

# PPSG Meeting

Wednesday 26<sup>th</sup> June 2025, 7:30-9:30pm

## Attendees-

Ruth Beale (RB), Jon Cross (JC), Sarah Rollins (SR), Pippa Archer (PA), Jonny Crickmore (JCrick), Pete Tryner (PT), Pauline Tryner (PaT) and Euan Tryner (ET).

**Apologies-** Duncan Birtwistle

## 1. Update from each squad.

### *Level 4 and Level 5- Pippa Archer*

Mark Nixon is now in post and his primary role is to support the development athletes. He regularly checks in with PA and athletes and has a traffic light system to manage and support the athletes.

PA very happy with how things are progressing.

Level 5 athletes are more challenging as athletes start to split their priorities; sprint or forest, some athletes both.

Andy and Emil are supporting the Level 5 athletes. There is less feedback, PA need to check how this support is managed.

There has only been a small number of women who declared themselves available for WOC and this was noted as a concern.

There is not as much depth as the men's squad with some athletes still needing more support as they are new to Level 5 and relatively 'junior' Level 5.

There have been a couple of more training camps since January, specialising in the races this year. They have been really successful with a good atmosphere noted amongst the squads.

Information has been sent to athletes requesting feedback regarding the new IOF rules.

Feedback from the athlete representatives agreed that there is a good atmosphere within the current squad.

The women's squad depth issue was revisited to address if this is a short-term problem, or something that we need to address?

It has been highlighted that when the senior funding was withdrawn completely, there was good junior successes at that point, but those athletes didn't have any support and may have fallen out of the system

PA believes it is a longer-term problem and a wider issue.

It was noted that the current junior women are more competitive and agreed that we should support these athletes coming through.

ET raised that the calendar issue of the test races being so close to the World Cup, meant that it was difficult to do both and perhaps meant that more women lacked the confidence to go for the World Championships and focused on World Cup 1.

### ***Level 3- Pete Tryner***

Currently in the process of planning next year's programme and has sent out feedback forms to current athletes.

They are looking to provide the same programme, but start the online sessions earlier. Camps to remain a similar timing.

There will be no implications to the PPSG if they start earlier.

Communications since Mark Nixon and Graham Gristwood started their roles have been very good.

Jon Musgrave will be stepping down from the Talent Scotland post. Roger Goddard has been identified, but the position will need to be advertised formally and recruited.

Selections for EYOC AND JWOC went reasonably smoothly.

It was noted that there was one appeal from the EYOC/ JWOC selections.

Sarah Rollins raised feedback from a parent-

*The parent requested to know selection races earlier in the year, this would help with logistics.*

It was raised in the Level 3 meeting that for both EYOC and JWOC competitions the Selection Panel essentially picked the best athletes in both races, but in EYOC we have the option to pick performance and development.

There was the feeling that we could have taken more development athletes, however in the future there should be different groups of athletes targeting EYOC and JWOC and would allow more development athletes to be selected.

It was raised that some athletes in both junior and senior selections were selected outside of the squad.

PA gave an overview on how the squads were selected. Some athletes did not apply and some were not selected. We haven't gone back to athletes to ask if they wanted to be included in the squads if they have been selected for an international competition in 2025.

There is nothing in the selection policy to say that if you are selected for an international competition then you are in the squad, or only athletes in the squad can be selected for international competitions.

### ***JROS- Pauline Tryner***

JROS have appointed a Vice Chair- Mark Saunders.

For the summer tour selections there have been 99 juniors have been selected for the JROS training camps, with a gender balance also being raised as an issue at the MW15/16

The current selection has been made on those athletes who have met the current standards, next time this could be done based on a proportion of the entry. This has been raised within the JROS programme.

PaT is happy to continue as the JROS representative, and will ask at the AGM if there is anyone else who would be interested in this role.

## **2. Chair of Selectors**

Jenny Peel has been approached to be the Chair of Selectors and has agreed to accept the role.

Areas to discuss at this meeting are as follows:

- Conflict of interest
- Approval of Jenny Peel as Chair of selectors.

PA provided some background on the appointment.

Bob Dredge who is the current chair approached PA at the end of last year to say that he would be happy to step aside if an appropriate replacement can be found.

PA valued Jenny's style and her involvement at the current selection meetings, where she is a current selector on the senior selection panel and liked her non biased approach.

There was no long list of possible Chairs and Jenny was approached by PA and agreed she would be happy to take on the role.

There will be conflict of interest to manage as Jenny has two sons who are likely to be involved in Junior selections going forward.

