



BOCCIA UK

Strategic Plan 2017-2021

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INTRODUCTION

I am pleased to introduce the United Kingdom Boccia Federation's Strategic Plan for the period 2017 to 2021.

Building on past success, we are committed to strengthening our foundations for Tokyo and beyond. Our elite athletes have continued to perform well on the European, World and Paralympic stage with medal success and upward movement on rankings. Their dedication, along with their families, carers and assistants is matched by world class direction and support from our coaching staff and sports science team.

Our intention is to continue to improve competitively while developing a more systematic and resilient pathway for emerging players into the elite performance system. The level of international competition continues to improve. To stay ahead we will need to invest in improved techniques, equipment and travel for competition against the world's best.

We are very grateful to UK Sport, with the support of funding from the National Lottery, for their continued financial support which we do not take for granted. In this plan period we are establishing an Income Generation strategy to open up further opportunities for funding and in kind support.

While we do all of this we will also continue to demonstrate the highest standards of governance.

We are determined to build on the success of the Rio cycle and to develop further to Tokyo and beyond. This document explains how we plan to move forward.

John Dowson
Chair, Boccia UK

ABOUT BOCCIA UK

STRUCTURE

Boccia UK is the UK National Governing Body for the sport of boccia. It is a federation comprising the four home nation sports organisations, some of whom are recognised by their respective sport councils as being the NGB responsible for the development of the sport.

The four home nation member organisations are Boccia England, Disability Sport Northern Ireland, Disability Sports Wales and Scottish Disability Sport.

Boccia UK's role is to **identify, develop and prepare the UK's most talented players, coaches and officials to represent the country internationally**, with a particular focus on the Paralympic Games.

In addition, Boccia UK facilitates home nation collaboration around the development of a UK-wide boccia performance player pathway.

The grassroots development of the sport, including school and community participation initiatives, club development and local competitions and leagues remain the sole responsibility of the four home nation member organisations.

Home nation sports organisations are also responsible for talent identification and performance development within their respective nation, where necessary in collaboration with other home nations.





Photo: British Paralympic Association



Boccia UK is a company limited by guarantee, with no share capital and is governed and managed by a seven-person Board of Directors comprising:

- One representative from each of the four home nation member organisations;
- An independent Chair;
- Two further independent Non-Executive Directors, appointed through an open selection and recruitment process for terms of four years with a maximum of two terms.

Boccia UK is a member of the Boccia International Sports Federation (BISFed), the new sports specific world governing body for the sport established in 2013, and continues to take a lead role in supporting the development of the organisation.

Boccia UK is also a member of the British Paralympic Association (BPA).



OUR STAFF TEAM

Boccia UK is supported by a professional team of experienced and committed full time and part time staff employed either directly by the organisation or on contract from the English Institute of Sport (EIS) or Scottish Institute of Sport (SIS).

The current staff team as of March 2017 were as follows:

PROGRAMME MANAGEMENT TEAM

Matt Hammond Performance Director
Duncan Tunbridge Operations Manager

COACHING TEAM

Claire Morrison Performance Coach (BC1/BC2/BC4)
Glynn Tromans Performance Coach (BC3 and Individual)
Chris Wagg Performance Coach (BC1/BC2 Team)
Liz Wilks Assistant Performance Coach

SPORTS SCIENCE AND MEDICINE TEAM

Chris Wagg Senior Performance Scientist (EIS)
Dawn Ibrahim and **Ruth Ross** Physiotherapists (EIS)
John Marchant Psychologist (SIS)
Bob Smith Strength and Conditioning Coach (Independent)

OUR VISION

To become the leading boccia nation where participation and performance exceed ambition.

OUR MISSION

To identify, develop and prepare our most talented athletes to represent the UK internationally and to facilitate the planning and co-ordination of the UK wide development of Boccia.



Photo: British Paralympic Association

OUR VALUES

EQUALITY

Boccia UK is fully committed to supporting the principle and practice of equality of opportunity and aims to ensure that all people, irrespective of race, colour, ethnic or national origins, religion, creed, age, sex, marital status, social position, disability, sexual orientation, political opinion or social circumstance have a genuine and equal opportunity to participate in boccia at all levels and in all roles. This includes, job applicants, employees, participants, volunteers and spectators. Equality of opportunity in Boccia UK is regarded not as a privilege for some but as a right for all.

