

EQUESTRIAN VICTORIA

# EVENTING HIGH PERFORMANCE PATHWAY STRATEGY

## 2021 – 2028



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EQUESTRIAN VICTORIA HIGH PERFORMANCE AND PATHWAYS | AUGUST 2021



Photo: Derek O'Leary - OzEquestrian

*live your equestrian dream*

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## EQUESTRIAN VICTORIA EVENTING HIGH PERFORMANCE PATHWAY

# INTRODUCTION

**Equestrian Victoria and Eventing Victoria are committed to supporting our members to live their equestrian dream.**

To do this, we need to provide a clear, visible and achievable pathway for our riders to progress through as they work towards state and national squad selection ... and beyond.

A collaborative approach was taken in designing this pathway, bringing together a range of stakeholders to help inform the document and ensure the pathway met the needs of the Eventing community. Over 4 months, we:

- Identified and consulted with the relevant stakeholders
- completed a SWOT analysis
- identified key priority areas
- agreed a set of strategic priorities against our key performance areas
- developed an action plan to guide the development, launch and embedding of the Performance pathway

We thank those who contributed to this piece for their generosity of time and for sharing their knowledge and experience in developing this pathway.

The Eventing Pathway should provide riders with a visible snapshot of 'what's possible' in Eventing, and help them identify where they are today, and guide them to progress further through the Pathway in the future.

We are delighted to launch this important tool to support the development of Victoria's Eventing community.

**JANET HOUGHTON**  
CHAIR  
EVENTING VICTORIA

**MATTHEW BROWN**  
CHIEF EXECUTIVE OFFICER  
EQUESTRIAN VICTORIA

# EXECUTIVE SUMMARY

During 2019-2020 Equestrian Victoria (EV) undertook extensive member research, conducted a strategic resourcing review, and conducted a mid-plan review of the 2018-2023 Equestrian Victoria Strategic Plan. With the revised Strategic Plan published, EV has continued focusing on achieving the plan's objectives. These include reviewing the development pathways in Victoria for riders across all disciplines.

This Performance Pathway Plan aims to support the development of Victorian riders, coaches and competitions, and the enhancement of governance and leadership structures in Victoria, to give our community the best opportunity to live their equestrian dream as they progress through Equestrian Australia's national performance pathway.

This plan also aims to underpin both the national equestrian performance pathway and Equestrian Australia's High Performance Strategic Plan.



## VISION

**Provide leadership and pathways** to enable all participants to live their equestrian dream



## MISSION

**A high performance pathway** structure that enables the sustainable success of Victorian riders at national and international events



## OBJECTIVES

**A clear rider pathway**  
Riders progressing along the pathway towards national squads  
Strong results by Victorian riders at national and international events



## VALUES

- Professionalism**  
– Striving for excellence
- Integrity**  
– Ethical, responsible and accountable
- Transparency**  
– Open and honest communication
- Respect**  
– Partnerships, collaboration and inclusive engagement



## STAKEHOLDERS

- Those who influence or are influenced by what we do include:
- Riders
  - Coaches and Officials
  - Administrators
  - Volunteers
  - Member Clubs
  - Parents and Supporters
  - Equestrian centre owners and managers
  - Victorian Government including Sport & Recreation Victoria, Victorian Institute of Sport (VIS) and Visit Victoria
  - Equestrian Australia (EA)
  - Sponsors, Suppliers and Commercial Partner
  - Local and national media

# EVENTING SWOT ANALYSIS



## STRENGTHS

- Strong Eventing leadership team
- Access to knowledgeable coaches
- Collegiate and inclusive community
- Healthy participant numbers
- Good diversity of ages across rider community
- Well run competitions



## OPPORTUNITIES

- Planned upgrades to Werribee Park to support high performance rider development
- Equestrian Australia programs will improve Eventing's national structure and coordination, and will bring together off-horse education
- Zoom – people are now more receptive to working together online
- Online systems have enabled greater access to remote coaching expertise
- Greater access to show jumping opportunities for eventers
- Develop educational opportunities and tools for coaches



## WEAKNESSES

- Inconsistent rider access to good quality training facilities and all-weather cross country courses
- Cost of training and competing.
- History of low EV resourcing of high performance development
- Low knowledge base across the wider riding community what high performance sport is
- History of poor rider and coach accountability to the high performance program
- Challenges in the second half of the year in scheduling events that optimize high performance development
- Lack of clarity for riders about how to progress up the athlete pathway
- Riders often miss key steps in skill development due to quick progression through the levels



## THREATS

- Unaccredited coaches who are working outside of EV's structure
- Perceptions that there is a higher safety risk in Eventing compared to other disciplines
- Current trend away from long format endurance training towards short format
- The barrier of high financial cost

# EVENTING HIGH PERFORMANCE STRATEGIC PRIORITIES

THE PERFORMANCE PATHWAY STRATEGY IS FOCUSED ON THESE KEY PERFORMANCE AREAS THAT UNDERPIN SUCCESS:

1. Riders
2. Coaching
3. Governance and Leadership
4. Daily Training Environment
5. Competition

## RIDERS

- Publish a clear rider pathway map, explaining what riders need to do to progress, and the support and rider requirements associated with each step
- Set individual performance plans for all Victorian squad riders to clarify goals and expectations, and to foster rider accountability

## COACHING

- Support coach development with fit for purpose educational tools
- Support coach involvement in the Victorian squad program and in the individual performance planning of their riders
- Where appropriate, initiate individual development plans with identified squad coaches

