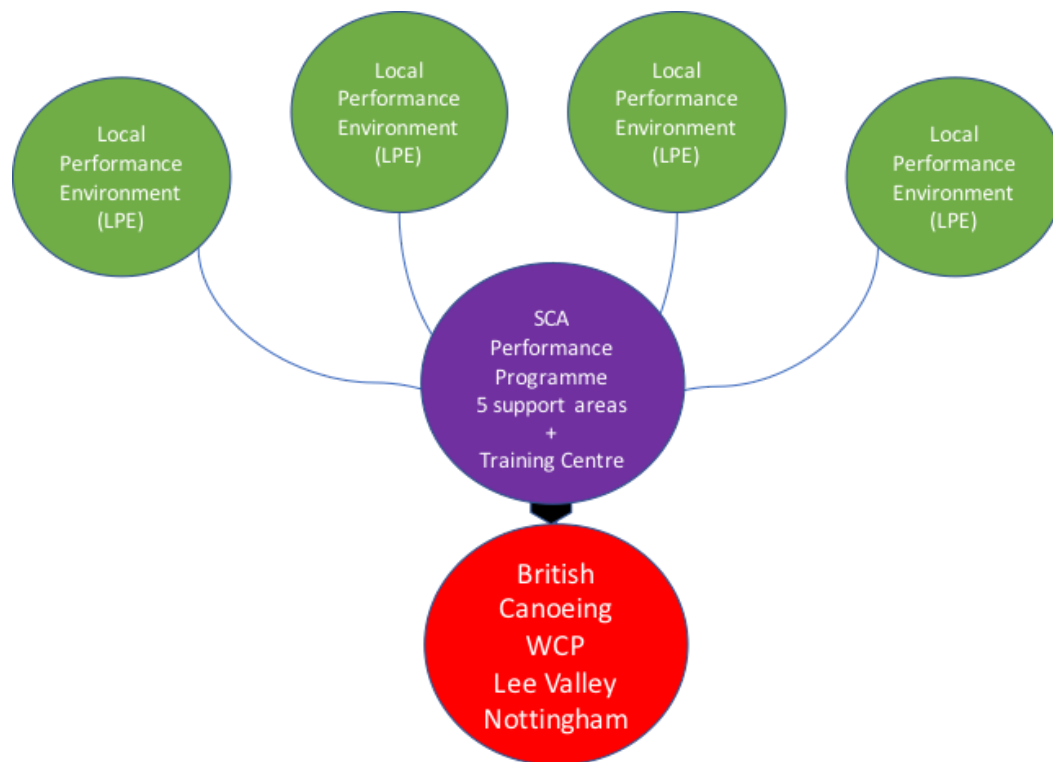




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The Performance Pathway



Through developing athletes and coaches as high performing people, the ultimate aim of our pathway is to support Scottish athletes accessing British Canoeing World Class Programme (red circle – diagram on the left) and then going on to get senior international success and win Olympic and Paralympic Medals. Our capacity to support Scottish Athletes world class performance in slalom and sprint disciplines is based on a semi-centralised performance pathway where athletes gradually access additional and relevant support from that initially provided in their local environment (clubs, paddlesport providers, school etc.), in order to accelerate their progression.

Support is initially provided by the Local Performance Environment (green circles - diagram on the left).

