

BEV Strategic Plan 2015-2018

PERFORMANCE – PARTNERSHIP – PROFESSIONALISM - PASSION

Revisions;

Green – KPI Targets Achieved

Blue – New KPIs for 2016-01-31

Purple – Amended from 2015

Red – Not accomplished/actioned

| BEF Vision & Mission | BEF Strategic Goals  | BEV Strategic Goals   | KPI 2015  | KPI 2016  | KPI 2017  | KPI 2018  |
|----------------------|--|---|---|---|---|---|
| <b>MORE PEOPLE</b>   | Ensure the right product reaches the right people                      | Ensure the right product reaches the right people                               | Develop communication and feedback loop through SEV, EEV, WEV <b>Regional Committee Reports</b>   | Encourage regional reports including members queries at BEV meetings. Make sure info is fed back to regions. <b>Proposal to include Irish Vaulting improved points of contact via grass roots reps . Closer contact between elite members via pm.</b> | Compulsory regional reports and feedback  | Compulsory regional reports and feedback  |
|                      | Enable people to make the first step towards vaulting                  | Enable people to make the first step towards vaulting                           | Designate ‘get started’ committee member to act as point of contact and disseminate information to potential vaulters <i>Not actioned</i> | <b>Launch grass roots/new entrant policy and committee member</b> to actively promote paths to get involved in vaulting   | Get started member to encourage and support new coaches to create new groups providing more spaces for new starters | Aim for 2 new groups by the end of the year to increase opportunities for participation                         |
|                      | Retain people in equestrianism   | Retain people in vaulting   | Create and promote recreational pathway for those leaving because of education commitments  | <b>Promote vaulting into Universities and Colleges .Introduction of University Derby Challenge style Competition</b>  | Continue with friendly class and encourage 2 students to do level 1 coaching in summer                              | Aim for friendly classes at summer competitions and 4 students completing level 1 coaching                      |
|                      | Promote the benefits, especially the relationship with the horse       | Promote the benefits, especially the relationship with the horse                | Create a press officer to push information out and point enquiries to ‘get started’ <i>Not actioned</i>                                   | <b>Actively seek to appoint promotions/marketing person to raise profile of British Vaulting</b>  | Aim for an article in one major equestrian publication on the benefits of vaulting, not just competition report     | Aim for an article in one major equestrian publication on the benefits of vaulting, not just competition report |
|                      | Facilitate research to ensure we understand the needs of the community | Facilitate research to ensure we understand the needs of the vaulting community | Create one ‘performance’ and one ‘recreational’ survey in 2015 for members <b>Surveyed for elite</b> <i>Recreational not actioned</i>     | Create 2 ‘performance’ and one ‘recreational’ survey in 2016 for members <b>Performance Manager will monitor needs of elite. Survey for recreational tbc as New Member being appointed.</b>   | Create 2 ‘performance’ and one ‘recreational’ survey in 2017 for members – feed back and act on results             | Create 2 ‘performance’ and one ‘recreational’ survey in 2018 for members – feed back and act on results         |

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|  |   |   |  |  |  |  |
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|  | Increase the number of qualified coaches and continue to improve coaching standards | Increase the number of qualified coaches and continue to improve coaching standards | Run 4 level 1 training and assessment, 3 level 2 and 1 level 3 <b>Done</b>   | Run 5 level 1 training and assessment, 4 level 2 and 1 level 3   | Annually run 5 level 1 training and assessment, 4 level 2 and 1 level 3                            | Annually run 5 level 1 training and assessment, 4 level 2 and 1 level 3                                |
|  | Facilitate development programme for voluntary and                                  | Facilitate development programme  | Encourage pre-competition briefing for all volunteers and offer shadowing opportunities both in competition and training for officials and coaches <b>Done 1 x steward 1x Td 1 x judge</b> | Pre-competition volunteer briefing. Continue shadowing and encourage candidates <b>Highlight and promote individuals. Source specific funding to be targeted to this effect.</b> | Compulsory pre-competition volunteer briefing. Continue shadowing and encourage 2 candidate judges | Compulsory pre-competition volunteer briefing. Continue shadowing and encourage 2 new candidate judges |

