



Scottish Archery
Presentation to
sportscotland Investment Panel
3rd November 2014



Background



2014 - a year of transition

- Previous Board resigns Dec 2013
- New 'Board' of 2 elected AGM Dec 2013
- 2 EGMs required during year
- 1st EGM – April 2014 – 7 new Directors Elected
- 2nd EGM – May 2014 – New Articles and Bye Laws Adopted



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Governance



2014 - a year of improvement

- 15 Board meetings held during year
- New policies and procedures introduced:
 - Discipline Policies and procedures (**Implemented**)
 - Anti Corruption Policy (**Implemented**)
 - Anti Doping Policy (**Implemented**)
 - PVG Policy and procedures (**Implemented**)
 - Equality Policy (**Consultation**)
 - Social Media Policy (**Consultation**)
 - Complaints Policy (**Consultation**)
- Financial governance overhauled and improved



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Relationships



2014 - a year of consolidation

- 4 Year Strategy developed and published
- 12 month rolling Delivery Plan implemented
- Audit with KPMG and **sportscotland** – draft output created
- Improving relationship with Archery GB
- Building relationship with Scottish Disability Sport
- Introduction of Coach and Volunteer Awards



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Protection



2014 - a year of improvement

- PVG policies and procedures reviewed and rewritten
- Confirmation of policy with Volunteer Scotland / Children 1st
- 40+ PVG Scheme Records accessed [5 in previous 3 years]
- Improvement in protection of children, coaches & volunteers
- Improvement of relationship with Archery GB



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2015 – 2017

Aim To Aspire



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Key Outcomes

Three Key Outcome Areas



Governance

Development

Performance

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Three Key Outcome Areas

➤ Governance

- Build on successes of 2014
- Improve audit score for 2016
- Attain Foundation level for Equality by April 2015
- Implement Azolve Membership System

➤ Development

- Increase Membership by 15% over the next 2 years
- Increase and improve our Coaching 'workforce'

➤ Performance

- At least 4 para athletes to qualify for Rio 2016 selection shoot
- 2 athletes to qualify for 2015 World Championships
- 2 athletes to qualify for the Junior Commonwealth Games 2015

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The logo for Scottish Archery is a light purple rectangle. It features two white curved lines that cross each other in the center. The word "Scottish" is written in a light yellow font above the word "Archery", which is also in a light yellow font. The word "Governance" is written in a bold black font across the middle of the logo.

Governance

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Sustaining Good Governance



We will continue to build and embed strong governance into our organisation

- Achievement of Foundation Level of Equality by Spring 2015
- Signing up to LGBT Charter at earliest opportunity
- Increasing next KPMG Audit score in 2016
 - Implement Action Plan from 2014 audit



- Continuous Cycle of review and improvement of procedures
- Aim to be 'best in class' for our internal processes

Sustaining Good Governance



The real mechanism for corporate governance is the active involvement of key stakeholders

- Ensure that the Board remains in dialogue with members
 - Democracy is Dialogue!
- Have processes in place to address their issues
- Purchase Azolve membership system



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- Continue to use resource and advice available from

