

PERFORMANCE COMMISSION MEETING

Saturday 5 November 2016

SportsPark, Loughborough

Attendees	
Alex Bialokoz	Audrey Cooper
Maria Bertelli	Rachel Laybourne
Gary Hutt	Amanda Glover
Nicola Osbourne	

**Apologies: Carol Gordon, Adi Fawcett**

**Resignations: Richard Dobell - Senior Men**

**Dan Griffin- Sitting**

1. Matters Arising from Minutes

Lead	Recruiting new PC members
AB/AF	<p>Approach possible replacements for vacant Senior Men and sitting representatives on the PC AB wishes for the person to have some link with the National Team Squads</p> <p><b>Action</b>  <b>AB Use Terms Of Reference to help recruit new people to the Performance Commission</b>  <b>Sam Gill- Suggestion for the replacement for the Sitting Role</b>  <b>AF to set the wheels in motion to communicate with SG to recruit (via RSC)</b>  <b>AB to speak to Ian Legrand regarding Sitting proposal of Sam Gill</b></p>
	<p><b>Performance Commission review of VE Structure</b></p> <p>All members of PC are agreed that having seen the VE current Structure document, there are grave concerns. Reviewing the proposed structure it appears leaderless and raises serious questions on both the strategic and day-to-day current and future operation of the business. There is no leadership, guidance and support for the staff in place in this structure.</p> <ul style="list-style-type: none"> <li>- Who is leading the Talent Team? Who is providing strategic direction, support and guidance for the staff members? There is currently no one who has replaced Audrey Cooper's role (vacant for 1 year)</li> <li>- PT consultant role – what serious impact is a 1 day a week position going to have on the department? Cant lead a department on 1 day a week. What type of person would this need to be?</li> </ul> <p>The number of departures and vacant positions is extremely worrying. PC focus is on the Technical and Talent elements. The department has over the last 2 years functioned well but the level of workload/support on the Talent Manager and the lack of Workforce Team is unacceptable. The PC would like to recognise the existing staff for the efforts and commitment in very difficult circumstances. We are also aware that existing staff are currently actively exploring/in the process of new job applications.</p> <p>There are a number of very good programmes that have been started and in progress and there is concern that these will fall away with the current situation. There is also concern regarding the relationships with key stakeholders going into the next cycle.</p> <p>Absolute number 1 priority is the retention of existing staff (disappointed at the lack of effort to retain some of those who have already left) and delivery of the Sport England funding application.</p> <ul style="list-style-type: none"> <li>- Who is leading the required input into the Whole Sport Plan for March 2017 for the Talent Team – do they have the capacity and time to ensure that this is pulled together with the dedication it deserves? Is it being done in isolation?</li> </ul>

