

# Talent & Performance Steering Group

Thursday 5 February. 11:30-16:00

**Details:** National Office, Scholes Mill, Tansley, Nr Matlock



## Attendees:

Bob Dredge (BD)	Chair & Director
Jackie Newton (JN)	Performance Manager
Allan Bogle (AB)	Northern Ireland
Nev Myers (NM)	England (may be covered by Bill Stevenson)
Roger Scrutton (RS)	Scotland (standing in for Marsela McLeod)
Mark Saunders (MS)	Wales
Rhona McMillan (RM)	Athlete
Mike Hamilton (MH)	CEO

**Minute taker:** MH

## Apologies

Kris Jones	Athlete
Paul Murgatroyd (PM)	Technical Expert
Martin Ward	Chair, British Orienteering

## 1. Welcome & Meeting Administration

BD, Chair, welcomed members to the meeting.

The Terms of Reference of the group had been circulated, and were discussed in the context of ensuring that the Group delivered the best possible outcomes for our teams, athletes, staff and members. There was a discussion about membership of the group and it was agreed that the Chair should recommend to the Board that a representative of the Junior Regional Orienteering Squads should be included in the membership of the group. NM stated that he will take this responsibility.

The Chair asked members if there were any declarations of interest in addition to those held on the register. JN stated that was now employed in the role of Performance Manager. NM reiterated his role as chair of JROS and of EBOR. DB highlighted that his daughter had been involved with the squad in the past. AB called members attention to the relationship in NI to the Irish Orienteering Association. MS highlighted that he is a member of the coaching development programme. The Chair thanked members and asked all members to maintain and update their declarations of interest.

## 2. Actions from the last meeting, March 2014

*Actions:*

1. IOF and changes to the WOC programme:  
BD reported that MW will seek input into the proposed changes before the EGM called by the IOF to take a decision.
2. Pull together target top 10 places for WOC (SH)  
Targets had been agreed for JWOC performance in 2015 which are 4-5 top 20 places at JWOC. JN to discuss with the programme athletes the WOC targets for 2015.
3. Agreed Home Nations role and JROS situation meet with JROS or representatives of JROS SH to action MS & AB (as members of JROS) to help facilitate  
JN & MH met with JROS representatives and reported a very positive meeting the outcomes of which had been documented. Steering Group members all agreed that it is important and essential that JROS and their activities are seen as being consistent and complementary to the Performance programme. The Performance Manager has agreed to attend JROS weekends and to support other activities and to work closely with JROS to build a stronger base for our squads and talent identification processes.

4. British Orienteering recommended Pathway (SH)  
Pathway confirmed prior to summer 2014 and reviewed with wide consultation in autumn 2014 for implementation in 2015. There had been extensive consultation on the developing pathway and various technical aspects to this over the autumn. This had helped mould the final pathway document and subsequent detailed policy matters including selection processes.
5. Need to develop strategy for two way communication (Electronic brainstorm network) JN to draft ideas  
JN had agreed communications processes with JROS and is going to prioritise improving communication generally between the programme and the people it deals with and that are interested in the programme. NM agreed to act as the channel for communications regarding the junior programme.

### 3. Update since the last meeting

Progress that had taken place since the last meeting was reported including:

- Appointment of Jackie Newton as Performance Manager
- Review of the talent & Performance 2014 programme
- Appointments of Programme Staff – Paul Murgatroyd, Liz Campbell, Mark Nixon and Ed Nicholas
- 2015 T&P programme – Mike Hamilton had undertaken survey of all athletes involved in the 2014 programme and ascertained their views on how the programme and worked for them and for the GB team. These had been collated and a summary circulated. Points made will be used to improve the 2015 programme. Jackie Newton outlined her thoughts on the various activities for 2015 covering athlete camps and competition. These will be incorporated into a further discussion at the Performance Staff meeting to be held on 25<sup>th</sup> February.
- Communicating with members and other ‘stakeholders’ – it was agreed that good communication is vital and that it will form a key part of the plans for 2015.