Two solutions are;

- The person who is involved in the conflict of interest to sit out of that part of the discussion
- Proposal of a Vice Chair to help with the practicalities of the above,

It was also noted that Oscar and Nathan Peel should also not be negatively affected by the appointment of this position.

When the appointment is announced the communications should also outline how the conflicts will be managed and it should be explicit that the person involved does not have a vote where that conflict interest is raised. Note that this won't affect all the decisions.

There followed a discussion on how the conflict could be managed.

Proposed solution;

The role of the chair of selectors is a much bigger role than just chairing the meetings.

If the Selection panel require an alternative chair at the selection meeting, this could be possible and the Chair will still be involved with all the administration of the selection policy and the selection panel.

The members of the PPSG who were present at the meeting agreed to the following decision:

***Jenny Peel would be approved as the Chair of Selectors, and will chair the selection meeting for the Senior selections, but in the situation where there is a conflict of interest then a vice chair will be nominated and Jenny will not be present at the meeting.***

*Action: PA and RB to speak to Jenny Peel and confirm the arrangements for chair of selectors and conflict of interest policy.*

*Action: PA to amend conflict of interest policy in line with PPSG discussions and consider Vice Chair for Junior Selections.*

*Action- Announce to the members that Jenny Peel will become the new Chair of selectors and include how the conflict of interest will be managed in the article and also in the selection policy.*

Bob Dredge will continue as the chair for the rest of this year, but Jenny will start to work on the tasks for the 2026 selections.

### **3. Timeline for 2026 selection policy preparation - review and reflection on 2025**

It was raised that the timings for the 2025 Selection Policy were challenging as there is only a short time between the end of the season and when the documents for the following year need to be made available.

A previous action is that feedback from the selectors should be considered in the development of the new Selection Policy.

RB gave an overview of the process in 2025.

RB suggested that PPSG meet in September to firm up the principles and objectives of the programme, this will then provide the framework to write the selection policy.

This policy would then be brought back to PPSG in November for approval and then the Selection Policy to go live in December.

It was raised that discussions on which races are used as the Selection races should be happening now.

In 2025 there was a Selection Policy very close to a final document presented to the athletes at the December 2024 camp, which allowed the WC 1/WOC test races conflict to be discussed.

We should look to have something close to final again this year for athlete feedback at the 2026 squad launch meeting in late October.

It was agreed that there has been work already completed on the principles and objectives this year and this could be continued for 2026.

It was proposed that a piece of research should be carried out to look at the race calendar for and possible options for selection races and to be discussed at the next meeting.

It was noted that if selection race dates are agreed earlier, JROS can work with these also.

*Action- Piece of work around the races and the requirement for Selection races in 2026 and 2027. PA to action/delegate.*

*Action -The work on the principles and objectives has been really useful.*

*RB to refresh and JC to update on the Juniors and work towards the end of July as a deadline.*

*Action- Address formally any issues which were raised from the selections this year.*

*RB/PA to speak to Jenny Peel regarding this action.*

*Action – Guidelines in the Selection Policy regarding not sending full teams to Internationals.*

*RB to put forward to September.*

It was noted that as we are on a two-year cycle with competitions, we should take views and comments from 2024.

#### **4. WOC Womens team selection challenges - PA**

The Women's WOC selections has been actioned by email by PA, and PA thanked those that have provided input.

To update the group Fiona Bunn's injury is recovering very well, and the assessment is that she will be fit to run, so there is no need to take further action at the moment.

PA has spoken to Alison Smithard to update her on the situation.

The need for travelling reserves was raised and discussed.

SR still advised a contingency plan.

#### **5. JEC selection messaging - PA**

PA will be drafting communication to the athletes regarding the selections for JEC and will be seeking feedback from the panel.

A mix of performance and development athletes will be selected for JEC, with the plan to send a full team.

Some races have been listed as secondary races. We don't want athletes to feel that they need to do all races, so we need to be clear how those races are used for selections.

With JEC being a home international competition, there is a lot of pressure for athletes to be selected.

It was noted that there is already the selection policy for the race, so the communications should be limited and not conflict with this policy.

Athletes will be advised to manage their workload before the competition.

Should this be discussed with the athletes in advance?

*Action- PA to send draft communications to the group for feedback.*

#### **AOB**

*Action- If there is any AOB not raised at the meeting, please can this be circulated as an email.*

*Handbook- PA to email update to the group via email*

*Recruitment against participation role- PA to email update to the group via email*

## **6. Staffing update and feedback – RB**

PA provided an update and thoughts on the current roles and how they are working.

The team is at 1.4 staff which is less capacity than before, but she felt that everything is working well.

*Action: RB to write to Peter Brooke and Board to endorse the high performance and critical impact of the staff team.*