

# Snowsport Scotland Strategic Plan: 2018-2022

## Our Vision

*Ski & Snowboard for Life*

## Our Mission

*More Participation, More Progression*

## Our Values

TBA

TBA

TBA

TBA

## Our Strategic Pillars

EXCELLENT ORGANISATION

GREAT PLACES

GREAT PEOPLE

CLEAR PATHWAYS

**We create and support an environment where other stakeholders are pleased to work in partnership with us to achieve our shared goals**

*We work with partners to maximise our influence and impact*



*We develop a performance culture by supporting and challenging our people*



*We place FUN and ENJOYMENT at the core of all that we do*



*We practice outstanding governance and operational excellence in everything we do*



## Our Goals: By 2022

### EXCELLENT ORGANISATION

- Maintain a 'green' rating in external governance audits
- Maintain 100% compliance with Safeguarding best practice
- Support a network of Committees and Forums
- Deliver a Marketing & Communications plan
- Diversified income to reduce dependency on public sector investment
- 10,000 individual members of SSS

### GREAT PLACES

- A Ski and Snowboard facility incorporating a teaching programme within 30 minutes of every population centre of >45,000 people
- A facilities development plan
- Vibrant clubs operating at every facility
- 7,000 club members
- 50 affiliated clubs and facilities
- 70% of facilities hosting multi discipline development programmes

### GREAT PEOPLE

- A 'coaching' (Leading, Instructing and Coaching) workforce deployed to meet the needs of the disciplines
- A clear understanding and agreement with other providers regarding roles in delivering Leading, Instructing and Coaching Awards
- A competition workforce deployed to meet the needs of the sport
- A clear volunteer development pathway

### CLEAR PATHWAYS

- Clarify and communicate the participant pathway for each discipline and roles in pathway delivery
- 1 Scottish Athletes meet OQS in Alpine
- 2 Scottish Athletes meet OQS in Park & Pipe
- 2 Scottish Athletes meet OQS in Nordic
- 5 Scottish Athletes achieve UK Sport World Class status
- Establish and support an optimal competition structure for each discipline
- 15% of primary schools engaging in snowsports activity every year
- 5,000 people in participation programmes

## How will we know if we are winning?

We will set annual objectives aligned to these long-term goals and monitor our progress against these goals via an annual scorecard. The Management team will report to the Board on a quarterly basis and action plans and budgets will be aligned to the annual scorecard. We will conduct a comprehensive review of progress at the mid-point of the plan.