



Forging The Future

OUR STRATEGY | 2022-2025

www.scottish-fencing.com

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Introduction and Evolution

IT HAS BEEN 3 YEARS SINCE WE DELIVERED THE FIRST ITERATION OF OUR **#FORGINGTHEFUTURE** STRATEGY.

When we launched in 2018, this was a new direction and a key objective was to place strong pathways at the heart of everything we do.

Whilst this hasn't changed, we are keen to acknowledge the opportunities which the future present, which includes harnessing the power of sport to play a key role in the health of the Nation, reduce inequalities and of course make Fencing in Scotland a community where people feel truly at home.

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Scottish Fencing
Our Strategy | 2022 - 2025

Our Vision, Mission & Values

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Vision

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Mission

To create an inclusive sporting community
where the power of fencing drives social change

Who We Are: Our Core Values

PEOPLE

INCLUSION

COLLABORATION

CURIOSITY

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Who We Are: Our Core Values

PEOPLE

We value people and their development

We want to encourage those who support and inspire others and are positive in their actions.

Who We Are: Our Core Values

INCLUSION

Fencing is inclusive

With a focus on constantly developing, we're learning to be inclusive and will work with those who share our commitment to inclusion.

Who We Are: Our Core Values

COLLABORATION

We collaborate to innovate

Members, partners and supporters are the keys to progress. We hold their success as our success.

Who We Are: Our Core Values

CURIOSITY

**We are curious,
not judgemental**

We value anyone who can contribute to Fencing and we don't have all the answers.

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Our Strategy | 2022 - 2025

Our Objectives And How We Plan To Get There

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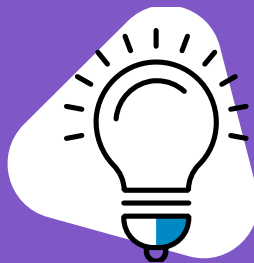
Scottish
Fencing 

Communities



OBJECTIVE

A network of resilient fencing communities with strong links to local partners.



STRATEGIES

By 2025, ensure fencing communities are seen as investable community impact organisations offering a unique experience.

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Communities

TACTICS / PROJECTS

YEAR 1

Recruit Fencing Community Development Manager (FCDM)

Increase G&W* Participation – specific 3-year programme to increase G&W participation in the sport and our communities

SIMD Member Gain** – targeted 3-year programme to regain those members lost to sport during the pandemic

Club/Community Prioritisation – specific support available for those clubs who wish to play a role in presenting a fencing club/community

Activation of West Region Action Plan for sustainable growth

Establish Formal Competition Management Group – internally driven – specific support available for those clubs



YEAR 2

Maintain G&W Growth Objectives – expand to 1 other community/club area

Maintain SIMD Member Gain Objectives – expand to 1 other community/club area

Maintain the West Region Action Plan – interweaving with club/community programmes

Build Ever-Closer Links with Active School Delivery as part of Scot Gov commitment to free active schools sessions



YEAR 3



Maintain G&W Growth Objectives – share learning with UK bodies and other sports to maintain connective tissues of fencing as a vehicle for positive change

Maintain SIMD Member Gain Objectives begin delivery of free Active Schools sessions (could be achieved earlier if government commitments are met)

Established Methodology for Community/Club Growth – FCDM begins building next phase with SF staff/communities/members

Begin Evolution of Next Strategic Phase...

*Girls & Women

**[Scottish Index of Multiple Deprivations](#)

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Social Change



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OBJECTIVE

A purposeful presence for fencing in communities.



STRATEGIES

Through intentional behaviour, support our communities to overcome barriers to participation in Scotland.



Social Change

TACTICS / PROJECTS

YEAR 1

- Specify which communities SF will target for impact projects
- Develop and document the SF Changing Lives methodology
- Provide club/community-specific support to upskill clubs and widen their participation base through different entry points and forms of Fencing
- Develop an “Accessible Club” framework for communities/clubs to follow SF #ChangingLives Coach Education programme
- Build cross-sport collaboration to “go deep” in a small number of targeted communities

YEAR 2

- Increase number of targeted communities by 1
- Maintain SF #ChangingLives Coach Education Programme
- Maintain cross-sport collaboration
- Develop & share stories of club/community success

YEAR 3

- Increase number of targeted communities by 1
- Maintain SF #ChangingLives Coach Education Programme
- Begin Evolution of Next Strategic Phase...



Inclusion



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OBJECTIVE

Ensure every fencing community can be a home for anyone.



STRATEGIES

Deliver on the equality action plan by 2023
& recruit a key role to transform the club & community environment.



Inclusion

TACTICS / PROJECTS

YEAR 1



Recruit a Fencing Community Development Manager

Maintain rollout of SF Equality Action Plan
for attainment of equality status

Targeted inclusion awareness activities with particular focus on
increasing the number of Girls & Women and Participants from
SIMD backgrounds –
2 projects (female coach educators has been identified as one of
the projects)

YEAR 2

Maintain commitment
to attainment of the
Equality Standard

Increase number of G&W inclusion
projects by 1

Increase number of SIMD inclusion
projects by 1



YEAR 3



Submit application for next stage of
equality standard

Increase number of G&W inclusion
projects by 1

Increase number of SIMD inclusion
projects by 1

Begin Evolution of Next Strategic
Phase...



*Girls & Women

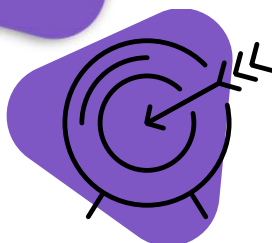
**Scottish Index of Multiple Deprivations

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People Development



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OBJECTIVE

A growth journey for every member of the fencing community.

STRATEGIES

Provide education & support to develop a progressive fencing volunteer workforce across Scotland.



People Development TACTICS / PROJECTS

YEAR 1

Create a multi-year People Development strategy focusing on the following:

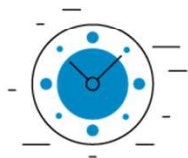
- **Collaborative & Inclusive pathways** - workforce, athletes, volunteers
- **Education Focus** - this is more than just a sport, we must have a partnership focus
- **Safeguarding in Sport** - Every fencing community is a safe place for all
- **Refreshed & Agile Communications Strategy** - tell more stories, help people grow

SCC*/CIMSPA Release** (by end of year 1 – we are likely to tender for a partner to deliver this)

More Coaches – at all levels with varying focus – participation, inclusion, changing lives, performance

2022 EnGarde Intro award for absolute beginners

Scottish Fencing in-person coaching conference with Fencing Partners, volunteers & other partners



*Scottish Coaching Certificate

**[Chartered Institute for the Management of Sport & Physical Activity](#)

***[Scottish Credit & Qualifications Framework](#)

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YEAR 2



"Better People make Better Refs - Better People make Better Athletes – Better People Make Better Coaches"

Community/Club Workforce Development:

2023 SCQF* Level 5 Coaching award**

2024 SCQF Level 7 Intermediate Coaching Award

Referees – Specified education twice yearly

Athletes – Emerging Athletes Development Programme delivered within SF Pathways

YEAR 3

Maintenance of People Development Strategy & Plan





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