

High Performance Commission Charter

1. Purpose

The High Performance Commission (the **Commission**) appointed by the AFF Board (**Board**) assists the Board in fulfilling its oversight responsibilities and leading work to:

- Assist fencing athletes to perform at the best of their ability.
- Optimize the performance of Australian Fencers Internationally.
- Establish an effective development pathway to have fencers capable of medalling in the 2024, 2028 and 2032 Olympics plus the 2028 and 2032 Paralympics, and senior, junior and cadet Fencing World Championships.
- Maximize the competitiveness of the domestic competitions in order to optimize athletes' international performance; and
- To develop initiatives and management structures capable of overseeing and achieving the above mentioned.

2. Scope

The Commission will be responsible for all fencing athletes in Australia, including ParaFencers (previously known as Wheelchair Fencing).

3. Authority

The Board has authorised the Commission, within the scope of their duties and responsibilities set out in this charter to:

- perform the activities required to address its duties and responsibilities outlined in this Charter
- to consider and develop strategies, infrastructure, and the means necessary to achieve the Purpose
- make recommendations to the Board where appropriate;
- require the attendance of any AFF manager or staff member at meetings as appropriate; and
- have unrestricted access to management, employees and information it considers relevant to its responsibilities under this charter.

4. Composition

4.1. Membership

The Committee appointed by the Board will comprise at least three members.

- At least two board members; and

- **at least one** other member invited by the Board.

4.2. Chair

The Board will appoint the Commission Chair.

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

5. Meetings

5.1. Frequency

The Commission must meet as needed and, in any case, at least once per month and participants may attend by video conference and/or teleconference.

The Commission Chair or any Commission Member may call a meeting of the Commission.

5.2. Meeting Attendance

All Commission members must be invited to attend meetings of the Commission. In addition, any person or expert may be invited by the Committee Chair to attend meetings of the Committee, but not necessarily for the full duration of the meeting.

5.3. Quorum and Voting

A quorum must consist of two members of the Commission.

The Commission Chair will not have a second or casting vote.

6. Duties and Responsibilities

6.1. Vision

The Commission is to develop, implement and manage the overall vision of the High Performance Program and its components to achieve the Purpose. The programs, events, activities, and components outlined in the Duties and Responsibilities together form the High Performance Program.

6.2. Policies

The Board delegates its authority to make decisions and determinations in respect of each of the following policies to the Commission:

- The Selection Policy; and
- The Rankings Policy.

These policies can be found on the AFF website: www.ausfencing.org

6.3. Subcommittees

The Committee may establish subcommittees from time to time to perform its functions.

6.4. High Performance Infrastructure

The Commission is to establish and oversee High Performance Infrastructure capable of assisting the Commission to achieve the Purpose. This will include, but is not limited to, the following:

- Policies: recommend to the Board and new policy for changes to any existing policies as the case may require.
- Technical Coaching: personnel, structure, charter, accreditation, development, and communication.
- Physical and Musculoskeletal Program: resourcing, personnel, structure, and development.
- Nutritional Guidance Program: resourcing, structure and communication.
- Self-management and Mental Game Program: resourcing, structure, development, and communication.
- High Performance Pathway: resourcing, overall development pathway, including all aspects of mental, physical, technical and strategic development; drawing together all AFF resources to provide a wholistic, and progressively individualized, program for athlete development. Ensure a communication platform for engagement between the AFF, Coaching Director, National Weapons Coaches and the athletes; commitments and goals for training and performance.
- Training Programs: as part of HPP, engagement with athlete to establish clear aims and structure to best practice training.
- Domestic Camps and Exchange Program: increase fencer mobility between states, and national and state camps.
- Domestic Competitions: increased competitiveness, structure, and development.
- Refereeing: personnel, education and development.
- International Fencer Program: initiate and invite overseas fencers to spend periods training in Australia at various locations.
- Overseas Training Program: develop and promote tours, individual opportunities for National Squad athletes to train overseas with AFF network.
- International Event Schedule: determine schedule for National Squad.
- Australian-based International Competition: develop, procure, and manage international competitions in Australia such as Asian Cadet Circuit, Junior World Cup, and other FIE competitions.
- Technology: wherever possible the Commission should look to deploy technology, video and data to empower athletes, prevent injury and optimize their performance.
- Role Modeling and Mentoring: develop and maintain role modelling of certain fencers and seek to pair emerging talent with established role models.
- Participation: acknowledging that broad participation is foundation of performance, and work with the broader AFF board to enhance participation.
- Any other means, program, or initiative the Commission deems necessary to achieve the Purpose.

6.5. Reporting

- The Commission Chair will report to the Board on the Committee meetings regarding all relevant matters, performance of various parts of the High Performance Program including KPI's, for information, recommendation or approval by the Board.
- The Commission Chair will ensure that the Board is immediately informed of matters that may impact significantly on the financial condition or reputation of the AFF.