

# GB CLIMBING PROPOSAL

## PERFORMANCE DEPARTMENT AND COMPETITION COMMISSIONS



### Purpose

To set out proposed changes to GB Climbing in preparation for the Los Angeles Olympic Cycle (2028).

### Introduction

Since the introduction of UK Sport and England Talent Funding, it is evident that there have been significant challenges in the accountability and management of GB Climbing. There has been a lack of clarity of what is the purpose of the department and the accountability for funding.

This paper outlines the Boards proposal for the strategic direction for the BMC to deliver competition climbing within the broad community we represent. This proposal is not a full operational plan, which will **need ongoing consultation** with all stakeholders to deliver, but is building on the reviews and recommendations from 2022 and 2023 and the work already started to address the challenges we face.

### Proposal

#### 1. Establish BMC Performance Department

Establish a **BMC Performance Department** with the clear purpose of supporting and developing identified talented climbers to be the best they can be with the ultimate ambition to achieving World, Olympic and Paralympic success. The funding for this department would primarily be from UK Sport and England Talent Grants. Currently this funding is for Sport Climbing only but if other BMC disciplines received funding, then these elite pathways would evolve within the Performance Department.

The department will be focused on the **athlete pathway** for the funded programmes and include.

- ▶ GB National Teams in the Funded Disciplines.
- ▶ UK Sport Programme.
- ▶ England Talent Programme.

The department will be led by the Head of Performance who is accountable to the CEO. Currently this would mean that until funded, Para, Ice and SkiMo National Teams would not be managed in this department.

The funding will be ringfenced and have a separate set of accounts for the grant funding that is transparent to Board, FAC, Council and Grant Agencies. The finances will be reviewed on a quarterly basis with CEO, CFO and HOP with quarterly reports submitted to Board, UKS, and Sport England. All roles to deliver these programmes will be funded from the Grants and not reliant on members funds.

The new financial structure proposed will include a recharge from the Performance Grants in the range of 5-10% to cover the support needed from BMC central services. This support would include a proportion of the CEO, Finance, HR, Communications, Marketing, Commercial, Safeguarding, Governance, and overheads which are all needed to support the Performance Department. The Performance Department will be overseen by a **Performance Advisory Group (PAG)** and implemented for the LA Cycle. The purpose of the PAG is to provide oversight, check and challenge and expert support. It would be led by a Board member with performance expertise. Selection policies are developed by the selection committee with ultimate sign off through Governance and the Board in line with Strategic Objectives for the LA Cycle.

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### 2. Replace CCPG

The remit of CCPG has been too large to oversee all the competition disciplines and it is evident that the BMC are unable to fund all aspects of competition. During 2023 working groups for Ice Climbing and Ski Mountaineering commenced to help better develop the sports within volunteer groups. These are in their infancy with work needed to support the development of these sports and over time increase BMC investment. It is proposed to split the three competition sports in to three commissions.

1. BMC Competition Commission
2. BMC Ice Climbing Commission
3. BMC Ski Mountaineering Commission

The purpose of these commissions is to lead and develop the sports in these disciplines for disabled and abled body athletes to maximise competition pathways and grass roots development for all. This means that the Para Climbing National Team would be managed in the BMC Competition Commission and in the future Para Ice and Skimo athletes would be managed in their respective commissions.

The Commissions will be responsible for reporting to the BMC Board on a quarterly basis through the BMC Competition Manager. All reports will be shared with the BMC Training, Youth and Walls Committee to help support the holistic view of the overall pathway for all participants and they will reserve the right to join the commission meetings on an ad hoc basis. BMC investment needs agreeing on a four-year basis for these commissions to deliver against a strategy for each group that is approved with Board.

### 3. Replace the name of GB Climbing

The BMC needs to become stronger and more united in everything it does as we move into our next decade. The name GB Climbing could be perceived as divisive within our membership rather than inclusive and we need to create a better sense of belonging for performance climbers within the BMC. It is proposed to consider a **One Team BMC** approach with:

- ▶ One Brand and one communication channel balanced across all our strategic priorities.
- ▶ Our National Teams will become BMC Teams to strengthen our Brand, attract a different and younger audience and increase our international representation.

**Consultation would be required with all the home nations, athletes, and staff.**

## Conclusion

The model proposed for a Performance Department that is ring fenced with clear accountability is common and successful within other National Governing Bodies. It is also well accepted with UK Sport and Sport England. The wider arms of the BMC are there to support the development of grass roots, competitions, volunteers, and officials.

Issued on behalf of the Board by  
Andy Syme – BMC President  
Roger Murray – Chair of the Board