

VMOST (Vision-Mission-Objectives-Strategies-Tactics) - Scottish Canoe Polo

V - Vision			
Scotland will be a core canoe polo region within the UK, with the SCA widening the participation of all players, and supporting clubs and players to achieve their goals.			
M - Mission			
Improve opportunities and the standard of Polo in Scotland by developing coaches, referees, venues and performance pathways for all ages and abilities, with the ethos of Fun, Respect and Fairplay .			
O - Objectives			
<ul style="list-style-type: none"> Support clubs from the grassroots level upward, increasing the number and standard of clubs participating in Polo. <ul style="list-style-type: none"> Educate players, officials and coaches to ensure quality and consistency year on year. Develop a range of indoor and outdoor venues across the country to enable access throughout Scotland. <ul style="list-style-type: none"> Promote the sport to a wider audience to allow growth and popularity. 			
S - Strategies			
1. ACCESSIBILITY: Improve the number and quality of opportunities at which Canoe Polo can be played.	2. PEOPLE: Develop and invest in volunteers to ensure the future of the sport.	3. PARTICIPATION: Promote Canoe Polo in Scotland with the aim to increase participation in all regions.	4. PERFORMANCE: Develop pathways into and through the sport to enable Scottish players to play at the highest level.
T - Tactics	T - Tactics	T - Tactics	T - Tactics
1.1 Develop indoor training spaces for beginner leagues.	2.1 Establish a coaching workforce that supports players from beginner to competition and performance.	3.1 Deliver give-it-a-go sessions in public venues to introduce beginners to the sport of canoe polo.	4.1 Host summer training and development days to enable widespread player development.
1.2 Ensure outdoor training spaces for regular summer training in all regions.	2.2 Provide Refereeing courses to ensure up-to-date, consistent and fair refereeing of the SCA leagues, and to allow teams to play further afield.	3.2 Polo Road Show - Bring a travelling team to clubs and pools to reintroduce polo for all.	4.2 Run crossover days for different disciplines for the sport to grow and encourage diversity in paddlers.
1.3 Develop the SCA Polo Leagues to maximise opportunities for clubs to participate at all levels.	2.3 Support organisations to fulfil their aims with paddlesports, including introducing beginners, and supporting SCA events.	3.3 The committee should represent all levels and regions of Scottish polo, and should have workflow and decision-making structures which ensure effectiveness.	4.3 Run a Development style squad to increase visibility for higher performance players within the sport.
1.4 Distribute SCA polo kit to beginner clubs to support grassroots development.			

Traffic-light progress code

Ongoing, On track	Not Started, Behind on Strategy, Waiting for prior action's completion	In Progress but needs prioritisation	Completed
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Dates:	Enabling Action Plan (EAP)										
Strategy 1. ACCESSIBILITY											
Improve the number and quality of opportunities at which Canoe Polo can be played.											
Tactics	1.1		1.2			1.3			1.4		
What is the Impact of this tactic?	Developing warm, indoor sites and reaching out to access new sites will enable flexibility for event dates, and promote healthy beginner uptake.		New outdoor sites in underdeveloped regions enable teams to train on a regular basis, with proper pitch infrastructure raising the playing standard.			The SCA league is the main factor that will help retain interest in the sport, and will therefore encourage clubs to participate.			Access to proper kit will facilitate new members playing polo by reducing costs for clubs and individuals wishing to develop polo.		
Person Responsible	Each committee member to work locally		Chair			League Organiser			Player Development Officer		
What key activities / actions should the team carry out to enable this to happen?	What?	Who?	What?	Who?	When?	What?	Who?	When?	What?	Who?	When?
	Compile a list of pools and their specifications if known	Event Safety	Contact sites in strategic regions, e.g.: Perth; Dundee; Highland & F/william.	A Local Representative		Release the league dates in good time to help attendance.	League Organiser	Previous September	Maintain the inventory of SCA kit.	Secretary & Social Media	Yearly
	Meet with pool managerial staff about pool use where pool specifications are suitable	All, especially Event / Safety Officer	Contact the SCA and SportScotland about supporting the development of sites	Andy Murray		Lower the financial burden on clubs to encourage grassroots clubs.	League Organiser	2026	Offer the loan of SCA equipment with clubs based on their needs.	Secretary & Social Media	2024
	Add to the budget if possible the estimated cost of infrastructure and get it installed	Treasurer	Discuss requirements and funding for the SCA/ SCA Polo organisations	Chair and Treasurer	2024	Promotion, Demotion and Assessment of Ability for fair and fun divisions.	League Organiser	2025	Maintain constant stock and measure of loaned equipment, making necessary changes.	Secretary & Social Media	Yearly
	Arrange for installation of fittings	All	Get pitches and storage agreed on site	Chair	2024	Reinstate Division 3	League Organiser	2027	Repair any kit that is damaged and acquire strategic new kit, such as helmets, paddles and boats.	Treasurer, Development officer, Chair.	Yearly
	Book pool times for the SCA Polo League	All	Have facilities bookable and in place for site launch	Chair	2025						

