

# Scottish Archery

## Annual Report 2018

### *Making Sport Limitless*



### **Chairperson Introduction**

Hello and welcome to the Scottish Archery annual report.

It has been another year of strong performance for us on and off the shooting line. Some tremendous performances from individuals and team alike in July at the Home Nations tournament stand alongside domestic success such as the club-driven Ayrshire League which has proven to be a fantastic format for all who take part. Hats off to all the clubs and people involved in running the Ayrshire League as it has gone from strength to strength thanks to everyone involved in the operations behind the scenes.

From the Boardroom perspective, it was great to see our staff team of 4 deliver a number of key successes. Club Development Officer Laura Baxter has been around the country helping clubs with their growth plans alongside the introduction of various development activities within local authorities, demonstrating the power of archery to improve and change lives in education and the club environment. The recent successes within Clackmannanshire where Archery has been used within the mathematics curriculum is a small but extremely powerful message for the sport and where it can inspire change.

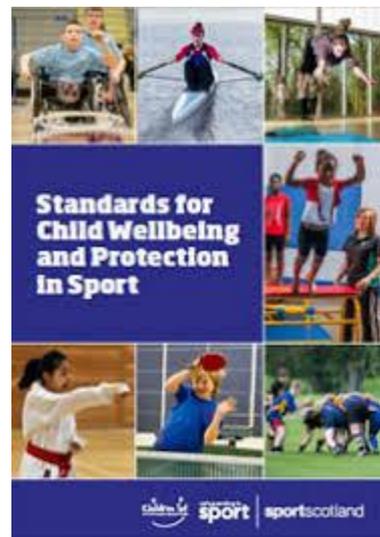
At the AGM in 2017 Alan Martin talked about introduction of a Pathway Squad (the term national squad was used at the time) and both Alan and Director of Performance Pip Tucknott launched the Pathway Squad in October 2018. I realise this is an area of significant interest for those wishing to move up the performance pathway and I encourage you to attend the drop-in session pre-AGM facilitated by Alan and Pip if availability allows.

Within the Operations sphere, Michael and Jacqui have delivered a significant governance milestone as Scottish Archery was awarded the top rating of "satisfactory" from KPMG during a recent self-audit. In terms of what this means for members it gives a form of guarantee and commitment that Scottish Archery has robust infrastructure to deliver for its members and we will continue to strive to meet those demands made of us by members.

On the international front, I have been down to Lilleshall twice this year for Regional Chairs meetings and dialogue with various Archery GB representatives which has been fruitful on many fronts although the big news will be in early 2019 when we find out whether Archery is included as an optional sport for the Birmingham 2022 Commonwealth Games. Archery GB are also working very closely with our Pathways Manager and Director of Performance around progression into GB Squads alongside coaching support and



No one in sport can have failed to note the various stories and articles in the media about failures in Child Protection governance in sport over many years. Scottish Archery recognise the importance of having robust Safeguarding Policies and Procedures in place and we are currently working to achieve 100% compliance with the Standards for Child Wellbeing and Protection in Sport introduced in Scotland at the end of last year. Indeed future funding from **sportscotland** will be dependent on Scottish Archery achieving 100% compliance within the next 18 months. This will continue to take a lot of staff time and effort over the course of 2019.



In addition to these legislative requirements it was a condition of investment from **sportscotland** that Scottish Archery undertake bi-annual development audits. This was undertaken by KPMG in early October and Scottish Archery achieved a very successful outcome.

### Income Generation

One of the areas that we have been looking at over the past 18 months is trying to identify other sources of income.

Members will already be aware that we have seen significant increases in the funding that we have received from **sportscotland** over the course of the past 3-4 years. Their investment in our sport for 2017-18 was **£88,000** representing a 42% increase in investment from the previous years. As noted in previous Annual Reports such investment funding must be used exclusively for the purposes allocated in our Investment Agreement with **sportscotland**.



With the introduction of the new Standards for Wellbeing and Protection of Children in Sport, Scottish Archery recognised the requirement to professionalise our approach to Safeguarding to ensure that we continue to provide a safe sporting environment for our members. During the implementation of these new Standards we entered into discussions with the Archery GB office on how best to fund such professionalisation. Scottish Archery were very pleased that Archery GB agreed to provide funding of **£2000** per annum over the next few years from Scottish Members membership fees to ensure the successful implementation and integration of these new standards as both organisations are in full agreement on the importance of Safeguarding.



