

We understand the review process has taken a considerable amount of time, but it was important for Scottish Archery to take the comments and feedback on board following a number of concerns raised relating to the selection process, and to look at ways to improve for the future. The final report has been shared on the website.

The ideas behind the selection process were well intentioned with the purpose of improving outcomes for Scotland. However, we recognise there are key areas for us to consider from the recommendations provided to ensure that the selection process is clear and transparent in the future.

Given the importance of the first full Commonwealth type archery tournament for many years, the selection process was developed based on the rationale that performance behaviours are considered a more accurate prediction of future performance than current scores. The criteria was based on the established Commonwealth Games Scotland selection criteria. Unfortunately, we were unable to test fully if this was the right approach as the tournament was cancelled.

We recognise that, in future, to facilitate a change such as this, we need to provide more clarity to everyone on what the expectations are and provide greater access to support to ensure an encouraging, fair, and objective process. We also understand the importance of reviewing how archers who are not selected receive the information, and how they are supported afterwards. As a result of the review, our approach for the upcoming Home Nations team selection process will be simpler.

From the report we will commit to:

- review our selection process and ensure clarity of objectives.
- review the athlete appeal process.
- continue to focus on performance behaviours in a wider sense, with the objective of exposing more archers to this way of developing.
- include a wider review of our communications to ensure information is accessible to all. Our new membership system – Just Go, will be paramount to supporting this.
- ensure that as much notice as possible is given to archers to allow them to acquire appropriate qualifying scores in the same season.
- evaluate and evolve our process as we engage with the archers competing each year.

We will do this by recruiting an athlete progression subgroup to lead on the policies and processes, including selection. There will be an open recruitment process for the subgroup with the objective of having a range of people with performance expertise to help shape policies and programmes. We will also have an independent non-voting member of the selection panels as an additional knowledge base and for enhanced objectivity.

We would like to thank all archers involved in the process for contributing to the review, and we look forward to working with them in the future to help continually improve archery in Scotland.