Dates:	Enabling Action Plan (EAP)								
Strategy 2. PEOPLE Develop and invest in volunteers to ensure the future of the sport.									
Tactics	2.1			2.2			2.3		
What is the Impact of this tactic?	Running a yearly canoe polo coach award will spread knowledge of performance and development in Scotland and will allow clubs to engage young & beginner players.			Updating players with the new ICF rules will help more teams have an involved understanding of the game, and allow teams to participate in tournaments further afield.			Supporting Organisations & Clubs (O&C) to fulfil their aims through canoe polo by providing information, support and education.		
Person Responsible	Improving standards officer & Coach Provider			Referee & Safeguarding Officer			The Committee		
What key activities / actions should the team carry out to enable this to happen?	What?	Who?	When?	What?	Who?	When?	What?	Who?	When?
	Pick a day for the award to run.	Improving standards officer.	4 Month Advance, yearly.	Arrange for a Referee Theory course G3/4.	Qualified Grade ½ referees signed off to run grading.	Prior to each league, yearly.	Provide O&C with contact details and support at all times.	Player Development Officer.	Continual
	Get costs.	Improving standards officer.	4 Month Advance, yearly.	Publicise the dates.	Referee & Safeguarding Officer.	2 Months Advance, yearly.	Keep O&C up to date with events with the release of a provisional calendar yearly.	Social Media Officer & committee.	September previous year, continual updates.
	Pick Site to run award.	Improving standards officer.	4 Months Advance , yearly.	Arrange for Referee Theory course G1/2.	Referee & Safeguarding Officer BC Chief Referee.	Bi-annually, February.	Contact O&C with updates using a subscription mailing list.	Social Media and Player Development Officers.	Continual
	Create bookable event and publicise.	Improving standards officer.	4 Months Advance, yearly.	Publicise the dates.	Referee & Safeguarding Officer.	2 Months Advance, yearly.	Write and share the 'polo toolkit' to potential future clubs - a document which describes beginning polo and provides resources.	Player Development Officer & committee.	2024 (October-December) Circulated Spring 2025 Continual thereafter.
	Deliver awards and help source participants.	Improving standards officer.	On the day - ensure this occurs yearly.	Arrange for participants past the course to be assessed.	Referee & Safeguarding Officer BC Chief Referee.	Continual, during league dates.			

