



**Performance Athletes in School**

**2024/25**

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## Introduction

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The East Lothian Council Performance Athletes in School (PAiS) programme aims to offer secondary school aged pupils in East Lothian establishments that are identified as gifted and talented additional support to help them achieve their full potential.

The PAiS programme offers different kinds of support to athletes.

- **Sports Specific** sessions are offered to athletes selected in Football, Golf, Hockey and Rugby.
- **Strength and Conditioning** support delivered by specialists from Edinburgh College is offered to select PAiS athletes on Friday afternoons.
- We are also pleased to offer **physio support** to all athletes delivered by specialists from FASIC.
- All athletes also receive a Free Sports Awards Pass, allowing them access to East Lothian Sports facilities.

The recruitment and selection guidance provides detail on the programme, suggested criteria for athletes in different sports and the process by which athletes can be recruited onto the programme. It is important that we ensure PAiS is an integrated part of National Governing Body pathways to provide appropriate exit routes. We therefore select a level of the pathway that PAiS sits in order to show how it complements the development of performers in that sport. The guidance for recruitment and selection has been developed by the East Lothian Council Sports Development team in conjunction with partners from sportscotland and National Governing Bodies. If you feel an athlete has been overlooked based on the selection process outlined in this document, please consult the relevant Development Officer. The number of places on the PAiS programme are limited and anyone who is unsuccessful for selection may be signposted into other relevant pathways sessions or support services. This will be done on a case by case basis.

## Performance Athlete in Sport **ANNUAL REVIEW PROCESS**

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### Introduction

1. The PAiS programme recognises the need for an annual review process for athletes. It will provide a clear process for reviewing an athlete's performance since induction into the programme. This policy will apply to all athletes.

### Annual Review Process

2. In addition to the athlete's performance, other aspects to be reviewed will include conduct, commitment and attitude. This will be undertaken by the Sports Development Officers in the ELSDT and any other relevant personnel.
3. The review will be used to establish an action plan to move the athlete forward in terms of their development and performance.
4. This annual review will be in addition to the on going monitoring of the athletes throughout their programme.

## General Expectations

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### Physical Suitability

Athletes should demonstrate a level of all-round physical suitability and literacy appropriate to the age and stage of development and work towards maximising physical potential. There are sports specific models produced by some Governing Bodies and if relevant, these are referenced throughout this document or can be provided on request by contacting the appropriate Development Officer.

### Mindset

PAiS athletes will be selected if they show the attributes of a **growth mindset** including:

- Desire to learn and embrace challenges
- Persist in the face of setbacks, mistakes and negative experiences
- See effort and focus in training as the path to higher levels of achievement
- Learn from feedback, failure and the success of others

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### Attendance

PAiS athletes should show a commitment to the programme by attending as many sessions as reasonably possible. Each athlete must commit to the programme for the full academic year. Each athlete on entry to the programme must consider their academic / training / social life balance to ensure that PAiS will not overload or burn out an individual athlete. This will be assessed on application.

All athletes must attend an East Lothian Secondary School.

### PAiS Costs – Link to pay will be emailed for the start of October 2023

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#### Football, Hockey & Rugby

- Annual cost of £270 per academic year.
- Split into 3 x £90 – October/November/February including:
  - Transport back to school after Tues & Thurs morning sessions.
  - Access to physiotherapy support from FASIC.
  - 2x PAiS T-Shirts & Beanie Hat
  - Willie Innes Sports Award Pass granting access to East Lothian Sports Centres.
- Parents/Guardians will be responsible for arranging transport to the morning sessions and to and from the S&C sessions.

#### Free to All Other Sports – Strength & Conditioning Sessions Only

- Access to physiotherapy support from FASIC.
- Willie Innes Sports Award Pass granting access to East Lothian Sports Centres.
- Parents/Guardians will be responsible for arranging transport to and from the S & C sessions.

## Football

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Footballers should show a high level of technical skill including the following areas:

Inside foot, driven and lofted pass

Passing

Receiving

Finishing

Dribbling

Ball Mastery

They should also show the following tactical abilities:

Decision Making

Awareness

Positional Intelligence

Attacking Principles

Defending Principles

### Talent ID / Recruitment and Selection Process

- Must be nominated by school or club.
- Must be attending an East Lothian Secondary School in years S2 or S3.
- Must be a registered player with a club at one of the following levels:
  - *Boys Pro Youth/Club Academy Scotland*
  - *Boys SERYFA Division 1 or Division 2*
  - *Girls National Academy Programme*
  - *Girls South East Joelle Murray League*

Players nominated will be invited to attend a four week block of sessions to determine their suitability for PAiS 2024/25. This training period will be used to make final selections into PAiS for the academic year.