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|----------------------|---|---|--|---|---|--|
| <b>BETTER PLACES</b> | Develop/promote standards in facilities for recreational and competitive participation including accessibility                                      | Actively look to locate more <b>grass roots and international standard competition venues</b>   | Encourage recorded risk assessment by coaches for training at home<br><i>Not achieved</i>  | Encourage recorded risk assessment by coaches for training at home – ask for this with group membership <b>Implement National Risk Assessment Training Day</b>  | Encourage recorded risk assessment by coaches for training at home – compulsory with group membership | Encourage recorded risk assessment by coaches for training at home – compulsory with group membership  |
|                      | Facilitate training, education and customer service in the running of equine businesses   | Run specific training aimed at involving vaulting in established riding centres   | Hold one ‘open day’ for riding schools to see how vaulting is run within an established school <b>Yes. 1 – England 1 - Scotland</b>                          | Aim for one new member group based at a riding school as a result of open day – run another open day in the autumn <b>Yes 1 group . Also present Riding Schools Business Initiative Open Day. BEF 17<sup>th</sup> /18<sup>th</sup> Sept Participation Day</b>   | Ensure support framework in place for 2 new riding school members – make open day an annual event     | Ensure support framework in place for 2 more new riding school members – make open day an annual event |
|                      | Enhance accessibility for disabled vaulters <b>and encourage closer links through RDA rep</b>   | Ensure RDA sections are included in competitions. Hold more competitions specifically aimed at those with a disability. Forge closer links with RDA | Work with RDA to get list of their vaulting clubs and establish closer links through RDA rep on BEV committee <b>Already had them Rep is Rebecca Hewitt.</b> | Actively encourage RDA participation in BEV competitions by sending schedules to RDA contacts and encouraging RDA membership of BEV. <b>Working on database capture and closer collaboration with RDA thru RDA Vaulting Chair &amp; BEV vaulting Rep Greater access to BEV comps through changes in BEV rules BEV presence at RDA Championships July 16th</b> | Aim for one new RDA group member of BEV   | Aim for one more RDA group member of BEV   |
|                      | Influence legislation for planning, development and operational issues related to equestrianism for existing and, where necessary, future resources | Ensure members are made aware they can feed back to us on these issues if difficulties are encountered  | Article in newsletter alerting members to our links with BEF regarding these issues<br><i>Not achieved</i>   | <b>Explore funding possibilities for improving venues to offer vaulting competitions</b>  | Annual article in newsletter alerting members to our links with BEF regarding these issues            | Annual article in newsletter alerting members to our links with BEF regarding these issues             |

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|--|---|----------------------------------|---|--|---|---|
|  | Expand the provision of equestrian facilities | Locate more high standard venues | 2 new competition venues found – Scotland and Wales <b>RockRose and Pencoed</b> | Find one new competition venue big enough for 2 ring competition in England <b>College of west Anglia Investigate again proposals for CVI July 3<sup>rd</sup> . Ask members to vote for their favourite.</b> | Try and increase number of BEV affiliated competitions to 11 at proven venues | Try and increase number of BEV affiliated competitions to 12 at proven venues |
|--|---|----------------------------------|---|--|---|---|

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|----------------------|---|---|---|---|--|---|
| <b>BETTER HORSES</b> | Develop the single lead body to represent British breeding in collaboration with British stud books   | Ensure BEV works with BEF regarding the lead body   | Establish correspondence with BEF on this matter<br><b>No Policy for British Breeding</b>   | Establish correspondence with BEF on this matter on transfer of horses from a former discipline to prolong working life   | Establish correspondence with BEF on this matter   | Establish correspondence with BEF on this matter  |
|                      | Support the breeding, production, management, welfare and care of horses through education, dissemination of research and knowledge sharing | Support the production, management, welfare and care of horses through education, dissemination of research and knowledge sharing | Plan to include a presentation at BEV AGM dedicated to production, management, welfare and care of horses<br><b>No presentation given</b> | Include section of coaches CPD to include horse welfare and production appropriate to level of coaching<br><b>Production and management of young horse. Introduction of young horse award at competitions and British Championships</b> | Newsletter article, plus include section of coaches CPD dedicated to production, management, welfare and care of horses – encourage discussion                   | Newsletter article, plus include section of coaches CPD dedicated to production, management, welfare and care of horses – encourage discussion                      |
|                      | Make the best use of data to promote appropriate breeding of horses   | Gain permission from members to publish parentage details of BEV registered horses on the website<br><b>Not actioned</b>          | Include breeding details on BEV horse membership forms<br><b>Recognition in Britain for British horses that are successful in CVIs.</b>   | Include breeding details on BEV horse membership forms.<br><b>Acknowledgement of owners at British Championships</b>  | Publish registered horses breeding on the BEV website. May be anonymous but presented to allow potential new owners to identify most popular breeds for vaulting | Publish registered horses breeding on the BEV website. May be anonymous but presented to allow potential new owners to identify most popular breeds for vaulting    |
|                      |   | -   | -   | -   | -  | -   |
|                      |   | -   | -   | -   | -  | -   |
|                      | Establish development pathway for the recreational horse  | Create a logbook to record and evaluate the work of both the competitive and recreational vaulting horse<br><b>Not actioned</b>   | Article in Newsletter regarding bringing in horses logbook as well as coaches logbook for 2016<br><b>Not actioned</b>                     | <b>Encourage to complete competitive logbook to be held as record by owners/clubs.</b>  | Compulsory logbook included with horse membership renewals   | Compulsory logbook included with horse membership renewals. Analyse and publish results to allow other members to view anonymous data re work of the vaulting horse |
|                      | Promote improved standards of biosecurity   | Promote improved standards of biosecurity   | Talk at AGM re biosecurity and anti-doping<br><b>Discussed at AGM</b>   | Include section in coaches CPD and any selection day training re biosecurity and antidoping<br><b>Targetted training Days for coaches &amp; immediate updates on website</b>  | Include section in coaches CPD and any selection day training re biosecurity and antidoping  | Include section in coaches CPD and any selection day training re biosecurity and antidoping   |

