

"Orienteering is a challenging outdoor adventure sport enjoyed by people of all ages, abilities and backgrounds."



Annual Report **2012**

More People, More Places, More Podiums (MP3)



Chair's Report - A big thank you *By Lyn West*

I thought 2011 was a busy year but 2012 has seemed even busier! Applications for Sports Council funding have dominated the year for many with Sport England being the major player from the British Orienteering perspective. The hard work was rewarded with the announcement in December of an award of £2.3 million over 4 years. We have also received an award from Sport Northern Ireland and Sport Scotland continues to provide funding to the Scottish Orienteering Association. I would like to thank all those involved, primarily staff members but also some senior volunteers, for all their hard work and commitment in delivering the submissions. British Orienteering is extremely grateful to the funding bodies for their continued support.

Governance is an ongoing item on the Board agenda. We have continued to work towards improving our effectiveness by implementing changes in the way we work, using self-evaluation tools to assess ourselves and introducing individual Director appraisals. The decision to move to appointing Independent Directors is as a direct result of the belief that this will make us more effective as a governing body.

Mike Forrest stood down as a Director and Treasurer at the end of the last AGM. He was a hard-working and conscientious Director. He left the Board to concentrate on his role as Chair of Event and Competitions Committee but had to resign from this as a result of work and family commitments. In both positions he contributed a great deal to British Orienteering for which I thank him.

Neil Cameron and I both stand down at the 2013 AGM as our terms of office are complete. We have both been involved with the Board since its formation in 2008. I first joined Council in 2003 so after 10 years, I think it is time for a fresh face! I would like to thank my fellow Directors and the staff for their support during my time as Chair. I have enjoyed the role. Thank you also to Neil for the hard work he has put in over many years and particularly for the 4 years he served as Chair.

Our committee structure is also part of the governance of British Orienteering and the Board recognised that the structure was no longer fit for purpose. Implementation of the new Event and Competitions Committee did not go as smoothly as we would have wished. However, it is now up and running under the guidance of Chris James. As promised in my report last year, a review of the remaining committees was carried out during the year. Coaching, Development and Performance Committees will be disbanded at the end of March 2013 with the new way of working rolled out from the beginning of the year. This will rely more on "task and finish" groups to address issues as they arise and members undertaking key roles to support staff. I would like to thank on behalf of British Orienteering, all members of the committees for their hard work and commitment. I know that some will continue that commitment in the new structure.

Fortunately there is time for work outside the Boardroom and for me the highlight was attending the World Trail Orienteering Championships in Scotland in a rather cold and wet June. Anne Braggins and Anne Hickling and their team of helpers staged an event that did British Orienteering proud – thank you to all of you. We even had a podium placing in the open class. I am now anticipating WOC 2015 with even greater excitement.

And in the year in which we start to focus more on supporting our volunteers, thank you to the army of our members out there (and a few non-members) who keep our clubs going, support our juniors, run a huge variety of activities, deliver a myriad of tasks large and small and, of course, stage our events big and small, week in and week out come rain or shine. Thank you everyone!

I would also like to take this opportunity to thank all the staff at the National Office who have worked extremely hard during the year to provide an excellent service to our clubs and members.

Membership & Participation

By Caroline Povey, Marketing Manager

During 2012 our membership fell from 11,005 to 10,869. This is a small decrease and is favourable compared to other membership organisations and considering the current economic climate. However it does demonstrate that we need to strengthen the benefits of our membership scheme, and we hope that the decision to implement a single structure with lower membership fees from January 2013 will encourage many of the non-members who currently participate in orienteering to join, and ensure that existing members are retained.

Both the number of events and the number of participants at events fell during 2012. As you can see from the table below, there was a fall in both senior and junior members attending events, whilst the number of non-members taking part in events remained relatively static. Our challenge is to encourage these non-members to join British Orienteering.

Event Participation	2009	2010	2011	2012
Senior Member	112,343	96,881	126,923	119,160
Senior Non-Member	7,532	8,801	9,266	9,349
Junior Member	45,688	43,059	47,142	41,595
Junior Non-Member	7,950	8,630	14,803	14,905
Total Event Participants	173,513	157,321	198,134	185,009
Number of Events	1,617	1,755	2,033	2,013
Average per Event	107	90	97	92

Some of the fall in participation can be attributed to fewer events being organised and to the smaller number of competitor runs at the Welsh Croeso event in 2012 (10,744) compared to the Scottish 6 Days Event in 2011 (19,725) – a difference of 8,981 participants. However it is interesting to look at how the participation numbers for each level of event compared from 2011 to 2012. We would be interested in what conclusions you draw from this data.

Level	Number in 2011	2011	Number in 2012	2012
A	14	16,552	14	17,290
B	99	37,404	71	31,030
C	235	50,104	285	47,057
D	1,685	94,074	1,643	89,632
Total	2,033	198,134	2,013	185,009

The number of activities and the number of participants at these activities did increase from 2011 to 2012. The increase was across both members and non-members and shows that local frequent activities are popular with a wide range of participants.

Activity Participation	2009	2010	2011	2012
Senior Member	6,108	12,334	15,830	16,798
Senior Non-Member	12,136	4,517	7,822	9,281
Junior Member	4,058	6,995	10,195	12,430
Junior Non-Member	10,681	27,409	22,224	23,607
Total Activity Participants	32,983	51,255	56,071	62,116
Number of Activities	1,361	2,417	2,422	3,084
Average per Activity	24	21	23	20

	2009	2010	2011	2012
Total Number of Participants	206,496	208,576	254,205	247,125

Overall our participation fell from 254,205 in 2011 to 247,125 in 2012. However it should be noted that the impact of the bi-annual Scottish 6 Days is significant in terms of participation.





