

**PERFORMANCE COMMISSION MEETING**

**Saturday 23 April 2016  
SportPark, Loughborough**

Attendees	
Alex Bialokoz	Adi Fawcett
Maria Bertelli	Carol Gordon
Gary Hutt	Rohan West
Rachel Laybourne	Richard Stacey-Chapman

**Apologies: Richard Dobell, Audrey Cooper, Dan Griffin, Amanda Glover**

**1. Matters Arising from Minutes**

Lead	Update
AB	<p>General comment from the group to send the agenda out earlier</p> <p>RL questioned regarding attendance and those not regularly able to commit, should they be replaced?</p> <p>Ian Cooper (archivist) has asked for inclusion in the PC meetings. Felt this was not required but would be good to see how his work can feed into the PC.</p> <p>RL looked into possible pots of funding available for talent in local CSPs etc. Primarily this funding is for participation. RW will speak to Ian Poynton about grants.</p> <p>AF update on the Challenge Series. Coming up to the last weekend of the series at the 30 April/1 May camp. Very positive development for the Junior squads. Have been some challenges with workforce of NTOs. A full review will take place including all stakeholders following the last weekend of matches, look at Super 8s teams being invited to training as well as matches.</p> <p>AF update on Anti-Doping. In the midst of educating staff and need to finalise VE anti-doping strategy and then how this is delivered to athletes, parents and coaches.</p> <p>AF update on Safeguarding. Codes of conduct for national squads at training and competitions to be finalised by end of May. Talent Team will attend a "Time to listen" workshop in order to be the safeguarding 'go to' person at national squad camps.</p> <p>AB update on business contacts. Not been possible to make progress on this one as has been difficult to get in touch with RD. There are a number of individuals within volleyball who have great contacts so would be good to make the most of those contacts.</p> <p>RW update on London Legacy Cup – not to be run this year, looking at a bi-annual event. Currently looking at TV rights with Switzerland. French club confirmed and in discussions with Scraw. There was general consensus that Volleyball England needs to get more out of this event in terms of; revenue, participation, impact on the local community, and there needs to be more time in order to run it properly. AB and AF put the view forward that this should be for national teams and reward those athletes and volunteers who have committed to the England Talent Pathway – there is then more affinity with the teams that are playing. It would be a more attractive event to the non-volleyball community if it was a national team playing rather than clubs. AB impressed with the amount of sponsorship generated. RW still working with some current sponsors to expand their support.</p> <p><b>Action:</b>  <b>AF &amp; AB to send agenda earlier</b>  <b>RW to confirm attendance required for remaining on the PC</b>  <b>AB to contact IC re input into PC. Talent Team to revise process for England match and team information being sent to IC</b>  <b>RW speak to IP re grants</b>  <b>AF finalise Safeguarding process for national squads</b></p>

