

Performance Review



November 2020 update

Prior to developing a new Performance Plan, that aligns with the post Tokyo 2020 Olympic and Paralympic Games British Triathlon Strategic Plan, an independent review was carried out by sportScotland on the Triathlon Scotland performance programme and staff between November 2019 and February 2020.

The purpose was to review all aspects of the Triathlon Scotland performance programme and collectively evaluate the status, effectiveness, and progress in order to identify the future direction, needs and priorities. The review process involved gathering feedback from a cross section of 25 people currently engaged in the performance programme with various roles and responsibilities.

The review looked at the vision, mission, and values of Triathlon Scotland; the strengths, weaknesses, opportunities, and threats of the programme; as well as the enablers, people, profile, and places.

The findings of the report will be used in helping to shape the new Triathlon Scotland performance strategy which will be run from September 2021 and will be aligned to the 2021-2032 British Triathlon Performance Strategy.

The report had 10 recommendations and the recommendations that Triathlon Scotland feel need to be addressed and the first are:

Triathlon Scotland should create an ambitious, long term performance strategy that aligns to the overall strategic direction of the organisation. Clearly articulating the aims, objectives, and expectations of the programme. Aligned to a sustainable staff structure to deliver the strategy.

and

Triathlon Scotland should foster an open, transparent relationship with athletes regarding decision making and explore opportunities to include athlete representation in the process. Decision making processes should be clear and visible to athletes, understood and agreed by all where possible.

A significant amount of work has already been done on the above. Examples are:

- Contributing to both the Olympic and Paratriathlon Pathway submissions to UK Sport that form part of the British Triathlon World Class submission to UK Sport and relate directly to the Pathway at Home Nations and Academy level. This has also involved looking at squad restructuring for 2021.

- Consultation process for the Birmingham 2022 Commonwealth Games Selection Policy which involved three opportunities for athletes and coaches to provide their thoughts and feedback on the policy and how it would be applied.
- Two athlete representatives sit on the Performance Management Group and are comfortable asking difficult questions and are contributing to decisions.