### Programme Outline

DAY	SESSION	TIME	VENUE
Tuesday & Thursday	Sports Specific Training	07.45 – 09.15	Middleshot 3G, Prestonpans
Friday - Strength & Conditioning Only a few select pupils will be invited to attend.		13.30 – 14.30	Meadowmill Sports Centre

In partnership with Loretto Academy junior golfers that live in East Lothian will be invited through their school and clubs to apply to attend our PAiS Golf winter programme.

### PAiS Golf Criteria

- Attend High School in East Lothian
- Member of an East Lothian Golf Club
- Primary aged pupils can apply and will be accommodated if space allows.
- Applications will also be considered for pupils that **live in East Lothian** but attend school out with East Lothian and accommodated if space allows.
- PAiS Performance Squad = Handicap range 0 - 11
- Pre PAiS Development Squad 1 = Handicap range 12 – 19
- PAiS Development Squad 2 and 3 = Handicap range 20+
- Please note: depending on the handicaps of the players that respond the handicap criteria may alter slightly to accommodate the required numbers in each squad.

### 2024/25 PAiS Golf Coaching

**Block 1:** Oct – Dec

**Block 2:** Jan – March

### PAiS Performance Squad

Day: Mondays, Time: 1900-2000

### Pre PAiS Development Squad 1

Day: Mondays Time: 1800-1900

### Pre PAiS Development Squad 2 and 3

Day: Wednesdays Time: 1800-1900 or 1900-2000

**Cots:** Ordinarily the charge is £10 per hour per person for a block of group coaching at Loretto Academy however players that book into our PAiS squads pay the reduced rate of £5 per hour. Players need to sign up to attend both blocks.

Loretto PGA Pros will lead the sessions covering:

- |                                   |   |
|-----------------------------------|---|
| 1) Goal setting & data collection | 5) V1 swing development                     |
| 2) Trackman Combine               | 6) Pre shot routine building                |
| 3) SAM Putting                    | 7) Constraints practice routines, preparing |
| 4) Short game skills challenge    | for performance.                            |

We recognise that players potentially all have their individual coaches with coaching plans in place. The intention of these sessions is to compliment their existing coaching plans by giving them the opportunity to utilise indoor practice facilities during the winter months. As spaces are limited we are looking for as close to **100% attendance** as possible.

**Online registration closes Tuesday 20<sup>th</sup> August 2024.**

*Pupils that meet the above criteria and would like to apply should email*

*[kgreen@eastlothian.gov.uk](mailto:kgreen@eastlothian.gov.uk) confirming:*

<i>Child's name</i>	<i>Home Club</i>
<i>Current <b>exact</b> handicap</i>	<i>School</i>

### PAiS Selection Criteria

Players are invited to PAiS if they have been in the following squads in the 2024/25 season:

1. Selected for Aspiring or Emerging squads
2. Selected for BRAVE squads
3. Selected for FINAL East District squads for inter-district tournaments

Players who do not fit the above criteria but want to be considered for PAiS, need to attend East Lothian Development squads. If a player is performing exceptionally well at these sessions, they will be invited to trial for PAiS.

Players being recommended for PAiS should be able to execute the following basic skills consistently:

- Passing and dribbling – able to move the ball with power relevant to their age and stage
- Receiving – be able to control the ball when receiving
- Apply 1 v 1 defensive pressure, including tackling and recovery skills
- Apply 1 v 1 attacking techniques, including goal scoring and elimination skills

Players should be able to perform the following advanced skills – these will perhaps be executed inconsistently but the player demonstrates the ability to develop:

- Use of 3D skills in elimination
- Hit off open and reverse
- Pass with power on the move
- Ball carry on angles
- 360 ball receive

Further information on the appropriate age and stage of development can be found in the Scottish Hockey Player Pathways, available at: [Player Pathways - Scottish Hockey \(scottish-hockey.org.uk\)](https://scottish-hockey.org.uk).

### Talent ID / Recruitment and Selection Process

PAiS athletes will be invited to attend trials based on the above selection criteria. Athletes will be recommended to PAiS through the East Lothian Development Squads and commit to a two week trial period at normal PAiS times. Athletes who are successful will be invited to continue attending the PAiS sessions. Unsuccessful players will be invited to attend the East Lothian Development Age Group sessions.

