

# Scottish Fencing

## STRATEGIC FRAMEWORK

All For One – A Sport For All



# Strategic Framework Summary





# Introduction

This strategic framework aims to capture the thoughts and views of the members that engaged with the surveys and focus groups as well as the thoughts of staff and board.

The strategy is something that aims to bring everyone together and when we talk about Scottish Fencing we mean everyone (not just staff and board). We have a # for each focus area that aims to pull everything together for the shared purpose of 'All For One, A Sport For All'.

When we talk about 'Sport For All' and being more diverse and inclusive we are looking at all groups within the community and working with partners like Scottish Disability Sport, Scottish Student Sport, LEAP Sport, SEMSA, SWiS, alongside more local organisations and non sport focused bodies.

The wording used in this framework is as close to what members have told us as possible.



## Purpose

# All For One, A Sport For All

'Through fencing we change lives with our inclusive culture and offer opportunities for everyone to fulfil their potential'

# Values & How we will show them



## Inclusion & Belonging

Encourage more people from diverse backgrounds into the SF community to promote a culture of inclusion and a sense of belonging.



## Wellbeing & Supporting

Helping people to 'live well' through the sport of fencing. Everyone should expect a quality experience and a positive impact on their wellbeing.



## Communication & Innovation

To progress the sport we will all communicate well and provide/accept feedback.



## Key Areas



### Community Participation

Work with more community groups to overcome barriers to participation.



### Club Engagement

Clubs working together to progress and provide the best possible member experience.



### Competition & Progression

Overcome financial barriers to allow competition at all levels, with pathways for fencers to progress.



### People

Coaches, referees, officials and volunteers committed to lifelong learning.

A person wearing a silver fencing mask and a red and black protective jacket is in a gymnasium, holding a foil. A red fire extinguisher is visible in the background.

# Community Participation

#ForceForChange

Work with more community groups to overcome barriers to participation.

Creating welcoming and inclusive environments that people want to belong to.

Clubs knowing their purpose and identity and use this to engage with key groups in their community. (Schools, universities, charities etc).

Club programmes that encourage and engage grassroots entry into the sport with a focus on groups under represented within the sport.



# Club Engagement

#ThisIsFencing

Clubs working together to progress and provide the best possible member experience.

Clubs knowing their purpose and they can tell their stories and the stories of their members.

Clubs engaging with Hot Topic calls and Club Forums and accessing support to implement the learning

Understanding and engaging with the community around the club for growth and inclusion.

A photograph of a fencing competition taking place in a large indoor sports hall. In the foreground, two fencers in white protective gear are engaged in a bout. A black table with electronic equipment and a cup sits between them. In the background, a large group of people, some in fencing gear and others in casual clothing, are watching the event. The hall has a high ceiling with exposed beams and a basketball hoop is visible on the left wall.

# Competition and Progression

#JustFence

Overcome financial barriers to allow competition at all levels. With pathways for fencers to progress.

Sub Groups of volunteers looking at competitions, refereeing, competition organisers so we have events at all levels across Scotland.

Clear pathway to GB level and everything in between with a values up focus.

Annual Series of youth and senior events, including para/seated, students and other identified key groups. Integrating into a Scottish Ranking system that can assist with team selections where appropriate.

A woman with glasses, wearing a black blazer over a patterned top and black trousers, is smiling and holding a baby in a carrier. She is also holding a green clipboard. They are in a large indoor sports hall with a wooden floor and a light-colored brick wall. In the background, other people are visible, including a man in a grey jacket and a woman in a floral top. A person in a white fencing mask and gear is also visible in the background.

# People

#WeAreScottishFencing

More coaches, referees, officials and volunteers committed to lifelong learning.

Club leaders creating a culture of safeguarding and wellbeing, supported by appropriate training.

Acknowledge all the roles carried out across the sport and recognize and value people.

Face to face and online training/support available to anyone who is keen to develop, with a focus on having a more diverse and inclusive workforce.

A photograph of a fencing practice session in a large indoor sports hall. Several fencers in white protective gear are visible. In the foreground, two fencers are engaged in a sparring bout on a red mat. One fencer is in a lunge position, while the other is blocking. Other fencers are standing or practicing in the background. The hall has a high ceiling with basketball hoops and bright overhead lights.

# Variables



The following variables will be measured and tracked:

Membership numbers – EDI breakdown, geographical coverage

Number of clubs – Engaging with workshops, LA's, community groups

Training – Which roles, EDI breakdown of engagement/workforce, geographical impact

Events – how many, level, EDI breakdown of entries.

Pathways – Which groups, GB progression, EDI breakdown of engagement.

Stories – Who, EDI, geography, key message