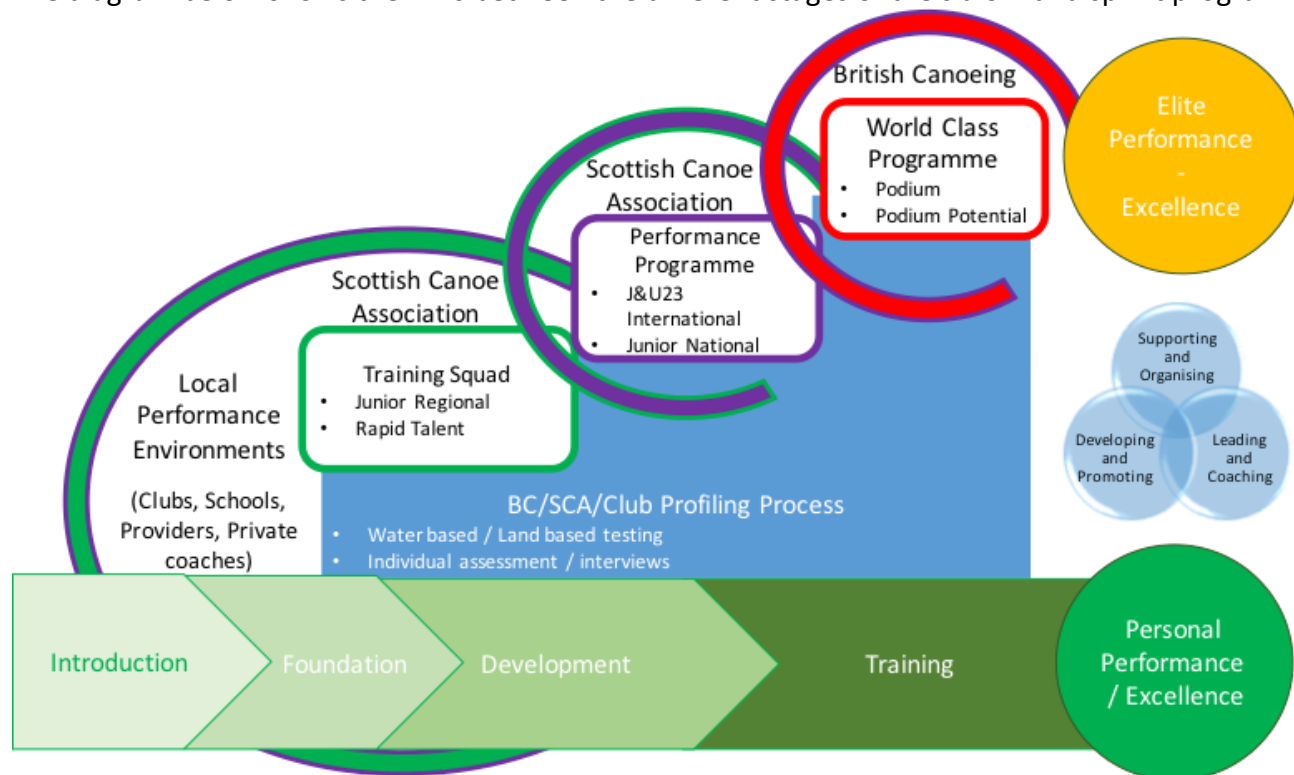
Then athletes meeting achievement criteria (see page 7 and 8) together with building the skills introduced in the athlete profile can apply to receive additional support through the SCA performance programme (purple circle diagram on the left).

Finally, athletes delivering finals, and podiums at International Events such as Junior, U23 and Senior World Championships, or the Olympic may be nominated to access the Podium Potential and Podium Programme provided by the British Canoeing World Class Programme (red circle – diagram on the left).

Transition from the different progression stages as well as the support needed may vary from athlete to athlete.

Our aim is to provide all athletes on a performance trajectory with a cooperative approach between the different organisations (Local Performance Environments, Clubs, SCA Performance Programme, British Canoeing and our partners) to ensure that athletes and coaches get the most appropriate support at each step of their progression to reach their goals.

The diagram below shows the links between the different stages of the slalom and sprint programmes. 2 main transition phases are identified:



First the aim is to prepare the transition from Local Performance Environments / Clubs programmes to the SCA Performance Programme.

Our pathway allows young athletes (Rapid Talent and Junior Regional Profiles – see achievement matrix page 7 and 8) to train in their local environment and gradually access training opportunities.

The SCA cooperates with identified Local Performance Environments (LPE) and local coaches.

