

# Scottish Fencing 2025

## VISION

Forging the future

## MISSION

To create world class pathways, inspiring the fencing community to master their chosen environment

## OBJECTIVE

A network of 55 strong & inclusive clubs by 2025

A purposeful series of competitions & events for our community

Talent systems for 45 athletes 175 coaches & 110 referees

A community of 1300 members

## STRATEGIES

Provide a suite of club development services to support Scottish Fencing clubs

Develop a strong competition & event infrastructure

Embed Subject Matter Expert(s) to deliver Pathway outcomes

Overcome barriers to Participation in Scotland

## TACTICS / CLUB FOCUS / POTENTIAL OUTPUTS

**Club Service Functions**  
- comprehensive suite  
**Regional Network**  
- Sections/Regions active by 2019  
**Club prioritization**  
- focus clubs receiving services

**Establish Competition Management group**  
- internally driven  
**Establish significant volunteer workforce to deliver**

**Performance Processes**  
- Selection Strategies  
- Performance  
**CAG/RAG Advisory Groups**  
**BF/GB Focus**

**Collaborative & Inclusive pathway**  
**Regional beginners network**  
**Volunteers**  
- CPD, education, skilled  
**Communications Strategy**  
- tell stories  
- people grow

	LAUNCH		CONSOLIDATE		DEVELOP		
	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	
COMPS & EVENTS	<ul style="list-style-type: none"> <li>ESTABLISH COMPS MGMT GROUP – VOLUNTEER &amp; STAFF</li> <li>BUILD EVENTS WORKFORCE TEAM</li> <li>LARGE SCALE CONSULTATION WITH COMPS PARTNERS – INTERNAL * EXTERNAL</li> <li>FUNDING BID FOR VOLUNTEER EDUCATION</li> </ul>	<ul style="list-style-type: none"> <li>ESTABLISH RDN WORKFORCE REQUIREMENTS – SPREAD THE LOAD</li> <li>RDN INCENTIVES FOR YOUTH FENCING DELIVERY</li> <li>LAUNCH AGREED CALENDAR (ANNUALLY REVIEWED) &amp; PILOT PROOF OF CONCEPT NEW COMPETITION DESIGNS – NATIONAL LEAGUE ETC</li> </ul>	<ul style="list-style-type: none"> <li>GAIN INTERNATIONAL INFLUENCE ON BF/FIE/EURO COMMITTEES</li> <li>INTER-RDN COMPETITION NETWORK IS PILOTTED</li> <li>ASSESS QUALITY OF RELATIONSHIPS ESTABLISHED – WHERE ELSE TO INFLUENCE?</li> </ul>	<ul style="list-style-type: none"> <li>MONITOR EFFECTIVENESS AND “PLAN TO PIVOT” IF REQUIRED – MORE/LESS STRATEGY?</li> <li>PUSH TO HOST INTERNATIONAL EVENT</li> </ul>	<ul style="list-style-type: none"> <li>REVIEW AND BEGIN STRATEGIC PLANNING 2030</li> <li>INTER-RDN NETWORK REVIEWED &amp; REPRIORITISED IF REQUIRED</li> </ul>		
CLUBS	<ul style="list-style-type: none"> <li>FOCUS CLUB SELECTION</li> <li>CLUB SERVICES FUNCTIONS</li> <li>REGIONAL DEV NETWORK PROPOSED</li> <li>WEST CLUB DEV – ACTION PLAN</li> </ul>	<ul style="list-style-type: none"> <li>FOCUS CLUB SELECTION - LIVE</li> <li>WEST RDN ACTION PLAN – GO LIVE</li> <li>SWORDMARK 2.0</li> </ul>	<ul style="list-style-type: none"> <li>50% FOCUS CLUB COVERAGE</li> <li>WEST RDN ACTION PLAN – REVIEW</li> <li>EACH SF REGION HAS CONFIRMED GROWTH</li> </ul>	<ul style="list-style-type: none"> <li>EACH RDN CONFIRMS 1 NEW CLUB - MINIMUM</li> </ul>	<ul style="list-style-type: none"> <li>100% FOCUS CLUBS ACCREDITED</li> </ul>		
COMMUNITY ENGAGEMENT	<ul style="list-style-type: none"> <li>EAST RDN LAUNCHES – CTTEE ESTABLISHED</li> <li>12 SOCIAL IMPACT STORIES PER YEAR</li> <li>DCI CLUB CANDIDATES IDENTIFIED</li> <li>NON-FENCING CLUB TRAINING – ROLES &amp; CULTURE</li> <li>CONSULT &amp; DESIGN 2025 VOLUNTEER STRATEGY</li> </ul>	<ul style="list-style-type: none"> <li>GET DCI CANDIDATE CONFIRMED &amp; SUPPORTED</li> <li>SF SUPPORTS REGIONAL COME’N’TRY</li> <li>LAUNCH NORTH RDN</li> </ul>	<ul style="list-style-type: none"> <li>1 X BEGINNER SPECIFIC CLUB PER REGION</li> </ul>				
TALENT & PERFORMANCE	<ul style="list-style-type: none"> <li>DESIGN &amp; LAUNCH TALENT PRINCIPLES</li> <li>TIE-IN COACH ED &amp; RDN SQUAD COACHES TO MENTORING PROGRAMME</li> <li>ESTABLISH HIGH-PERFORMANCE GROUP</li> <li>VOLUNTEER COACH RECRUITMENT – ALL REGIONS</li> <li>BUILD SF RDN SQUAD CONCEPT</li> </ul>	<ul style="list-style-type: none"> <li>TIE IN COMP REALIGNMENT WITH FIRST RDN SQUADS</li> <li>ASSESS IMPACT &amp; VALUE OF C.A.R MENTORING</li> <li>*** REACT TO OPPORTUNITIES FOR ATHLETE SIS INCLUSION</li> </ul>	<ul style="list-style-type: none"> <li>TALENT PRINCIPLES – PAUSE, REFLECT &amp; PROVE</li> <li>RDN SEND SQUADS TO WINTON CUP OR EQUIVALENT</li> </ul>	<ul style="list-style-type: none"> <li>PROGRESSION OF C.A.R ON QUALITATIVE BASIS – “THE NEXT STEP”</li> </ul>			
OPERATING MODEL	<ul style="list-style-type: none"> <li>PATHWAYS MANAGER</li> <li>OPERATIONS MANAGER</li> <li>CHIEF OPERATING OFFICER (0.6)</li> </ul>		<ul style="list-style-type: none"> <li>SCOTLAND COACH</li> </ul>				