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| <b>MORE MEDALS</b>   | Create talent pathways for high performance human and equine athletes  | Create talent pathways for high performance human and equine athletes   | Selection athlete training days <b>29th June Junior Teams and 17<sup>th</sup>/18<sup>th</sup> October</b>  | Aim for two elite weekends & 4 training Days to include mandatory training days  | Aim for 3 elite training days, February, June and October.   | Aim for 4 elite training days, January, March, June and October.   |
|                      | Attract, select and promote high performance athletes through talent pathways  | Attract, select and promote high performance athletes through talent pathways   | Selection training day 13 <sup>th</sup> June allowing athletes to access to top class feedback. Host another in December immediately after selection applications <b>October training day went ahead with sports psych.gym and vaulting technical training</b> | Training days as above. Support BEV will provide to be specified in Selection Policy for 2017  | Training days as above. Not necessarily only those up for selection but also invite those with good performance at 2016 British Championships. | Training days as above. Not necessarily only those up for selection but also invite those with good performance at 2017 British Championships. |
|                      | Provide training, technical experience and high performance support for athletes, horses and owners  | Provide training, technical experience and high performance support for athletes, horses and owners <b>Introduction Of 3 Levels of Performance via National Squadding</b> | Include section on technical experience at performance training days described above <i>Not targeted enough for elite</i>  | Include sections on training practices <b>Ensure those in A squad have access to all that is necessary for their needs Introduction of Talent Spotting Days</b>  | Include sections on all of the support areas at performance training days described above  | Include sections on all of the support areas at performance training days described above  |
|                      | Provide high performance management system supported by an effective workforce that integrates the high performance environment with athletes home teams | Provide high performance management system supported by an <b>effective workforce ?</b> that integrates the high performance environment with athletes home teams         | <b>Appointment of Performance Manager to oversee training needs and put pathway into place for WEG 2018. November 2015. First visits taken place December 2015</b>   | <b>Specific training geared towards Elite head and supporting coaches. Overseeing of fitness &amp; technical vaulting training programmes. Targeted support for all elite athletes within the home club – inc. horses - to ensure the support is provided where it is needed. Periodic visits to ensure support feedback and close contact</b> | Include coaches, lungers and grooms at athlete selection training days to ensure that athlete training programmes are implemented at home      | Include coaches, lungers and grooms at athlete selection training days to ensure that athlete training programmes are implemented at home      |

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|  | <p>Maintain high performance culture and positive reputation, creating an environment of success</p> | <p>Maintain high performance culture and positive reputation, creating an environment of success</p>  | <p>Continue to try and ensure coaches and athletes communicate to share knowledge and create environments in which the athletes can thrive <b>Not targetted</b></p>   | <p>Create a coaches forum as part of the BEV website.<br/> <b>Not priority for this year.</b><br/> <b>Celebrate 25 years of British Championships Culture and nurture motivation/will to win/positive reinforcement /managing expectations creating environment of success. Greater recognition of and emphasis on British Vaulting achievements abroad. Awards Evening/Gala Dinner to honour those who have been successful and reinforce sense of One Team.</b></p> |   | <p>Aim for a full, competitive contingent at WEG</p>                                      |
|  | <p>Secure, promote and maintain effective influence on the world stage</p>                           | <p>Secure, promote and maintain effective influence on the world stage <b>Optimise performance via clearly identifying strategic performance plan</b></p> | <p>Encourage officials to train to become FEI officials. <b>Encourage BEV Judges and Coaches to enrol for FEI Conference 2016</b> Aim for 3 individuals in top 10. <b>Two Seniors – 8<sup>th</sup> &amp; 9<sup>th</sup></b></p> | <p>Aim to have 1 new recruit from GBR training to become FEI judges/TDs/stewards. <b>Three individuals in top 10 J/S//Pdd Squad in top 8</b></p>  | <p>Aim to encourage 2 more recruits to become FEI officials. Aim for 1 medal and a squad in top 8 <b>Greater recognition for horses and owners at British Championships</b></p> | <p>Aim for 2 new recruits to become FEI officials and 1 medal at WEG. Squad in top 6.</p> |