The second transition is to prepare athletes for joining British Canoeing High Performance centres (Nottingham for Sprint – Lee Valley for Slalom) when they gain access to the World class programmes by achieving Finals at Junior, U23 or Senior International championships (Worlds and Euros). To do so, we have designed our

performance programme with access to relevant performance support to achieve enhanced competition outcomes. The gradual support comprises of performance monitoring and planning, coaching at the training centre and/or during camps / races and sport science & medicine interventions. This support includes 5 areas explained in the table page 8 and 9.

We continuously align with British Canoeing philosophy and methodology to ensure that Scottish Athletes can plan this transition and are equipped to thrive once working with the World Class Programme.

A review is currently underway regarding the Training Squad structure and purpose. Further details will be released during the 2019 season. For more information and to provide feedback or suggestions please contact jon.schofield@canoescotland.org

Selection and retention criteria

A 4-year approach to individual athlete's selection & retention criteria

Year 1: open – flexibility in the attainment of the achievement criteria, based on athlete's profile. This should support the feed of athletes in the different disciplines, with an aim to have athletes in all Olympic classes.

Year 2: confirm – athlete's retention based on proven progression toward World Class Programme standard even if racing achievement may not have been yet reached.

Year 3 and Year 4: raise the bar and deliver - we may fully apply the selection criteria and the focus of the Performance staff will be working with Athletes and Programmes that will contribute to our annual targets and/or our long-term outcomes.

In parallel, engagement with the local performance environment, will allow the enhancement of the pathway at the foundation, during development and in the early years of the training phase of the pathway. Local Performance Environments (LPE) will be equipped and confident in supporting athletes locally. This will help to ensure the development of the athletes together with creating local legacy.

Athletes profile

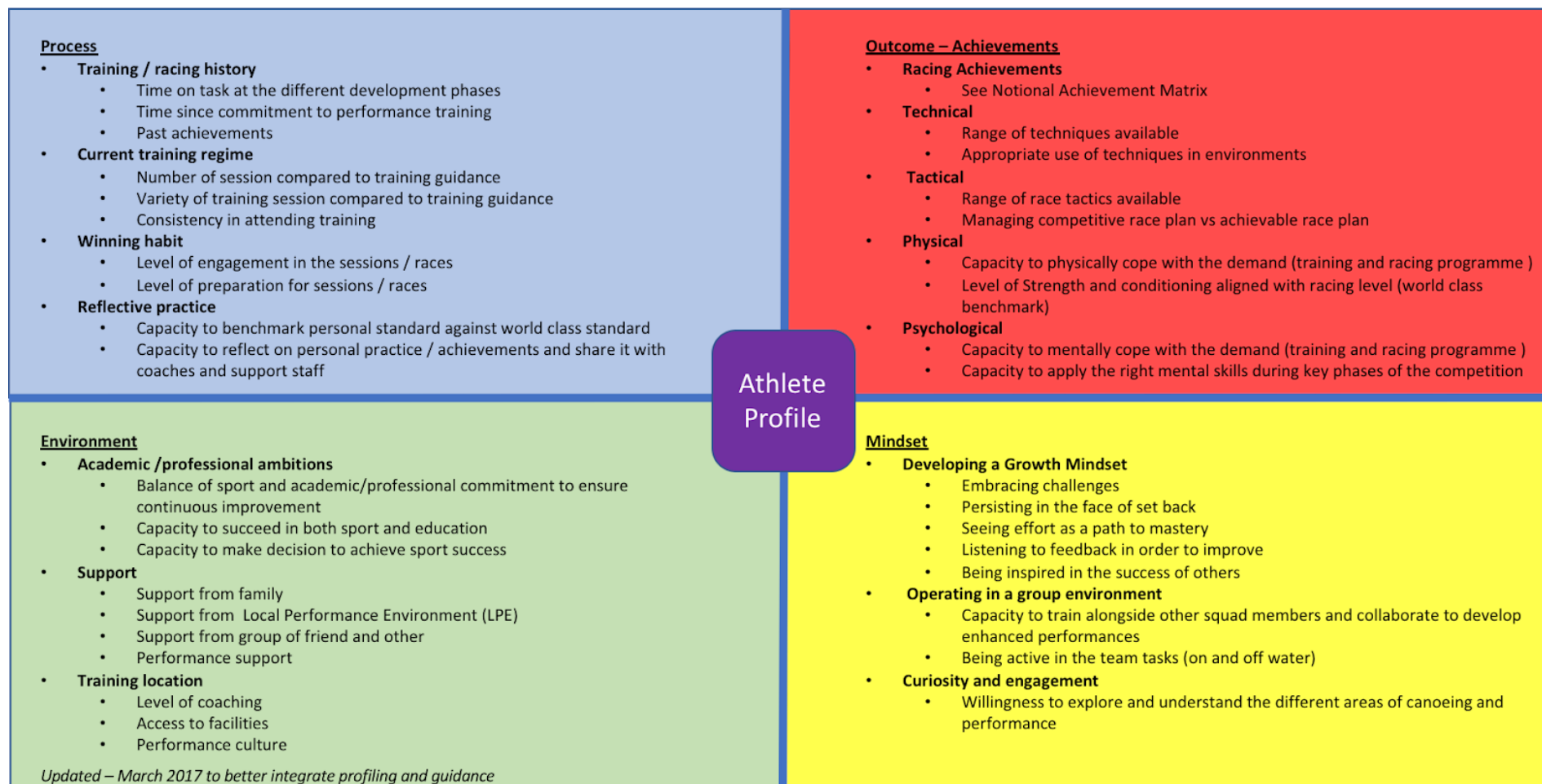
The Athlete Profile is what the inclusion panel look at when considering an athlete's potential progression over the different stages of the pathway.

