



England Regional Talent Squad

Categories;

Youth D (Upper YOB 2012, U12)

Youth C (U14), Youth B (U16), Youth A (U18) & Junior (U20)

Annual Regional Benchmarking Strategy 2023

Disciplines;

Lead

Boulder

1. Purpose of the England Benchmarking Strategy

- 1.1. Communicate with clarity all relevant parameters to athletes, parents, home coaches, partners and stakeholders.

2. Ambitions & Objectives

- 2.1. GB Climbing's overarching long-term ambition is to:

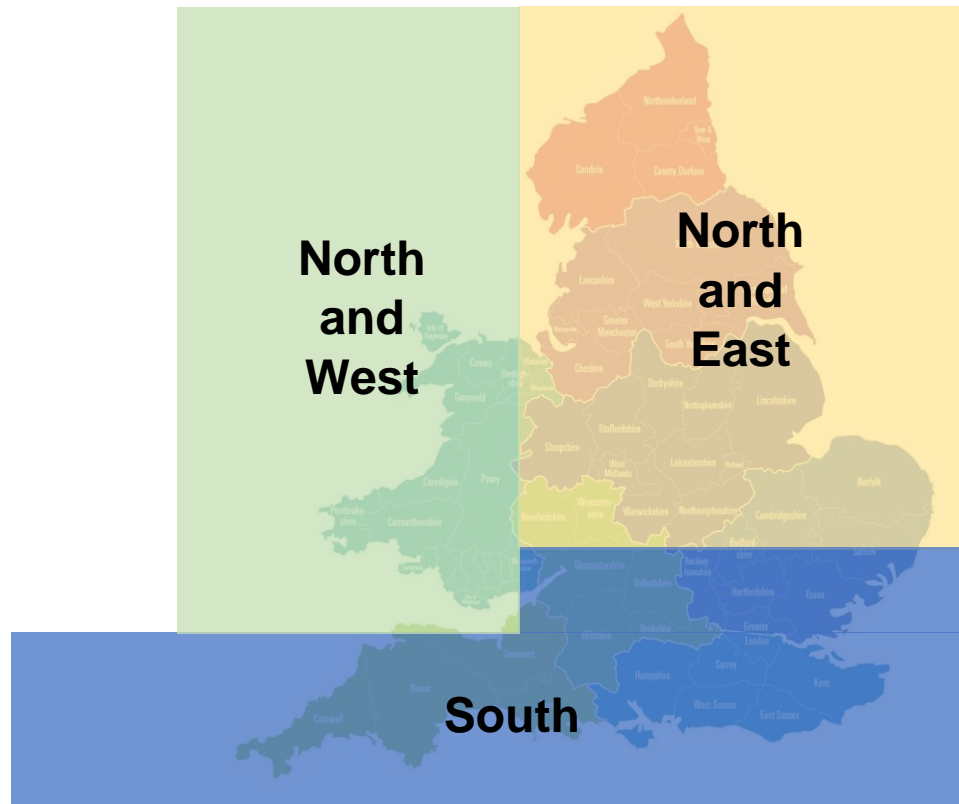
Establish GB Climbing as the World's Leading Competition Climbing Nation by 2032

- 2.2. Within the next 4 years, GB Climbing will develop a **sustainable pathway** that:
 - 2.2.1. Develops a cohort of athletes to a standard which enables them to transition successfully into senior category competition and consistently qualify semi-finals at Senior World Cups and Championship events and who are developing the skills and experience needed to progress towards podium success.
 - 2.2.2. The England pathway programs will support athletes, in collaboration with their Home Coach, in developing their performance standards and styles through the key areas of technical, tactical, physical, psychological, nutrition and lifestyle, whilst maintaining GB Climbing core values of Health, Performance and Respect.
 - 2.2.3. Learns, iterates, and improves; to ensure that the support is appropriate and supporting athletes in the evolving landscape of international competition

3. 2023 England Regional Talent Squad Program

- 3.1. Aims of the England Regional Talent Squad in supporting the ambitions and objectives (Section 2) are:
 - 3.1.1. Athletes will experience appropriate age and stage creative sessions where athletes are encouraged to ask purposeful questions, embrace new ideas and have high engagement with the sessions.
 - 3.1.2. Multiple opportunities to engage with the coaches in a fun and supportive environment where athletes can make mistakes, experiment and learn.
 - 3.1.3. GB England Regional Pathway Coaches work collaborate with Home Coaches through the sessions and the development of the athletes 'Individual Athlete Development Plan' (IADP)
 - 3.1.4. Athletes will development their own Individual Athlete Development Plan (IADP) and develop skills in goal setting, planning and preparing for competitions and the international competitive environment
 - 3.1.5. Athletes, parents and Home coaches will learn how health and wellbeing can positively support their climbing and vice versa.
 - 3.1.6. Athletes will have high support, helping them develop the skills to thrive in competition, challenging climbing environments, and elite training environment; taking the learnings and deliver personal best performances.
 - 3.1.7. Athletes will understand their own building blocks of what makes a successful performance for them.
 - 3.1.8. Athletes and parents will be introduced to a performance culture

