

**Meeting: Performance Commission Meeting**

**Date: 26 September 2015 - Skype**

**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
Maria Bertelli (MB)	Senior Volleyball co-Lead / Cadet support
Rachel Laybourne (RL)	Junior Volleyball support
Carol Gordon (CG)	Junior Volleyball Lead

**Apologies:**

Richard Dobell (RD)	Senior Volleyball co-Lead
Nicky Osborne (NO)	Medical
Amanda Glover (AG)	Beach Volleyball Lead
Dan Griffin (DG)	Sitting Volleyball Lead
Gary Hutt (GH)	S&C Assistance Lead

**ACTION**

**1. Apologies – Minutes of the last meeting / actions update**

Apologies as above.

- Nicky Osborne has now been included on the circulation list.
- **Beach representation:** No further with Kirsty Starmer or Lewie Lett representing beach when AG unavailable.
- **CSP funding opportunities:** RL gave update on Active Essex innovation fund, can be used for new projects using technology. RL is waiting to hear from other VRMs, if similar fund exists around the country. AC suggested this funding could be used to help support TID events around the country. **ACTION RL to follow up and liaise with AF.**
- **UKSport Team Sport Mtg:** No minutes made available. AC attending Tokyo 2020 Investment Policy meeting in Manchester on Thu 1 Oct, followed by 1to1 mtgs with each sport during October re potential for funding. CG asked what investment would be based on. AC replied currently policy is medal or top 8 to secure funding – this is the no compromise policy.
- **Challenge Series:** starting at the National Camp on 10/11 October. Polonia have asked for a change of date, AF has offered dates between Xmas and New Year and is waiting to hear back from them.
- Female and Male team were sent to CEV U22 Beach.
- **Sitting TID:** AC informed the meeting that the IPC are changing the rules around classification and getting tougher on enforcing them. RS-C is meeting with the BPA on Thu 1 Oct in order to gain clarity around classification

**AG**

**RL**

**AF**

## 2. Volleyball England Performance Pathways Update

- **Talent Tracker (AF)** - Talent Team working through the best way to provide feedback for athletes, parents and clubs. Cadet and Junior women used the Talent Tracker at the last camp, cumbersome and time consuming to enter data, therefore Head Coaches will receive simple spreadsheet to enter comments. Talent Admin will then update the Talent Tracker. This will be piloted at the next camp. RL commented on the degree of detail required for those athletes dropping in and out of camps. Ideally the selections and tracker would be out at the same time. This led to a general discussion around selections and there had been some complaints from parents over selections during the summer. Consensus was that this will take time, there is a need for transparency and is part of the parent education. It is a challenge to provide feedback for everyone. We have additional challenges around the timing of events; School Games at the beginning of the season which does not allow enough preparation training camps.
- **TID Project update & next steps (AF)**- The TID project team (AF, AC & Steve McKeown) met with Jo Butt (JB) from SHU to discuss the outcomes of the mental attributes project. There is a gap around beach, JB to research that in more depth, contacting Emma Kavanagh. We are currently looking at 8-10 attributes required for a high performance athlete, there is a definition for each and then 3 behaviours for each which can be assessed, developed and observed. The next stage is to provide sport specific drills/sessions in order to assess the level of attribute in an athlete. There will be an update on the physical research in October with Essex University and our S&C Practitioner Leads. Originally we were to put together an expert panel to make the research sport specific but have now decided that we will put the structure and framework together to present to experienced volleyball coaches and players for comment and feedback. We are looking to hold a pilot TID testing event by the end of the year, with 5 being rolled out in each investment zone next year.
- **TASS (AF/AC)** - AB suggested we discuss at the next meeting when we can look in depth at the criteria and selection process used for awarding TASS to individual athletes. AC confirmed we have 34 awards this year, the TASS criteria changed from last year to this year. TASS does evolve from year to year, goalposts get moved which the Talent Team often have to respond to with little notice.
- **BOA Passports (AC)** - BOA criteria primarily for athletes at the top of the pathway, biggest benefit is travel for athletes based in London/Oyster card. NGBs put names forward, includes VE/SVA. The Talent Team will look internally at how we allocate these awards, which will be shared with the PC.
- **Anti doping & selection policy (AF)** – VE has a number of internal policies that need reviewing and updating in order to support our activity in raising the standard. AF/RSC updating the Anti-Doping and Selection policy. These policies will apply to all disciplines and all areas of the business. Consulting with UKAD & Sport Resolutions to ensure the final documents are up to date, relevant and robust.