## GOVERNANCE AND LEADERSHIP

- Establish a state structure that enables squad riders to achieve their performance potential
- Foster a culture that supports rider development at all stages of the pathway
- Equestrian Victoria Eventing Discipline Committee to monitor and advise EV on the Eventing performance pathway strategy
- Identify a dedicated resource for the day-to-day management of the Equestrian Victoria performance pathway
- Engage regularly with Equestrian Australia to ensure the Victorian Eventing pathway functions in a way that is consistent with EA's requirements for high performance rider development

## DAILY TRAINING ENVIRONMENT

- The rider performance pathway, programs and support must emphasize excellence in the basic riding skills
- The curriculum of off-horse education for state squad riders to be structured and delivered through Equestrian Australia programs
- Horse development to be planned and monitored to produce horses that are fit for purpose for long-format Eventing
- Ensure squad riders have access to facilities that are appropriate for their development
- Ensure the state facility development plan reflects the future needs of the sport

## COMPETITON

- Competition schedules for state squad riders to be managed through individual performance plans to ensure they are appropriate for rider development

## TARGETS AND TIMELINES

KEY PERFORMANCE AREA	STRATEGIC PRIORITY	ACTION	PRIORITY	TIME FRAME
RIDERS				
	Publish a clear rider pathway map, explaining what riders need to do to progress, and the support and rider requirements associated with each step	Develop Eventing rider pathway map	High	Aug 2021
	Set individual performance plans for all Victorian squad riders to clarify goals and expectations, and to foster rider accountability	Establish IPP format and implement for higher level squad riders (EV office to coordinate)	High	Oct 2021
		Determine a system for implementing to lower level squad riders	Medium	Oct 2021
COACHES				
	Support coach development with fit for purpose educational tools	Engage coaches in group development workshops	Medium	Oct 2021
		Develop Equestrian Australia coach education modules	Low	EA dependent
	Support coach involvement in the Victorian squad program and in the individual performance planning of their riders	Invite coaches to be involved in riders' IPP planning and squad activities	High	Oct 2021
	Where appropriate, initiate individual development plans with identified squad coaches	Develop a strategy for implementing IPPs for coaches, leveraging off Equestrian Australia programs where possible	Low	Dec 2022

## TARGETS AND TIMELINES

KEY PERFORMANCE AREA	STRATEGIC PRIORITY	ACTION	PRIORITY	TIME FRAME
GOVERNANCE AND LEADERSHIP				
	Establish a state structure that enables squad riders to achieve their performance potential	Regularly review structure to ensure it remains fit for purpose for Eventing development	Medium	Mar 2022
	Foster a culture that supports rider development at all stages of the pathway	Develop a process for obtaining rider feedback on pathway	Medium	Mar 2022
		Staff and volunteers to promote EV's values and lead by example	High	Aug 2021
	Equestrian Victoria Eventing Discipline Committee to monitor and advise EV on the Eventing performance pathway strategy	Discipline committee to monitor pathway and provide feedback to EV	High	Aug 2021
	Identify a dedicated resource for the day-to-day management of the Equestrian Victoria performance pathway	Appoint a high performance squad coordinator	High	Jan 2021
	Engage regularly with Equestrian Australia to ensure the Victorian Eventing pathway functions in a way that is consistent with EA's requirements for high performance rider development	Establish regular contact with EA's Pathways Manager, and ensure Equestrian Victoria's pathways lead is engaged in all Eventing pathway planning and activities	High	Mar 2022



## TARGETS AND TIMELINES

KEY PERFORMANCE AREA	STRATEGIC PRIORITY	ACTION	PRIORITY	TIME FRAME
DAILY TRAINING ENVIRONMENT				
	The rider performance pathway, programs and support must emphasize excellence in the basic riding skills	Squad progression and education to emphasize basic skill development	High	Oct 2021
	The curriculum of off-horse education for state squad riders to be structured and delivered through Equestrian Australia programs	Implement Equestrian Australia programs in Victoria	High	Aug 2021
	Horse development to be planned and monitored to produce horses that are fit for purpose for long-format Eventing	Develop state-based education of what is required for a staged progression of horses to long-format competition (use Equestrian Australia programs where possible)	High	Oct 2021
		Include horse development in IPPs	High	Oct 2021
COMPETITION				
	Competition schedules for state squad riders to be managed through individual performance plans to ensure they are appropriate for rider development	Establish IPP format and implement for higher level squad riders (EV office to coordinate)	High	Oct 2021
		Determine a system for implementing to lower level squad riders	Medium	Oct 2021
	Support coach involvement in the Victorian squad program and in the individual performance planning of their riders	Invite coaches to be involved in riders' IPP planning and squad activities	High	Oct 2021
	Where appropriate, initiate individual development plans with identified squad coaches	Develop a strategy for implementing IPPs for coaches, leveraging off Equestrian Australia programs where possible	Low	Dec 2022

# EQUESTRIAN VICTORIA EVENTING PERFORMANCE PATHWAY

## 2021 - 2028



For more information go to: [www.vic.equestrian.org.au/eventing/eventingsquads](http://www.vic.equestrian.org.au/eventing/eventingsquads) and [www.equestrian.org.au/NationalSquads/Recognition/Eventing](http://www.equestrian.org.au/NationalSquads/Recognition/Eventing)