- 3.2 The England Regional Talent Squad Program that will be delivered to achieve the ambitions and objectives (Section 2) will consist of;
 - 3.2.1 A minimum of six group sessions, appropriate to the age and stage with other athletes from a similar geographical area. The sessions may be in the evening or at the weekend and will be 2-3 hours in length (depending on the groups location, age and stage).
 - 3.2.2 Athletes will be allocated groups initially based on age and stage, but may move groups if another is more appropriate to their development needs.
 - 3.2.3 A minimum of three IADP development meetings with the GB England Regional Pathway Coach.
 - 3.2.4 The regions will be approximately as shown below;



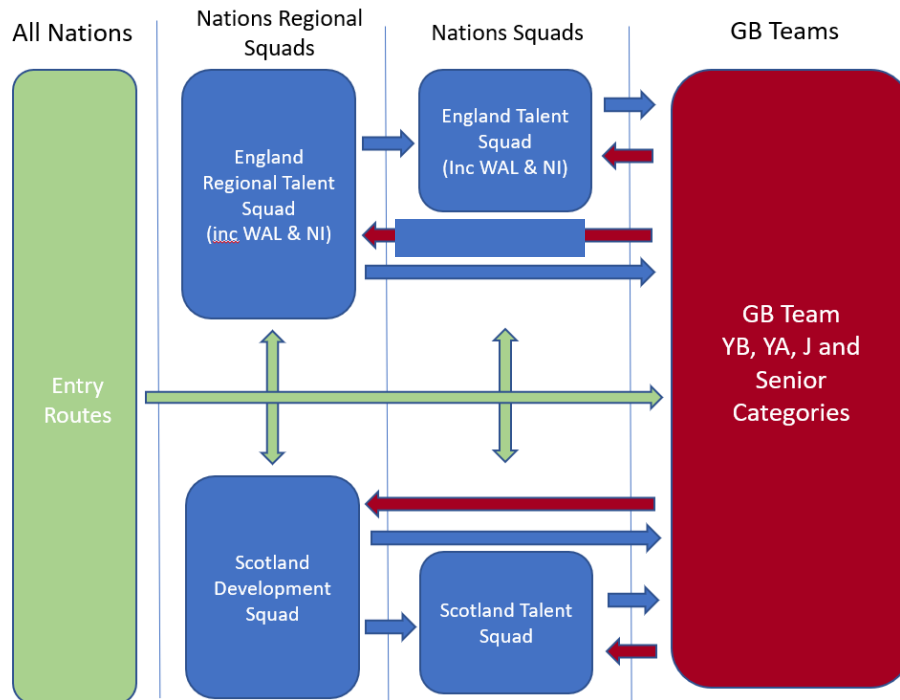
- 3.2.5 An athlete's region will not be confirmed until the pathway coaching team are able to map all athletes and develop appropriate age and stage groupings (early January 2023).
- 3.3 Athletes selected to the GB Team who satisfy the England pathway age criteria and live in England and Wales access England Talent Squad and England Regional Talent Squad program activity as identified through their Individual Athlete Development Plan (IADP) and planning process with the GB Coach (England Talent).
- 3.4 Mountaineering Ireland is the all-Ireland national governing body for climbing. In recognition of the Belfast Agreement, Northern Irish athletes who hold a British passport, and wishes to compete for the UK, are eligible to apply for the GB Teams.
- 3.5 The regional pathway activity in England and Scotland (in 2023) will also make provision for the small number of athletes from Northern Ireland who are already on the GB National Development Squad 2022 and who, will in line with the selection framework, be invited to the regional squad activity.

4. Pathway

4.1. The GB Climbing Pathway aims to clearly define the stages of progression through a framework within which talented athletes can strive towards future success behind a clear shared vision. Below is an overview and guide to the 2023 competition landscape.

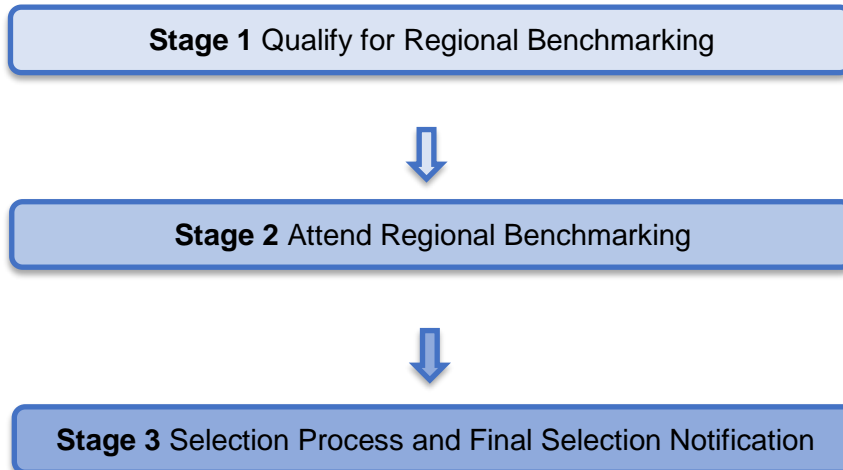
Pathway Stage	Level	Performance Target	Competition Standard	England Talent Squad	England Regional Talent Squad
Development	Domestic Competition Program	Podiums Finals	BMC/GBC/MS/MI - Nations Series & British Championships	✓	
Early Stage Development	Domestic Competition Program	Finals	BMC/GBC/MS/MI - Nations Series		✓