Our Club Development Officer, with the full support of the Scottish Archery Board was successful in securing a grant of **£24340** covering the next three years from the Scottish Government's Voluntary Action Fund with which we have created the Development Ambassadors Programme. There is more information on this later in the Annual Report.

In addition, our Pathways Manager successfully negotiated with the Royal Company of Archers to secure an additional investment of **£2000** which has been allocated to our Performance Programme. We hope to build on this partnership over the coming years.



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## Coaching Report

It has been another busy year as Director of Coaching. It is vital that Coaches feel supported and recognised for the work they do in helping our archers to improve be it in the club setting, performance level or in teaching archers to become Coaches.



### Coach Development

We have once again held a residential conference in September 2018 at **sportscotland**'s facility at Inverclyde in Largs. Topics for the conference were suggested from feedback from Coaches so it is important that Coaches continue to let the Coaching Committee know what support they require.

This year we had a wide range of speakers: a Paralympic medallist and Paralympic Coach looking at the needs of athletes and Coaches, Curriculum Head at City of Glasgow College looking at monitoring learning; Simon Needham and Brian Strachan looking at setting up and tuning recurve and compound bows and a Performance Psychologist at the Scottish Institute of Sport looking at using psychology to support athletes. There was also group discussions on disability and coaching scenarios. So a very varied programme to stimulate and to help develop our coaches' skills. A third of the Coaching Network in Scotland attended and feedback shows that there is a demand for this type of event so we hope to continue to offer this and we would encourage more licenced Coaches to attend.



### Coach Education

Succession planning is vitally important on many fronts. We need to encourage younger archers to become Coaches and to encourage more Level 1 Coaches to progress to higher grades.

In 2017 we had 18 archers who became licenced Level 1 Coaches and 9 Level 1 Coaches who progressed to Level 2. We made a commitment then to run more locally based courses to reduce travelling time and costs for candidates and in 2018 we currently have several Level 1 courses in progress (1 in each of the three Areas) and by early 2019 we should have 46 new Level 1 Coaches – an increase of 260%.

We had scheduled a Level 2 course in 2018 but unfortunately, we were unable to attract the minimum number to run the course. However we will be arranging another Level 2 course in 2019 and we hope to attract a minimum of 8 candidates.

Scottish Archery continues to financially support Coach Education and **sportscotland** has also supported Coach education by offering grants covering a percentage of the course costs.

The ongoing support from **sportscotland** for Coach Education is greatly appreciated by Scottish Archery.



Coach education is important and if we are to train more Coaches then we need Tutors and Mentors to make this happen. Scottish Archery is very grateful to the course Tutors and Assessors and Coach Mentors who give their time willingly to train our Coaches of tomorrow.

### **Coaching Committee**

The Coaching Committee has now been operational for over a year and my thanks go to Caroline Buchanan, Caroline Harrison, Richard Vallis, Paul Ross, Tony Laduss and Andrew Kelly for their ongoing work and support.

### **Soft Archery**

Soft Archery enables archery to be introduced into schools and exposes younger children to the fun and challenge of archery. This year Soft Archery has continued to be piloted and Coaches specifically trained in running soft archery training sessions to Teachers, Active Schools Co-ordinators and Young leaders have been working s throughout Scotland – we are grateful for their help in the rollout of Soft Archery.

### **Communication**

It is important that Coaches throughout Scotland feel part of the Coaching Network and this year we have tried to communicate with our Coaches on a regular basis - to this end we have issued newsletters specifically relating to coaching matters and CPD. We have a Coaches mailing list however we are aware that not all licenced Coaches have provided their contact details to ensure they receive the-is information as quickly as possible. We would ask all licenced Coaches to ensure they have provided their contact details to me.

However communication is only effective if it is two way. To ensure we accurately feedback to **sportscotland** on how funding has been used it is important that we know what coaching initiatives are taking place in clubs, squads etc. We would therefore ask Coaches to feedback to me anything which is running successfully in clubs etc so that we can share it with our funders and other Coaches.

As you will see it has been a busy and successful year and we are looking forward to what we can achieve in 2019.

Coaches volunteer their time willingly to coach, train and support archers and train other Coaches (often to the detriment of their own shooting) and I would I would like to personally thank you all.

Your valued input is essential to the development of archers, their clubs and to the overall enjoyment and success of archery in Scotland. I look forward to working with you in 2019.

Moira C Taylor

Director of Coaching

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## Performance Report:

Online Coaching Pilot - Launched earlier this year to help overcome the geographical constraints and the rising costs of venues which often prevent squads at a regional level from being successful. This also served as a useful trial to see if the online platform would be ideal for our national squad which would launch later in the year.