Chief Executive's Report

By Mike Hamilton

Scottish Orienteering organised the 2012 JK and participants seemed to have thoroughly enjoyed the Festival. The weather could have been more inspiring but in spite of that, the overall feedback on the Festival was very positive. The organisation and administration of the JK and the British Orienteering Annual General Meeting went well and the friendliness and hard work of the organisers and volunteers made it yet another memorable Easter. I would also like to thank all the volunteers who were part of the various British Championships organising teams. As usual these events were very well received by members and crowned worthy British Champions.

2012 has been a year of greater challenge than normal and there is a sense of accomplishment in having survived some of these challenges and negotiated through them; a process that has strengthened our resolve and sense of purpose. The major challenges and activities included:

- Delivering a performance programme for our top orienteers on a vastly reduced budget. Many thanks to our performance orienteers who had to self-fund entirely some of the activities and even contribute financially to many of the activities that were part-funded.
- Funding: 2012 was a 'big' year with UK Sport funding coming to a finish, Sport England and Sport Northern Ireland funding all moving towards the end of their funding cycle and applications for further funding being required for all of them. After a process commencing in late 2011 the Sport England funding submission was made in May 2012; in December British Orienteering learnt that the submission was successful and funding will be available from 1 April 2013 – providing final negotiations and targets can be agreed.
- Evidence: one of the most significant challenges was the demand by Sport England that we evidence progress made regarding both increasing participation and talent development. The independent assessors working on behalf of Sport England cross-checked and challenged extensively the evidence we produced to support our funding submission. Whilst challenging to the point of frustration it has made staff and the Board focus on evidence gathered over the last 4 years and in particular the evidence that shows we understand the views and needs of orienteers and potential orienteers. I am in no doubt that our funding submission was successful because we were able to convince Sport England that we understood these views and needs and are able to deliver programmes that will meet them. Some of the messages we received were difficult but our submission was stronger for having to deal with them.
- Significant work went into delivering the Membership and Levy schemes that were adopted at the 2012 AGM. Although it is too early to review the implementation of the schemes it is worth noting that there have been few problems through the initial stages of delivering the membership scheme although a number of issues have been raised that need to be addressed before 2014.
- The staffing structure has changed due to the funding situation and we have lost several staff during the year; Caroline Gay and Richard Barrett, our Participation Managers in the West and South respectively have departed as funding has re-shaped our staffing structure. Jessica Gouge departed at the end of the year after she was successful in gaining a position with the YHA. Tony Louisola whilst not employed by British Orienteering did act as National Coach in a partnership arrangement with Edinburgh University also departed in late August 2012.
- The National Office staff all contributed significantly to not only the Programmes they are directly associated with, but also in servicing our clubs, members and volunteers. The staff faced many challenges throughout the year, most notably the Sport England funding submission, and I would like to thank them for their hard work.

The Board continued to consolidate its working practices and Directors were called on to meet via conference calls throughout the year. Board practice changed as a consequence of the review of Board effectiveness and Lyn West, Chair of the Board, demonstrated a keenness to drive these changes through. As Chief Executive I work closely with Lyn and would like to thank her for her support and hard work during 2012. We have a regime of monthly face to face meetings and weekly phone calls and I am conscious of the huge amount of time Lyn dedicates to British Orienteering. Many other Board members also committed considerable time to meeting their responsibilities as directors and I would also like to thank them for this work – we would be much poorer without their commitment, enthusiasm, knowledge and skills.

Working at the National Office it is obvious that clubs and event organisers do a great job of organising programmes of events that meet the needs of most orienteers. Some of the work we did in 2012 highlighted this and also reflected further change in the way that orienteering is delivered with many clubs now staging many more local events and club training nights. Whilst the national events (Levels A and B) continued to attract similar numbers of competitors there was growth in local events and activities. London 2012 led to significant increases in participation in some Olympic sports; it will be interesting to see how participation in orienteering has stood up against this.

2012 Major Achievements

Area	2012 Major Achievements
Development & Increasing Participation	<ul style="list-style-type: none"> Community O became well established in many clubs in England whilst clubs in other regions also demonstrated that orienteering and training can be delivered by clubs on a local, frequent basis. The number of local Activity Centres rose to a high point of 75 with some clubs now offering multiple centres; evidence of the success of these centres has been documented in Focus. Over 50,000 participant attendances have been recorded through the local activities and club night scheme. 48 clubs have now achieved British Orienteering's Clubmark or similar status and reaccreditation of clubs commenced. The Navigation Challenge and the Racing Challenge Incentive schemes were rolled out via the British Orienteering website and have been well received. The Community Orienteering Leadership Award was implemented and 57 people have received training through the scheme. School orienteering was reviewed and orienteering was offered for the first time in the School Games.
Volunteers	<ul style="list-style-type: none"> Continuous personal development programme (cpd) for coaches became a part of the licensing scheme and is now being delivered through association coaching representatives. A combined Event Conference was delivered for volunteers involved in major events and mapping; evaluation feedback was very positive. The first stage in delivering a programme of flexible learning to train and support volunteers was implemented with the Event Officials training and the Event Safety Workshop being delivered by accredited tutors. The registration of Event Officials continued and is now well on the way to covering all aspects of event volunteers.