This approach follows research into talent development - as today's achievements alone are not a sufficient indicator of tomorrow's success at world class level.

The diagram on the next page gives an indication of the areas that we consider when progressing through the different steps of the performance pathway with a long-term progression approach.

Associated profiling tools and benchmarks are used to support evidence-based decision making in these areas and to help design an athlete's development.

When approaching training, whether planning forward or on the day, athletes are invited to consider the different areas mentioned to set their goal(s).



For benchmarks related to key measurable components of the athlete profile, please refer to the SCA Notional Achievement Matrix document on page 6 for Slalom and page 7 for Sprint.

Notional Achievement matrix: Slalom

Athlete Profile - racing achievement Slalom				Band
Britih Canoeing Podium and Podium Potential Programme Athlete Performance Award Framework 2017-2021 - https://www.britishcanoeing.org.uk/olympic-paralympic/how-we-work/funded-programmes/	Senior International - Medallist Top 3 at World championships and Olympic Games			A
	Senior International - Top 8 placing at World championships and Olympic Games			B
	Senior International - Top 16 placing at World championship and Olympic Games			C
	Senior International - Top 16 placing at European, World championship and Olympic Games			
	Senior International - Finalist at World cup racing			
	U23 International - Medallist Top 3 at U23 World championships			D
	U23 International - Finalist in the current year and/or previous year at World or European Championships			
	Senior International - Top 20 placing at world cup racing			E
	U23 Tokyo/2024 Profiled athletes - Exceptional junior athlete with an International Championship final in the current or previous year.			
	U23 Tokyo/2024 Profiled athletes - Medallist in Non-Olympic event with Olympic event profile.			
	U23 Tokyo/2024 Profiled athletes - Talent transfer athletes transitioning into UK Programme.			
	Prioritised Inclusion Standards	Inclusion standards	Minimum standard to apply	
Scottish Canoe Association - Scottish Performance Squad *P see on following page - Maximum number of paddlers supported: 8 paddlers based in scotland.	Senior International: N/A	Senior International: Team GB Selection	Senior Transition: Operating consistently within senior Percentages (at least 50% of races entered)	F
	U23 International: Top 16 at U23 Worlds and/or Euros	U23 International: Selection in U23 Team GB	U23 Transition: Delivering race time within K1/C1 performance percentages* (at least 6 runs at HPP, LV, Cardiff prems)	
	U23 Transition: U21 Team GB reserve (K1/C1)	U23 Transition: Top 6 at U23 British Championships	U23 Transition: U21 Delivering race time within K1/C1 performance percentages* (at least 3 runs at HPP, LV, Cardiff prems)	
	Junior International: U18 athletes selected in Team GB for Junior World championships	Junior International: U18 Athletes selected in Junior Team GB for development races (Euros Only)	Junior National - Top 14 at U18 British Championships (K1/C1)	G
	Junior National - Top 3 at J16 British League by September (K1/C1)	Junior National - Top 6 at J16British league by September (K1/C1)	Junior National - Top 10 at J16British league by 01 September (K1/C1)	
	N/A	Junior National - J15 Promoted in Prem division by September	N/A	H
	Junior National - Top 3 at J14 British league by September (K1/C1)	Junior National - Top 6 at J14 British league by September (K1/C1)	Junior National - Top 10 at J14 British league by September (K1/C1)	
	N/A	Talent transfer athletes transitioning into SCA Performance Programme	N/A	