Scottish Teams - For the first time in many years we fielded full teams at all of our outdoor matches, this was thanks to a combination of improved communications over the last few years with our members and a stronger coaching network both of which lead to more of our members entering the selection process.



National Squad - Built around coach and archer education to link Scotland up with AGB in order to allow archers a clear path through to GB squads, this project has led to AGB sending their coaching staff to deliver the technical framework to our members both coaches and archers alike. Going forward we hope to build on this relationship to help integrate our pathways more fully to AGB's so we can work with them to shape programs for coaches, judges and archers alike.

Field - The Scottish Championships is under review by the AGB Field Committee this was a process which was started a few months ago and if successful the competition will become a nominated venue the nearest of which is currently Kendal. What this means is that our members will have a better chance of completing the hardest part of the selection criteria for a GB field team without having to travel as much. This also raises the profile of our own National Championships which will hopefully increase entries and income for the host club.



Once STAF AA negotiations are finalised I will be looking at all affiliated clubs with field courses in the hope to establish a field circuit by the end of 2019 so in 2020 you don't need to leave Scotland in order to qualify for a GB field team. For this, I will be looking to work with two clubs in early 2019 to run competitions by the end of the outdoor season so that record status applications can go through for 2020.

3D - Hopefully we will host the first 3D national championships next year, this will also be a selection event for the 2019 3D World Championships in Canada.

Similarly to field, I will be looking for clubs after STAF AA negotiations to host three other 3D competitions across the outdoor season these will probably take the form of half rounds and will enable people to have a handicap when we come to the end of the season. For the end of the season, we will be looking for a combined championships between ourselves and STAF AA the format of this will probably be marked 3D.

All of this is dependent on numerous factors and the further in the future the events sit the more if's and but's I have when talking about delivering on these plans so I am not widely publicising them. If things work out and the 3D and field plans are quite far along I will start talking to clubs this time next year about gearing indoor competitions towards GB selection which will involve WA18's being shot and an emphasis on facilities and the possibility of open practices beforehand this would be for the indoor season 2020-2021.

Pip Tucknott

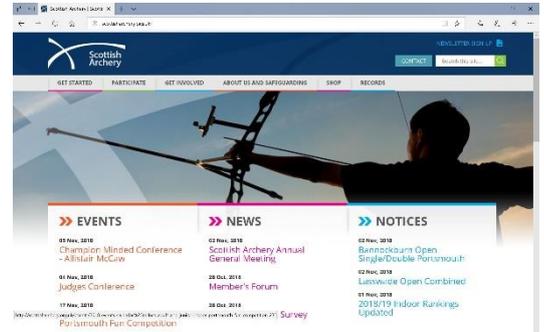
Director of Performance

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## Communications Report

### Website

During 2017-18 some significant work on the Scottish Archery website has been undertaken. The main changes have been the introduction of Scottish Champions pages. The idea for these pages were to ensure that past and present champions for all the Scottish Championship events (indoor, outdoor, field, junior, disabled, U21 and novice) were recorded and maintained as a record for the future. There are some gaps in the list of champions as records and the engravings on trophies were not always available, however going forward the names of those winning championships will be kept up to date.



A page to celebrate the Scottish Euronations Senior Team, has also been built, again as a record of the team in the past and with futureproofing capacity. The plan was to do the same for the other teams including the Juniors. However photographs and records are so poor that there was not the content to do this at this time.

### Social media

With the changes to Facebook, this media is no longer as useful to us as it once was. As an organisation, the Scottish Archery page is not always seen by followers on their stream, unless the post is 'popular' (it has been liked or shared by others). Therefore it is harder to ensure we reach all members with our messages. The most popular posts are the ones relating to competitions admin (target list, entry forms etc), rankings and the Teams. A more valuable way of using Facebook would be to have a closed group where members could join and posts would be seen by all those in the group. Unfortunately we currently do not have the resource in order to respond to questions and comments raised in such a group.



Our other social media tools have continued to operate well in the same way as previously.

### Videos

Recognising that video clips are an effective form of engagement and communication, we have encouraged our staff to create videos for the projects that they are working on to show the Membership and have purchased some kit for them to produce them.

### Email lists and GDPR

Our email list through Mailchimp is fully compliant with the General Data Protection Regulations and we saw very few members opting out of the list when provided with the opportunity. Each member of the list can unsubscribe at any time and their data is not manually handled by Scottish Archery.