Area	2012 Achievements
Events	<ul style="list-style-type: none"> JK and BOC were staged successfully and the national branding of these events was implemented. It was also the first time the JK was delivered under a partnership agreement. Preparations for the roll out of the UK Orienteering League were completed and the league commences in February 2013. An organisation committee for WOC 2015 was established and has been busily working on preparations for the event. The World Trail Orienteering Championships were staged successfully in Scotland; well done to the organising team.
Performance	<ul style="list-style-type: none"> Performance standards were embedded across the Talent and Performance Programme. The selection policy & procedures were updated and adopted for use in 2013. It was a major success to deliver the programme to prepare for and compete at the World Orienteering Championships in 2012 due to the significantly reduced funding from UK Sport. There were successes for programme athletes with a number achieving personal best performance in international competition. Performance reviews of all athletes in the programme were completed.
Governance	<ul style="list-style-type: none"> The Board implemented changes to improve effectiveness which included reducing the number of face to face meetings, holding conference call meetings on a regular basis and implementing a system of timing for items on the agenda of meetings. Director appraisals were implemented for the first time. An Association & Club Conference was held in October and made recommendations to the Board on a variety of matters including future use of email newsletters to communicate matters of interest to target groups. A cost cutting budget was agreed for 2013 after a challenging review process. The major review of the Membership & Levy scheme was presented to the AGM and was adopted by the membership. The work to update the committee structure continued throughout the year and should reach the final stages of implementation in early 2013. British Orienteering maintained the 'Green' status (highest level awarded) in an external review of governance and financial procedures, albeit that the need for some changes such as Independent Directors remains. Review of Memorandum & Articles of Association culminated in a new set of Articles being adopted at the AGM. Work on the strategic plan for orienteering commenced but was delayed as a consequence of the work required to submit the funding application to Sport England.
Membership & National Office Support	<ul style="list-style-type: none"> The National Office support team having been restructured in 2011 worked effectively in 2012 and member satisfaction appeared to improve significantly. Finance provided all the required functions and reports required of it often in quite trying circumstances. The yearend accounts were agreed with the auditors and adopted at the AGM. IRIS Exchequer accounting software was introduced in early 2012 and replaced older accounting software. On the website the incentive schemes were added and the membership and levy schemes updated in line with the AGM proposal. We also launched the JK2013 website that can also be used in future years and a 'mini-site' system that has been successfully used by the 2013 BOCs, the UKOL and various Community O projects. Based on the feedback received, communications with members, clubs and associations improved. The print portal continued to be used by a significant number of clubs and now offers a even wider range of flexible templates.
Funding	<ul style="list-style-type: none"> The funding submission to Sport England was well received and British Orienteering has been notified of the intention that funding will be in place from 1 April 2013 for the next 4 year period – based on targets being achieved.

2013 Milestones

Area	2013 Milestones
Development & Increasing Participation	<ul style="list-style-type: none"> Continue to support clubs to deliver local frequent orienteering through club nights and activities. To work with partners to deliver the new increasing participation orienteering products, Xplorer and RunChallenge. The schemes are due to deliver over 40,000 participant runs in 2013. To increase the numbers of new participants that are converted into members.
Volunteers: Including coaches, event officials, club officials	<ul style="list-style-type: none"> To identify the needs of participants and, once those are established, to identify what volunteer roles are required to meet those needs and what the training and support needs of those volunteers are. To agree a plan to increase the number of volunteers working in orienteering through an improved training and support system. Continue to implement continuous personal development across all volunteer groups. To train people to deliver the increasing participation programme being delivered by partners. To continue to develop Event Officials through programmes of training and support. To support clubs and associations to develop their volunteers.
Events	<ul style="list-style-type: none"> Development of the JK Festival of Orienteering to continue, including the employment of a part time coordinator. To deliver and review the first year of the UK Orienteering League. To identify good practice in the delivery of local events and particularly how these can best be used as the gateway for people wishing to step from 'recreational' orienteering into 'competitive' orienteering. Continue with preparations to stage WOC 2015.
Performance	<ul style="list-style-type: none"> The 4 tier talent pathway to be embedded through the delivery of resources and a staffing structure to support it. To apply the new selection policy in such a way as to maximise the opportunities to gain medals in 2015. To meet the targets agreed with UK Sport and Sport England, these include increasing the number of athletes in the programme and the quality of performance of athletes in the programme. To provide performance reviews for all athletes in the programme and to work with each athlete to establish and update their personal development plan.
Governance	<ul style="list-style-type: none"> Lead the development of a strategic plan for orienteering that is a framework for the sport. Engage with associations, clubs and members in gaining input and buy-in for the plan. To update the Articles of Association to reflect the issues of Independent Directors and gender representation. These Articles to be presented to the members at the AGM 2013. To continue to develop Board practices to ensure effectiveness continues to improve. To finalise arrangements to improve the effectiveness of the committee and group restructuring and to establish a network of volunteers that have a clear responsibility to run national aspects of orienteering. To maintain the 'green' rating of the independent self-assurance audit. In 2013 this will include an on-site audit of governance practices.
Membership & National Office Support	<ul style="list-style-type: none"> Monitor the new membership and levy schemes in the first year of delivery. Continue to improve administrative support to members, participants and volunteers. This will be particularly important in an environment where staffing has been reduced. To update the Financial Policies & Procedures. To continue to implement the IRIS Exchequer financial software in preparation for the new funding cycle and change in financial reporting inherent to the 2013/17 funding. To continue to improve communications with stakeholders particularly associations, clubs and members and to promote the sport.