Notional Achievement matrix: Sprint

Athlete Profile - racing achievement Sprint				Band
British Canoeing Podium and Podium Potential Programme Athlete Performance Award Framework 2017-2021 - https://www.britishcanoeing.org.uk/olympic-paralympic/how-we-work/funded-programmes/	Senior International - Medallist Top 3 at World championships and Olympic Games			A
	Senior International - Top 8 placing at World championships and Olympic Games			B
	Senior International - Top 16 placing at World championship and Olympic Games			C
	Senior International - Top 16 placing at European, World championship and Olympic Games			
	Senior International - Finalist at World cup racing			
	U23 International - Medallist Top 3 at U23 World championships			D
	U23 International - Finalist in the current year and/or previous year at World or European Championships			
	Senior International - Top 20 placing at world cup racing			
	U23 Tokyo/2024 Profiled athletes - Exceptional junior athlete with an International Championship final in the current or previous year.			E
	U23 Tokyo/2024 Profiled athletes - Medallist in Non-Olympic event with Olympic event profile.			
U23 Tokyo/2024 Profiled athletes - Talent transfer athletes transitioning into UK Programme.				
	Prioritised Inclusion Standards	Inclusion standards	Minimum standards to apply	
Scottish Canoe Association - Scottish Performance Squad *Medal Winning Time (MWT): see on following page - Maximum number of paddlers supported: 16 paddlers based in Scotland.	Senior International: U23 Athletes selected for GB Senior Team	Senior International: Team GB Selection	Senior Transition: Operating consistently within MWT* / Percentages	F
	U23 International: Top 18 at U23 Worlds and/or Euros	U23 International: Selection in U23 Team GB	U23 Transition: Delivering race time consistently within K1/C1 MWT* / Percentages (at least 60% of races engaged)	
	U23 Transition: U23 Team GB reserve (K1/C1)	U23 Transition: U23 Team GB reserve (Crew boat)	U23 Transition: Delivering race time within K1/C1 MWT* / Percentages (at least 30% of races engaged)	
	Junior International: U18 athletes selected in Team GB for Junior World or European championships	Junior International: U18 Athletes selected in Junior Team GB for development races	Junior National - Top 14 at U18 British Championships (K1/C1)	G
	Junior International: U16 Athletes selecting in Junior Team GB for development races	Junior National: Boys/Girls A at the end of U17 Season Junior National - Boys/Girls B at the end of U15 season	Junior National - Boys/Girls C Level	
	Junior National - Top 3 at U16 British Championships (K1/C1)	Junior National - Top 9 at U16 British Championships (K1/C1) taking race time into account	Junior National - Top 14 at U16 British Championships (K1/C1)	H
	Junior National - Top 3 at U14 British Championships (K1/C1)	Junior National - Top 9 at U14 British Championships (K1/C1) taking race time into account	Junior National - Top 14 at U14 British Championships (K1/C1)	
	N/A	Talent transfer athletes transitioning into SCA Performance Programme	N/A	

