

## **ATHLETICS AUSTRALIA**

### **REVIEW INTO GLASGOW 2014 CAMPAIGN**

#### **TERMS OF REFERENCE**

##### **Summary**

The Board of Athletics Australia has determined that it will conduct a Review into all aspects concerning the participation of our athletes at the 2014 Commonwealth Games in Glasgow.

The purpose of the Review is to critically examine all relevant policies that governed and were concerned with our participation, consider all aspects of the participation including the performances of athletes, coaches and management, and make recommendations to Athletics Australia for the benefit of participation in future Games.

All relevant stakeholders will be encouraged to provide their input including:

1. Athletes;
2. Coaches;
3. Management;
4. High Performance personnel;
5. ACGA & AOC;
6. ASC;
7. AIS;
8. AA Board and Member Associations;
9. Any other relevant persons from the athletics or broader community including other stakeholders.

In seeking stakeholders' views, the Review Panel will institute a process that will allow participants, if required, to submit their views confidentially.

The Review will be chaired by Mr. Chris Wardlaw, Olympian, former Head Coach of the Australian Athletics Team including at the 2000 Sydney Olympics and well known athletics identity. The Review Panel will also include Athletics Australia Board Members, Anne Lord, Peter Bromley and Jan Swinhoe.

### **Specific Terms of Reference**

1. Assessment of the efficacy of the High Performance Department Policies (including team, coach and management selection, preparation, funding and pre-Games attendance) concerning the Glasgow Commonwealth Games Team including their:
  - (a) implementation;
  - (b) suitability;
  - (c) consistency;
  - (d) shortcomings;
  - (e) success
2. Assessment of the level, standard and success of the communications amongst athletes, coaches, high performance department personnel and team management both prior (from time of selection) to and during the Games.
3. Assessment of the role of the AA High Performance Committee in formulating policies and procedures for and in relation to the team and the governance structure of that committee including an assessment of the alignment of the Committee's role and processes with that of the CEO and High Performance Director and other personnel within AA.

4. Assessment of the performance of the team at the Games as against the High Performance targets set pre-Games and assessment of team culture around the pre-Games camp and at the Games.
5. Assessment of the best method of establishing a risk register and measures to mitigate risks.
6. Assessment of the media policy including the crisis management policy established for the Games, the implementation of those policies at the Games and the awareness of the contents of these policies by key personnel including key stakeholders.
7. An assessment of the extent to which the campaign met the goals and targets of AA's strategic plan and the High Performance Department's strategic plan.
8. Assessment of any other aspects of the Glasgow campaign that the Review Panel considers relevant.
9. Recommendations:
  - (i) for the future preparation of the teams based upon the Glasgow campaign experience;
  - (ii) for the future governance structure and role of the High Performance Committee;
  - (iii) flowing from the assessment undertaken pursuant to the above Terms of Reference.