



**Scottish Fencing**  
**People Development Sub-Group**  
**Terms of Reference**

## Background

The People Development sub-group will operate as a working group within Scottish Fencing and will sit within the People Development area of the new Scottish Fencing strategy.

Scottish Fencing are committed to engaging with the fencing community to support the development of the fencing workforce who are vital to the success of fencing clubs, events and the overall growth of the sport.

## Term

3 years maximum or until 31 March 2025

## Frequency of meetings:

As agreed by the group but not less than twice per year

## Members

Scottish Fencing are keen to work with interested members of the fencing community who feel they can contribute to the aims of the Scottish Fencing strategy.

Main Group Members
Club coach
Performance coach
Young coach (16-24 years old)
Current referee
Event official
Club committee member
SF People Development Director
SF COO/Head of Pathways

## Objectives

- Develop a people centred plan to attract, develop, retain and inspire the Scottish Fencing workforce
- Steer project planning for People Development in line with the overall SF strategy
- Encourage a collaborative approach to people development
- Ensure feedback and reporting to the board are part of the strategic process

## Desired Outcomes

Scottish Fencing People Development sub-group  
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- An increase in the number of people participating within the sport from under-represented groups (increased diversity across the workforce)
- Ensure the sport is well resourced to enable growth of the sport, focussing on clubs, coaches, officials and volunteers
- Provide increased opportunities for the fencing workforce to continue their development and involvement in the sport
- Close links to the Scottish Fencing People Development strategy which increases the capability to grow the sport, supporting clubs and the overall workforce

### **Leaving the group**

Membership of the group will be deemed to have lapsed should the member fail to attend 3 consecutive meetings without sending apologies to the People Development Director or for a period of 12 months, whichever comes first. Members may choose when they wish to leave the group and are asked to do so in writing to the People Development Director.

### **Standards, Code of Ethics and Conduct & Conflict of Interests**

All members are expected to operate in accordance with the Standards, Code of Ethics and Conduct and Conflict of Interests Policies agreed by Scottish Fencing. These are available on the Scottish Fencing website and a copy will be given to each member.