

EQUESTRIAN VICTORIA

JUMPING HIGH PERFORMANCE PATHWAY STRATEGY

2021 – 2028



EQUESTRIAN VICTORIA HIGH PERFORMANCE AND PATHWAYS | AUGUST 2021



Photo: Rachel Quagliani

RUSSELL JOHNSTONE AND DAPRICE

live your equestrian dream

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EQUESTRIAN VICTORIA JUMPING HIGH PERFORMANCE PATHWAY

INTRODUCTION

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

Equestrian Victoria and Jumping 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 Jumping 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 Jumping Pathway should provide riders with a visible snapshot of 'what's possible' in Jumping, 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 Jumping community.

CLINT ROSE
CHAIR
JUMPING 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
- Horse Welfare**
 - Underpinning these values is the welfare of the horse



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

JUMPING SWOT ANALYSIS



STRENGTHS

- A popular discipline with healthy participant numbers
- Good diversity of ages across rider community
- Good number and variety of shows to support rider development
- Quality facilities are available to support rider development
- Generally good standard of coaching across the state
- Generally good coach buy-in to squad system



WEAKNESSES

- There is no clear publicly available rider pathway map
- The progression of riders through classes does not emphasize skill. Consequently, riders could miss key steps in skill development
- Recent history of poor rider accountability to EV squad programs
- Some riders on the pathway are not regularly coached
- Lack of clubs in the state's western districts
- There is no system of coach education and development outside of the accreditation system
- The timing and format of competitions are not planned to properly support preparation for major events
- Shows that host too wide a range of classes can end up not catering adequately to any one individual class
- There is insufficient separation of juniors and seniors at competitions
- The high expense of the sport
- Shows do not have dedicated sections for young horses, to encourage riders to compete on young horses



OPPORTUNITIES

- JV's/EV's good engagement with clubs.
- Scope to move shows to towards more age-based competitions, both riders and horses
- The strong entry numbers is an opportunity to better rationalise the spread of competitions and the class focus at each
- Scope to introduce a state senior squad
- The recent appointment of a high performance coordination staff resource in the EV office
- JV's coordination of an all-of-Victoria competition calendar
- Planned upgrades to Werribee Park to support high performance rider development
- EA's programs will enable access to good quality off-horse education materials



THREATS

- Unaccredited coaches who are working outside of EV's structure
- Talented riders sometimes do not have access to, or are not matched with, good horses
- No structured system to support high quality horse development and retention in Victoria
- Risk of losing shows due to organising committee burnout
- High performance riders believing that they need to leave Victoria in order to progress

JUMPING HIGH PERFORMANCE STRATEGIC PRIORITIES

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

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

RIDERS

- Publish a clear rider and horse 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 state 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
- Jumping Victoria to monitor and advise EV on the Jumping performance pathway strategy
- Identify a dedicated resource for the day-to-day management of the Equestrian Victoria Jumping performance pathway

DAILY TRAINING ENVIRONMENT

- The rider performance pathway, programs and support must emphasize excellence in the basic Jumping skills
- The curriculum of off-horse education for state squad riders to be structured around Equestrian Australia modules.
- Horse development to be planned and monitored to produce horses that are fit for purpose for Jumping competition

COMPETITON

- Review the competition schedule to ensure it appropriately supports rider and horse preparation for major events.
- 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 Jumping rider pathway map	High	Aug 2021
	Set individual performance plans for all Victorian state 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	Sep 2021
		Determine a system for implementing to lower level squad riders	Medium	Sep 2021
COACHING				
	Support coach development with fit for purpose educational tools	Engage coaches in group development workshops	Medium	Sep 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	Low	Feb 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 Jumping development	Medium	Dec 2021
	Foster a culture that supports rider development at all stages of the pathway	Develop a process for obtaining rider feedback on pathway	Medium	Dec 2021
		Staff and volunteers to promote EV's values and lead by example	High	Oct 2021
	Jumping Victoria to monitor and advise EV on the Jumpig performance pathway strategy	Discipline committee to monitor pathway and provide feedback to EV	High	Oct 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