Dates:	Enabling Action Plan (EAP)								
Strategy 3. PARTICIPATION									
Promote Canoe Polo in Scotland with the aim to increase participation in all regions.									
Tactics	3.1			3.2			3.3		
What is the Impact of this tactic?	Delivering “give it a go” sessions will offer community groups & the public the opportunity to try a new sport otherwise unknown to them, and connect them with local clubs & organisations.			Polo Road Show - Bring a travelling team to clubs and pools to reintroduce polo for all which will inspire clubs to restart and grow polo organically again.			A representative and effective committee will enable improved committee functions and effective decision making which balances the needs of all groups and regions.		
Person Responsible	Player Development Officer (PD)			All of the committee			Social Media & Chair		
What key activities / actions should the team carry out to enable this to happen?	What?	Who?	When?	What?	Who?	When?	What?	Who?	When?
	Devise an event that can be delivered with the volunteers available	Development officer & committee.	2024, Summer, ongoing.	Reach out to clubs with previous polo history for interest	Chair	Spring	Encourage a more geographically inclusive committee with northern clubs.	Committee and Chair	Pre and during ACM, Yearly
	Publicise the event through community groups within the locale	Development officer & local reps	2024, Spring, ongoing.	Create outline of clubs to visit and when	Player Development	1 Month after Interest	Encourage a more diverse committee with female and youth members	Committee and Chair	Pre and during ACM, Yearly
	Arrange for suitable safety cover and coaching workforce to enable success	Committee	Ongoing, at each event, supported by strategy 2.	Make bookings where appropriate or otherwise with that club	Chair and Player Development	1 Month after Interest	Publicise the benefits of being local representative for the polo community	Committee and Chair	Pre ACM, Yearly
	Direct the session participants to a local club or facility where they can continue the engagement	Development officer, event volunteer	2024, ongoing, post-event, yearly thereafter	Generate a template advert for clubs to distribute and advertise our visit to their members	Social media Officer	2 Months prior to visits	Ensure the proper designation of tasks and maintain adherence to VMOST, ongoing actions, and role descriptions.	Committee (overseen by Chair)	Ongoing
				Deliver the Beginners sessions to each of the enrolled clubs	All	According to Schedule			

Dates:	Enabling Action Plan (EAP)								
Strategy 4. PERFORMANCE									
Develop pathways into and through the sport to enable Scottish players to play at the highest level.									
Tactics	4.1			4.2			4.3		
What is the Impact of this tactic?	Development days will both strengthen the community and provide opportunities for players to try the sport and learn in a friendly, competitive environment.			Creating Crossover events for different disciplines at coinciding event dates can encourage other disciplines to try polo, while strengthening cross-discipline community.			A Scottish Performance Pathway which will act to support Scottish players toward Team GB, allowing Scottish polo to have a significant performance focus, improving prospects for young players and raising the standard of play.		
Person Responsible	Player Development Officer Referee & Safeguarding Officer						Player Development & Chair		
What key activities / actions should the team carry out to enable this to happen?	What?	Who?	When?	What?	Who?	When?	What?	Who?	When?
	Pick dates that are spread out and clash with the least paddling events to ensure availability of players and coaching workforce	Development Officer	Spring 2024, and yearly thereafter	Investigate other discipline events at suitable sites for crossovers	Development officer, Committee with discipline representatives	2024 onwards	Draft Policies to support and outline the purpose of the program with fairness and clarity upfront, beginning the process of creating a performance squad.	Head of Performance and Pathways, Andy Murray and SCA Polo Committee & Development Officer	2025, with constant review thereafter
	Pick locations for the development weekends which are most accessible and affordable for all levels of polo	Development Officer	Spring 2024, and yearly thereafter	Arrange crossover events as an opportunity to broaden the reach of polo, offer a fun alternative to other solo paddlesports, and to broaden the scope of the polo community.	Development officer, Committee with discipline representatives	2025 onwards	Coordinate with the SCA the planning of the development calendar, implementing approaches from other UK programmes.	SCA Polo Committee & Development Officer	2025-2026
	Create booking forms for the community to access with details to ensure beginners feel accommodated	Development, Refereeing and Safety Officers	Summer 2024, and yearly thereafter				Create a regular programme for performance which includes Men, Women, and Junior pathways and opportunities.	Sub-committee (select SCA Polo Committee & Development Officer)	2027
	Devise scheduled session plans with partnered coaches which allows a range of skills and tactics to be taught in a productive and engaging manner.	Sub-committee, partner coaches, development officer.	Prior to Dates Selected TBC, Aiming for 2024 onwards	Regular sessions where polo community members can exchange skills, recruit interdisciplinary players. and enjoy a range of other paddlesports.	Development officer, Committee with discipline representatives	2026 onwards	Continue to promote the Scottish Development pathway to all clubs, integrating their respective coaches into selection processes.	Sub-committee (select SCA Polo Committee & Development Officer)	2027+ Yearly thereafter
							Ensure a Selected performance team is supported in attending Team GB.	SCA, and Polo Committee	2027+ Yearly thereafter