposal is that these take place in April (telecom), September (face to face) and December (telecom). The proposed dates are as follows:

- April – week commencing 12th April 2010
- September – Saturday 25th September 2010 – BOF Office
- December – week commencing 6th Dec 2010