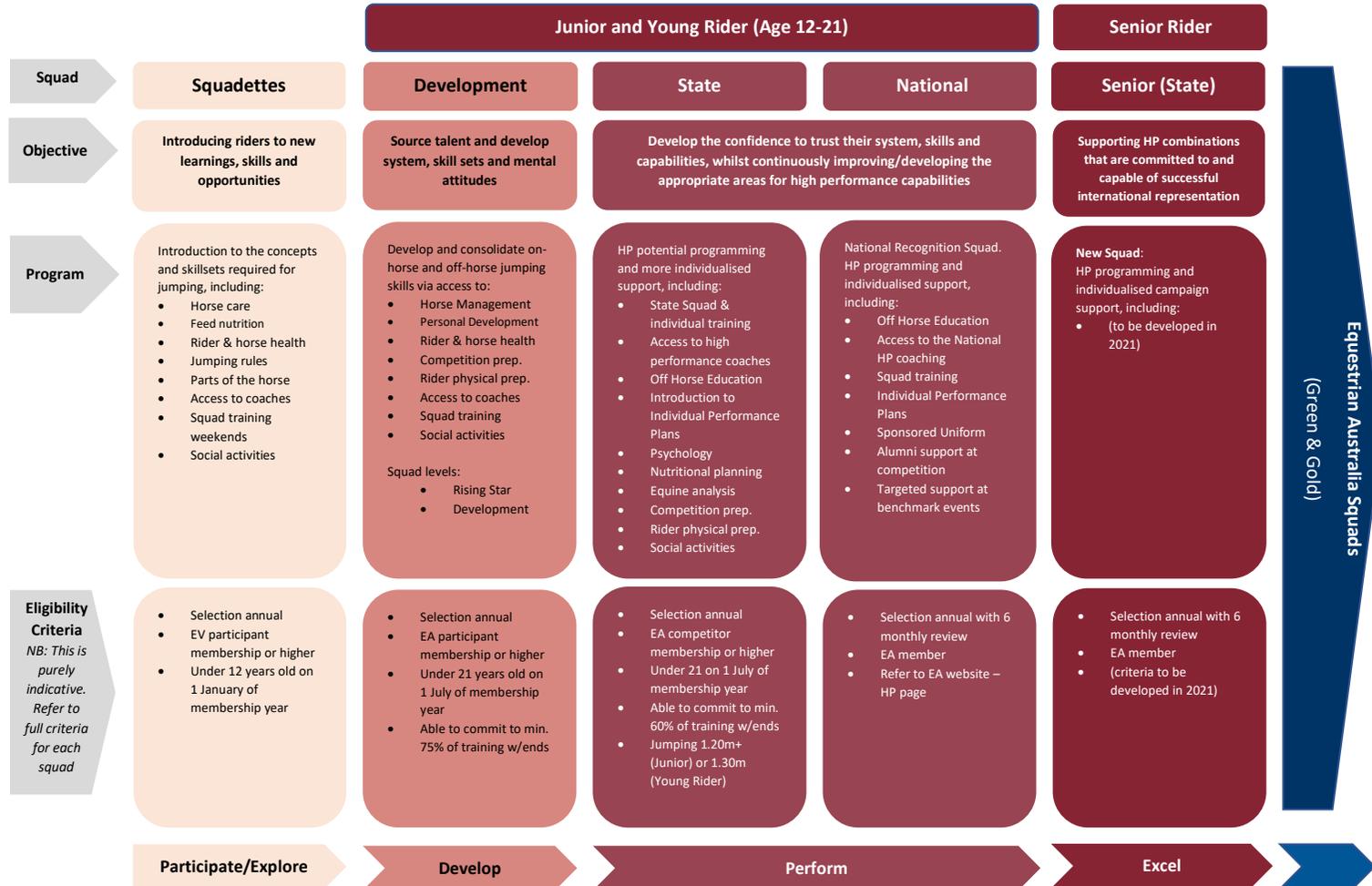
TARGETS AND TIMELINES

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 jumping skills	Squad progression and education to emphasize basic skill development. JV to workshop a strategic approach	High	Oct 2021
	The curriculum of off-horse education for state squad riders to be structured around Equestrian Australia modules.	Implement education program in Victoria	High	Oct 2021
	Horse development to be planned and monitored to produce horses that are fit for purpose for Jumping competition	Develop state-based education of what is required for a staged progression of horses for Jumping competition	High	Dec 2022
		Include horse development in IPPs	High	Oct 2021

TARGETS AND TIMELINES

KEY PERFORMANCE AREA	STRATEGIC PRIORITY	ACTION	PRIORITY	TIME FRAME
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
	Review and structure the competition schedule to ensure it appropriately supports rider and horse preparation for major events.			
		Determine a system for implementing to lower level squad riders	Medium	Dec 2021
		JV Calendar Planning subcommittee to review for 2021-2022	High	Jul 2021

EQUESTRIAN VICTORIA JUMPING PERFORMANCE PATHWAY 2021 - 2028



Equestrian Australia Squads (Green & Gold)

For more information go to: <http://jumpingvictoria.com.au/about/> and <https://www.equestrian.org.au/NationalSquads>