

- 10/13 Members:
Chairman: Dave Harrison
Board Member of British Orienteering and Chairman Elect: Martin Ward
International Programme Director: Gareth Candy
Talent Manager: Sarah Hague
Performance Coach: Toni Louhisola
Athlete representative Helen Bridle
Athlete representative John Rocke
3 volunteers Jon Cross
 Helen Pearce
 Tony Carlyle
- 10/14 Apologies for Absence
Tony Carlyle, Toni Louhisola and Helen Bridle.
- 10/15 Approval of the Minutes of the Meeting held on 19th April 2010
Approved, noted that any papers noted in the minutes would be included unless there was sensitive information.
- 10/16 Update on funding discussions with UKSport and BOF Board – DH/GC/MW
Dave Harrison outlined that in 2009 UK Sport informed us that UK Sport funding is scheduled to finish at the end of March 2013 and that there is a need to ‘fill the gap’ to ensure that the International Programme continues.
DH and MH attended a meeting with UK Sport in July where they laid out that they were reviewing all their spending and that Orienteering’s UK Sport funding was vulnerable. The worst case scenario is that UK Sport funding could finish at the end of March 2011.
British Orienteering was asked to report on historical performances against current performances as well as evidence on success at a Junior Level leading to success at a Senior level at the World Championships.
A Board discussion was held on a skeleton – bare bones international programme and also discussion on creating revenue streams.
View of the general orienteering community towards the International Programme was identified as a key factor in future support.
- 10/17 Discussion on the benefits the International Programme provides for all orienteers and how we make BOF members more aware of them.
3 years ago it was identified that the end result of gradually reducing funding had been having three quite separate programmes with poor links and a poor record or progression from one up to the next. It seemed that the current group of seniors were aging and retiring and that juniors rather than progressing were disappearing from orienteering.

The vision of the new programme was built around the lifecycle of an elite orienteer towards becoming World Class. This led to development of the Orienteer Development Pathway (ODP – Attachment 1) and creation of a new structure of the international programme (Talent Pathway – Attachment 2).

We now have the basis of a pathway that allows participants to progress as far along the talent pathway as their motivation and ability allows.

The restructuring of the National Programmes has been successful with further work required on the links from club to region and from regional squads to national squads.

The ODP sets out a framework of skill development and will be of benefit to any orienteer wanting to develop, however currently they probably don't know about it.

- o Free discussion as to how IC promotes those benefits to the BOF membership

Noted that the very name 'International' Programme gave some people the wrong impression that its sole purpose was to fund people to race overseas. It was suggested that it could be beneficial to relaunch the International Programme as the "Talent Programme" or 'Performance Programme'.

It was agreed that all of the International Programmes activities should be promoted, including any work with clubs and regions, and junior development as well as International Competitions.

The skills of people that have been part of the international programme are of significant benefit to the sport, e.g. excellent club coaches who have been international programme athletes, planners for major competitions, mappers etc. Recognised that it was not necessary to have been in the international programme to excel in these areas but many who have been do, and it would be beneficial to raise awareness of this with the wider membership.

The athletes in the programme are certainly one of its greatest assets and already provide many benefits to the wider orienteering community through volunteering. It was felt that the programme could benefit by making this support more formal eg. assigning each Squad member to a Regional Squad or Club Talent Squad and for them to support them with at least one session each year (motivational talk, coaching session etc.) Another proposal was to hold Skills Academies for members.

Focus articles could be used to raise awareness – What squad members put back in to the sport as well as their international performances and case studies on top mappers, planners, controllers etc including information on their involvement in British Teams, Talent Squads etc.

It was also seen as being valuable to recognise athletes identified as talented – certificates/awards (UK Cup, FCC Final?)

Actions

Produce checklist for reporting GC

Link at least one squad athlete with every regional squad GC

Focus articles on case studies JC

Focus articles on skill development GC, SH

10/18 Matters Arising
09/31 – New Chair of IC

Martin Ward is the new Chair of International Committee. Martin outlined that the board is committed to supporting the International Programme, while noting the key challenge of future funding.

Large vote of thanks to Dave Harrison for his service to the International Programme and in particular his role in the modernisation of the Programme.

Thanks also to Hilary Bloor for all the work and contribution that she made to the International Programme over many years.

10/19 Orienteer Development Pathway
09/26 Nominees for discussion group

This item has progressed.

A working group has been established and the members understand that:

1. The ODP is seen as a long-term approach to preparation and performance within orienteering, whereby the main aim is to provide the sport of orienteering with a framework/ systematic approach for optimising athletes' potential and lifelong participation in orienteering. Also, by focusing on key, common principles of individual development, the ODP will be developed for use by the World-Class programme, coaches and athletes in order to develop athletes at the participant level as well as produce high-level performers.
2. Applying a framework or systematic approach for optimising athletes potential and lifelong participation (i.e. a talent development model) in any sport requires an understanding of the measureable performance components required for senior international success

The categories have been allocated as follows:

- World-Class Attitude/ Behaviour – Sarah Hague and Cath Wilson
- Balanced Green Zone/ Home Life – Liz Campbell and Helen Palmer
- Mental Excellence (Mental Toughness) – Liz Campbell and Sarah Hague with additional support from Paul Murgatroyd when required
- Physical Excellence (Physical Training and Training Commitment) – Paul Murgatroyd and Helen Palmer
- Technical Excellence (Technical and Tactical Ability) – Jon Carberry and Cath Wilson with additional support from Helen Palmer when required

Meetings have taken place with members of the group and a number of categories are in draft format. It is expected that a paper will be ready for consultation by the end of the year. The next steps include creating resources such as coaching session plans and presentations.