Medal Winning Times (MWT)

Medal Winning Times (MWT) calculations are based upon an average time taken to win the bronze medal at the 3 most recent World Championships. The purpose of the average is to establish a realistic benchmark for an event to provide guidance required to be in the 'medal zone'. The Bronze Medal time is used to generate a more inclusive selection process and as such it is possible to perform inside the MWT. As you will observe, there are a number of events in the table where there is insufficient information from events to track accurate data.

Average bronze medal winning times from last 3 World Championships

Boat	Distance (m)	Men			Women		
		Senior	U23	Junior	Senior	U23	Junior
K1	200	0:34.6	0:35.1	0:36.5	0:40.1	0:41.2	0:42.9
	500	1:39.6	1:39.8	1:40.2	1:50.2	1:54.6	1:58.2
	1000	3:27.2	3:43.3	3:48.3	3:58.7	4:03.2	4:05.3
K2	200	0:32.1	0:32.5	0:33.5	0:37.9		
	500	1:29.8			1:41.2	1:46.1	1:49.4
	1000	3:10.7	3:22.6	3:29.5			
K4	500	1:18.7	1:20.7	1:23.6	1:31.6	1:37.1	1:41.9
	1000	2:53.1	3:01.7	3:04.5			
C1	200	0:38.6	0:39.5	0:41.5	0:47.8	0:48.5	0:50.2
	500	1:51.1					
	1000	3:51.1	4:08.1	4:15.8			
C2	200	0:36.9					
	500	1:40.7			2:02.5	2:06.6	2:08.1
	1000	3:34.3	3:45.8	3:55.3			

Performance Support available:

5 areas of support are available to Scottish athletes in Slalom and Sprint disciplines

Coaching & Performance Planning - daily training	SIS (Sport Science and Medicine)	Programme of activities Training / Racing camps	International Exchange	Winning Students
<p>This is available to Olympic Disciplines Only</p> <p>Support available at identified training centres with identified support available to athletes located in Local Performance Environments (LPE) or during training days and camps (marked *)</p> <ul style="list-style-type: none"> • Goal Setting and Goal reviews* • Profiling and testing* • Monthly training plan design by SCA Performance Coaches with support from Sportscotland institute of sport (SIS) service providers to ensure individualisation based on profiling* • Daily coaching at SCA Performance training centre - aim to reach 80% Coach Contact time 	<p>This is available to Olympic Disciplines Only</p> <p>Support available at identified SIS delivery places. This support works in collaboration with sport specific coaching delivery and require a high level of cooperation.</p> <ul style="list-style-type: none"> • 1:1 SIS support for athletes showing potential to integrate UK Funded programme within 18 to 36 months <p>Learning opportunities on specific areas of Sport Science and Medicine are part of the delivery package available to the SCA Performance Programme. Identified invitation to Athletes and Coaches should be made available to support the enhancement of Local Performance Environments.</p>	<p>This is available to Olympic Disciplines Only</p> <p>Annual plans from October to September the following year:</p> <ul style="list-style-type: none"> • All-inclusive training camp centrally organised - with camps in Scotland, UK and Europe. On average 70 days of camps per year • All-inclusive Racing support centrally organised - identified races with focus on preparing GB Team selection and then major international races for selected athletes • Cost towards BC preparation camps - individual invitation from BC Lead WCP Coaches • Cost towards BC international races fee (SCA participation fee (approx £2,200) depends on funding available 	<p>This is available to Olympic Disciplines Only</p> <p>Over the past 4 years we have established strong relationships with local performance environment abroad where we athletes can integrate local training groups with coaching support. We are also keen to support any athletes with the ambition to seek such opportunities.</p> <p>We may also welcome foreign athletes to join our training groups to support our international benchmarking.</p> <p>For the avoidance of doubt, we have not established an international programme, but we are keen to support athletes to train in recognised environments abroad. (participation fee may be required)</p>	<p>This is available to all competitive disciplines</p> <p>Athletes eligible if they are:</p> <ul style="list-style-type: none"> • A British passport holder, aged between 16 and 28 Years old or 35 years old for disability athletes. • Studying or set to study at a college or university in the Winning Students network • Meeting GBR Team standard or set to meet GBR Team standard within the next 18 months <p>Value of the award available:</p> <ul style="list-style-type: none"> • An average of £3,850 per head [with a minimum of £1,900 and a maximum of £6,000] <p>50% of the awards goes towards the organisation of a winning student training camp 25% through training and competition costs. 25% through academic costs.</p>