## Newsletter

A monthly e-newsletter has been produced throughout 2017/18, but despite running several competitions and ways to encourage readership, due to the limited readership I will no longer be producing it from 2019 onwards. If anyone would like to volunteer to produce the newsletter each month, please get in touch, as I can give you the tools and knowledge to do this.

## Communications going forward

As Scottish Archery grows and develops, it becomes harder and harder for the small number of us who manage the communications to keep on top of social media comments and posts. I truly believe that the approach we have taken to date which has been to provide open and transparent membership focussed content should be the way we continue to communicate, rather than a more corporate approach which can be mundane, not targeted and not sympathetic to the audience it serves. Therefore, if anyone is wishing to help out with our social media, particularly at an area level, please get in touch.

Victoria Barby

Director of Communications

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## Member Director - Equality:

Over the course of the year I have undergone equality training and have been working with our Pathways Manager and Chief Operating Officer on updating the Scottish Archery Equality Policy. We have recently started work towards the next level of Equality Standards Accreditation in line with the targets agreed with **sportscotland**. Similarly, I am now working with the Chief Operating Officer to try to increase the number of competition judges available in Scotland.

Bob Provan  
Director

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## Independent Director Report

In my first year as Independent Director, I have worked closely with the other Board Directors to monitor Scottish Archery's strategic plan and ensure compliance & best practice in relation to corporate governance matters.

I have been able to support Laura Baxter in her role as Club Development Officer and give input in relation to funding applications. Equality is an area I am passionate about and this has been considered in all development programmes with work being undertaken to address under represented groups.

Judith McCleary

## Safeguarding and PVG

The introduction of the new Standards For Child Wellbeing and Protection in Sport the decision was taken by the Board to professionalise the role of Safeguarding and Child Protection Officer.

The role of Lead Officer for Safeguarding has now been transferred to a staff member with Jacqui Dunlop taking on this additional role from the end of July 2018. **sportscotland** have increased the importance of Safeguarding within Sports Governing Bodies and a new set of Safeguarding Standards were introduced at the end of 2017 in conjunction with Children 1<sup>st</sup>. Indeed future funding for all Scottish Governing Bodies for Sport will be dependent on compliance with these Standards. Scottish Archery continues to work with its partners to ensure that we are 100% compliant by the deadline of March 2020.



Work is being carried out to ensure that all PVGs are processed in a timely manner for both Coaches and volunteers who are working in regulated roles. Work is also being undertaken to ensure that both Coaches and Volunteers have access to Safeguarding courses. We cannot stress enough the importance of ensuring that any member or volunteer who is undertaking 'regulated work' within the Club environment should be a member of the PVG Scheme. Details can be easily found on the Scottish Archery website:

<http://scottisharchery.org.uk/about-us/safeguarding>

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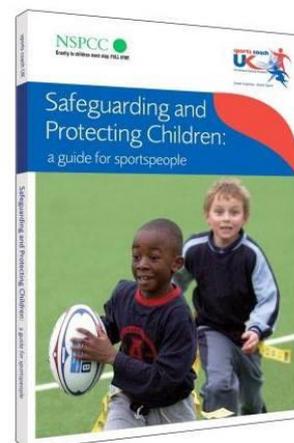
## Club Development

Over the last year we have had a number of clubs reach out to our Club Development Officer for capability and capacity building support. We have **17 clubs** who have been provided with a tailored Club Development Plan to help breakdown barriers, grow the club, or challenge problems that clubs face week to week. 3 of these clubs have transitioned from a short-term Club Development Plan to a 3-5 year Strategic Direction. These clubs include Falkirk, Links and Bannockburn who are currently going through the creation phase.



Over the last year there has been varied support provided to our existing affiliated clubs including governance structure advice, funding and finance direction, volunteer recruitment and retention and membership growth including providing links to external agencies to enhance their offering.

In the Northern Area we successfully ran a Safeguarding & Protecting Children Course with Archery Club volunteers being the focus audience. This is the first time that we have had a course of this nature on the calendar and feedback from attendees proved that it was worthwhile.



One of our strategic objectives is to establish new clubs and we set to task to drive, support and influence where possible. **We have a number of newly established Archery Clubs and Pathway Clubs who are now in operation including Team Lanarkshire Archery Club, Piperdam Junior Club and South Mainland Archery Club in Shetland.**

In partnership with Scottish Disability Sport we developed the **Lead Accessible Club Accreditation** programme which is currently going through the pilot phase. Lead Accessible Club Accreditation is a Club Development Accreditation framework that is used to recognise organisations providing high quality opportunities for Archers with a disability. With Falkirk holding Lead Accessible Club status we have chosen to pilot the framework with Team Lanarkshire and Crieff with other clubs across the country currently going through the initial discussions for engagement.



