



AUSCYCLING

**HIGH PERFORMANCE
COMMITTEE CHARTER**

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1. Charter

- 1.1. The High Performance Committee ('**Committee**') is a committee of the AusCycling Board ('**Board**')
- 1.2. This charter is the written charter of the Committee and sets out the role and responsibilities, composition and operation of the Committee ("**Charter**")

2. Purpose and Authority

2.1. Purpose

The purpose of the Committee is to assist the Board in fulfilling its oversight role of AusCycling's High Performance program to ensure it delivers its strategic and philosophical goals.

2.2. Authority

- 2.2.1. The Committee is authorised by the Board under cl19.2 of the Constitution to assist it in fulfilling its Objectives. The Board delegates to the Committee such authority and power to exercise the responsibilities set out in this Charter and under any separate delegations from the Board granted to it from time to time, until those powers are revoked.
- 2.2.2. In addition to the functions and responsibilities set out below, the Committee is authorised to obtain outside legal or other independent professional advice or incur any other costs, provided the Committee has first received a quote for the services and the Board has approved the expenditure.
- 2.2.3. The Committee is not assuming responsibility for running the ACT Unit. That appropriately remains the responsibility of the AusCycling Chief Executive Officer. Nor does the Committee assume responsibility for the day-to-day operational aspects of the High Performance Program. That appropriately remains the responsibility of the AusCycling High Performance Unit, led by the General Manager.

3. Role of the Committee

3.1. Role

- 3.1.1. The role of the Committee is to assist the Board in achieving elements of its Strategic Plan by:
 - 3.1.1.1. Acting as a sounding board and counsel on major strategic issues within the Australian Cycling Team by bringing together key personnel with relevant expertise
 - 3.1.1.2. providing recommendations to the Board on matters of high performance relating to the sport of cycling to the extent it is within the jurisdiction of AusCycling
 - 3.1.1.3. exercising powers delegated to it pursuant to this Charter and any other policy of AusCycling approved by the Board.

3.2. Scope of Role

- 3.2.1. Without limiting the role of the Committee under clause 2.1 above, the Committee may consider and report to the Board on matters of high performance as they relate to cycling including but not limited to:
 - 3.2.1.1. the adoption of, and changes to, the Committee's Charter

- 3.2.1.2. the development of an AusCycling High Performance strategy that extends across all environments and disciplines, including the:
 - Overall vision of the plan
 - Performance drivers and KPIs for the plan
 - Agreed strategies and actions of the plan
- 3.2.1.3. the consideration of relevant input and feedback from key stakeholders, including sub Committees/ Committees (E.g. Athletes Committees)
Facilitating timely and effective Board decision making on high performance matters
- 3.2.1.4. Promoting opportunities for alternate investment into AusCycling high performance program(s) to complement government funding and support non-government funded athletes and AusCycling's Strategic Vision
- 3.2.1.5. Supporting the creation of an environment that maintains a holistic approach towards athlete wellbeing and personal growth at its core and develops a culture of success at all levels with a bottom up developmental approach across all disciplines
- 3.2.1.6. Considering new horizons and innovations that may add value to AusCycling's High Performance program(s)
- 3.2.1.7. Monitoring the high performance environment to ensure it maintains a safe, respectful and culture of continuous improvement beyond race results

Further to this the Committee will **challenge** and **monitor** the implementation of the High Performance Strategy by reviewing the progress made on each of the identified actions and strategies within the Plan on a regular basis to ensure that:

- 3.2.2. the actions listed for each strategy are being implemented;
- 3.2.3. any actions that are not being implemented are being identified with a focus on resourcing and implementation; and
- 3.2.4. the strategies and actions remain relevant and in the plan as required.

