

Development Coaching plans

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(with contributions from coaches)

The senior coaches met at the end of January and considered the issues flagged up at the November Committee meeting, as well as other matters which had arisen since.

Licensed coaches - First aid certificates

The need to have an up-to-date first-aid certificate was paramount in order to remain a licence coach. Our coaching activities are covered by both insurance if provided by licenced coaches. Despite having the first-aid training on 20 January at which there was only one coach; we have now a number of people, we think five, without an up-to-date qualification.

Unfortunately, this training was booked without sufficient concern as to availability of the coaches needing to attend.

We found that coaches were not putting their first aid certificate details onto their BO personal record and therefore were unlicensed coaches. Eg. Iain Phillips as his first aid was provided outwith orienteering. Iain has now updated his personal record.

We need to move forward on providing first-aid training as quickly as possible to bring all coaches up to speed. We also need to ensure that we manage this more effectively in future. Sorting out a course date considerably before certificate expiry dates.

Increasing the number of licensed coaches

We have a substantial number of coaches, more than most clubs. We would like to increase the pool of coaches but we recognise that the two level 1 coaches who have provided No coaching have no planning experience. We believe it's essential that coaches are confident to put out technical courses and this is best achieved by planning an event. The obvious solution is to make sure they deliver level D events. They can of course be mentored to make sure this is achieved.

We need the Minor Events Co-ordinator and her supporters to increase volunteer planners so we have a pool to develop into coaches. – We can't find more coaches unless we have more planners. We should aim to add three new planners a year. We consider that we should change our approach so that events suitable for new planners are offered first, rather than fill up all the slots with experienced planners.

We believe there are opportunities for coaches to move from level 2 if they would like to. However most experienced orienteers are heavily committed with the various activities they currently undertake.

We discussed opportunities for juniors to take up coaching, and noted our last junior coach was Ben Windsor, who did a lot with EMJOS. We didn't come up with a way forward.

Recommendation

Increase the number of level D planners, try this by offering all/ selective events prior to open release of the event schedule.

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Club nights

We looked at our club night provision and what steps we should be taking for the future. We were mindful that Birthe wishes to stop running Monday club night [once Imogen finishes school mid 2019](#). Neither the Ashby nor the Glenfield club night have reached a critical mass. Only Ashby provides some TD4+ training for juniors. Any juniors who come to Glenfield don't last very long as there are no friendship groups.

Commented [IP1]: Thought it was this year.

We consider that we need to combine all three club nights and that they should meet at the same location concurrently. However, to have separate sessions so that Juniors and experienced Adults are not receiving the same training at the same time.

Our preferred option is to move all club nights to South Charnwood High School (Markfield), it can provide the facilities, especially indoor Sports Hall during the colder months. We also have access to toilets and changing facilities, which are now in a self-contained area. South Charnwood High provides access to some terrain outside the school grounds. The school is mapped and has some permanent controls, probably not enough.

We see this solution as increasing the complexity of arranging club night as we try to have two levels of coaching. In particular, the white/yellow/orange with fun activities and the rest with technical and physical.

Pros

- Makes best use for coaching resources because they will have bigger groups and will therefore need to do their activity less frequently.
- Helps with our resilience for catering for planned and unplanned absences.
- Ensures we've always got licenced coaches with up-to-date first aid certificates.
- Gives a chance for teenage juniors to stay and be coached and transition into coaching
- Increase the number of parent /adults who sit on the sides into participating.
- Improve the chances of ensuring the "fun" participants do actually go to an event.
- It should improve the social side because we have more people.
- Monday allows more post-race analysis, including informal, before Sunday's race forgotten about.
- Administration greatly reduced by having one location.
- Gives a better environment for level 1 coaches to contribute and for level 2s to progress towards level 3.

Cons

- Any change results in casualties. Some people perhaps won't go because of location or day in the week issues.
- We still have a late finish for the very young juniors. But a 6.30pm start is really needed to allow adults to finish work and bring their families.
- We will need more coaches committing to prepare for a single night, but at the moment we have 3 coaches preparing each week for 3 club nights.
- We need to find a Club Night Manager to put the coaching programme together and book coaches.
- It reduces the total number of activities we run, so we don't appear as high on those league tables.

Conclusion

We believe moving to Monday night is the best outcome. This has repercussions on our current meeting plans. Of particular concern would be the two main committee meetings and perhaps the AGM. Currently only two committee meetings are held which clash with club nights: November and February. The other two May and August are not affected. It's customary to hold other meetings small groups on Mondays too.

For the traditionalists, it wouldn't be out of the question for full committees to continue on Mondays. This would only affect two or three club nights a year. The AGM could be accompanied by a junior only club night, which would take a coach or two out, but allow parents to attend the AGM.

Quite some time ago committee meetings were held on Wednesday so it's not unheard of to use other nights. In fact other nights have been used this year for small group meetings. As Ashby and Glenfield club nights happen on Wednesdays and Thursdays and do get some attendance; these clearly could be used for some other meetings.

Recommendation

From 1st September 2018 move all club nights to a single site, for example South Charnwood High School, on Mondays 6.30 to 8pm.

Away weekend

We considered another an away weekend like the one organised by Chris Heaton last year. This did appeal to a handful of club members especially those not coming to club night and it would be desirable for this to continue. In view of the amount of effort involved it would be good if this was available to East Midlands clubs. We looked at dates and the first weekend in June when there is a West Cumberland Level C near Cockermouth - seems to be the best one to proceed with.

We need to find an organiser who would book a coach, arrange accommodation and take bookings. We are not sure if anyone round the committee might be interested?

We do have former LEI members in the Lake District and they might better help?

We could look at other areas e.g. NE, New Forest. Forest of Dean, etc.

Recommendation

Attempt to sort out another Away Weekend at the beginning of June

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