### Programme Outline

DAY	SESSION	TIME	VENUE
Tuesday & Thursday	Sports Specific Training	07.45 – 09.15	Meadowmill Sports Centre Hockey ASTRO
Friday - Strength & Conditioning Only a few select pupils will be invited to attend.		13.30 – 14.30	Meadowmill Sports Centre

## Rugby Union

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PAiS athletes should demonstrate the ability to perform the rugby SCOTS skills & behaviours in training & match situations to be considered for the PAiS Rugby programme. [Guidance on the SCOTS skills can be found on the Scottish Rugby technical blueprint document. Blueprint PDF, click this link to view online. Alternatively, ask Jason Riley for a copy.](#)

### Talent ID / Recruitment and Selection Process

The Rugby player development pathway in East Lothian is directly linked to the Scottish Rugby Academy pathway. It starts at U/14 level and continues through to U/18 level. PAiS supplements this pathway by offering additional support to specifically identified athletes.

- Players are identified or nominated by coaches & academy staff during regional/academy pathway programmes which run throughout the season.
- Players can be nominated by Club/School coaches or DO's to attend the East Lothian skills sessions (Monday evening) which is open to a wider group of EL players. Through application and attendance demonstrating the SCOTS skills during these sessions' players can be invited onto the full PAiS Rugby programme.
- Players must be attending an East Lothian Secondary School and play rugby for an East Lothian School/Club to participate on PAiS.

Players nominated and invited to join PAiS Rugby will start the programme with a 3 month probation period to allow players to understand the expectations and demands of the extra S&C and skills sessions that PAiS runs.

### Programme Outline

DAY	SESSION	TIME	VENUE
Tuesday & Thursday	Sports Specific Training or Strength & Conditioning	07.45 – 09.15	Meadowmill Sports Centre, & Performance Gym

## Swimming

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PAiS Swimmers should have 3-5 years of swimming experience and be within the East Lothian Swim Team set up. They should be a member of one of the three affiliated clubs to the swim team (Haddington, Musselburgh or Tranent). The athlete's physical suitability will vary on stroke and swimming type, but they will have to be able to complete the minimum squad criteria requirements set by ELST which encompass physical strength/flexibility and movement as well as specific swimming fitness and also technical models.

### Talent ID / Recruitment and Selection Process

Selection should be made via participation in East Lothian Swim Team Pathway. Swimmers in Performance Squad at East Lothian Swim Team should be given priority to PAIS support following coach recommendation regarding suitability for support.

Swimmers may also be recommended from East Lothian Swim Team who have been selected for the Scottish Swimming National Junior Team (Gold Squad) or Youth Academy (Silver Squad). These selections will only be made based on ELST coach recommendation.

More information on selection for Scottish Swimming Squads can be found at <https://ocs-sport.ams3.cdn.digitaloceanspaces.com/scotswim-full/2023/02/Aquatics-National-Squad-Selection-Policy-for-2023-24-FINAL.pdf>

### Programme Outline

DAY	SESSION	TIME	VENUE
Friday	Strength & Conditioning	13.30 – 14.30	Meadowmill Sports Centre

## **Strength and Conditioning Delivery for Football, Hockey & Swimming**

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Edinburgh College will deliver a Strength and Condition session to qualifying swimming, football & hockey players.

### **Criteria**

- Be in S3, S4, S5 or S6
- Not already attending regular gym-based S&C sessions provided by professional organisations, i.e. Hibs FC /Hearts FC
- Able to commit to weekly Friday sessions.

### **Qualifying Football, Hockey & Swimming PAiS Athlete is required to**

- Attend a Friday afternoon S & C Session every week, 1.30pm to 2.30pm.
- Continue to attend that session every week of the school term, unless advised by ELC PAiS Administration.
- Register with Edinburgh College as a student.
  - Please see attached Appendix 2 Edinburgh College Application form
- Complete a Physical Activity Readiness Questionnaire and Consent (PARQ) (PAiS).
  - The online link will be emailed to you following ELC PAiS registration.

Please see below a general summary of the S&C sessions to help explain and inform parents and pupils what to expect at their Edinburgh College Strength and Conditioning sessions.