## 2. Volleyball England Performance Pathways Update

Lead	TASS
AF	Coming into the last year of TASS for this cycle. AF has been meeting with TASS as one of their most valued NGBs in regard to changes to the award currently being discussed. TASS are wanting to avoid duplication with those Universities offering comprehensive scholarships and want to ensure they are enhancing programmes. First step is to understand which athletes are going where for the next academic year. Richard Easton (new Talent Pathways Officer) is currently gathering that information from athletes for us to then go back to TASS to look at the potential picture for next year. TASS screening has been implemented this year and GH along with Dave Hembrough have been developing the network and collating the data from all TACs in regard to the volleyball specific physical and physio screening.
AF	<b>Talent Tracker</b> This is still a work in progress but now operating with all 10 squads to varying degrees. It has been a significant step in feeding back to athletes, parents and clubs and we are still fine tuning the process. MB asked if it was possible to see which athletes had looked at their tracker. The update is that this is not possible with our current system, we are only able to see how many people have accessed the tracker and not who.
AF	<b>Tokyo 2020 and Sport England</b> Wayne Coyle is leading the submission on behalf of British Volleyball for Tokyo 2020 to UKSport for beach and sitting. AF leading on beach and Richard Stacey-Chapman leading on sitting. The submission date is now the end of June and AF has been meeting with beach coaches regarding plans for the next 4 years for beach across the Talent Pathway feeding into a Performance Foundation and World Class programme. Sport England will be releasing their new strategy on 17 May for NGBs to then submit an expression of interest and have a meeting with SE to look at their plans going forward. A submission process will follow with announcements to sports happening at the end of the year. RW added that we don't yet know the 23 KPIs in strategy and that we need to wait for the 17 May. The meeting felt that we need to be proactive rather than reactive and have plans in place in order to develop the strategy over the next 4 years. We know that they are looking at 5+, that talent will be ring-fenced and we need to be having discussions and making plans immediately and be able to demonstrate the benefits that team sport brings to DCMS and SE KPIs. The meeting agreed to hold a talent stakeholder meeting on 27 May in Loughborough in order to start bringing plans together and to be ahead of the game. <b>ACTION: AF to contact all concerned for 27 May. Topics will be sent out to all following 17 May for areas to consider for discussion and planning.</b>
AF	<b>Volleyball Futures</b> The information booklet was discussed with the group and AF outlined how the programme will work. Launch date at the end of May. The booklet has been put together by AF with input from Ruth Norfolk (Marketing and communications Manager) and we have engaged a designer to put the booklet together which will be sent to all clubs and Level 2 coaches. Hard copies will be sent to those stakeholders who have supported the programme and well as a suite of materials being developed. The first VF event will be in LeAF on 6 May and meetings have already taken place with Sunderland and with Derby. Comments were extremely positive about the project and this is an exciting step forward for both the England Talent Pathway and for the business as a whole.
AF	<b>University of Nottingham</b> UoN have submitted an application to become a Senior Academy. They are in the midst of completing a £42 million into new facilities. The record of attendance from the meeting attended by RW and AF was handed out to the group. The current head coach had been interviewed during the week for the Junior Womens Head Coach position and was unsuccessful. The meeting felt that they potentially are a great asset to the programme because of location, Russell Group University and their investment is substantial. We need to be clear going forward that there needs to be a figurehead at the University, a link with a local club to provide the right competitive outlet and establish a link with the Junior Academy in Loughborough. <b>ACTION: AF to continue to liaise with the University and take them through the Senior Academy application process.</b>

## 3. National Teams Update

Lead	Indoor
CG	<b>Cadet and Junior</b> Performance Reviews from Madrid were handed out to the group. There has also been a review from the physio that went to Madrid which will be feed into operations going forward. RL fed into the discussion regarding the Junior Women from the performance at NEVZA to CEV. A challenging situation with little time to prepare and a group of athletes who were not fully engaged in the programme. This is a work in progress and the culture and environment is already progressing. Currently lower numbers are invited to the camps