Finance & Funding

By Bob Dredge, Treasurer

Summary

The 2012 Annual Accounts will be available to members on the British Orienteering website from the 5th March. The budget for 2012 was agreed in principle by the Board in September 2011 and finalised in December 2011. The budget anticipated a loss of £23,814.

During 2012 the accounting system used by British Orienteering was changed. The accounting structure now incorporates costs centres driven by income source, that is; British Orienteering, Sport England, UK Sport and Others, such as Sports Coach UK and Sport Northern Ireland. The structure now also allows for the analysis of finances by the main focus areas of membership & communications, business support - finance and administration, governance, events & competitions, development and performance.

In 2012 British Orienteering made a £8,607 loss. This is considerably less than the budgeted loss of £23,814 due to the following main variances from the budget:

- **Membership & Communications: £9,500**
This consisted of additional income from memberships, Focus advertising, savings on printing and on web development yet to be completed.
- **Business Support: £18,000**
National Office savings including non-recurring savings arising from maternity leave, expenses claims and increased trading income.
- **Governance: - £14,000**
To support our increasing participation programme and the submissions to funding partners, an external agency was commissioned to evaluate potential income and business development opportunities. This was not in the initial budget and resulted in a department overspend.
- **Events & Competitions: £18,000**
BOCs and the JK produced a greater than anticipated surplus. This was offset by a small fall in income from event levies.
- **Development: - £32,000**
British Orienteering support to the development programme, and a small reduction in coach education income accounted for £1,000 of this deficit. The major contributing factor to the Departmental loss was use of monies held in reserves set aside for the Multiday events and for Development Committee funding awards. These were £31,200 in excess of the income generated and budgeted for in 2012. These reserves should, with hindsight, have been released to the budget to pay for the various activities. The reserve is now reduced by the £31,200 used in 2012 and now stands at £11,000.
- **Performance: £16,000**
Savings were made by the Performance Programme which required less support from British Orienteering than anticipated in the budget. There was also a reduction in British Orienteering support to the other international disciplines which increased the underspent amount.

The budget for 2013 was agreed in principle by the Board in September 2012 and covers the continuing functions of British Orienteering. It is being reviewed and revised in light of the 2013/17 funding settlement announced in late December 2013.

Reserves

In accordance with the prudential management of the company a Reserves Policy is in place. This requires that reserves cover three months value of continuing operating expenditure, plus a further three months funding of core activities. At the end of 2012, this policy requires the reserves to hold £455,000. This consists of £330,000 to deliver a full programme as currently implemented and £125,000 for an additional 3 months of core activity. The full programme covers Grant funded expenditure and expenditure relating to JK and BOCs. Core activities relate to staffing and national office commitments. The actual reserves at 31 December 2012 were £510,450.

Income

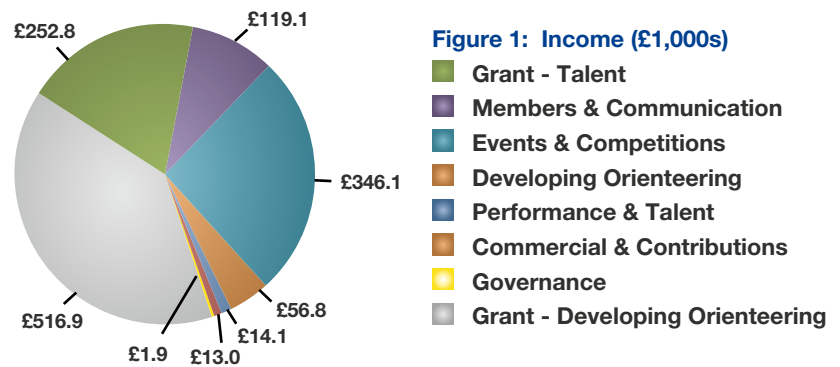
Income in 2012 was in excess of the budgeted level at £1,321,000.

- Grants totalling £806,000. A further £35,000 is being carried forward to 2013 which must be spent prior to 31 March 2013. From 1 April 2013 we will commence new 4 year contracts with Sport England and Sport Northern Ireland.
- Overall funding from government agencies in 2012 represented 60% of the total income. This is a smaller proportion of income than in previous years. This is due to there being an actual reduction in grant funding but also due to the overall change in income as a result of us now including both the income and expenditure rather than net surplus or loss from the JK and BOC's.

BRITISH ORIENTEERING

- Membership & Communications:**
 Membership and Club Affiliation fees of £113,000, an increase of £5,000 against budget. Advertising & trading incomes also increased.
- Business Support:**
 General trading within business support produced an income of £3,000. For accounting/audit purposes interest and costs of corporation tax are not shown as operating income. However both interest and corporation tax was as budgeted.
- Governance:**
 Governance had no income other than the £2,000 brought forward from 2011 to support IOF post holders.
- Events & Competitions:**
 Event Levies income was £101,000. This was slightly less than the forecast of £102,000. More activities were registered during 2012, and slightly fewer events. As a result of the online data entry and regular reminders, especially near the year end, the majority of clubs had submitted participation figures and paid levies. Whilst this 'chasing' was seen by a few clubs as an issue, it did result in considerably fewer outstanding levy payments at the end of 2012.