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|----------------------|---|--|--|---|--|--|
| GOVERNANCE           | Fulfil the requirements of the NGB and NF   | Fulfil the requirements of BEF as the NGB and NF   | Implement the 4 year strategic plan and ensure progress is reviewed at each meeting <i>Not formulated until late in the year 2015</i>  | Review 2015 KPIs and address any issues not yet achieved. Continue communication with BEF <b>Strategic plan reviewed revised and approved by Committee January 2016</b>   | Review 2016 KPIs in January and address any issues not yet achieved. Continue communication and feedback with BEF  | Review 2016 KPIs and address any issues not yet achieved. Continue communication and feedback with BEF             |
|                      | Ensure BEF has a stable future  | Ensure BEV has a stable future   | Retain committee members for full term and ensure all tasks are allocated across the committee as much as possible <i>1 member resigned &amp; chair stepped down</i> <b>Job roles defined to ensure level distribution of work</b> | Retain committee members for full term and ensure all tasks are allocated across the committee as much as possible <b>Three Committee members &amp; 3 Directors reach full term in June 2016</b>                        | Retain committee members for full term and ensure all tasks are allocated across the committee as much as possible | Retain committee members for full term and ensure all tasks are allocated across the committee as much as possible |
|                      | The organisational structure continues to meet the needs of its <i>members</i>          | The organisational structure continues improve to meet the needs of its members                                    | Promote regional committees (SEV EEV WEV) and use communication and feedback loop via reports <b>Done</b>  | Encourage regional committees (SEV EEV WEV) and use communication and feedback loop to continue <b>plus establish regional reps at grass roots to cascade information at embryonic stage for clubs and new entrants</b> | Appoint SEV EEV WEV reps to ensure clear lines of communication between stakeholders and BEV committee and back    | Appoint SEV EEV WEV reps to ensure clear lines of communication between stakeholders and BEV committee and back    |
|                      | Support MBs and provide leadership to fulfil standards in governance and best practice  | Support members <b>through committee</b> to provide leadership to fulfil standards in governance and best practice | Publicise changes to occur <b>in 2016</b> by making the strategic plan available to members <b>Done</b>  | Finalise <b>selection criteria prior to October Weekend Training</b> . Implement changes described in strategic plan. <b>Announce updates via newsletter &amp; website. Notify BEF</b>                                  | Finalise selection criteria and rule changes in October. Implement changes described in strategic plan             | Finalise selection criteria and rule changes in October. Implement changes described in strategic plan             |
|                      | Set and promote high standards in equity and safeguarding across MBs and all operations | Set and promote high standards in equity and safeguarding  | BEV committee member to be appointed for safeguarding <b>Appointed</b>   | At least one article on equity and safeguarding in the newsletter   | Annual article on equity and safeguarding in the newsletter  | Annual article on equity and safeguarding in the newsletter  |
|                      | Continue to meet Sports Council governance requirements                                 | Continue to meet NGB governance requirements   | Carry out procedures to comply with BEF requirements <b>Met with BEF RDA NSC to discuss 2016 procedures</b>  | <b>Improve dialogue with BEF to</b> carry out procedures to comply with BEF requirements  | Carry out procedures to comply with BEF requirements   | Carry out procedures to comply with BEF requirements   |



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|--|---|---|---|---|--|--|
|  | Maintain high quality infrastructure in all areas                 | Maintain high quality infrastructure in all areas                 | Ensure efficient communication with members and potential members <b>NEW KPIs &amp; Initiatives for 2016</b><br><b>Drafting of new Grass Roots Policy &amp; Election of Grass Roots Committee Member and appointment of regional reps</b> | Improve communication channels to ensure flow of information.<br><b>Appointment of Grass Roots Committee Member to oversee rolling out of policy and liase with regional reps to improve information flow. Greater liason with BEF to assist with participation goals</b> | Improve communication channels to ensure flow of information   | Improve communication channels to ensure flow of information   |
|  | Promote excellence in strategic planning and programme management | Aim for excellence in strategic planning and programme management | Review and improve strategic plan, then implement <b>Formulated too late to review</b>  | <b>Explore and develop revenue streams. Ensure organisational structure is efficient and effective. Support education research and IT.</b> Review and improve strategic plan in January <b>Reviewed and amended Jan 2016.</b>   | Gather feedback on all programmes to improve content, venues and times. Review and improve strategic plan in January | Gather feedback on all programmes to improve content, venues and times. Review and improve strategic plan in January |