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	<p>As of 2<sup>nd</sup> December when Martin leaves there will be no members of the SMT in position. The only senior member of the organisation will be the interim CEO who we understand is only in post 15 hours a week and only 1 day in the office. In the opinion of the PC this is not adequate and will not provide the leadership, guidance, support or hands-on work to deliver what is needed in the next 6 months.</p> <p>The PC expressed serious concerns about, the recent activities, the number of vacant positions and the recent news that GA has resigned and is looking to the Board for leadership as we look to move forward.</p> <p><b>ACTIONS: AB/AC to follow up with VE</b>          AB will talk to Jefferson Williams to share the concerns, specifically around the point that there is a need to retain Adi Fawcett and protect her current position as there is no contingency plan if Adi leaves.</p> <p>JW to take action with the Board          Minutes to be circulated to Steve Matthews as Technical Director who should also take to the Board. AB to follow up with SM if required to emphasise concerns.</p>
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Lead	TASS
AF	<p>In the new Cycle there will be 36 TASS and 26 Sport Aid awards available to Volleyball England. Congratulations to AF and the Talent Team for securing this funding for our VE Athletes.</p> <p>There is a pilot to replace AASE with funding from Tass in FE, the pilot will run from December 2016- End of the 2017 school year. Again, congratulations to AF and the Talent Team for securing the Pilot scheme.</p> <p>Of all 46 sports, volleyball was asked to undertake a pilot and it was a quite a coo to be selected along with Golf to be the Sports to Pilot the Scheme. The pilot will be at Petroc College and Denise Austin has been engaged to support the delivery of the pilot.</p> <p><b>Action</b>  <b>NT coaches have been asked to nomination athletes for Tass and Sport Aid awards</b>  <b>AF is co-ordinating the final nominations for Sport Aid mid November 2016</b></p>
	<b>Talent Tracker</b>
AF	<p>RL/AG/MB as National Team coaches highlighted that it is very time consuming but still very valuable. Squads need to have a clear process in the coaching team to get the detail done.</p> <p>Consider whether we can make it more simple for coaches by ranking the athletes under Physical, Mental, Technical and Tactical but then providing a general comment box that covers off all areas rather than each separately.</p> <p><b>Action</b>  <b>Options to look at who enters data at camps:- Team Managers/Assistant coaches</b>  <b>Could we use a reporting process that is better as suggested above</b>  <b>Needs to be an important part of the induction process for athletes, coaches, parents</b>  <b>Can VE database have a list of live/non-live athletes</b></p>

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<b>AF</b>	<p><b>NT update</b></p> <p>There is uncertainty regarding the <b>Young Senior</b> funding – this was additional R&amp;I funding achieved specific to extend the talent pathway. This official funding to finish March 2017 and this again reiterates the importance of relationships and production of the SE application.</p> <ul style="list-style-type: none"><li>- AC confirmed that Beach and Indoor are funded by this funding</li><li>- AC confirmed that all Head Coaches of NT Squads should know their budget for performance over a year</li><li>- AC VE talent Team co-ordinate and make the efficiencies across the Squads where possible.</li></ul> <p><b>Senior Men</b> - some challenges with the athletes not paying their camp payments. Will cause a challenge in the budget.</p> <p><b>Senior Women</b> – report from the summer required from David Goodchild</p> <p><b>Cross discipline:</b></p> <ul style="list-style-type: none"><li>- Beach and Indoor need to work together, a formal arrangement is required for this to be effective</li><li>- Currently there is an opportunity to refresh the working relationships between beach and indoor but there are concerns that this could regress if the Business is not made stable</li></ul> <p><b>Beach</b></p> <p>There are currently vacancies in the Beach programme for Junior Head Coach positions, this has presented an opportunity to review how they operate with indoor NT Squads</p> <p>AG suggestion that if possible that the juniors for indoor and beach have a look at the staff that could work with all junior/Cadet NT Squads.</p> <p>AG should we have Senior England Beach Programmes and appoint Head Coaches?</p> <p>Discussion on the following points</p> <ol style="list-style-type: none"><li>1. Pro's/Con's- Value /recruit/cost</li><li>2. Justification of the role of the Senior NT coaches</li><li>3. Current teams who are self funding</li><li>4. How do we deliver the pathway for Beach if there are no senior squads?</li><li>5. Better relationship with teams/players</li></ol> <p>There was a lengthy discussion and the outcome was that it is a good idea to have senior Beach Squads and Head coaches leading these squads.</p> <p>Needs to be consideration of the role of the Head Coach – what is required? how they would work with the existing teams, those who have own coaches, how they would link/work with the coaches of the junior programmes.</p> <p>The head coach will be recruited on a Voluntary model inline with all other current head coach NT roles with no funding currently available for payment of coaches</p> <p>Action: Further consideration of the role and subsequent advertisement for Senior Beach Head Coaches for men and women.</p> <p><b>Beach Junior</b></p> <p>VE to give guidance/direction and advertise for Junior Beach Head Coaches for Men and women</p>

