

International Committee

Minutes of Meeting

Saturday 19th November 2011, 2.30pm.

Sheffield Hallam University Collegiate Campus, Heart of the Campus, Room HO16.



1. Members / apologies / last minutes

Attendees: Martin Ward (Chair), Gareth Candy (Performance Programme Director), Sarah Hague (National Talent Manager), Tony Carlyle, John Rocke (athlete rep), Jon Cross (Selection Advisor; via speakerphone)

Apologies from: Helen Marsden (Selection Advisor), Toni Louhisola (Performance Coach)

Helen Bridle has resigned from International Committee (IC) and the committee wishes to thank her for all the work she has done as an athlete representative on the committee.

It was noted that the last meeting was held 16th October 2010, and a teleconference was held 22nd December 2010.

It was agreed that there was a need to schedule future meetings further in advance and to have at least two face to face meetings per year (see item 13).

2. Programme Update

Update on staffing model for 2012 was provided by Gareth Candy. With GC resigning from December 2011, the decision has been made not to seek to replace the Performance Programme Director until funding for 2013-2017 has been resolved which is expected by the end of 2012. Until this point the National Talent Manager, Sarah Hague, will take on responsibility for overseeing the UK Sport funded Performance Programme as well as the Sport England funded Talent Programme. A great deal of planning and strategy work has been completed in the last half of 2011 to make this possible including a work plan of all camps and competitions through to the end of March 2013.

Action: Send Camps and competitions work plan to the International Committee (SH)

Action: Send Staffing/Programme model to the athletes (SH)

The delivery of admin support to the programme was questioned and has been identified as a key area for concern for 2012 and will be monitored closely.

Contact between employed coaches and squad athletes was highlighted as a priority for the programme and it was confirmed that regular contact was specifically included in the operational plan.

It was confirmed that Toni Louhisola was contracted to continue as Performance Coach and Head of Performance at the Edinburgh Centre of Excellence through to WOC 2012 and that the position is expected to continue beyond this point. It was identified that Toni has a great deal of valuable knowledge and whilst his time is limited due to being committed to working with athletes it would be worthwhile and beneficial to find opportunities to pass on some of his knowledge and experience to a wider group of coaches.

Action: Look at opportunities for Toni to present his model for Performance Orienteering to coaches (SH/TL)

International Committee was informed that Elle Baker, the TASS Athlete Manager, has been offered a new job and will be finishing work with British Orienteering on December 2nd. Elle has had a great impact with the TASS athletes in particular with their physical development and the Performance Programme and International Committee wishes her all the best with her new job. There followed discussion about

how the work within the Performance Programme would be allocated amongst currently employed staff and the staffing model going forward. Recruitment of a National Talent Development Coach was underway (see item 4 below).

Action: Paper to be prepared for IC detailing staff positions and type of contract (GC/SH)

Correspondence from the Performance Programme to all selected Squad Athletes was presented to IC. TC noted that it was a lot of information to expect them to take in (especially for the 16's new to the programme). It was agreed that it would be ideal to reduce what was included with the squad invitation to just the most important information. Question around how to send this out and make sure the athletes understand it and read it all.

The newly selected squads were presented to IC. It was noted that some athletes were selected after reaching the performance standards whilst others missed the standards but were selected based on the other criteria. Any athlete reaching the performance and age standards will be selected automatically, others will be selected at the discretion of the selectors.

Action: Look at creating a squad handbook for standard information which is consistent from year to year (TC/SH)

Action: Article for Focus to be prepared outlining the new squad structure (GC)

There was discussion of the Talent ID sessions that had been held, and the number of new athletes that had been identified. SH reported that athlete contact details had been passed to clubs/coaches local to the athletes, and that of the 10 athletes identified as talented 8 were not previously orienteers.

3. Budget 2012

IC was updated on the impact of UK Sport cuts on the Performance Programme and the plan to deal with this through to the end of the current funding cycle. A basic minimum programme has been agreed with the British Orienteering Board with the projected overspend being partially offset by the staffing restructure and partially to be covered by British Orienteering's reserves. It is very positive that that Board has agreed to support the Performance Programme with the projected Budget Deficit enabling a well prepared team to compete at the 2012 World Orienteering Championships.