10/20 International Programme Staffing Structure and Recruitment

Proposed changes to operational staffing structure for 2011

With the British Orienteering staff restructuring taking place and severe doubts over the continuation of current level of UK Sport funding it has been an appropriate time to review the current International Programme staffing structure.

Since it involves several current staff and consultation with them has not yet been completed it would not be appropriate for GC to go into detail, however it is clear that we need to reduce our staff salary costs.

The approach which we are looking into (and about which all staff have been informed) is a tour/competition based model where external paid staff will be employed for specific duties relating to a specific tour rather than being paid a retainer for a variety of duties.

There will also be a need to increase the amount of volunteer staff involved to make up for the shortfall in paid time in the programme.

There has also been a reduction in the amount of admin support for the programme which should result in some savings in staff costs, Hilary Bloor has now left British Orienteering and in her (and Nicole's) place a general admin staff member has been employed. However this has also resulted in an increase in admin work for International Programme Management staff.

09/27 Sheffield COE Coach Recruitment

Elle Baker has been employed as the Sheffield COE Coach.

John Rocke, a TASS athlete, commented that it was a tremendous benefit to have this staff member with a strong background in running and physical training supporting the TASS athletes.

10/21 Selection Races and Selection Process

09/28 WOC Selection Races 21-22

These have been confirmed as a Middle Distance on Bigland and a Long Distance on Holme Fell in conjunction with the 2011 Lakeland weekend. Thanks to LOC.

09/28 WUOC

Action: clarify selection for WUOC with BUCS GC

09/28 Selection Advisors

Four new selection advisors have been approached to support the four current advisors.

Selection Process and 2011 Policies

Action: to release draft of selection race dates and complete selection policy by end of November with draft copy for athletes to review at Running and Planning weekend GC

Competition Structure Review

GC has passed on recommendations to Mike Hamilton which have been included in the review.

10/22 Strategy and Whole Sport Plan Implementation

10/08 Lack of female coaches

It was clarified that the issue is difficulty in finding female performance coaches to work in the International Programme - there are many female coaches in orienteering.

10/23 Programme Director's Status Report:

Meeting was adjourned at 16:30 with further reports to be discussed in a phone conference TBC, notes against agenda items below (in red) were sent to committee members but not discussed.

10/24 Talent Manager Update (submitted but not discussed)

Club and Regional Talent Squads

Headlines

1. British Orienteering Talent Pathway - Gareth and Sarah spent a useful 2 hours at the end of August with Emyr Roberts (Sport England, Strategic Lead Excel) refining and updating the Talent Pathway (See attached). Any comments?

Additionally, as a result of this meeting, we are revisiting the current Excel outcome (The number of athletes involved with Club and Regional Talent Squads – 140 in year 1; 350 in year 2; 520 in year 3; and 700 in year 4) upon which BOF and Sport England can more effectively assess the progress of the increased numbers and improved quality of athletes within a more sharply defined talent pool. Ideas include (but we would welcome comments):

- Number of athletes engaged at a reformed and more standardised Regional Talent Squad level (required to specify base line performance standards)
- Increased number and improved quality of athletes coming under consideration for selection for inclusion with the World-Class Talent Squad (required to specify base line performance standards)
- Progression of (English) athletes From World-Class Talent and Academy Squad into the British World-Class Performance Squad
- Medals and top 10 finishes of at (English) athletes EYOC and JWOC

2. Club Talent Squads

- 5 clubs have been added to the portfolio of Club Talent Squads, which brings the total to 10. The National Talent Manager has been working with these 5 new clubs over the last few months assisting them with establishing their members' requirements. During this planning phase, the Club Talent Squad Coordinator has been introduced to the Orienteer Development Pathway; they have designed suitable progressive sessions and, encourage developed individual personal development plans for each of their 'Club Talent Squad' athletes.
- These 5 Club Talent Squads are just starting their implementation phase, which will be monitored

3. Regional Talent Squads

- Gareth and Sarah have been invited to attend the Regional Squad Coordinators meeting on 16th October 2010. At this meeting, the focus for us is a workshop on the Athlete Performance Assessment (APA). We have now been working with the APA for 10 months. By using a combination of evidence based historical information, and the feedback we have received through Athletes, Regional Coordinators and Personal

Coaches completing APA's without much direction from us (which was intentional), we have now been able to update the 'Marking Scheme' and are in a stronger position to communicate the Talent Profiles which include 'Performance Characteristics (Outcomes)' and 'Required Capabilities (Processes)' for athletes in the World-Class Talent and World-Class Academy Squads.

- The aims of the workshop are to establish an understanding of the Marking Scheme as well as communicate a consistent approach.
- Additionally, the Regional Squad Coordinators have been asked to complete an Audit that questions the 'Performance Characteristics' and 'Required Capabilities' of an athlete within a regional squad, so that we can be involved with shaping and directing best practice, as we are aware that there is inconsistency in terms of criteria, process of selection and scale of support provided).

10/25 Any Other Business

Proposal to create Regional Talent Squad Group

This idea was briefly discussed and it was commented that it was important to engage with the Regional Squads in trying to set this up to ensure that it was done to the benefit of both the Regions and the International Programme

Feedback from Squad athletes was received from Helen Bridle

Action: reply to feedback to be sent back to Helen Bridle for the Squad athletes GC/JC

10/26 Dates for next meetings:

December – week commencing 6th December by teleconference

2011 – proposed dates to be circulated by email