sportscotland

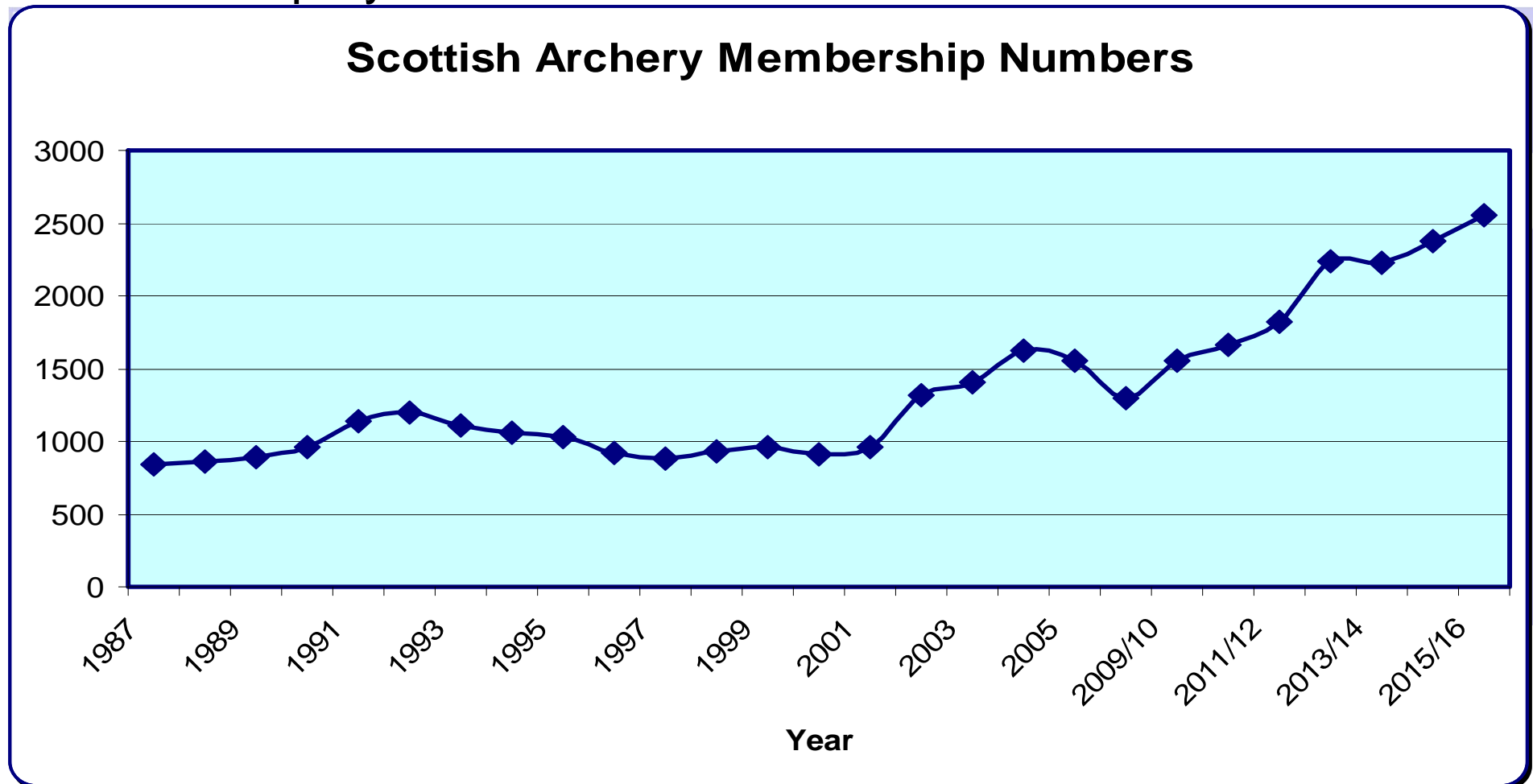


Development Scottish Archery

Growing our membership



Over the years 2015 – 2017 we aim to increase our overall membership by 15% from 2224 to 2550 members



Growing our membership



Achievement of this Outcome

- Targeting clubs and organisations participating in archery in Scotland, but which are not affiliated to Scottish Archery
- Targeting Universities, Colleges and Schools
- Working with existing Clubs to increase their membership
- Working with organisations such as Scottish Disability Sport & Battle Back
- Identifying specific groups [eg Over 50s Groups]

Growing our membership



Challenges to Overcome

- Capacity within existing Club structures
 - Currently Developing Facilities Strategy
 - Working with clubs to identify those with capacity
- Finance required to assist new clubs and assist those that
 - wish to develop
 - Creation of a 'Club Development Fund'
 - Assigning funds from current reserves
- Identifying suitable venues for new Club Development
- Staffing requirements for new Club Development & Support

Developing Our Coaches



Aligning Coaching resources to members requirements

- Rapid Growth of Coaching Community required
- Increase from 33 Licenced and Active Coaches at end of 2013 to 95 by 2018
- 2014: Addressed key issues with PVG and Licencing requirements
- 2015: Introduce more Level 1 and level 2 courses
- 2015 – 2016: Introduce Succession Plan for Senior Coaches
- 2016 – 2018 – consolidate and grow.



The logo for Scottish Archery is a light purple rectangle. It features two white curved lines that intersect to form a stylized 'X' shape. The word 'Performance' is written in bold black text, and 'Scottish Archery' is written in yellow text below it.

Performance

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Improving Our Performance



Aspiring to Competitive Excellence

Overall goals:

- Junior Academy comparable to 3 English Academies
 - 2 archers to Youth Commonwealth Games 2015
- Senior squad for MB archers – pathway to international representation (Scotland or GB)
- Para squad – preparation for archers to make GB team (World

Championships 2015, Paralympics 2016)

- Organised area coaching to progress archers to MB level

Improving Our Performance



Aspiring to Competitive Excellence Requirements:

- Facilities – Centre of Excellence
- World Class Coaching
- Competition – World Record Status Fita 720 and Head 2 Head
- Additional support – funding, SIS, organisation



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Improving Our Performance



Aspiring to Competitive Excellence – Para Athletes

Goals:

- 2 archers make team for World Championships 2015
- 4 archers qualify for paralympics selection shoot 2016
- 4 Scottish archers identified for squad:
- Ladies recurve:

Kate Murray



- Gents compound:

Frank Maguire,
Nathan McQueen, Brad Stewart



Improving Our Performance



Aspiring to Competitive Excellence – Para Athletes Requirements:

Facilities and coaching:

- Edinburgh University (range and Peffermill), supported by Edinburgh University Head of Performance archery
- Access 6 hours per archer per month (flexible)
- Estimated cost £50-£100 per archer per month
- **Additional:**
- SIS support, funding for agents to attend selection shoots
- 3 monthly review with Archery GB paralympic coach Mike

Peart

Financial Assistance requested



sportscotland funding request

	Current 2014-15	Requested 2015-16	Requested 2016-17	cycle Total	Notes
<u>Effective Organisation</u>					
Staff		9,500	10,000	19,500	Existing [self employed] part time administrator Includes: £12k for Azolve membership system in 2015/16 + £2.5k in 2016/17 for licence. In addition, covers £1k in 2015/16 & £1.5k in 2016/17 for PVG training requirements
Programme		13,000	13,500	26,500	
Effective Organisation total	-	22,500	23,500	46,000	
<u>Development</u>					
Staff		17,500	35,000	52,500	Chief Executive post combined with Development Officer Post - assumed to be employed by mid 2015-16 cycle Primarily costs associated with coach growth and development
Programme		10,000	10,000	20,000	
Development total	-	27,500	45,000	72,500	
<u>Performance</u>					
Staff			7,500	7,500	High Performance Coach - Employed for up to 40 days per year Aim - 2 Junior Archers at Commonwealth Youth Games September 2015 + at least 2 para athletes as part of Team GB at Rio 2016
Programme		19,413	20,900	40,313	
Performance total	-	19,413	28,400	47,813	
Grand Total	-	69,413	96,900	166,313	
Membership Affiliations [c95% of total income from within membership]		30,400	31,500	61,900	
Total Projected turnover		99,813	128,400	228,213	

2015 – 2017

Aim To Aspire



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Questions