

## TERMS OF REFERENCE

### VOLLEYBALL WA PERFORMANCE PATHWAYS COMMITTEE (VWAPPC)

The purpose of the VWA Performance Pathways Committee (PPC) is to provide advice and guidance to the VWA Board and VWA appointed staff and volunteers in relation to all performance pathways matters, which align to the “Pathways” pillar of the VWA Strategic Plan 2022-2025.

#### **Membership**

- The PPC will always consist of:
  - One VWA Board Representative, or a Board Appointed independent person with significant performance pathways experience in sport, who will act as Chair of the committee
  - VWA Chief Executive Officer
  - VWA Pathways Manager
  - VWA Performance Pathways Coach
  - A representative from Volleyball Australia’s High Performance or Performance Pathways Team (To be appointed by VA)
  - Subject Matter experts (eg: Physiotherapy, Strength & Conditioning) with National or International experience
  - An independent person with significant experience in performance pathways coaching at either a National or International level.
  - A current or former (within five years) performance pathways WA volleyball male and female athlete (ideally Australian representation, minimum Perth Steel representation
  - An individual who assists in achieving demographic requirements
- No member may hold more than one role of the nine (9) listed above.
- The PPC must maintain an appropriate level of gender diversity (40:40:20).
- The membership must be representative of all performance pathways programs (Indoor, Beach, Para).
- PPC Secretary will be a member of the VWA Pathways Team as Executive Officer (EO).

#### **Roles and Responsibilities**

- The role of the PPC is to:
  - Perform the delegated functions of the Board in dealing with performance pathways management issues including defining delegations to the CEO and Management.

- Provide the VWA Board with advice and suggestions regarding ongoing implementation of talent identification (TID), development and performance athletes, coaches, and officials within Western Australia.
- Create and foster a link between all bodies involved within performance pathways in Australia and Western Australia (e.g. WAIS, VA, Service Providers).
- Facilitate involvement of key stakeholders and independent experts in the planning and delivery of VWA's performance pathways programs.
- Facilitate involvement of Schools, Clubs, and Associations state-wide in the planning and delivery of VWA's performance pathways programs.
- Facilitate timely and effective decision making on performance pathways matters.
- Perform other functions as the Board may from time to time assign to the PPC.
- The responsibilities of the PPC are:
  - The development of content and ideas for the approval of the Board relating to the development and implementation of the performance pathways initiatives, including engaging in regional development and any relevant DLGSC grants.
  - Reviewing the progress made on each of the identified areas of the VWA Strategic Plan as set out within this ToR.
  - To maximise WA representation of athletes, coaches, and officials at the 2032 Brisbane Olympics and Paralympics.
  - To monitor the implementation and delivery of Pathways Pillar of the VWA Strategic Plan.
  - To support the flow of talent into the National Performance Programs and Teams.
  - To contribute, engage, and provide advice for relevant DLGSC Grants (e.g. Women's National League, Asian Engagement)

### ***Strategic Plan Priorities***

Pathways: Providing opportunities and ongoing implementation for Talent Identification (TID), Development and High Performance (HP) athletes, coaches and officials.

### ***Working Principles***

- The members of the VWAPPC will recognise and support the confidential nature of the committee.
- The members of the VWAPPC will support Volleyball WA's Strategic Plan 2022-2025, mission and vision statements and will abide and be bound by the Volleyball WA's constitution, by-laws, and Codes of Conduct.

### ***Appointment Process***

- The term of appointment will be initially for 12-24 months.
- The PPC may from time to time recommend suitable individuals to join the PPC meeting with specialist expertise to achieve the role and purpose of the Committee.
- Other individuals including coaches, staff, athletes or contractors may also be invited to attend meetings as guests from time to time as appropriate.
- The PPC will meet as often as it deems necessary or appropriate to perform its duties and responsibilities under this ToR, either in person or telephonically, but are expected to meet quarterly.
- In addition, the Committee Chair may call such additional meetings as may be necessary to address any matters referred to the committee or in respect to matters that the Commission wishes to pursue.
- A meeting calendar is to be agreed between the Committee Chair and the Pathways Manager, in liaison with the CEO, prior to the commencement of each calendar year. The meeting calendar shall consider the timing of key milestone events such as major competitions, selection events, training camps, reviews, and committee's performance and membership reviews.
- At least four (4) members including the Chair must be present to provide a quorum.
- The PPC may from time to time create working groups, each of which will report to the PPC.
- Each meeting agenda must be prepared in consultation with the Committee Chair and Pathways Manager, in liaison with the CEO, and should be distributed to all members of the Committee (and made available to all other Directors on request) at least five working days prior to a meeting.
- The PPC will keep minutes of its meetings. The PPC EO shall submit draft minutes within seven working days of the meeting to the Committee Chair and Pathways Manager for comment and change and the final draft minutes will be approved by the Committee at the next meeting.