

British Orienteering Coaching Committee

Minutes of the Meeting of Coaching Committee held on Saturday 9th October 2010 at Carrs Lane Church Centre, Birmingham, B4 7SX

10/37 Chairman, Welcome and Introductions

Present; Keith Marsden, Chairman; Mike Hamilton, Chief Executive; Ed Nicholas, Development Manager; John Woodall, Director; Roger Scrutton, (SOA), Dave Rogers (SCOA), Hilary Palmer (EMOA), Jon Carberry (NWOA), Nev Myers (YHOA), Don McKerrow (SEOA), Christine Vince (SWOA).

10/38 Apologies for Absence

Jim Clarke (BSOA) Mark Saunders (WOA), Linda Thornton (NEOA), Ursula Oxburgh (EAOA)

Corresponding member; Raymond Finlay (NIOA)

It was noted that Lynne Walker has replaced Sarah Dunn as the SOA representative and that Roger Scrutton had agreed to stand in for this particular meeting.

In his introduction the Chairman made a point of thanking Derek Allison for all his work for British Orienteering and the support he had provided to the Chairman and other members of committee in the years he had been employed by British Orienteering.

10/39 Purpose of the Meeting

The Chairman outlined the purpose of the meeting as two-fold;

- to enable the Chief Executive to personally appraise the committee of the financial position of British Orienteering and to outline possible changes in the future
- to enable the Development Manager to outline his plans for the future, in particular that of Community Orienteering and to explain how the role of coaches was important to this development

The Chairman expressed the wish that members of the Committee would take away from the meeting a personal understanding of both positions and be able to correct any misconceptions to other members of British Orienteering.

10/40 British Orienteering Funding now and in the future

Background

The Chief Executive started by referring back to the Whole Sport Plan, in which it was clear that Coaching was significant in Orienteering and in many ways underpinned many other activities. However Sport England chose not to support Coaching directly but made it clear that the delivery of coaching could be supported by the use of moneys provided for specific interventions.

However in recent months Sport England has changed its philosophy and is clear that moneys must only be used to pay for the objectives they were designated for. In other words the flexibility that we had has been reduced.

Therefore 6-7 months into the financial year we are having to account for each intervention. Consequently if British Orienteering continued into 2011 at previous rate of expenditure there would be an anticipated £70k overspend against the sections of the budget underpinned by members' income.

Looking at the International programme;

- the Talent programme is supported by Sport England

- the World Class programme by UK Sport.

We have been allowed more financial flexibility in these programmes however it is clear that World Class funding to British Orienteering will end in 2013.

It is also possible that the projected government cuts to be made after the Comprehensive spending review in October could lead to a reduction as early as 2011.

It has therefore become clear that a significant restructuring needed to be planned and that has taken place. This has resulted in a number of job losses, some of which will be partly compensated for by the appointment of a full time administrator due to begin work before Christmas and the use of a student from Chesterfield College working towards an NVQ in Business Administration.

As it affects Coaching

The Chief Executive stated that British Orienteering could no longer afford a Director of Coaching and that day to day coaching duties will be handled by current office staff.

In the longer term (Dec/Jan) it is hoped to be able to recruit a Volunteer Manager who, as well as supporting coaches and coaching will support other volunteers such as Planners, Controllers, Mappers etc. This will be determined by feedback on the spending review.

In answer to a number of questions the following points were made;

- It is hoped that the situation will be clearer by the new year thus allowing the Chief Executive time to address more strategic issues.
- This will only be achieved if Laura Martin can be released to take some of Mike Hamilton's current work load.
- Coaching strategic thinking as provided by the Director of Coaching has been lost and that gap will need to be filled, wherever possible, by this committee
- Severance pay for individuals is paid for by British Orienteering except where that post was part of a funded programme
- The part time Marketing Manager is funded by British Orienteering and is also able to generate revenue from the funded programmes.
- There may be a six month gap before a Volunteer manager is recruited
- When recruited their role will include management of volunteers and their training.
- Volunteer Manager's in other sports have tended to be qualified coaches, however in British Orienteering there is currently inequality between the support provided to coaches and to other volunteers and this needs to be resolved.
- sportScotland provides specific support for coaching
- Sport England is not specifically supporting under 16's and Local Authorities are providing less support for schools sport.