5. Selection Routes



6. Selection Process

Overview of stages



6.1 Stage 1 – qualifying for regional Benchmarking

6.1.1 To be eligible to attend Regional Benchmarking athletes will need to meet the requirements below;

	Boulder	Lead
Pathway Route	Be a member of the 2022 GB National Development Squad.	Be a member of the 2022 GB National Development Squad.
Off Pathway Route	Achieve a Top 10 ranking in Nations Series England Boulder (21 & 22 January 2023)	Achieve a Top 10 ranking in Nations Series Scottish Roped (3 & 4 June 2023)

6.2 Stage 2 – Regional Benchmarking for Off Pathway athletes. (NB:GBNDS 2022 athletes are pre-selected)

6.2.1 Off Pathway Regional Benchmarking – Boulder

Categories	Format	Date	Venue
Youth A (U18), Youth B(U20), Junior	3 x Boulder AM, 3 x Boulders PM	29 th January 2023	Unit E, Sheffield
Youth C (U16) Youth D (Upper)		29 th January 2023	Unit E, Sheffield

6.2.2 Off Pathway Regional Benchmarking – Lead

Categories	Format	Date	Venue
Youth A (U18), Youth B(U20), Junior	3 Routes, flash format	17 June 2023	TBC
Youth C (U16) Youth D (Upper)		18 June 2023	TBC

6.2.1.1 The benchmarking event will be a valuable development day for all athletes. Whereby athletes, home coaches and parents will all be part of the invite. There will be the following taking place on the day;

6.2.1.2 Athletes: Climbing sessions on routes and boulders will be supported by a GB England Coach who will help support them in climbing to their potential. The coaches will also provide coach observations. (This information will be used as part of the selection process and also provide feedback to all athletes who take part)

6.2.1.3 Parents: A parent’s session will take place with an introduction to the GB Climbing Department and the England Regional Pathway program it delivers.

6.2.1.4 Home Coaches: There will be a session where home coaches can collaborate and connect with other coaches and the England Pathway staff team.

6.3 Stage 3

6.3.1 Overview of the criteria which will be used in the selection decision making process;

Selection Criteria	Description
Benchmarking Standard	<p>Age and Stage Benchmarking Standards will be aligned to national championship competition standards for the relevant age and stage.</p> <p>The Benchmarking Standards will be communicated to the athletes prior to taking part in Regional Benchmarking event as they will be determined by the route setting forerunning and testing process.</p>
Coach Benchmarking Observations	Coaches independent responses to predetermined key benchmarking observations. These will be in the form of questions and will be communicated to athletes prior to taking part.

6.3.1.1 **Benchmarking Standards**

- 6.3.1.1.1 This part of the selection criteria is based on standard reached, not just event ranking. The standard on routes or boulder problems for each specified selection event will be determined by the collaborative expert input of the team of route setters, forerunners, coaches and performance analyst.
- 6.3.1.1.2 Benchmarked standards are important to ensure that if an athlete is selected to the England Regional Talent Squad they understand the gap to the England talent Squad Standard and how they might develop to bridge that gap, with the aim of being selected to the England Talent Squad and/or GB Team in the future.
- 6.3.1.1.3 Benchmarking standard guide;

Pathway Stage	Benchmarking Standard Guide (i.e. What the climbing standard will 'feel' like)
England Regional Talent Squad	
Early Development	Nations Series Final

- 6.3.1.1.4 The standards will be communicated prior to the event and the scoring used will be specific to the format of the event.

6.3.1.2 Coaches Benchmarking Observations

6.3.1.2.1 Coaches will provide a rating of developing, competent, highly skilful or excellent in response to a set of standard questions referring to a broad range of skills and behaviours that they see demonstrated by the athletes at the regional Benchmarking. Examples of his may be observations such as technical & tactical skills and psychosocial skills such as; drive, resilience, regulation, conscientiousness, openness and confidence/self-belief in the environment.

6.3.1.2.2 The ratings are defined as:

Development – State of growth, incomplete ability and/or knowledge to execute a performance, not able to deliver a performance under pressure.

Competent – Has some of the ability and/or knowledge to execute a performance, only partially able to deliver a performance under pressure.

Highly Skilled – Has the ability and knowledge to execute a performance, although is inconsistent under pressure.

Excellent – Has all the ability to deliver a whole performance constantly under pressure, delivering every time regardless of the standard and style.

6.4 Athletes and home coaches will be able to request feedback from the coaches following the selection process.

6.5 Pathway Access

6.5.1 Athletes who achieve selection to the GB Climbing Team will be able to access their National Squad Program activity (both Regional and National). Athletes will be required through their IADP and roadmap identify key activity they would like to access. E.g. Residential camps, Regional Training session or Comp Simulation. They will not be required to take part in any further Regional/National selection processes in 2023.