4. **Responsibilities**

4.1. The focus of the Committee is to ensure:

- 4.1.1. the High Performance Program maintains podium performance as its key focus whilst providing significant support and attention to athlete wellness, personal development and future opportunities for success beyond racing.
- 4.1.2. AusCycling has the most effective structure, people, resources and relationships to develop, lead and execute the high performance program needed to reach AusCycling's goals;
- 4.1.3. effective education programs and support systems are in place for coaches and athletes to enable athletes to deliver their Peak Performance in benchmark event finals;
- 4.1.4. the High Performance Program continues to recognise, support and encourage high performance achievement in all disciplines; including non-Olympic competition
- 4.1.5. that selection and nomination policies are fair and transparent and enable the selection of teams that will provide the best possible medal and result outcomes

Further, the Committee is focused on:

- 4.1.6. enhancing, supporting and expanding competition pathways and opportunities with a view to long term sustainable success through building experience and knowledge in the tactical, technical, psychological and psycho-social components of elite performance
- 4.1.7. supporting the high performance team to create an environment that challenges the concepts of best practice in high performance by using research and innovation within the over arching established performance philosophy.
- 4.1.8. reviewing and evaluating High Performance Program policies and making recommendations for approval by the Board
- 4.1.9. providing relevant advice and guidance to the Board, CEO and AusCycling High Performance team

5. Membership

5.1. Composition

5.1.1. The Committee will consist of a minimum of five (5) people, up to a maximum of nine (9) people:

- 5.1.1.1. A Maximum of 3 AusCycling Board Directors
- 5.1.1.2. The AusCycling CEO
- 5.1.1.3. General Manager – Performance
- 5.1.1.4. Up to 4 additional members will possess a mix of the following:
 - Extensive knowledge and experience of the key drivers that underpin success in Internationally High Performance Sport
 - Extensive technical knowledge and understanding of High Performance road & track, mountain bike and BMX cycling
 - Extensive knowledge and experience of the key drivers that underpin success in non-sport domains (eg technology, healthcare, research, business, education, investment, defence)

5.2. In appointing the Committee, the Board will have regard to the desirability for diversity amongst members of the Committee, subject at all times to the technical requirements necessary for membership of the committee.

5.3. Members of the Committee will be appointed by the Board for a term to be determined by the Board, subject to a maximum term limit that must not exceed nine years.

5.4. The members of the Committee are to be appointed and replaced by the Board, as required.

5.5. The Board should review the performance and composition of the Committee annually.

5.6. The Board will appoint one of the members as Chair

6. Meeting Proceedings

6.1. A quorum of the Committee consists of one more than half the number of members of the Committee.

6.2. It is anticipated that the following AusCycling staff may be invited to attend Committee meetings as required:

- 6.2.1. Other members of the High Performance Program

6.2.2. Any employee, contractor or specialist/expert who can add value to the discussions

6.3. The Committee may invite such guests to either the entire or parts of a Committee meeting as is considered appropriate to meet the Committee's purpose and responsibilities and matters to be discussed at the meeting.

6.4. Committee meetings should be held at least four (4) times per year . However, the Committee may meet as often as the business of the Committee requires and as otherwise directed by the Board.

6.5. The Committee may meet by conference telephone or by using any other technology agreed by the Committee.

6.6. The Chair of the Committee and the General Manager - Performance , in consultation with the CEO and the Chair of the Board of AusCycling, will be responsible for setting the agenda for each meeting. The General Manager - Performance will request additional agenda items from Committee members prior to preparing the agenda.

6.7. Minutes of each Committee meeting should be circulated to all Committee members within seven business days after each Committee meeting and will be tabled and presented at the next meeting of the Board.

6.8. Should the Committee Chair be absent from a meeting, the Committee Members present must appoint a Chair for that particular meeting

6.9. Documents relating to the business of the Committee may be distributed to Committee members using a secure technology solution.

6.10. The Committee must also provide reports to the Board on all decisions made by the Committee on selection criteria and final team selections in a timely manner

6.11. The Committee may consider matters:

6.11.1. as a full assembly of the Committee

6.11.2. by an appointed sub-committee from within the Committee.

7. Charter Terms

The Committee should review the Terms at least annually and, if appropriate, recommend to the Board revisions to these Terms from time to time;

8. Adoption by the Board

These Terms were approved by the Board on 23 September 2020.

END.

LET'S RIDE TOGETHER