

**Meeting: Performance Commission Meeting**

**Date: 7 February 2015 – SportPark, Loughborough**

**Minutes of Meeting**

**Notes prepared by:** Adi Fawcett  
**Circulation:** Performance Commission  
**Distribution:** Alex Bialokoz

**Performance Commission members present and apologies for absence:**

Audrey Cooper (AC)	Technical & Talent Director
Adi Fawcett (AF)	Talent Manager
Alex Bialokoz (AB)	Performance Commission President
Carol Gordon (CG)	Junior Volleyball Lead
Amanda Glover (AG)	Beach Volleyball Lead
Dan Griffin (DG)	Sitting Volleyball Lead

**Apologies:**

Maria Bertelli (MB)	Senior Volleyball co-Lead / Cadet support
Richard Dobell (RD)	Senior Volleyball co-Lead
Rachel Laybourne (RL)	Junior Volleyball support

The meeting commenced at 11.10am

**ACTION**

**1. Introductions and Apologies**

Round table introductions, background, experience.

**2. Commission**

Terms of Reference/Roles – went through the roles and people proposed in the roles. A PC expert R&R needs to be produced for the board, all commissions are currently reviewing. Important we have representatives on the PC with the ‘right’ competencies and expertise.

- Senior Indoor – co lead RD and MB.
- Junior Development – CG lead, supported by RL.
- Cadet Development & TID – AC meeting Chelsea Warr, UK Sport in March, consider external candidates to represent the PC in the TID area. MB to support in this and Cadet area.
- Sitting – DG lead, no additional support required at present.
- Beach – AG to lead, consider additional support – follow up with Matt Rymers, Lewie Lett and Claudia Lambert.
- Performance Coaching – AC lead (consider others to support in future) and link to the coaching commission, support from LOR.
- Sport Science & Sport Medicine (SS&SM) – Nicky leading on Medicine/Anti-Doping. AC to discuss appetite for new practitioners to represent the SM part on the commission.

**AC**

**AG**

**AC**

The needs of the commission may change over time, however appropriate representation at present.

### 3. Volleyball England Performance Pathways Update

- **Sport England Performance Self-Assessment** – AC explained how our activity is measured and the supporting finances. Specifically explained the talent targets and the supporting information (in the review doc) which evidences how we hit the targets.
- **Reward and Incentive submission** – We will submit an application for additional funding for the Talent areas, this is currently on hold due to the APS scores. The submission will detail support required in 3 areas:
  - Extending the pathway to young senior programmes (indoor & beach)
  - TID project
  - Coach development programme
- **Sport England Year 3 & Year 4 targets**  
Explanation and hand-out of the current targets we are working to up to 2017.
- **2015 Priorities:**
  - Workforce – FIVB/CEV centre 3 courses next year, Technical seminars, Coaching pathway, Referee Strategy, Activator Courses.
  - Talent – Talent ID project, Junior Academies – recruitment & training, Senior Academies – development of partnership, AASE – monitoring of the programme, Competition mapping, National Squads. Tracking documents now in place and being developed.

AG comment on the use of the SA programme within the AASE career modules – to be looked at by AF.

AB to approach RD to look at developing a database for tracking business links within volleyball and outside volleyball that may be useful for developing the programme to help future/current senior players looking for career/business links.

AF

AB

### 4. National Team updates

- **Cadet/Junior – CG**  
Big improvement that the girls and boys numbers have increased in each squad.  
Evident that Junior Academies (daily VB training) is starting to impact positively on the NT age group squads.  
More coaches attending (new identified talented coaches) and the staff around squads is 4 in total. Good opportunities for coach development now.  
Confusion regarding difference between cadet & junior at this year's Sainsburys School Games, who should be representing each team.  
AF to arrange meeting between CG/DL/BO/SMc (NT head coaches) to discuss SSG plans for this year.  
International competition exposes mental weaknesses – big work on going forward.  
Calendar for 2015/16 will free up NT weekends, i.e. no other competition taking place, this will support the squads & clubs.

AF

General discussion on development of athletes once they are in the

pathway; also how to deal with requests from athletes to join the pathway. No formal process currently, requests should come from the athlete's coach to the relevant Head Coach. Formal processes will fall out of the TID project, AF to keep PC updated.

- **Beach – AG**

Positive feedback on having a structure to the programme and appointed coaches and the support from VE.  
The integration between beach & indoor has been well received – coaches encouraging athletes to do both.  
Continues to be a work in progress in terms of development, how to find athletes and then signpost them.  
Currently most beach athletes come from the indoor. AF to ask NEVZA nations how their indoor & beach programmes align/work. More athletes competed in JVEBT in 2014, both Sat (senior) and Sun (junior and/or senior).  
Men's beach we lack the physicality to compete at older age groups; generally not enough women competing on the beach. We are in a very competitive zone and playing CEV is equivalent of playing at FIVB level.  
AC commented that it is encouraging the number of beach courts being established, as well as senior & junior academies considering looking at beach facilities – this will support our TID & opportunities to train and compete.  
Senior teams in Continental Cup and Baku, VE office supports Jake and Chris on the tour but there is no financial support. On Senior Beach the men are coached by Lewie and women by Kirk.  
AC advised that entry into high level competitions does require us to consider/budget for the potential to then host events, as well meet any necessary regulations which surround these comps.