British Orienteering targets

It was pointed out that British Orienteering needed to address the key Sport England targets; namely

- increased participation
- increased satisfaction of those taking part
- implementation of a talent development programme

Plus there are a number of lesser targets.

However British Orienteering does have some key 'pluses';

- we operate across a wide age range
- we have a good male/female split

Looking forward;

1. In the short term Laura Martin will be the first point of call for Coaching queries
2. There is a need to generate participation and the Development Programme is the delivery mechanism. However coaches are key to this, as they are to retention. Ed Nicholas and

his team will be driving the development and support for coaches in the increasing participation and satisfaction programmes of work.

3. Do our awards meet the needs for the key areas of Development/Talent/International?

10/41 British Orienteering Development and Coaching

The Development Manager then reported that since taking post he has done a review of the existing programme and has come to the following conclusions;

- increased participation is a benefit to the sport and this links in with the Sport England target
- development cannot work in isolation and needs to work closely with coaching
- there is no one answer to increased participation
- the key interventions as defined by us to Sport England are;
 - Community
 - HE/FE
 - club development
- because we only have finite resource the preferred focus will be Community programmes
- schools will feed into the Community programme

Community programmes must principally involve newcomers and provide regular local activities. As such coaches are a key marketing tool. This may involve paying coaches to do community programmes. It will also involve more publicity through schools, libraries etc helped by the use of the British Orienteering print portal.

In order to achieve all this the Development Manager asserted that there was a need to build up the number of coaches and he thought that the current structure, i.e. attending fixed courses, was a limiting factor to this growth.

His proposal was therefore that through the use of the Community programme more people would be encouraged to become coaches. That local Course Educators would provide regular coach education based on the UKCC Level 1 award and that candidates would be assessed in the same way as they are currently through the existing system. In this way the candidate coaches would be immediately available for use in the Community programme without compromising the quality of their qualification.

There was discussion regarding bursaries for candidate coaches and the payment for Coach Educators and Assessors but no conclusions were reached. It was felt that any support to candidate coaches should be limited to those who agreed to put something back into the programme.

It was pointed out that there are a number of regional bursary systems in existence as well as through National Skills Academy (NSA).

It was agreed that a flexible approach to the delivery of coach training should be adopted and it was agreed that the Development Manager would present a written proposal to the Coaching Committee on 13th November outlining his plans and addressing the needs and requirements from 'Coaches'.

In addition the Development Manager was asked to address the implications of his plan for all the Home Countries

Action; EN

It was also felt that the Regional Rep's should follow up with their RDO's to discover the needs in their Region.

Action; RR's

10/42 CPD

JW commented that the minutes of the previous Coaching Committee had been reviewed by the Board and they had made the following comments with regard to the implementation of CPD;

- Did British Orienteering have sufficient resources to handle the review of the CPD 'diaries'?
- Was some more 'marketing' being prepared to introduce coaches to the new system.

On the first point he was assured that this had been considered, and in view of the fact that documentation from coaches would not be received into the office until early 2012 there was felt to be sufficient time for British Orienteering to make adequate preparation.

It was also noted that the CPD write-up allowed for the review of the 'diaries' to be done by a nominated licensed coach if British Orienteering was not able to do so.

On the second point, the Chairman had already prepared a letter of explanation for sending to coaches and this was being reviewed by the Chief Executive.

The aim therefore was to circulate the final documents to members of the committee prior to the next meeting and following that, with the agreement of the committee, to circulate them to coaches.

Action; KM

10/43 Coaches Database

A number of comments were made regarding the difficulties RR's were having with making use of the new Coaches Database. Principal amongst these was the inability to e-mail individuals as no e-mail address is provided.

There were also some questions regarding distinguishing between qualified and licensed coaches. MH promised to look into these.

Action; MH

RR's were requested to bring forward any outstanding problems at the next Coaching Committee so that a consolidated list can be prepared.

Action; RR's

10/44 Next Meeting

13th November 2010 at Carr's Lane.