## 3. National Teams Updates – update document circulated prior to mtg

- **Indoor Cadet & Junior** - Open trials successful; need a better way of contacting those that don't get selected. Could the Junior Academies be

AF –  
continue  
to keep PC  
abreast of  
TT

JB/AF

ALL –  
discuss at  
next  
meeting

AF

AF

linked to open trials? There have been good performances at recent competitions (SSG). Good to see younger coaches coming through and being developed and that initiative working well. Needs to review positioning of the School Games and better preparation for NEVZA competitions. Education sessions are good and need to continue. Need to continue to look at increasing numbers at the bottom end of the pathway. AB raised a concern about overseas players being helicoptered in – AF and CG commented that only British passport holders are considered, AC commented same for beach, we have a process. Any athlete wanting to represent England does need to demonstrate their desire to be part of the team.

RL commented on the junior women at School Games – the coaching team had limited time to prepare, detailed in post comp review doc. The team were undefeated going into the final and should have won. They were proud of their achievements, missed their performance goal but lessons have been learnt.

- **Young Senior programme / staffing (AC)** – Summary: summer camps and men's competition was a great success and re-ignited the appetite for a young senior programme. There was a mix of athletes (experience and youth). Physical testing completed on all athletes; individual feedback to be distributed shortly. The camps were supported by quality practitioners, delivered in a short space of time and with limited lead in. Next stage to advertise and appoint Head Coaches for the programmes. Feedback from athletes was extremely positive particularly around the coaching, the camps operated with a team of coaches rather than just one.

AB commented that it was great to see it up and running, it will be good to see them taking part in more competitions in the future. MB commented that it was a great environment, enjoyable & seeing athlete's progress. However, the camps did highlight the lack of both technical and tactical fundamentals in all players, which needs to be addressed. AC commented that 1. We need better talent and better signposting of talent to academies and 2. We need to review how coaches operate, consistency across the pathway.

A general discussion followed: what is required from athletes PMTT, how can we influence athlete development through coaches, academies, clubs and camps, appropriateness of competition formats e.g inter regs.

- **Beach: Junior (AG/AF)** - Beach review to be held on 2 October. We have entered more competitions than ever and there have been challenges over training, number of camps, calendar conflicts. Beach programmes are in their infancy and organisation is still a work in progress.
- **Beach: Senior (AC)** – Jake and Chris have competed at Baku, represented GB, Euro champ finals and numerous main draws. Their mode of operation requires attention – they need to relinquish control and allow coaches/staff to support them. Rio qualification is looking unlikely, so far not enough evidence in their results (with or without finance). Great to have young athletes taking part in the Continental Cup, we are supporting those players in the demands from both beach and indoor. The progress of our senior women Jess and Vicky limited, both working full time.
- **Sitting (DG/AC)** – Men's team has been resurrected, new coaching staff, women lead by Ian Legrand. Review with coaches in August on current programme and viability of Rio qualifying event in China. Decision not to attend: athletes are not at the required level and cost prohibitive, approx. £15,000. Disappointing for the athletes but agreed to focus on finding and developing new talent for Tokyo 2020. CG

AF –  
continue  
to review  
process  
for  
overseas  
players

AC/AF

ALL –  
review as  
part of TID  
project

AC –  
review 12<sup>th</sup>  
October

supports the coaches' decision, programme needs good strength and depth, the new military project being developed could ID more talent with right mental attributes. AB commented there may be opportunities to use military personnel to help educate younger athletes – others commented this required careful consideration!

- **SS&SM Practitioners (GH)** – MB commented that we need to be providing practitioners across all disciplines and not just indoor. AC replied that both Kate Eddy and Emma Kavanagh are involved in the current TID project. We are also trying to ensure we have physios at every talent camp.