SCA Performance currently only operates programmes for Slalom and Sprint disciplines. If you are interested in becoming a Paracanoe athlete and are seeking support from SCA Performance, please email jon.schofield@canoescotland.org

Management of access to the support areas

Programme / Profile	How performance support will be coordinated
WCP Based in BC HPC Band A to E	<ul style="list-style-type: none"> Support fully integrated and centrally managed by British Canoeing World Class programme
WCP Based in Scotland Band A to E	<ul style="list-style-type: none"> Support fully integrated and centrally managed by British Canoeing World Class programme Athletes will be named for SIS support Coordination between athlete's coaches (In Scotland and at the BC WCP) Coordination between service providers (SIS and EIS/BC)
SCA Performance Programme Based at SCA Training Centre Band F to G	<ul style="list-style-type: none"> Support fully integrated and centrally managed by SCA Performance programme Parents and local coach will be invited to initial induction meeting Athletes achieving a prioritised inclusion standard may be nominated to receive SIS Support Support with international collaboration and WS will be considered on a case by case basis based on profile
SCA Performance Programme Based in Local Performance Environments (LPE) Band F to H	<ul style="list-style-type: none"> Support coordinated between SCA Performance Staff and Local Coach Initial induction meeting with parents, local coach and SCA performance staff will allow goal setting and support planning. Regular review meeting will be organised prior to key phases of the season (e.g. winter prep, national racing season, international racing season) Athletes achieving a prioritised inclusion standard may be nominated to receive SIS Support Support with international collaboration and WS will be considered on a case by case basis based on profile
Performance Athletes in Non-Olympic Disciplines	<ul style="list-style-type: none"> Coaching and training camp support may be available via British Canoeing team coordinator or Scottish coordinator please contact directly the discipline specific coordinators: <ul style="list-style-type: none"> Wild Water Racing: tbc Polo: tbc Marathon: tbc Freestyle: tbc Athletes performing at world class level may be eligible for Winning Student awards. This is centrally coordinated by the SCA Performance Programme. Please use the SCA Performance Support application form (deadline to apply: midnight on Monday 2nd September 2019). For information contact the SCA Head of Performance and Pathways – jon.schofield@canoescotland.org