### 4. Sharing information about talent & performance

Members were invited to comment on any developments and issues that were specific to their countries rather than GB as a whole. Briefings from the relevant members took place and included, funding, programme, staff (paid & unpaid), key achievements/issues that had arisen during 2014:

- England (JN)  
JN reported on the Sport England funding and the programme established for the English athletes. JN explained that this was intrinsically linked with the GB programme on which she will report later.
- Northern Ireland (AB)  
AB described the programme that he is delivering in NI and explained that it is challenging to encourage athletes to have aspirations towards GBR when they can more easily compete in Ireland and make themselves available for Ireland. It is expensive to travel to the UK and there are often programmes scheduling visits. That said AB stated that he is working more closely with JN and hopes that this will continue. SNI offer good financial support to the programme but the targets are very challenging. It was noted that Jackie Newton is to visit Northern Ireland in the next few weeks and seek to assist with the promotion of the GB team opportunities to NI athletes.
- Scotland (RS)  
SOA currently receive no funding for talent/performance. RS provided an overview of the SJOS activities and explained that it was linked with activities at Edinburgh University. The strength of the Winning Student and facilities at Edinburgh University was also noted.
- Wales (MS)  
MS related that there was no funding available in WOA and that all activity was focused on the Welsh Junior Squad.
- GBR (JN)  
Programme is in place for 2015 and the athletes have been communicated with regarding the GBR Squads, Staffing of the programme has been completed.

### 5. Developing the Strategic Plan to deliver ‘more (sustained) podiums’

It was reported that the Board were developing a revised strategy for the sport. Initial discussions had put Performance and the support to our International Teams as a key element of this.

- a) Board progress in developing a Strategic Plan  
BD updated members on the progress in establishing a vision and strategic plan. He explained that there had been several meetings to discuss the vision and that the Board was in agreement that the development of talent and success at performance level were one of three aspirations high on the Board agenda for the vision.

Sustained international success will lead to improved promotional opportunities and will encourage more people to take up the sport.

- b) Various views on the 'Vision' were proposed and all will be considered as the work progresses.
- c) Developing 'milestones' or significant objectives to deliver the vision will be essential and should be discussed by the Steering Group.
- d) JN reported that she has produced a draft 'Road Map' for the programme.

## 6. Selection during 2015

The selection criteria for the various GB International teams had been published. The process for actual selection was discussed and it was agreed that the initial selection meetings would be held immediately after JK and will include: initial preselection (if any) for WOC, Selection for JWOC and EYOC.

Jackie Newton indicated that she had come to a view that it was not appropriate to take under 16s to EYOC. This was based on her knowledge of athlete development and the experiences of the 2015 team. She felt that there were more appropriate and beneficial activities that would give better long term results for this age group. There was considerable discussion on the merits, and disadvantages of this approach. There was some concern that, whilst a formal selection policy had not yet been published, some athletes and their coaches would be assuming that the previous practice of taking a full team would hold in 2015. Following further discussion, and taking full account of the broad views and particularly the views of the athlete on the Steering Group on the matter, the majority view was that the Group would support this decision, but will want to review it again following the 2015 cycle of competitions.

The following will be invited to the selection meeting:

- Jackie Newton – selector
- Duncan Archer, John Cross, Alice Bedwell (to be asked) – selection advisors
- Paul Murgatroyd, Liz Campbell, Mark Nixon – profession staff advisors
- Bob Dredge – Observer
- Mike Hamilton – To act as chair to the meeting

Further selection meeting will be held as and when needed for World Cup races, further WOC pre selections, EOC etc. The above selection panel will be invited to contribute.

## 7. Targets for 2015 and 2016

There was considerable discussion about targets and there was general agreement that the athletes should be involved in the discussion at the top end of the pathway ie WOC.

The targets for the programme are in two parts:

- a) WOC top 10 and top 20 placings: these are internal targets and can be agreed by the Steering Group
- b) JWOC top 10 placings: internal agreed by the Steering Group
- c) JWOC top 20 placing (inc top 10): which is an agreed / contractual target with Sport England

The targets so far agreed are:

Measure	Performance Target			Status
	2014	2015	2016	
WOC Top 10 places	2 <i>2 relay</i>	5		BOF
WOC Top 20 places inc top 10	3 <i>7</i>	9	5-6	BOF
JWOC Top 10 places	0-1 <i>2 (1)</i>	0-1	0-1	BOF
JWOC Top 20 places inc top 10	4-5 <i>4 (3)</i>	4-5	5-6	SE
Number of hours of coaching support to athletes in the talent squads, including those with disabilities	860-885 <i>870</i>	875-900	910-935	SE
Number of orienteers in the talent development squads, including those with disabilities	36-46 <i>55</i>	46-56 <i>46</i>	54-60	SE

The British Orienteering targets for WOC top 10 placings remain to be agreed once discussions with athletes have taken place.

## **8. Any other business**

The following pertinent matters were raised and addressed:

1. Web Site: it was requested that this be updated with appropriate athlete details, especially in the run up to WOC and JWOC.
2. MH was asked to provide the group with appropriate monitoring data on the performance of the programme
3. JEC 2016: it was noted that this is to be held in Scotland in the September/October 2016.

### **Date of next meeting.**

This was agreed for 16<sup>th</sup> September 2015 at 11:30am, convenient venue to be agreed nearer the date.