EXCELLENCE

Boccia UK is committed to excellence and will strive to achieve the highest possible standards in everything it does.

OPENNESS

Boccia UK is committed to openness in all of its operations and activities and will promote open dialogue and discussion with athletes, coaches, officials, and stakeholders.

ACCOUNTABILITY

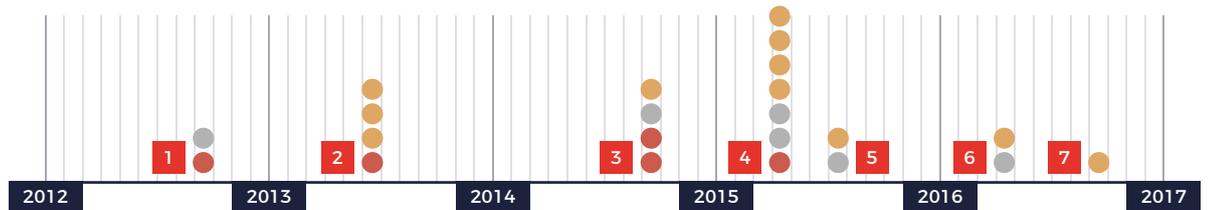
Boccia UK is committed to accountability and will at all times be mindful of the need to be accountable to its member groups, athletes, coaches and funders.

COMMUNITY AND WELL-BEING

Boccia UK is committed, and works with home countries, to inspire and foster an environment of community and well-being among athletes, carers, coaches, officials, volunteers and supporters.

THE CURRENT STATE OF PLAY

Since the establishment of Boccia UK in 2007, the organisation has achieved a consistent and impressive level of success in major international competitions including the following key achievements:



- 1 2012 London Paralympic Games: 1 Silver & 1 Bronze medal**
- 2 2013 European Championships: 3 Gold & 1 Bronze medals**
- 3 2014 World Championships: 1 Gold, 1 Silver & 2 Bronze medals**
- 4 2015 European Continental Cup: 4 Gold, 2 Silver & 1 Bronze medals**
- 5 2015 European Team & Pairs Championships: 1 Gold, 1 Silver**
- 6 2016 Individual World Championships: 1 Gold, 1 Silver**
- 7 2016 Rio Paralympic Games: 1 Gold**

Despite the current strong position of Boccia UK athletes, there is no room for complacency, as the standard of international competition continues to improve across the globe, particularly in Asia.

Critical to the future success of Boccia UK therefore is the development of an improved UK-wide performance player performance pathway and support structures, which if implemented will enable Great Britain to maintain its position as one of the world's most successful nations in the sport of Boccia.

THE UK PERFORMANCE PLAYER PATHWAY

Boccia UK recognises that the continued success of the Great Britain team on the world stage over the medium-to-long term will require the development of a UK-wide 'Performance Player Pathway' over the period of this plan.

The purpose of the performance player pathway (*Figure 1*), is to create an integrated, seamless, UK-wide pathway which will identify talented players, encourage and support their progression through a network of regional/national Boccia UK endorsed High Performance Centres', and manage the effective transition of the most talented athletes onto the UK squad and World Class Performance Programme.