SCA Performance Programme headline operation

1. Please be aware that the cost of running SCA Performance is mainly met through **sportscotland** investment. The exact level of investment is set on a yearly period from April to the end of March the following year. The level of support and the design of the SCA Performance Programmes are strongly dependent on the level of investment and the evolution of our partnerships. The size of each programme is based on the coaching resources and programme investment available, based on available data.
2. The Performance Group oversees the SCA Performance Programme operation in the relevant Olympic disciplines including athlete inclusion, performance support to selected athletes, progress against targets, pathway activities and targeted coach education.
3. The Inclusion Panel nominates athletes into the different programmes on a class by class basis in each discipline as detailed in its terms of reference. The priority for the Inclusion Panel is to build consistent groups of athletes to allow quality of work and competitive environment among everyone. The Programme seeks to achieve a balance across classes to make sure it is competitive on all medal targets set by British Canoeing. All nominations for support will be based upon sufficient evidence demonstrating a clear profile for future World Class performance delivery. Support from partners such as sport science and medicine (SIS), winning students and international collaboration is provided through agreement negotiated with those organisations and meeting their T&Cs.
4. Inclusion into SCA Performance programmes is primarily based on achievement in singles classes. The nomination criteria consider the overall athlete profile (page 5) together with the notional achievement matrix (page 6 for slalom and 7 for sprint)
5. Discretion can be used in case of injury or where an existing performance profile can be demonstrated.
6. At the discretion of the Head of Performance and Pathways, in exceptional circumstances and in consultation with coaches, an athlete can be nominated as an “invite” to participate in SCA Performance activities. Athletes can be invited based on proven progress towards performance standards or if they contribute to enhance the quality and the competitiveness of the training environment. The terms and conditions of the invitation will be agreed on a case by case basis.
7. As part of the induction process 1:1 meetings with athletes, parents, local coaches and the performance staff will be organized to agree goals to be included in each athlete’s development and to support delivery for the coming year. Regular follow up will be organized to monitor progress and confirm the direction of support.

8. For athletes taking part in the SCA Performance Programme activities (Camps and Race support) a financial contribution will be required. The annual participation fee towards the cost of activities will be indicated by the end of November 2019 once a plan of activity has been designed. The annual participation fee and agreed instalments will be finalised at this point once the level of participation for the supported athlete has been agreed.
9. The final SCA Performance Programme summer activity planner (camps and race support) will be worked out during the early part of the racing season (before the Summer holidays) with SCA Performance Staff taking the results of GB selection into account.
10. In addition to the 5 support areas, athletes should be aware of our close links with British Canoeing. For athletes that have made the GB team or with similar standard, we are keen to look at opportunities to join and train at British Canoeing High Performance Centres. Details will be worked out on an individual basis with athletes concerned.
11. Athletes, parents, coaches and provider behaviour should meet a high standard. All should act as role models following respective codes of conduct. In the event of a breach of the SCA Performance Code of Conduct, the Inclusion Panel can decide to withdraw athletes from the programme in which they are nominated with immediate effect. In case of deselection, participation fees paid towards the programme will be reimbursed after adjustment for the expenditure already incurred for activities.
12. Athletes, coaches and support staff should abide by all relevant British Canoeing policies when attending trips, events or programmes organised by British Canoeing
13. Athletes must hold a British passport or should be in the process of acquiring one. (British nationality is required to be on a UK funded programme and to represent Great Britain at the Olympic Games.)
14. Appeals regarding decisions made by the Inclusion Panel, should be made in accordance with the published appeals procedure within 5 working days of being informed of the inclusion decision.

Application Process

- 1) Fill in the Application Form and send it to jon.schofield@canoescotland.org – **Deadline to apply is midnight on Sunday 22nd September 2019**
 - a) Athletes may apply to receive coordinated support managed by the SCA Performance Staff. Athletes may also decide based on their profile, needs, existing support or location to apply for 1 or more areas of support.
 - b) Local Coaches can support applications of athletes with an endorsement and by operating foundation profiling that athletes will enclose in their application.
 - c) The Application Form will be published on the SCA website and distributed by email to the discipline committees and identified local coaches. Athletes in the SCA Performance programme will receive the form directly (application forms should be online in June 2019).
- 2) Between the **25th and the 27th September 2019**, the Inclusion Panel will meet to select athletes into the different programmes.
- 3) The Inclusion Panel will then report back to the Performance Group to sign off nominations and offers.
- 4) Following the Performance Group meeting, all athletes that have applied for support receive email communication at **midday on the 1st October 2019**, informing them of the status of their application for the season 2019/2020.
- 5) Individual induction with athletes selected in the performance programme (1:1 meetings with athletes, parents, local coaches and the performance staff) will be organised between 7th to 18th October 2019 to agree goals and support delivery for the coming year.

If you have any queries please contact the Head of Performance and Pathways, jon.schofield@canoescotland.org