EQUESTRIAN VICTORIA

EVENTING HIGH PERFORMANCE PATHWAY STRATEGY

2021 - 2028





EQUESTRIAN VICTORIA HIGH PERFORMANCE AND PATHWAYS | AUGUST 2021



live your equestrian dream





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EQUESTRIAN VICTORIA EVENTING HIGH PERFORMANCE PATHWAY

INTRODUCTON

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



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



- 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



- 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









THE PERFORMANCE PATHWAY STRATEGY IS FOCUSSED 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 longformat 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







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







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			







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

Squad Young Rider (Nat) Young Rider (State) Senior (State) Senior (National) Foundation Development Introducing riders to new Source talent and develop Develop the confidence to trust their system, skills and Enabling and supporting high performance combinations that Objective learnings, skills and system, skill sets and capabilities, whilst continuously improving/developing the are committed to and capable of successful international opportunities mental attitudes appropriate areas for HP capabilities representation Introduction to the Development of skillsets HP potential programming **National Recognition** National Recognition HP programming and concepts and skillsets via access to: and individualised support, Squad. individualised campaign Squad. **Program** HP programming and required for performance, including: Horse Management HP programming and support, including: individualised campaign including: Personal Development EA Off Horse individualised support, EA Off Horse (Generation Next, Green & Gold) Horse Management Rider & horse health support, including: Education programs including: Education programs **Equestrian Australia Squads** Personal Development Competition Squad training EA Off Horse Squad training EA Off Horse Rider & horse health **Education programs** preparation Introduce Individual Education programs Introduce Individual Access to the Competition Performance Plans Access to coaches Access to the Performance Plans National HP coaching preparation Squad training Sponsored Uniform National HP coaching Sponsored Uniform Access to coaches Squad training Alumni support at Alumni support at Squad training Alumni support at Individual Squad training Individual competition competition competition Performance Plans Alumni support at User pays uniform Opportunity to gain Performance Plans Opportunity to gain competition selection for the Sponsored Uniform Sponsored Uniform selection for the Alumni support at User pays uniform State Sponsored YR Alumni support at State Sponsored Squad. Gives access competition competition Senior Squad. Gives to additional HP Targeted support at access to additional Targeted support at coaching. HP coaching. benchmark events benchmark events Selection Selection annual with Criteria 6 monthly review NB: This is EA participant EA member EA participant EA member EA member EA member membership or purely membership or 3 x MERS at CC1*, Refer to EA website -3 x MERS at CC2*. Refer to EA website higher with: HP page indicative. higher with: 3 x MERS at EvA80 or Confidently training o Over 55% Dressage o Over 55% Dressage Refer to higher, with: full criteria at EvA 80 level o Clear XC o Clear XC o Over 55% Dressage o 16 or fewer show o 16 or fewer show for each o Clear XC jumping penalties jumping penalties squad o 16 or fewer show iumping penalties Excel Participate/Explore Develop Perform

For more information go to: www.vic.equestrian.org.au/eventing/eventingsquads and www.vic.equestrian.org.au/eventingsquads and www.vic.equestrian.org.au/eventingsquads and www.equestrian.org.au/eventingsquads and www.equestrian.org.au/eventingsquads and www.equestrian.org.au/NationalSquads/Recognition/Eventingsquads