 The major events, which for 2012 also included the World Trail Orienteering Championship, achieved a net surplus of £40,500. This was £23,000 in excess of the expected income.
- Development:**
 Coaching and coach education remained the main income stream. The net income and expenditure was near to budget expectations. The income from the Croeso multiday event was also recorded within this department as the funds generated were to be used by the development fund. All other activities were funded by grant income.
- Performance & Talent:**
 The programme was funded primarily by grants with other income being generated through athlete contributions.



Expenditure

From our income of £1,262,000, expenditure was £1,229,000.

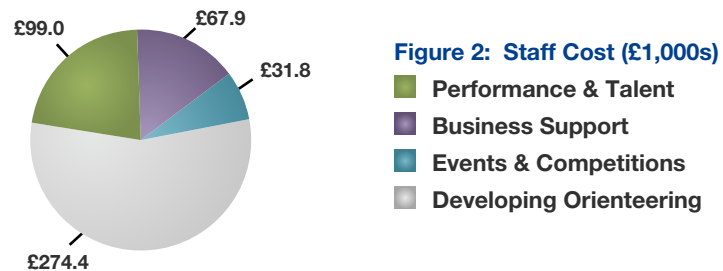


Figure 3: Expenditure of All Income (£1,000s)

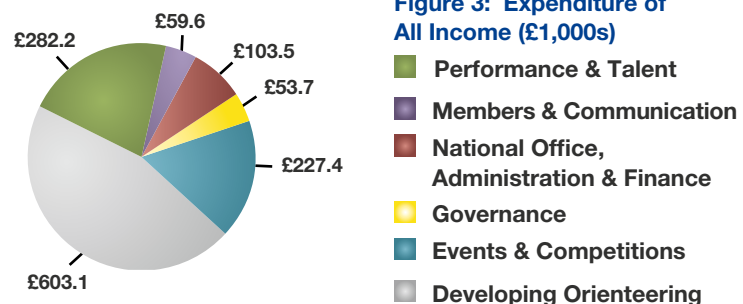
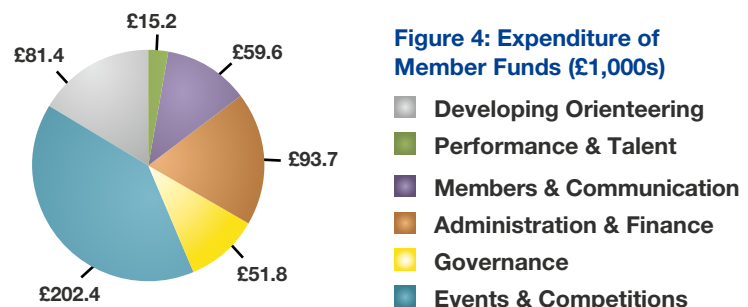


Figure 4: Expenditure of Member Funds (£1,000s)



- Membership & Communications:** Expenditure of £59,500, which was slightly below budget.
- Business Support:** Expenditure of £94,500 which was below budget by £15,000. This department's work underpins all other departments and directly supports membership & events.
- Governance:** Expenditure of £52,000. This was £14,000 in excess of budget mainly as a result of the need to deliver the 2013-2017 funding submissions.
- Events & Competitions:** The budget needed to be reforecast as the incorporation of the accounts for the JK and BOCs had not been included in the initial budget, which allowed only for any net surplus. The budget will be forecast on the basis of both income and expenditure in future years.
- Development:** The budget included coaching education and the multiday development awards. Overall the programme ran to budget other than the technical overspend arising from the awards as mentioned in the opening summary but covered from reserves.
- Performance & Talent:** Expenditure was £282,000 with some savings against budget being made for the WOC programme.



Development and Increasing Participation

By Edward Nicholas, Development Manager

Development Programme

Throughout 2012 the Development Programme continued to move the sport forward aiming to deliver the vision of British Orienteering. The main focuses of the programme have continued to be increasing and retaining participants within the sport.

The staff in the programme have worked hard throughout the year and given invaluable support to make opportunities happen. Thanks to Steve Vernon (National Participation Manager); Natalie Shaw (Participation Manager – East); Caroline Gay (Participation Manager – West); Richard Barrett (Participation Manager – South); Hamish Willis (Community Orienteering Coach – North); Dan Riley (Community Orienteering Coach – Yorkshire and Humberside); Pauline Olivand (Community Orienteering Development Officer – East Midlands); Mike Hardy (Regional Development Representative – North East) and John Crosby (Regional Development Representative – North East). We are also extremely grateful for the help and assistance provided to us by clubs; coaches; volunteers; officials and partners in delivering the programme. Without this support the programme would not be in the great position that it is in currently.

2012 also allowed the Development Team to review the programme and we have been working on the new opportunities to be launched in April 2013. The new opportunities represent further great opportunities to bring new people into the sport of orienteering. We have learnt a considerable amount from the delivery of Community Orienteering over the last three years and aim to use this learning to enhance our offers and delivery in 2013. We look forward to seeing young people, families and many more experiencing this fantastic sport in the coming years.

"I really enjoyed attending the club nights with my friends, we keep fit and have fun!"

Increasing Participation and Community Orienteering

Community orienteering continues to be a success story as we further the delivery of the programme. We currently have Community Orienteering activity happening in 71 locations across England with a further 4 locations to start in the early part of 2013. This is an increase of 26 from 2011. The areas of highest take-up continue to be the North and East areas where there are 33 and 20 Community Orienteering projects respectively. It is great to see a number of people coming into the sport through the programme and seeing their progression into events and competitions.