	<p>as the level is just not there, they are also bringing in those athletes who are too old for NEVZA but still in Y13 and thus helping to retain them in the pathway and provide some experience to the rest of the group. MB added with the Cadet Girls that the talent pool is an issue and they are already inviting young but raw players to camps. CG added that there needs to be some coach education around getting girls access to NVL clubs at the higher level.</p> <p>Currently there is an issue of communication between the Cadet Boys and Junior Mens Head Coaches, primarily this stems from disagreements around how players move between groups. The philosophy of the pathway is that it is athlete centred with fluidity between squads of players and there needs to be great communication between coaches in order to achieve this across beach and indoor. Agreement for a meeting to be held between the squads to be clear on our approach and next steps going forward.</p> <p>There was a discussion around the new CEV U16 and U17 competition which will be starting in December. The meeting felt we would not be able to field a competitive team and that the resources would be better spent elsewhere at this point in time, particularly for this age-group where we are only just starting to bring younger players onto the pathway.</p> <p><b>ACTION: AF to arrange the meeting at the next camp between male squad team staff, with support from PC members</b></p>
AF	<p><b>Senior Teams</b></p> <p>Senior Men are now at the selection end of their camps. There will be 5 camps in total prior to the CEV Europeans in May. There has been a fantastic buy in from the athletes. Everything is working well on court, there is still a bit of work to do off court; feedback, communication between team staff etc but all progressing in the right direction.</p> <p>Senior Women have had one camp and others are planned in over the summer leading into the Global Challenge. The challenges for this group are the lack of numbers and the fact that so many are in programmes in the USA – it is very difficult to get them back over to take part in England camps, this is currently being worked on. Team staff working well together and GH is providing support at camps.</p>
AF	<p><b>School Games</b></p> <p>The philosophy is that this event should be used as an opportunity for those players who would make the most of the opportunity and those we wish to support in the pathway. Ideally it would not be the same players as the NEVZA U19 group but can be used as a warm-up event for the NEVZA U17. The Cadet Head Coaches would lead the event with support from assistants from all squads. MB suggested that young coaches could be brought in as team managers. AF updated that YST will be reviewing the Games and sports will have to apply in the future. It is a great event for our pathway and we need to work hard to ensure we keep our place.</p>
	<p><b>Beach</b></p>
AF	<p>Beach season about to start. CWG is now confirmed for the Gold Coast 2018. The Student Cup will also be a BUCS points event from 2017.</p> <p>We are sending athletes to World Uni Champs – unfortunately not a womens team as there is the same challenge as on the indoor with even less of that age group playing beach in this country. We will also be sending athletes to CEV U18, U20 and U22 as well as NEVZA U17 and U19. FIVB events will be self-funded</p> <p>AF met recently with the beach team and discussed Tokyo plans and coaching going forward. Beach needs to be subject to the same processes as indoor. The Junior Beach Head Coach as recently resigned and Andy Jones will be interim over the summer with the job going out to advert after the summer as well as confirming the coaching structure for the rest of the beach pathway and going out to advert. Most recently beach coaches have been appointed around events rather than squads. Kirk Pitman is currently coaching Chris and Jake with support from Emma Kavanagh and Louis Lett coaching the World Uni Champs team again with support from Emma Kavanagh.</p>
	<p><b>Sitting</b></p>
RW	<p>Update that Canada have confirmed for pre-Rio camp in Medway. Looking at Unim to extend their funding going forward</p>
	<p><b>SS&amp;SM Practitioners</b></p>
GH	<p>Sitting have been advertising for and S&amp;C voluntary coach and GH has been supporting this process. There has been a lot of work done between AF, GH and DH on the Volleyball Futures programme testing and protocols with a pilot testing event delivered at LeAF in January at the Cadet camp.</p> <p>Jemma Oliver has stepped down as the Physio lead as she is unable to commit the time. We have been fortunate that we now have a good team of physios regularly supporting national team camps and we are now in the process.</p> <p>There is an opportunity for VE as the FIVB are starting to look at medical and sport science issues, as we found during the research for Volleyball Futures there is very little research worldwide in this area. Canada have put some videos online and they have received a lot of attention. This is an opportunity to build a great reputation and conduct some valuable research.</p>

	<p>MB and CG suggested it would be useful to have a one pager that could be put together around fundamentals for squads that could be used by the athletes at home in regard to warm-up and cool-down management. GH said we do need to be careful about how the athletes are educated around this and who does that education as for example interns may not be appropriate for this type of delivery. GH has been working with LOR on a Strength and Conditioning workshop which will be piloted in May which will complement the work being done on the pathway. It would also be useful for practitioners to attend the Enhance workshops if possible.</p> <p>Currently working on how data is managed and need to link in with Nicky in terms of medical requirements and look at how other sports manage this data.</p> <p>GH was asked to look at the transition for athletes from beach to indoor and jumping mechanics and the implications for training and injury. Current work has shown that a different jumping style is required for each surface and there needs to be good acclimatisation from one surface to another. AF commented that the work done so far would be a good addition to the appendices for the Tokyo 2020 bid.</p> <p><b>ACTION: GH to speak to Nicky re data. AF to speak to other sports about managing data and to LOR re Enhance.</b></p>
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#### 4. AOB

<b>RN</b>	Looking into commercial companies to approach for sponsorship of national squads, looking at those who sponsor European teams and whether they could be approached for England teams. Hotest areas at the moment are beach and university volleyball.
<b>AB/RL</b>	Would be good to look at the exit routes for our seniors and the aspiration for our national teams. Internships, employability.
<b>MB</b>	Question was asked around the end of the contract at Kettering and who is managing the project around finding a new facility. Confirmed by RW that the contract ends April 2017 and that Sanjib Sahota is now managing the project. Concerns expressed around timelines to end the contract and find a new facility as those in the office who deliver events at Kettering would be reluctant to renew the contract. Looking at getting Expressions of Interest in June. RW planning a site visit to the University of Nottingham.

DONM – 23 July 2016