

British Orienteering – 3-5 year plan

Introduction

The attendees were divided into 8 groups roughly along Regional lines. Their brief was to consider themselves as members of the British orienteering Coaching Committee who are charged with the production of a 3-5 year plan for coaches and coaching in Great Britain.

They were invited to identify their priorities and to list them.

It was suggested that the Coaching Committee had responsibilities under the following three headings and that the groups may like to consider their suggestions under these headings;

- recruitment – the introduction and education of new coaches
- retention – to ensure that coaches continue to be involved in the sport as coaches
- grow – that coaches develop their skills and move on, if they wish to, to higher levels of award.

Feedback

Group 1. SW and NI

Recruit

- ‘Safety in numbers’ – team approach
- Critical mass within a club
- Make the course sound interesting
- Visibility of Coaching within clubs

Retain

- Team approach – safety and strength in numbers
- Social – for coaches
- Variety of skills/strengths in team
- Provide opportunities to meet and share information
- Fun for coaches as well
- Opportunities to practise
 - Low key, very local events
 - Coaching days
- Mentors
- Scheduled sessions with an organiser
- Isolation is a problem
- Rewarding coaches – shouldn’t be out of pocket

Develop

- Team approach – safety and strength in numbers
- CPD – fun and relevant
- Protected time for reflection
- To gain respect to attract participants
- Increase visibility
- Should we be able to specialise
 - Teams will enable this
- Performance measurement/management for club members
- Knowledge of coaching pathway – what does a L2 coach do

Group 2. SE and WOA

Recruitment

- Raise profile of coaching eg in Focus
- Pre-set dates for courses (at least 6 months) and advertise
- Find more young coaches (eg older juniors before they leave)
- We need more coaches

Retention

- Offer support through mentoring
- Offer mentor training
- Opportunities to be challenged
- Annual recognition of coaches
- Continuation of annual coaching conference
 - networking for people who generally work in isolation
- Coaching forum – on line

Improvement

- Raise profile/improve respect (publicity)
- Regional personal performance courses
 - ?gender based for adults
- Know your coach
- Develop specialist modules
 - Eg physical, mental training
- Visible (kit/badge) differentiation between coaching levels

Overall

- Publicity about benefits of coaching

Group 3. Y+H and WM

Advertise who the coaches are

- include Polo shirts + L1's

Web forum for coaching

- for coaches to ask/answer questions
- Repository for coaching materials/ideas
- Search facilities eg Aiming off
 - o I.e. fact sheets

Better links between talent/Performance coaching and regional talent coaching

I.e. sharing best practise etc

Re-start the coaching newsletter

- link to Focus?
- Encourage new papers (themed)
- Lists of courses (-links to website etc)
- Advertise who the coaches are

Subsidise the costs of running/attending coaching courses

(+push bursaries)

Eg £400 for L1 at PYB

Encourage more add-on (small) coaching activities for improvers at all events + beginners

Eg mini mazes

Pacing competition

Bearing exercises etc

- Use club coaches/guest coaches

I.e. string course takes 5-15 mins

Give them something else to do!!

Develop coaches e-mail list

(eg D of E new list)

Explore ways of improving the retention of coaches

British Orienteering must still take the lead on key issues like child protection (CRB) - reminder letters/licenses are good

Recommended pay scale for coaches

Better links between those 'taught' orienteering and local clubs – encourage joining. Free local membership given to all attendees.

Group 4. Scotland's Wish list

Recruitment

- Base level coaches for all ages

Requirements

Clubs

Squads

Many helpers imply smaller groups

National Centre

Improve perception of time commitment, effort and value of qualifications

Attract

Need good orienteers not necessarily experienced orienteers to do

UKCC L1

And need to sell value of it

Retention

Feel valued and work to that value

Mentoring support, clear roles and tasks (incl preparation)

Be valued in the team, involved

Examples of good practise and ideas

- easily shared and identified

Improvement/Development

Includes restarts

Not everyone wants to move beyond L1 – mentoring for everyone

Someone with a broad view – personal approach

UKCC L2 coach in every club

L3 or equivalent in most geographical clusters

Lots of UKCC L1

One size doesn't fit all

Conference/CPD days

Love and kisses from Scotland

Group 5. NW

Recruit

Better understanding of what's involved

Regional lead (in terms of arranging courses etc)

Identify juniors who will make great coaches and support/encourage them – give them opportunities

Mentoring

Better advertising

Raising profile

Retain

More support/mentoring – develops supporter and supportee

Regional get togethers to share best practice

- regional committee lead

o pub for lunch informal

Use of Technology – on-line training/reading

Pay (LOC - £10 per session to cover expenses)

Visibility – clothing (not always red)

Raise people ie people don't know what's involved – don't realise that things like coaching conference aren't just for serious, high-level coaches

Coach of the Year – useful prize – free entry to JK/BOC

- coach of the Region/club

- tiered competition, regional winner goes through to final

Develop

Regional get togethers to share best practice

CPD – get the balance right

Courses that aren't just about orienteering technique

- nutrition
- running
- LTAD
- Psychology

Opportunities to coach/get experience at top level

Improve confidence

Group 6. EM

Who do we need coaches for;

- 'women only' coaching
- Beginners
- Elite
- Mid-age 'improvers'
- Juniors
- Disabled/equity groups
- Schools (+ parents)
- Locality

East Midlands

Done pretty well at recruiting

And training coaches recently

Was regional co-op setting up pre-event coaching available to all at Regional club events

Support for coaches – co-operation

Now

More coaches in all 4 clubs

More coaching/activity sessions in all 4 clubs

Coaches don't know each other

Find out what members want

Adults want coaching as well as juniors

Regional co-ops to put on improver coaching

Planned progressive sessions

Develop opportunities for people – coaches to get together

Coach update/conf dates Regional/club based

(Regional Coaching Coordinator)

Visibility of coaches – coach kit

Group 7 EA + NW

Need for UKCC L3

No clear coach development pathway

Mentoring – raise profile

- more of it

Coaches need to know how to use volunteers better

Resources - more

- available
- best practise

Coaches as recruiters

Diversity – adventure races

- Fell running
- Others

Link community to performance
(Club talent squad)

Group 8. SC + NE

Recruit

Through club coaching sessions

Price of courses

Knowledge of grants

Club support of coaching programmes

Simplification of requirements

Eg workshops like event safety course

Transition from teaching ‘O’ for teachers

Entry point;

Youngsters II or III (cost)

Retain

Refreshing information

Mentoring service

Joint coaching (sharing ideas, jobs, worries etc;)

Avoid over imposing on coaches

Provide opportunities for coaches to ‘Grow’.

Klub committee support of coaching and understanding of it

Networking for coaches

(National regional, club level)

Grow

Outside ‘O’ influences

Sharing within ‘O’

Practical eg combining clubs

Stop re-inventing the wheel

Bring previous coaches back

Clarifying current practises

Lessons plans

Programme plans