Currently 44 open clubs in England are involved in the Community Orienteering programme and the following ten clubs started Community Orienteering projects in 2012:

Basingstoke Andover District Orienteers
British Army Orienteering Club
Chigwell and Epping Forest Orienteering Club
Havering and South Essex Orienteering Club
North Wiltshire Orienteers

Northern Navigators
Potteries Orienteering Club
Quantock Orienteers
South Midland Orienteering Club
Southern Navigators

This year has also seen more clubs take on the management of the club night projects with clubs driving towards sustainability and independence from funding from British Orienteering. British Orienteering's aim is to ensure that all Community Orienteering projects will continue for a long time and will support clubs to deliver a sustainable project through advice, resources and volunteer development.

"The coaching resources that British Orienteering have provided me with such as the Activity Guide have enabled me to put on educational and enjoyable sessions."

The Development Team have been working hard to support coaches and volunteers with their delivery of Community Orienteering. This year we have created a regular newsletter containing items of good practice and interest for Community Orienteering coaches. We have also introduced a series of Community Orienteering Coach forums which aim to bring together Community Orienteering coaches and leaders to share and learn good practice. Thanks to those coaches and leaders who have contributed to this sharing of good practice.

2012 also saw the introduction of the Community Orienteering Leader Award. This one day course has allowed us to train around 60 leaders to go on and deliver activities in the Community Orienteering programme. Supporting coaches and leaders is a key part of our work as we look to ensure that newcomers are given a friendly face to welcome them into the activity sessions.



Orienteering in Universities

The development of University Orienteering is a focus of the programme as we look to increase the number of orienteers in Higher Education institutions. It has been very pleasing to see in 2012 a number of new University Orienteering clubs affiliating to British Orienteering. A warm welcome (and warm return in some cases) to Newcastle University, York University and Plymouth University. British Orienteering continues to support the development of university orienteering and has given direct support to amongst others Leeds University and Bristol University, and continues to support all affiliated University clubs.

Quality Clubs

Clubmark continues to represent the standard for well run and organised clubs to attain. British Orienteering continues to offer a service to support clubs who wish to attain Clubmark. We still remain one of the leading sports in terms of our percentage coverage. Finally it is welcome to see the continuation of new clubs coming forward who wish to work towards this accreditation and it has been pleasing to renew accreditation and pass clubs for the first time.

By the end of the year, 42 English and Welsh clubs had achieved the Clubmark standard which recognises the clubs' management of the coaching and competition programmes. 2 new clubs were awarded the Clubmark accreditation during 2012. A number of clubs in Scotland and Northern Ireland have also achieved similar club accreditation.



Newly accredited Clubmark clubs:

- Swansea Bay Orienteering Club
- Thames Valley Orienteering Club

Reaccredited Clubmark Clubs

- Berkshire Orienteers
- Cleveland Orienteering Klubb
- Deeside Orienteering Club
- Leicestershire Orienteering Club
- Nottinghamshire Orienteering Club
- Saxons Orienteering Club
- Southern Navigators

Supporting Volunteers

Volunteers are a key part of the fabric of orienteering and we continue to support a number of volunteer initiatives. A grouping of clubs in the North West (MDOC, SELOC, PFO and DEE) have benefited from the Sport England funded Club Leaders programme. Club Leaders has been put in place to enable clubs to benefit from skills found in business including planning; financial management and marketing. The group of North West clubs have been using this opportunity to develop a Marketing Strategy.

Club of the Year Awards

British Orienteering runs a Club of the Year competition each year to recognise the achievements of clubs based on their activities over the previous 12 months. It is great to see that the standard of applications remains incredibly high and makes selecting a winner very challenging.

Congratulations to MAROC who are the winners and progressed to the National Sport and Recreation Alliance club of the year award. One of the highlights from MAROC is the well-supported junior section of regular coaching. This has given the club the opportunity to achieve junior successes at a number of high profile competitions.

Sheffield University Orienteering Club were named University Club of the Year and were also second club in the main competition. SHUOC have evolved to provide more opportunities for new orienteers as well as event production in 2012. Swansea Bay OC were third.

Developing Coaches

Coaches are another group of key volunteers and British Orienteering continues to support the delivery of Coach Education. British Orienteering will be running a full calendar of courses in 2013 and will continue to encourage individuals to attain their coaching awards.

Across the two existing awards UKCC Level 1 and UKCC Level 2 we continued to have a number of candidates taking the course in 2012. The UKCC Level 1 award had 66 attend in 2012 and the UKCC Level 2 award had 18 attend.

In February British Orienteering also staged a successful Coaching Conference at Lilleshall Hall, Shropshire. Despite the wintry weather delegates enjoyed a number of practical indoor and outdoor activities.

Community Orienteering



Jon Musgrave from MAROC receives the Club of the Year award.