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	<p><b>Vacancies</b>                  There are a number of coaching positions where the term of the role are coming up for renewal. It was agreed that at this stage due to the priorities of the department and lack of resource this will have to take a back seat. Was agreed that AC/AB could lead these review discussions to support VE. <b>Action: AC/AB to discuss with AF</b></p> <p>The Cadet Boys Indoor Head Coach is an interim role that Luis Bello has been undertaking without any formal appointment. It was recognised that in line with good practice and transparency all coaching positions should be advertised and equal opportunity for all individuals to apply. This is of no relation to whether the interim post has been successful or not – to be discussed separately. <b>Action: AF to contact LB - Firstly, say positive job he has done in the role but that there has been an administrative error in that he has been allowed to coach as an interim head coach for over a year, apologise and acknowledge the great work, also explain that VE have to follow procedure in appointing HC to all NT Squads, e.g Rachel Laybourne applying for the Junior Women Indoor HC role.</b></p> <p>All appointment will need to be discussed with the PC and VE and can a member of the PC be on the interview panel</p> <p>Can the adverts and JD's be given to the members of the PC prior to going to advert</p> <p>ALL brief review of the Competition Performance Review documents. Request for the outstanding documents from the following events:-</p> <p>Senior Indoor Women: Croatia competition - Dave Goodchild                  WSG Beach – Lewie Lett</p> <p><b>Actions:</b>  <b>AB to contact JW/SL/AJ to follow up why Senior men athletes haven't paid for camps</b>  <b>AF/AB to contact Luis Bello directly to discuss the Cadet boys NT Coach Role.</b>  <b>AF recirculate Competition Performance Review Template to all squads.</b>  <b>AF Advertise the Beach Senior and Junior Head Coach Positions.</b></p>
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Lead	Medical Update
	<p>Medical screening data files are all confidential                  Confirmed that these are all centrally stored                  All athletes need to sign a Parental/Athlete consent form</p> <p>NO suggests that CRY Screening is recommended for Volleyball athletes because of the profile of our athletes eg. Height can lead to more risk. <b>ACTION: NO to explore if given notice whether can arrange testing for NT Squad selected athletes</b></p> <p>NO: Queried the need for doctors at events after having been approached to support some recent beach events. Happy to help to arrange cover by doctors, however please let her know in advance and she can co-ordinate the logistics /cost for events</p> <p>NO advised that she has also been approached to sign Medical forms to enable athletes to compete internationally. Suggestion that all athletes requiring TUE/Screening for official forms, cost should be £35 and should be funded by the athlete, this would release VE of the responsibility to provide and store these data records.                  Uncertain as to whether there is a requirement to have doctors at all VE official events to validate insurance.</p>

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	<p>Noted; physio provisions for indoor camps/events have been excellent Kamila/Rachel</p> <p><b>Actions:</b> <b>AF - VE send a thankyou to recognise the value and appreciation of the physios</b> <b>AF to inform all athletes that they will have to fund their own TUE/Screening Medical forms via GP.</b></p>
	<p><b>AOB</b></p>
<b>AF/AB/AC</b>	<p>AB Technical Lead for Beach on the Coaching Commission, needs to go to advert on VE website All PC members to think of possible candidates and feedback to AB.</p> <p>Coach Developer:</p> <p>AC Feedback on Job description Upskill people within VE</p> <p>AC Also advertise externally as cherry picking the best within volleyball has been exhausted.</p> <p>Email updates:</p> <p>Gary Hutt: <a href="mailto:gary@volleyscience.com">gary@volleyscience.com</a> Audrey Cooper: <a href="mailto:audrey@britishvolleyball.org">audrey@britishvolleyball.org</a></p> <p><b>SPORT ENGLAND PLAN</b></p> <p><b>ASAP contact by AB/AC with VE staff and Board to discuss concerns of the PC with how this is going to be delivered and include the Talent development pathway for our sport</b></p>