4. Performance Programme Staffing Structure and Recruitment

The Job Description and Person Specification for the National Talent Development Coach was presented to International Committee. It was confirmed that athlete views would be sought prior to interview and if practical an athlete representative included on the interview panel. There has been a good range of expressions of interest.

5. Selection Policies (General Policy and 2012 Season Policy)

A Draft of the Season Selection Policy was presented to IC, and various amendments were discussed and agreed. The General Policy would require only minor updates.

Action: Make necessary minor updates to General Policy (GC)

Action: Final draft of Season Policy to be prepared and circulated to IC for approval by early December (GC)

It was agreed that Sarah Hague would have overall responsibility for Talent level selections but for Performance level selections the entire selection panel would have responsibility with Sarah Hague operating as chair of the selection panel. This will be clearly outlined in the Season Selection Policy document.

Action: Update selectors and selection panel information in Season Policy (GC)

Suggested schedule for future selection policies is for IC to meet 4-6 weeks post World Championships to approve following year's selection policy. This will ensure that the Season Selection policy (at least in draft) is available for review with athletes at the November planning weekend.

6. Targets for 2012

The targets developed by the Performance Programme for reporting to Sport England (currently waiting on approval from Sport England) were presented to IC. It was agreed that these would also form a good basis for reporting to IC but further targets for the Performance end of the programme also needed to be added.

It was also identified that targets relating to coaches and coaching needed to be added.

Action: Working Group to be formed to work on Performance Programme Targets (SH plus working group)

7. WOC 2015 Legacy

It was agreed that WOC 2015 should be central to the 'more podiums' section of the next Whole Sport Plan.

Action: A draft of 'more podiums' part of the plan to be completed by mid-December (GC)

8. 2012 Operational Plan

Not covered due to insufficient time at the meeting. Item to be carried forward.

9. Supporting the National Talent Manager in 2012

Not covered due to insufficient time at the meeting. Item to be carried forward.

10. International Committee skills matrix (shaping the new International Committee)

Not covered due to insufficient time at the meeting. Item to be carried forward.

11. WOC In the Future

Not covered due to insufficient time at the meeting. Item to be carried forward.

[Post meeting note: IOF has requested feedback on its latest proposal for WOC In the future. IC members were requested to provide comments to MW in time for the mid January response to IOF]

12. AOB

Tony Carlyle briefed IC on the camps being run by the Junior Regional Orienteering Squads (JROS) focused on retention and athlete/coach development. For 2012 JROS will hold two camps over the summer in Scotland at Lagganlia. The first camp will be from 28th July to 4th August for second year M/W14s and the second camp from 4th to 11th August for M/W16s who do not get selected for the Talent Squad Camp. The team who delivered the Stockholm Camp this year will be repeating a similar Camp in Scandinavia during 2012.

Tony outlined the successes of the camps over the last couple of years and gave his opinion that with the increase in activity it is important JROS works with the Performance Programme to maintain a broad base of junior athletes who can feed into the programme. He believes that for this to happen it would be beneficial if Performance Programme staff could work with JROS to develop a structured programme for the camps that maintains the supportive social networks established by the juniors, and ensures

orienteeing progression and an easy transition for those juniors selected for the Performance Programme.

The Performance Programme could have a positive impact on the camps by assisting with the programmes and planned activities and is interested in helping out in this way and working with JROS to improve coordination and cooperation.

Action: Meeting to be arranged in early 2012 to take forward these ideas (SH/TC)

[Post meeting note: SH has changed the Talent Development Weekend dates for 2012 in order that it is not the same weekend as the JROS Lakes weekend].

With GC leaving at the end of 2011, this was his last International Committee meeting. The committee thanked Gareth for his great work in the role of Performance Director over the previous almost 5 years.

13. Dates of next meetings

Dates for all 2012 meetings of International Committee to be set soon.

Action: SH to suggest best months for meetings to integrate with key milestones in the Performance Programme. (SH)

Action: Specific dates and venues to be set and communicated to staff and IC (MW)