AF gave a summary of the sport specific screening devised by Dave Hembrough, Gary Hutt and Jemma Oliver. The protocols and guidelines sent to TASS accredited centres with volleyball athletes and programmes. Local practitioners will be expected to use these protocols 3 x per year. The data will be sent back to AF and collated centrally and feed into the tracking of athletes. RL commented that this will be well received.

AC would like to formally thank Dave, Gary and Jemma for the exceptional work they have done so far and the support they have given to Talent programmes, their expertise is invaluable.

- **Safeguarding at competitions (AF)** - Reported a number of incidents this year, we are working closely with Rob Payne (VE Young People Manager) around safeguarding provisions and processes required, specifically around national team camps and competitions. There is a Code of Conduct which is signed by all athletes, however, we now need to look at how this is reinforced and produce a staff code of conduct with clear guidelines as to their roles and responsibilities. The PC will be kept up to date on all developments. AC added that we need to be consistent across all programmes and age groups and we have some challenges with presenting a new way of doing things and some cultural differences in the understanding of safeguarding issues.
- **Talented Coaches development plans / next steps (AC)** - An application went out to all coaches on the Talent pathway to attend the new Enhance programme. The response has been overwhelming – 21 coaches have signed up, 2 workshops and one to one coach developer sessions (2-3) per year. There are now 4 coach developers; CG, Ian Goswell, Steve McKeown and Ian Le Grand, they have been assigned coaches from ETP. The first workshop is focusing on self-awareness, the second will focus on building and establishing effective relationships. AC and IG will create the content and deliver at the workshops, sportscoachUK and externals also involved.

AF

#### **4. Business contacts database creation**

RD, AB and Jefferson Williams will be getting together to put forward a proposal to the appropriate department at Volleyball England and then look for feedback from the PC.

RD/AB/JW

#### **5. FIVB/CEV Developing Young Players seminar – update (AC)**

Seminar to take place during the NEVZA U17 competition in Oct/Nov at Kettering. We have some great speakers, good uptake so far. In order to run this event and maintain the FIVB Development Centre status there has to be 3 international candidates on the course. The information has been sent to all Talent coaches – please disseminate to coaches you feel would benefit from attending the seminar.

## **6. 2024 Milestones – review and feedback (ALL)**

AB asked for any feedback on the document. MB said she can see progress being made toward the 2016 targets, but to achieve some targets there will need to be some radical thinking. There was discussion around areas such as the number of athletes playing volleyball, the standard of current athletes, geographical issues, overlap between sports, specialisation, reducing activity to one discipline, protecting performers. Agreed the need for time to discuss where we go next in areas such as TID and working with clubs and the development of the pathway.

**ALL –  
discuss at  
next PC  
mtg**

## **7. AOB**

- **CEV Senior Champs** - AC recommended we consider investigating the entry (timelines, costings etc) of the Young Senior men in the European Championships. The men are capable of being competitive in the early rounds. However, entering a CEV event means you are in the hat for hosting, therefore we need to collaborate with the competitions department, finance and SMT.
- **London Legacy Club Invitational** – AB commented that there were not many spectators, that the event must have cost a significant amount of money and could the money not have gone on the young seniors and other areas where finance is required and help the national team? AC advised the purpose of this event was to generate income and increase the profile of the sport. The event ran very well and has increased the profile (how?). The event is currently being reviewed internally. RL commented that the event needs a thorough follow up with local schools, increasing awareness, buy-in and local growth. Impact on participation needs to be detailed as well as finances reviewed – was it worth the investment? AB to share concerns on the event not meeting our financial objectives with Playing Director.
- **Manchester Academy (AF)** - Informed the group that the North West Academy will no longer go ahead due to a £1.5M budget cut. A briefing note will be sent the group for information.
- **DCMS Consultation (AC)** – Briefed the PC on the intended VE submission. Distribute copy of final submission.
- **Competition Review** – Reminded the PC members to respond to the competitions review on the website, remind other volleyballers!

**AC/AF**

**AB**

**AF**

**AC**

**ALL**

## **8. Date of next Meeting(s) (AB)**

- AF to provide AB with dates of the next 4 Board Meetings; ideally PC meetings should be 2 weeks prior to the Board meetings.
- AB look at using Doodle poll for January meeting. Possibly Sunday 10<sup>th</sup> January.

**AF  
AB**