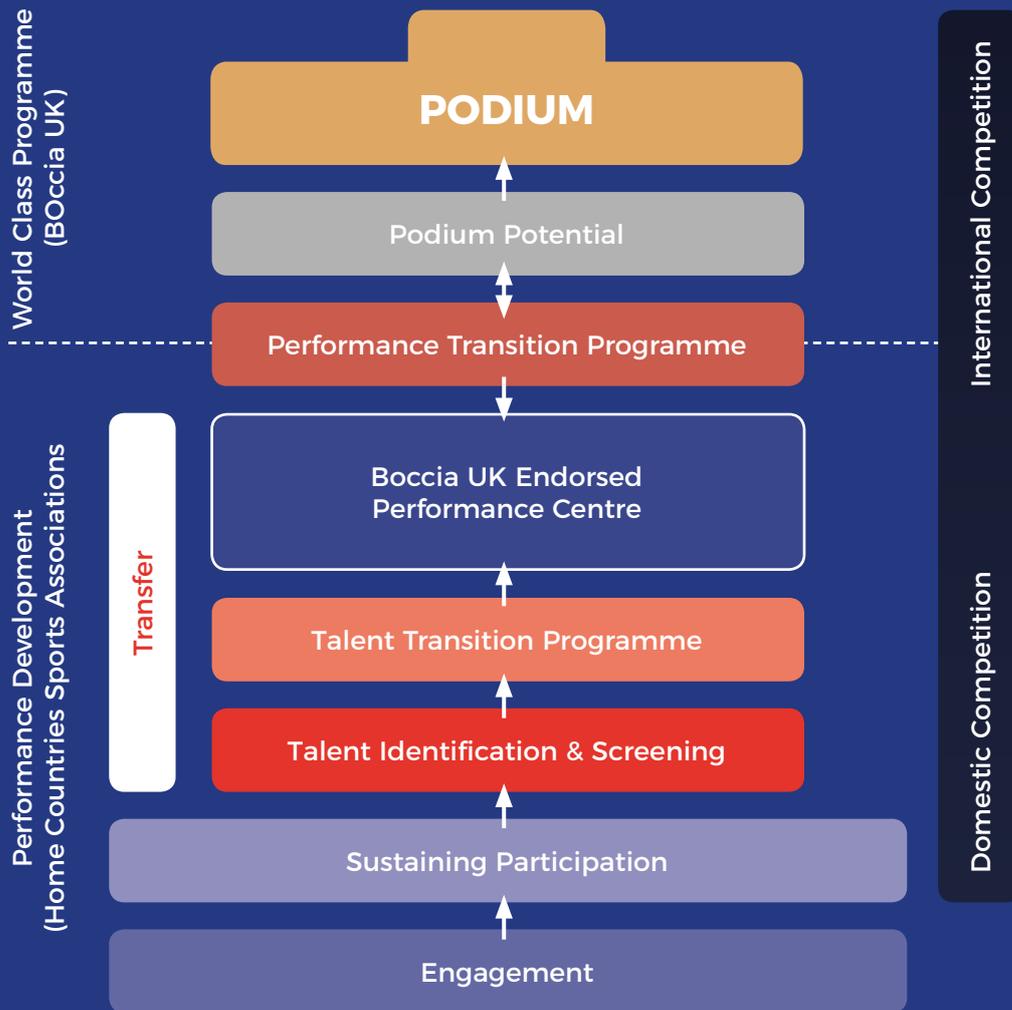


FIGURE 1: The UK Performance Play Pathway Model

Recognising the wider responsibilities of the home nations, the development of the performance player pathway will be supported through UK-wide collaboration on key elements of the pathway including the development of an improved domestic competition framework, workforce development plan and classification strategy.

The performance player pathway will also be underpinned by grassroots development work designed to increase participation levels across the UK, which will be undertaken by Boccia England, Disability Sport Northern Ireland, Disability Sports Wales and Scottish Disability Sport in their respective home nations.

OUR STRATEGIC PRIORITIES

In order to fulfil the organisation's vision and mission, four key strategic priorities have been identified as key to success during the period of this plan.

World Class Programme: To provide the most talented players with the opportunity to realise their potential by winning medals for the UK at European, World and Paralympic competition.

Performance Development: To facilitate home nation collaboration on the planning and development of a UK wide boccia performance player pathway, incorporating coaches and officials.

Income Generation: To expand the funding streams available to Boccia UK through charitable donations and commercial sponsorship/income.

Governance: To continue to demonstrate best practice in all given activities in accordance with the governance code and UK Sport requirements.

COMMITTEE STRUCTURE

The Board of Directors of Boccia UK will be supported in progressing the agreed strategic priorities and objectives outlined in this plan by three key committees as described below:

Performance Development Committee

This committee which replaces the 'Technical' committee and is responsible for progressing the objectives related to Strategic Priority 2: Performance Development.

Membership of the committee consists of each of the four home nation sports organisation representatives and the Performance Director.

Finance Committee

This committee is responsible for overseeing the financial management of the organisation and consists of the two independent Directors other than the chair.

Appeals Committee

This committee considers any appeals to World Class Programme selection decisions. It consists of one home country representative board member and one independent director.

Working Groups

In addition, working groups will also be established as and when required by the Board or its three Committees to progress particular areas of work. Current working groups include the Pathway Implementation Group, Workforce Development Group, the International Relations Group, the Income Generation Group and the World Championships Steering Group.

Actions

Each strategic priority is underpinned by objectives and action plans. Progress and effectiveness are reviewed by the Board on a regular basis and at least once a year.

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Boccia UK is supported by