- 1 S&C session per week with Edinburgh College lecturers with S&C qualifications, education and experience (10 years +)
- Regular strength training with all athletes to enable basic development of S&C techniques with gradual progression to structured, gym-based S&C programmes when appropriate check points and criteria achieved throughout athlete's time in PAiS programme
- Fitness testing delivered at 3 points throughout the year to track progress and feed back to athletes
- S&C element of PAiS based around achieving general athletic development with all athletes in a fun, positive and supportive environment

## **Strength and Conditioning delivery for Rugby Union**

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- Through the PAiS program, Scottish Rugby provide S&C support for the athletes.
- This allows us to prepare the athletes on the program to meet the physical demands of rugby at their local club/school but also as they progress on to regional and hopefully international age grade rugby.
- This includes regular speed and power training and testing as well as strength training at the Meadowmill facility.
- Progress is tracked over time alongside growth and maturation data so that the players are trained with the correct volume and intensity depending on where they are in their growth stages.

## **FASIC - 'Fitness Assessment and Sports Injuries Clinic' provided by Edinburgh University**

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- As part of the PAiS programme, all athletes get access to physiotherapy sessions if required.
- The service is provided by the physios based at FASIC, Edinburgh University Sports Medicine clinic.
- The clinic lead for this programme and the Meadowmill Programme is Gemma Langlands.
- The clinic lead will work with you to prevent, diagnose, treat and manage your injury, restoring function and performance to ensure you are at your best, every day.
- To access the physio service, you have to contact your child/athletes ELC sport specific Development Officer regarding the injury and ask if the athlete can get a physio appointment.
- The coach / development officer will then contact Gemma the physio and she will get in touch with you directly through email to offer an appointment time. All appointments are on a Friday afternoon between 1-3pm.
- When you contact the ELC Development Officer, if you could give them your child's/athletes full name, their DOB, nature and circumstance of the injury, and contact details of the parent/guardian including email address and phone number.

### **Willie Innes Sports Award Pass**

All successful applicants to the scheme are awarded a Sports Pass which gives the individual free\* use during normal public sessions, of facilities associated with their sport (but excluding the cost of any coaching), and general training facilities, such as weights, body conditioning equipment and swimming. The Sports Pass can be used in the wide range of sports and recreational facilities operated by East Lothian Council.

\*Subject to enjoyleisure age restrictions and availability.

## De-Selection Policy

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The East Lothian Sports Development Team (ELSDT) recognise that some athletes will be de-selected from the PAiS programme. The policy will set out a clear and time-defined procedure for de-selection, ensuring that it is an open and fair process. This policy applies to all athletes.

### De-selection Procedure

#### **An athlete can be de-selected for the following reasons:**

- i. Breach of Athlete Agreement
- ii. At the end of an annual programme
- iii. On the basis of lack of commitment and attitude
- iv. De-selection on the basis of poor academic performance in relation to the athlete's participation in the PAiS programme.

#### **Breach of Athlete Agreement**

An athlete can be de-selected at any time during the programme for breach of their agreement subject to the procedures set out in the agreement.

#### **At the End of an Annual Programme**

After an athlete's annual review the Sports Development Officer or Performance Coach may take the decision to de-select the athlete. If so, the following procedure should be followed:

- v. The school concerned must be informed of the decision
- vi. The athlete should be informed in writing of their de-selection and the letter must detail the reasons for it.
- vii. The letter should offer an opportunity for the athlete to meet with the Sports Development Officer or Performance Coach to discuss their de-selection

#### **On the Basis of Lack of Commitment, Attitude or Academic Attainment**

The following procedure should be followed:

- viii. The athlete and parents/carers must have been warned of this possibility by the Sports Development Officer or Performance Coach at least 3 months prior to the de-selection and there must have been no significant improvement in commitment or attitude since then.
- ix. The school must also be advised of the situation.
- x. The athlete and parents/carers must have been given the opportunity to discuss the situation with the Sports Development Officer or Performance Coach.

## Key Contact Information

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Name	Sport	Email	Telephone
Mark Urwin	ABU Team Manager	murwin1@eastlothian.gov.uk	01620 820674
Scott Marnoch	Senior Active Schools Co-ordinator <small>(Secondary)</small>	smarnoch@elcschool.org.uk	01368 863339
Kate Green	Golf	kgreen@eastlothian.gov.uk	01620 820668
Sean McAuley	Football	smcauley@eastlothian.gov.uk	01620 820662
Mhairi McGregor	Hockey	Mhairi.mcgregor@scottish- hockey.org.uk	
Jason Riley	Rugby	jriley@eastlothian.gov.uk	01620 820661

## Appendixes



3 PAiS Athletes  
Agreement.pdf



4 Edinburgh College  
Application.pdf