Major Events

By Helen Errington and Dave Peel, Event Managers

Associations, Clubs and numerous volunteers were involved in organising the major orienteering events that took place during 2012. British Orienteering would like to thank all those involved in making them a success:

- **British Night Championships:** Sarum staged a very successful event at Hamptworth, in the New Forest. The event attracted 300 competitors, many of whom were caught out by surprisingly complex navigation in the early stages of the courses.
- **British Sprint Championships:** Once again a university was the venue for the Sprint Championships with Eborienteers hosting at the York University campus. The event attracted a record entry of over 850 competitors.
- **British Middle Distance Championships:** Eborienteers also hosted this event on a beautifully warm spring day. Strensall Common is fast terrain but its subtle undulations and vague vegetation required precise orienteering. For the first time over 1000 competitors took part in this competition, which demonstrates the increasing popularity/acceptance of these 'new' formats of orienteering.
- **Jan Kjellström Festival of Orienteering:** JK 2012 was an event of contrasts from the superb urban challenges of Livingston to the rugged terrain of Perthshire's Big Tree Country. Scottish Orienteering capitalised on its experience of staging multiple Scottish 6 Day events, with volunteers coming from clubs across the nation.
- **British Orienteering Championships:** The North West Orienteering Association showed that with careful planning it's possible to stage a big championship event in remote terrain. Those who made the trip were rewarded by a beautiful warm day, a great arena and classic Lakeland terrain. A great way to find our national champions. A change of terrain type for the relays with flat limestone terrain that provided tight relay competition.
- **British Schools Orienteering Championships:** Deeside Orienteering Club staged this event at Delamere Forest Park with nearly 800 enthusiastic pupils attending from across the country.



UK Orienteering League

The competition review has nearly run its course with a number of recommendations emerging. One of the main objectives was to generate a competition structure which meets the needs of participants from local to national level. One of the most notable recommendations is the introduction of a National Orienteering Series (UK Orienteering League) which is based upon and replaces the UK Cup, Masters Cup and FCC competitions.



Event Officials' Training

The development and training of Event Officials continued in 2012, with further Event Safety workshops leading to over 750 people being trained.

A new approach was taken with the former Major Events and Mapping conferences by wrapping them into one Event Officials Conference with parallel programmes. It would appear to have been a popular move with a record attendance and positive feedback.

Rules

There has been a revamp of the Rules of Orienteering, Appendices, Event Guidelines and Competition Rules to make them easier to use and understand, and bring consistency to all documents. They are due for launch in 2013.

World Trail Orienteering Championships

A very successful championship was staged in Dundee, with the competitions taking place in Tentsmuir Forest. A total of 97 competitors from 23 countries competed. Event Organiser was Anne Hickling, with expertise coming from across the Trail O community and more volunteers from all over the UK. The championships were preceded by a World TempO Trophy at Camperdown Park in Dundee. TempO is a version of Trail O using only timed controls and will be officially incorporated into the WTOC program in 2013.



Talent Development and Performance Programme

By Sarah Hague, National Talent Manager

Thank you to UK Sport and Sport England for funding the Talent Development and Performance Programme

Outstanding Achievements

Congratulations to Scott Fraser, Claire Ward, Lucy Butt and Charlotte Watson who won the annual squad awards.

This year the Mike Wells-Cole Trophy winner for the Best Senior Performance of the year went to Scott for his 4th place in the World Orienteering Championships Sprint race in Switzerland. This is the second time he has won this trophy in the last 3 years. Claire was presented with the prize for the Most Improved Senior for her consistency of results in both the European Championships and the World Orienteering Championships, and in particular her 7th place in the WOC Sprint race.

Lucy was awarded the trophy for the Best Junior Performance of the year for her 7th place in the Long Distance race at the Junior World Orienteering Championships. Lucy still has two more years as a junior. Charlotte was awarded the Best Improved Junior award for her 9th place in the Middle Distance race at the Junior World Orienteering Championships. Charlotte still has one more year as a junior.

Programme Highlights

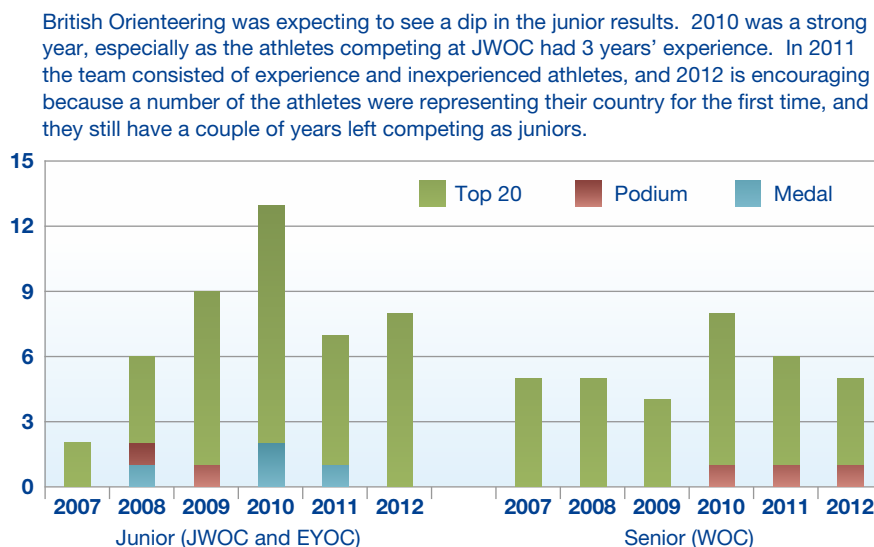
The Talent Development and Performance Programme is at an exciting stage in its development. This year British Orienteering have been able to apply the philosophies of Long Term Athlete Development and we now have a structured 'Pathway' that is nationally managed. The programme has a set of clearly defined criteria and standards at each level (Talent Development, Elite Development and Performance) of the programme which are used to assess athletes when selecting them to compete for Great Britain, attend training camps or be selected to be a member of our Squads.

The criteria and standards have had a positive impact on the number of athletes selected into British Orienteering's Squads which have been designed to support athletes' development all the way from the point at which they are first identified as talented all the way through to delivering World Class success. By having three levels of Squad, the staff are able to deliver the right type of support and knowledge to athletes, and their coaches, at the right stage in their development.