AF

- **Sitting – DG**

Re-building from London 2012 – little succession planning, review of 2013 Worlds for the Women's Team, Performance plans in place including competition plans for this year.  
Talent ID project – demographic data, consistency of squads, sub-zone team analysis being undertaken by DG/RSC, only looking for small numbers; Para athletes being sought by others sports too!  
Action for the Commission members is to consider 'good' volleyball players who may meet the criteria for a minimal disability (MD) athlete. TID project team to provide guidelines.  
Inform BVF of the TID project and guidelines for the type of athletes we are looking for in order for Home Nations to help id.  
AB mentioned "walking schools" based at Roehampton helping people walk again with prosthetics – may be an avenue for TID.  
DG follow up with RSC.  
For information the MOU has expired between BVF and VE.

ALL

DG

DG/AC

DG/RSC

- **Senior Teams – AC**

Currently looking at appropriate competitions for the U23/young senior teams in order to extend the pathway and resurrect senior squads.  
There is a good opportunity in Europe for the women - "European Global Challenge" competition which is run by the BIP agency,

which also presents an opportunity for English players to be scouted. Still looking for an appropriate men's competition. Both events would be preceded by training/selection camps. There is the opportunity to use Senior Academy facilities and staff, provided as value in kind.

A portion of TASS funding has already been stipulated as a contribution from athletes, to support camps and a competition. The question of potential to attend the World University Games was discussed, this had been explored with the cost being the big inhibitor as well as tight entry deadlines.

AB mentioned a competition invite from Scotland for a scrimmage, but felt this wouldn't be appropriate for England teams. AB to advise JW to follow up with SVA of the opportunity of a Super 8s team to provide the scrimmage play for Scotland.

AB

- **Coaching – AC**

AB asked if there is specific volleyball coach development. Explanation of programmes currently in place, Strive and Connect. CG outlined her role as a coach developer and who she currently works with and who Ian Goswell is mentoring as part of Strive.

Plan is to create a VE coach development programme for coaches operating in the Talent Pathway (NTs, senior & junior academies).

AC will keep the PC informed of the progress as it evolves. Workforce team organised and delivered a number of FIVB workshops this year and will do so again in 2015.

Currently the feedback from national teams to club coaches is on an ad hoc basis, we require a robust and simple process.

AF to discuss with Head Coaches at March camp and propose how we will communicate and inform both coaches and parents of athletes progression in the NTs.

AC

AF

## 5. 2024 Strategy/Vision

- AC provided background to the 2024 vision – from VB community feedback during 2014 Volleyball Voice to Leadership team input and T&T team development.
- High level 2024 Strategic priorities, ambitions and milestones document was shared. Each PC member asked to review their area and provide feedback/mods/additions by end of February – send back to AC.

ALL

## 6. AOB

- AB enquired about process/comms with pro clubs to the federation for **English athletes to compete overseas**. AC advised the situation is currently ad hoc, however we plan to create links/comms and a process of how we can guide and help athletes to aspire to play professionally overseas – ongoing project, PC will be kept informed.
- Darren Lewis (Head Coach, Indoor Junior Men) put forward a proposal for the **JM to become to compete in the Super 8s**, providing needed higher level competition experience to support preparation for international competition. Proposed the JM would host a match at NT camp training weekend

AC

– home match only, no return match and the S8s teams would earn points from these matches.

Talent or VE generally would need to compensate the clubs to subsidise travel, approx £150-£200 as an enticement to compete, this currently is not in the budget. NT players could be asked to pay an additional match fee!

An outline proposal went to the recent Comps Commission, their feedback was supportive however they require a detailed proposal by 24 April ahead of next Comps meeting on 10 May.

Consideration needs to be given to how the points could work, who has first selection of players if there is a clash between club and country. AF to work with NT junior head coaches on the proposal, rationale, operational issues and solutions. Agreed this should be a proposal for the junior men and junior women.

AB and AC to contact every Super 8 team to gauge their interest and appetite to support this initiative

- RD has asked what **links do we have to play elite clubs in Europe**. Options are currently being looked at – NEVZA have a club champs which may be an option for Senior Academies/Super 8 clubs. Future add to comps pathway document and contacts.
- AF will process the **meeting minutes**. AC will look at the process for putting on the website/circulation etc.
- **Hall of Fame** – no further nominations.
- AG asked if performance is related to finance and the **squad budgets**. Currently we are not paid on results, however we now putting in place outcome goals for squads with evidence of their progress and development.

The budget has been front-loaded in this 4 year cycle. Budgets do not normally come through the Performance Commission, however they are discussed with each squad's head coach and the Head Office.

- AB commented that we would want to make sure that **any funding from talent** such as fees from other NGBs for our players to compete abroad, comes back into the Talent programme. Also confirmation that if someone wanted **to donate and/or sponsor a NT** that this would go into the Talent pot! AC to follow up with competitions/finance.

Meeting closed at 5.10pm.

## 7. Date of next meeting – Sunday 17<sup>th</sup> May at Kettering – time tbc

### AB to propose dates for remaining 2015 PC meetings

AF

AB/AC

AF/AC

AF/AC

AC

AB