Through our ongoing positive relationship with Badminton Scotland, year 2 of the Club Development Workshop Series was planned in with varying degrees of engagement across the country. These workshops have further promoted cross-sport networking and learning across a variety of topics.

We have had a positive and fruitful year of networking and engagement with external groups/organisations looking to introduce the sport or even enhancing it to make things more formal. For the first time we had presence at Pride Glasgow which proved to be a worthwhile attendance. We were asked along by LEAP Sports Scotland to be part of the Pride Active campaign. LEAP Sports Scotland has 5 objectives, one of which is to further the advancement of public participation in sport by using the opportunities and legacy of sports events as an opportunity for LGBTI sports development and growth. Through our attendance at Pride Glasgow we have had further engagement from a number of people looking to take the sport further by joining our existing club network.

### Pathway Clubs

We have had a successful year creating Pathway Clubs which allows young people the opportunity to engage with the sport at a younger age. We have a number of Pathway Clubs across the country such as Clackmananshire, Wee County Archers, and Eastwood & Mearns Scouts, all of which are either Junior / School or Uniformed Organisation Clubs. Through the creation of these Pathway Clubs it has allowed Soft Archery CPD sessions to be delivered with each organisation who has shown interest in development, a Partnership Agreement or Club Development Plan to be created as well as an ongoing support for continuous development.



### Voluntary Action Fund

**We launched an exciting new project called Development Ambassadors that was created through new investment into our sport of £24,340 from the Scottish Government through the Voluntary Action Fund.**

The Development Ambassadors programme will engage around 60 new volunteers over 3 years from the age of 16 years plus and provide education, upskill and learning opportunities in a number of aspects including Archery Instructors Award, Club Governance, Club Operations, Social Media, Soft Archery and partnership working. As a sport we require more hands on deck and this programme will do just that as it evolves.



As part of the funding we have become an operating agency under Youth Scotland and can now offer Achievement Awards which hold UCAS points and are the equivalent to particular levels on the Scottish Credit and Qualification Framework.

## Pathway Squad

We have recently launched our pathway squad working in partnership with the University of Stirling Sports Union to provide a high performance environment for our athletes. The aims of the squad are to progress our archers to GB level and learn what it takes to win. Another aim is also to work with a group of coaches with an interest in the performance environment to assist them with their development.

The squad is being supported by Archery GB talent coaches and the programme is being supplemented with professional support staff, for example we are liaising with the Scottish Institute of Sport to provide some workshops.

Given that this is the first year running this squad we expect to learn as we go along and the programme will evolve year on year.

## Champion Minded

At the start of November we are working in partnership with 3 other sports (Hockey, badminton and fencing) to bring world renowned coach and speaker Allistair McCaw to Scotland. Allistair will spend the weekend educating coaches, athletes, parents and clubs from across Scotland on his principles of becoming 'Champion Minded'. This a great opportunity for all our members to access and network with other like minded people.

Many of the principles discussed are similar to what we will be working on with the Pathway Squad, tickets will be available right up until the 2<sup>nd</sup> November here: <http://scottisharchery.org.uk/news/champion-minded-conference-allistair-mccaw>



## Equality

As part of our strategic targets with **sportscotland** we are working towards achieving Preliminary level for equality. Part of this involves carrying out a survey among our members and we would encourage as many of you as possible to complete this and make sure Scottish Archery is delivering for you.

## Soft Archery

Our soft archery programme is going from strength to strength. Back in June we held our first ever Soft Archery Championships which was attended by schools from Clackmannanshire, East Renfrewshire and Renfrewshire. We hope to have even more involvement with the next event in June 2019.



Overall the programme within schools specifically has led to an increase in participant sessions from 6974 in 2014/15 up to 10442 in 2017/18, an increase of 49%. In terms of distinct individuals this relates to 578 pupils that are registered through our pathway clubs in Junior / Disability / School / Uniformed Group Clubs.

We are hoping to increase this even further in 2018/19 through our close work with Active School teams across the country.

Our soft archery programme has also received positive feedback from a session carried out at the Scottish Parliament with politicians from across the political landscape all very keen on seeing more of it.