British Orienteering has been able to demonstrate that we have developed a nationally managed Talent Development and Performance Programme and is one of the main reasons we have been successful with our application for continued funding. Our next step will be to develop the vision for the Programme beyond April 2013, including making sure that we move up the ranks of Orienteering nations at WOC (we are currently 11th overall with the men being 11th and the women being 8th) as well as doing everything possible to ensure we make the most of the opportunity to compete and be successful at our home World Championships in 2015.

Individual International Results

The chart shows the individual results of the Talent Development and Performance Programme since 2007. With the focus on 'Long Term Improvement' and 'Individual Skill Development' British Orienteering expect to see improvements over the next couple of years.



Claire Ward ran all the WOC races

Scott Fraser finished 4th at WOC

Lucy Butt had an excellent JWOC

Charlotte Watson had an excellent season

Roll Of Honour 2012

Award	Winners
Club of the Year	Mar Orienteering Club
University Club of the Year	Sheffield University Orienteering Club
Silva Award for Services to Orienteering	Roger Baker
Senior Orienteer of the Year (Mike Wells-Cole Trophy)	Scott Fraser
Junior Orienteer of the Year (Silva Statuette Trophy)	Lucy Butt
Senior Best Improved Orienteer of the Year	Claire Ward
Junior Best Improved Orienteer of the Year	Charlotte Watson

Position	Athlete	Championship	Discipline
Silver	Emily Benham	World Mountain Bike Orienteering Championships	Sprint
4th	Scott Fraser	World Orienteering Championships	Sprint
5th	Scott Fraser	European Orienteering Championships	Sprint
7th	Claire Ward	World Orienteering Championships	Sprint
7th	Hollie Orr	World University Orienteering Championships	Sprint
7th	Lucy Butt	Junior World Orienteering Championships	Long
7th	Dane Blomquist	European Youth Orienteering Championships	Long
7th	Julie Emmerson	European Youth Orienteering Championships	Long
8th	Hollie Orr	World University Orienteering Championships	Middle
9th	Charlotte Watson	Junior World Orienteering Championships	Middle
9th	Emily Benham	World Mountain Bike Orienteering Championships	Long

Position	Athlete	Championship	Discipline
Gold	Claire Ward	World Masters	Sprint & Long W35
Gold	Quentin Harding	World Masters	Sprint & Long M50
Gold	Jean Lochhead	World Masters	Sprint W65
Gold	Peter Gorvett	World Masters	Sprint M65
Silver	Sarah Rollins	World Masters	Sprint & Long W35
Silver	Nick Barrable	World Masters	Sprint M35
Silver	Alice Bedwell	World Masters	Sprint W50
Silver	Hilary Palmer	World Masters	Sprint W65
Gold	Killian Lomas	World Mountain Bike Masters	Sprint M40
Gold	Charlotte Somers-Cocks	World Mountain Bike Masters	Sprint & Long W50
Silver	Charlotte Somers-Cocks	World Mountain Bike Masters	Middle W50
Bronze	Angela Brand-Barker	World Mountain Bike Masters	Sprint W50
Bronze	Andy Conn	World Mountain Bike Masters	Long M40
5th	Ian Ditchfield	World Trail O Championships	Open

British Championships	Long	Middle	Sprint	Night	Relay
Senior Men	Hector Haines	Oliver Johnson	Christopher Smithard	Mark Bown	INT
Senior Women	Sarah Rollins	Claire Ward	Catherine Taylor	Helen Bridle	WCOC
Junior Men	Jon Crickmore	Jonathan Crickmore	Thomas Felbaum	Ben Mitchell	SYO
Junior Women	Katrin Harding	Lucy Butt	Zoe Harding	Rachel Collins	LOC

British Trail O Champions	Ian Ditchfield (Open), John Crosby (Paralympic)
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JK Men's Individual Champion	Scott Fraser	JK Men's Relay Champions	Interlopers
JK Women's Individual Champion	Claire Ward	JK Women's Relay Champions	Edinburgh University

Home Internationals	Junior – England	Senior – Scotland	Veterans' – England
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FCC	W20 Cerys Jones	W18 Harriet Lawson	M20 Thomas Felbaum	M18 Adam Potter
UK Cup	Murray Strain	Sarah Rollins	UK Relay	M: Interlopers
CompassSport Cup	Airienteers		CompassSport Trophy	Forth Valley Orienteers
Yvette Baker Trophy	Bristol OK		Jamie Stevenson Trophy	Mar OC
Junior Inter Regional	Scotland		Peter Palmer Junior Relay	South Yorkshire Orienteers

BSOC Winning Schools	Primary	Middle/Prep	Small Secondary	Large Secondary	Tertiary/6th Form
	Kingswood School	St Andrew's Pangbourne	Clayesmore Senior School	Ulverston Victoria High School	Barrow 6th Form College

MTBO British Champions	Helen Winskill & Killian Lomas (Sprint), Charlotte Somers-Cocks & Killian Lomas (Middle), Charlotte Somers-Cocks & Andrew Douglas (Long)
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Mapping Awards	Winner
Silva Trophy for Professional Cartography	Graham Gristwood
Bonnington Trophy for Services to Mapping	Chris Burden
Walsh Best City/Sprint Map	Rod Postlethwaite
Chichester Trophy for best map by an amateur mapper	Peter Leverington